

STATE OF MARYLAND LAW ENFORCEMENT SALARY SCALE  
FISCAL YEAR 2027  
Effective July 1, 2026

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

| GRADE             | BASE     | STEP 1   | STEP 2   | STEP 3   | STEP 4   | STEP 5   | STEP 6   | STEP 7   | STEP 8   | STEP 9   | Mid Point<br>STEP 10 | STEP 11  | STEP 12  | STEP 13  | STEP 14  | Third<br>Quartile<br>STEP 15 | STEP 16  | STEP 17  | STEP 18  | STEP 19  | STEP 20  |
|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------------|----------|----------|----------|----------|------------------------------|----------|----------|----------|----------|----------|
| Grade 1 Annual    | 37,237   | 37,237   | 37,237   | 37,237   | 37,237   | 37,237   | 37,237   | 37,237   | 37,237   | 37,237   | 37,237               | 37,237   | 37,237   | 37,237   | 37,237   | 37,237                       | 37,237   | 37,237   | 37,237   | 37237    | 37237    |
| Grade 1 BiWeekly  | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27             | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27 | 1,428.27                     | 1,428.27 | 1,428.27 | 1,428.27 | 1428.27  | 1428.27  |
| Grade 2 Annual    | 55,488   | 57,429   | 59,443   | 61,524   | 63,676   | 65,907   | 67,224   | 68,569   | 69,943   | 71,342   | 72,770               | 74,225   | 75,712   | 77,225   | 78,770   | 80,348                       | 81,953   | 83,594   | 86,521   | 88,685   | 90,903   |
| Grade 2 BiWeekly  | 2,128.31 | 2,202.76 | 2,280.01 | 2,359.83 | 2,442.37 | 2,527.94 | 2,578.46 | 2,630.05 | 2,682.75 | 2,736.41 | 2,791.18             | 2,846.99 | 2,904.03 | 2,962.06 | 3,021.32 | 3,081.85                     | 3,143.41 | 3,206.35 | 3,318.62 | 3,401.62 | 3,486.70 |
| Grade 3 Annual    | 59,371   | 61,453   | 63,602   | 65,829   | 68,135   | 70,522   | 71,932   | 73,373   | 74,838   | 76,334   | 77,864               | 79,423   | 81,010   | 82,632   | 84,284   | 85,972                       | 87,691   | 89,446   | 92,577   | 94,892   | 97,265   |
| Grade 3 BiWeekly  | 2,277.25 | 2,357.11 | 2,439.53 | 2,524.95 | 2,613.40 | 2,704.96 | 2,759.04 | 2,814.31 | 2,870.50 | 2,927.88 | 2,986.57             | 3,046.37 | 3,107.24 | 3,169.45 | 3,232.82 | 3,297.56                     | 3,363.50 | 3,430.81 | 3,550.90 | 3,639.70 | 3,730.72 |
| Grade 4 Annual    | 63,529   | 65,750   | 68,053   | 70,436   | 72,903   | 75,454   | 76,965   | 78,504   | 80,076   | 81,677   | 83,311               | 84,979   | 86,682   | 88,415   | 90,184   | 91,987                       | 93,828   | 95,706   | 99,054   | 101,531  | 104,070  |
| Grade 4 BiWeekly  | 2,436.73 | 2,521.92 | 2,610.26 | 2,701.66 | 2,796.28 | 2,894.13 | 2,952.09 | 3,011.12 | 3,071.41 | 3,132.82 | 3,195.50             | 3,259.47 | 3,324.79 | 3,391.27 | 3,459.12 | 3,528.27                     | 3,598.89 | 3,670.92 | 3,799.34 | 3,894.34 | 3,991.73 |
| Grade 5 Annual    | 67,975   | 70,357   | 72,818   | 75,370   | 78,007   | 80,736   | 82,352   | 83,999   | 85,680   | 87,396   | 89,145               | 90,927   | 92,746   | 94,602   | 96,493   | 98,425                       | 100,396  | 102,404  | 105,986  | 108,636  | 111,352  |
| Grade 5 BiWeekly  | 2,607.27 | 2,698.63 | 2,793.02 | 2,890.91 | 2,992.05 | 3,096.73 | 3,158.71 | 3,221.88 | 3,286.36 | 3,352.18 | 3,419.27             | 3,487.62 | 3,557.39 | 3,628.57 | 3,701.11 | 3,775.21                     | 3,850.81 | 3,927.83 | 4,065.22 | 4,166.87 | 4,271.04 |
| Grade 6 Annual    | 72,733   | 75,283   | 77,917   | 80,646   | 83,467   | 86,387   | 88,116   | 89,880   | 91,678   | 93,511   | 95,384               | 97,291   | 99,238   | 101,224  | 103,247  | 105,312                      | 107,421  | 109,568  | 113,405  | 116,241  | 119,148  |
| Grade 6 BiWeekly  | 2,789.76 | 2,887.57 | 2,988.60 | 3,093.28 | 3,201.48 | 3,313.48 | 3,379.80 | 3,447.46 | 3,516.42 | 3,586.73 | 3,658.57             | 3,731.71 | 3,806.39 | 3,882.57 | 3,960.16 | 4,039.37                     | 4,120.26 | 4,202.61 | 4,349.79 | 4,458.56 | 4,570.07 |
| Grade 7 Annual    | 77,825   | 80,548   | 83,368   | 86,289   | 89,310   | 92,438   | 94,287   | 96,173   | 98,099   | 100,059  | 102,060              | 104,103  | 106,184  | 108,309  | 110,475  | 112,684                      | 114,937  | 117,240  | 121,342  | 124,376  | 127,486  |
| Grade 7 BiWeekly  | 2,985.07 | 3,089.52 | 3,197.68 | 3,309.72 | 3,425.59 | 3,545.57 | 3,616.49 | 3,688.83 | 3,762.71 | 3,837.88 | 3,914.64             | 3,993.00 | 4,072.82 | 4,154.32 | 4,237.40 | 4,322.13                     | 4,408.55 | 4,496.88 | 4,654.22 | 4,770.59 | 4,889.88 |
| Grade 8 Annual    | 88,721   | 91,829   | 95,040   | 98,368   | 101,813  | 105,375  | 107,484  | 109,634  | 111,829  | 114,066  | 116,349              | 118,677  | 121,051  | 123,473  | 125,943  | 128,462                      | 131,032  | 133,653  | 138,329  | 141,788  | 145,333  |
| Grade 8 BiWeekly  | 3,403.00 | 3,522.21 | 3,645.37 | 3,773.02 | 3,905.16 | 4,041.79 | 4,122.68 | 4,205.14 | 4,289.34 | 4,375.14 | 4,462.71             | 4,552.00 | 4,643.06 | 4,735.96 | 4,830.70 | 4,927.31                     | 5,025.89 | 5,126.42 | 5,305.77 | 5,438.45 | 5,574.42 |
| Grade 9 Annual    | 101,144  | 104,684  | 108,346  | 112,141  | 116,069  | 120,130  | 122,531  | 124,986  | 127,486  | 130,033  | 132,637              | 135,291  | 137,998  | 140,757  | 143,573  | 146,446                      | 149,375  | 152,363  | 157,696  | 161,639  | 165,680  |
| Grade 9 BiWeekly  | 3,879.50 | 4,015.28 | 4,155.74 | 4,301.30 | 4,451.97 | 4,607.73 | 4,699.82 | 4,793.99 | 4,889.88 | 4,987.57 | 5,087.45             | 5,189.25 | 5,293.08 | 5,398.90 | 5,506.91 | 5,617.11                     | 5,729.46 | 5,844.07 | 6,048.62 | 6,199.86 | 6,354.85 |
| Grade 10 Annual   | 115,304  | 119,341  | 123,518  | 127,840  | 132,317  | 136,946  | 139,685  | 142,479  | 145,330  | 148,237  | 151,202              | 154,227  | 157,309  | 160,457  | 163,667  | 166,938                      | 170,278  | 173,686  | 179,765  | 184,260  | 188,867  |
| Grade 10 BiWeekly | 4,422.62 | 4,577.47 | 4,737.68 | 4,903.46 | 5,075.18 | 5,252.73 | 5,357.79 | 5,464.95 | 5,574.31 | 5,685.81 | 5,799.53             | 5,915.56 | 6,033.77 | 6,154.52 | 6,277.64 | 6,403.11                     | 6,531.22 | 6,661.93 | 6,895.10 | 7,067.51 | 7,244.22 |
| Grade 11 Annual   | 131,446  | 136,046  | 140,811  | 145,738  | 150,841  | 156,120  | 159,240  | 162,426  | 165,676  | 168,990  | 172,368              | 175,817  | 179,334  | 182,922  | 186,580  | 190,312                      | 194,119  | 198,003  | 204,935  | 210,059  | 215,311  |
| Grade 11 BiWeekly | 5,041.77 | 5,218.21 | 5,400.97 | 5,589.96 | 5,785.69 | 5,988.17 | 6,107.84 | 6,230.04 | 6,354.70 | 6,481.81 | 6,611.38             | 6,743.67 | 6,878.57 | 7,016.19 | 7,156.50 | 7,299.64                     | 7,445.67 | 7,594.64 | 7,860.53 | 8,057.06 | 8,258.51 |

NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.