

STATE OF MARYLAND
MSP CIVILIAN PILOT Unit H STANDARD SALARY SCHEDULE
FISCAL YEAR 2027
Effective July 1, 2026

Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary.

GRADE	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Mid Point STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Third Quartile STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Grade 1 Annual	101,678	103,722	105,797	107,913	110,072	112,274	114,520	116,811	119,147	121,531	123,961	126,441	128,970	131,551	134,182	136,866	139,604	142,396
Grade 1 BiWeekly	3,899.98	3,978.38	4,057.97	4,139.13	4,221.94	4,306.41	4,392.55	4,480.43	4,570.03	4,661.47	4,754.67	4,849.80	4,946.80	5,045.80	5,146.71	5,249.66	5,354.68	5,461.77
Grade 2 Annual	107,272	109,417	111,617	113,850	116,128	118,451	120,820	123,237	125,702	128,216	130,781	133,397	136,065	138,788	141,564	144,395	147,284	150,231
Grade 2 BiWeekly	4,114.55	4,196.82	4,281.21	4,366.85	4,454.23	4,543.33	4,634.20	4,726.90	4,821.45	4,917.88	5,016.26	5,116.60	5,218.94	5,323.38	5,429.86	5,538.44	5,649.25	5,762.29
Grade 3 Annual	113,880	116,170	118,495	120,865	123,282	125,749	128,264	130,830	133,447	136,116	138,839	141,616	144,449	147,339	150,286	153,293	156,359	159,486
Grade 3 BiWeekly	4,368.01	4,455.84	4,545.02	4,635.92	4,728.63	4,823.25	4,919.72	5,018.14	5,118.52	5,220.89	5,325.34	5,431.85	5,540.51	5,651.36	5,764.40	5,879.74	5,997.34	6,117.28
Grade 4 Annual	120,713	123,140	125,604	128,116	130,679	133,292	135,959	138,678	141,452	144,282	147,167	150,111	153,113	156,176	159,300	162,486	165,736	169,051
Grade 4 BiWeekly	4,630.09	4,723.18	4,817.69	4,914.04	5,012.35	5,112.57	5,214.87	5,319.16	5,425.56	5,534.11	5,644.77	5,757.69	5,872.83	5,990.32	6,110.14	6,232.34	6,357.00	6,484.15
Grade 5 Annual	127,957	130,517	133,128	135,804	138,521	141,306	144,133	147,016	149,957	152,956	156,015	159,136	162,319	165,566	168,878	172,256	175,702	179,217
Grade 5 BiWeekly	4,907.94	5,006.14	5,106.28	5,208.93	5,313.14	5,419.96	5,528.39	5,638.97	5,751.78	5,866.81	5,984.14	6,103.85	6,225.94	6,350.48	6,477.52	6,607.08	6,739.26	6,874.08
Grade 6 Annual	135,635	138,348	141,116	143,953	146,832	149,770	152,766	155,822	158,939	162,118	165,361	168,669	172,043	175,484	178,994	182,574	186,226	189,951
Grade 6 BiWeekly	5,202.44	5,306.50	5,412.67	5,521.49	5,631.92	5,744.61	5,859.52	5,976.74	6,096.30	6,218.23	6,342.62	6,469.50	6,598.91	6,730.90	6,865.53	7,002.84	7,142.92	7,285.80
Grade 7 Annual	143,773	146,664	149,597	152,605	155,657	158,771	161,947	165,187	168,490	171,860	175,298	178,805	182,382	186,030	189,751	193,546	197,417	201,365
Grade 7 BiWeekly	5,514.59	5,625.47	5,737.97	5,853.35	5,970.41	6,089.85	6,211.67	6,335.94	6,462.64	6,591.90	6,723.76	6,858.28	6,995.48	7,135.40	7,278.13	7,423.69	7,572.16	7,723.59

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