

STATE OF MARYLAND PHYSICIAN SALARY SCALE
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	STEP 11	Mid Point STEP 12	STEP 13	STEP 14	STEP 15	Third Quartile STEP 16	STEP 17	STEP 18	STEP 19
Grade 1 Annual	120,533	125,131	130,103	135,077	140,458	145,835	151,654	157,471	163,760	170,052	176,590	183,477	190,633	198,068	205,792	213,817	222,158
Grade 1 BiWeekly	4,623.19	4,799.55	4,990.26	5,181.04	5,387.44	5,593.68	5,816.87	6,039.99	6,281.21	6,522.55	6,773.32	7,037.48	7,311.96	7,597.13	7,893.40	8,201.21	8,521.13
Grade 2 Annual	129,928	134,894	140,265	145,636	151,449	157,255	163,538	169,818	176,616	183,411	190,472	197,901	205,620	213,640	221,973	230,630	239,626
Grade 2 BiWeekly	4,983.54	5,174.02	5,380.03	5,586.04	5,809.01	6,031.70	6,272.70	6,513.57	6,774.32	7,034.95	7,305.78	7,590.73	7,886.80	8,194.42	8,514.04	8,846.09	9,191.14
Grade 3 Annual	140,076	145,439	151,239	157,038	163,314	169,590	176,375	183,158	190,496	197,836	205,461	213,476	221,801	230,452	239,440	248,779	258,481
Grade 3 BiWeekly	5,372.78	5,578.49	5,800.95	6,023.38	6,264.10	6,504.83	6,765.07	7,025.24	7,306.70	7,588.24	7,880.70	8,188.13	8,507.44	8,839.26	9,184.01	9,542.21	9,914.34
Grade 4 Annual	151,036	156,827	163,094	169,360	176,132	182,910	190,238	197,567	205,490	213,415	221,652	230,297	239,280	248,612	258,307	268,382	278,849
Grade 4 BiWeekly	5,793.17	6,015.29	6,255.67	6,496.01	6,755.75	7,015.73	7,296.81	7,577.92	7,881.81	8,185.79	8,501.73	8,833.31	9,177.87	9,535.81	9,907.67	10,294.11	10,695.58
Grade 5 Annual	162,870	169,128	175,894	182,660	189,977	197,295	205,210	213,125	221,683	230,239	239,134	248,459	258,151	268,218	278,679	289,548	300,840
Grade 5 BiWeekly	6,247.07	6,487.11	6,746.62	7,006.14	7,286.79	7,567.48	7,871.07	8,174.66	8,502.91	8,831.09	9,172.27	9,529.94	9,901.69	10,287.82	10,689.06	11,105.96	11,539.07
Grade 6 Annual	175,654	182,410	189,718	197,024	204,930	212,833	221,380	229,925	239,172	248,414	258,019	268,082	278,538	289,400	300,689	312,415	324,601
Grade 6 BiWeekly	6,737.42	6,996.55	7,276.86	7,557.09	7,860.33	8,163.46	8,491.29	8,819.05	9,173.73	9,528.21	9,896.62	10,282.60	10,683.65	1,100.28	1,533.28	1,983.05	2,450.45
Grade 7 Annual	189,459	196,756	204,649	212,543	221,079	229,609	238,843	248,075	258,058	268,040	278,407	289,266	300,549	312,271	324,449	337,103	350,251
Grade 7 BiWeekly	7,266.93	7,546.81	7,849.56	8,152.34	8,479.75	8,806.93	9,161.11	9,515.21	9,898.12	10,280.99	10,678.63	1,095.14	1,527.91	1,977.52	2,444.62	2,929.98	3,434.29
Grade 8 Annual	204,372	212,252	220,774	229,295	238,517	247,733	257,701	267,675	278,456	289,235	300,439	312,157	324,332	336,983	350,125	363,780	377,967
Grade 8 BiWeekly	7,838.93	8,141.18	8,468.05	8,794.88	9,148.60	9,502.09	9,884.43	10,266.99	10,680.51	11,093.95	11,523.69	11,973.15	12,440.14	12,925.38	13,429.46	13,953.21	14,497.37
Grade 9 Annual	210,004	218,109	226,870	235,628	245,109	254,584	264,831	275,083	286,166	297,247	308,762	320,804	333,316	346,316	359,823	373,856	388,439
Grade 9 BiWeekly	8,054.95	8,365.83	8,701.87	9,037.79	9,401.45	9,764.87	10,157.91	10,551.13	10,976.24	11,401.26	11,842.93	12,304.82	12,784.73	13,283.36	13,801.44	14,339.69	14,899.04
Grade 10 Annual	220,472	228,983	238,190	247,393	257,351	267,309	278,072	288,838	300,487	312,129	324,228	336,874	350,013	363,664	377,846	392,582	407,893
Grade 10 BiWeekly	8,456.47	8,782.91	9,136.06	9,489.05	9,871.00	10,252.95	10,665.78	11,078.72	11,525.53	11,972.08	12,436.15	12,921.20	13,425.16	13,948.76	14,492.73	15,057.95	15,645.22

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