



DEPARTMENT OF BUDGET & MANAGEMENT
OFFICE OF BUDGET ANALYSIS

Section A:

PERSONNEL INVENTORY AND SALARY FORECAST

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JUNE 2017

A.1 SALARY FORECAST AND PIN BUDGETING – OBJECT 01

As was done in summer 2016, OBA will coordinate a personnel inventory review process to allow agencies to review FY 2018 personnel data that will serve as the FY 2019 personnel budget request. This process will take place in the new enterprise budget system, BARS.

✎ Once agencies complete the personnel inventory review, BARS will generate personnel data for agencies to use for the budget request in two formats:

1. A summary report of the salary forecast with subobject 0101 totals for FY 2019 by subprogram.
2. A Budget Submission Template (see [Section B.2](#)) with pre-populated data for subobject 0101 as well as the related fringes.

✎ New for FY 2019, there will be no separate “personnel file” for agencies to submit because the personnel data from the inventory exercise will be saved in BARS.

Salaries Tables for the FY 2019 Budget

Refer to [Section A.5](#) for salary rates.

- The salary schedule effective July 1, 2018 will be the basis for budgeting FY 2019 salaries. The FY 2018 salaries must reflect salaries as of January 1, 2018, which incorporate:
 - any approved FY 2018 Annual Salary Review adjustments (as of July 1, 2017),
 - Salary adjustments related to State Law Enforcement Officer’s Labor Alliance Bargaining provisions, and
 - only reclassifications that have been submitted and approved in Workday prior to July 1, 2017.
- No additional funds should be budgeted for any FY 2019 Collective Bargaining Agreement Adjustments. The Department of Budget and Management will include any adjustments that may result from FY 2019 collective bargaining negotiations, including an FY 2019 COLA or step increases. *Agencies with non-general funded positions should anticipate the possibility of an FY 2019 COLA and/or increment increase, and should estimate the effect this increase will have on available balances of special and federal fund sources. Historically, annual COLA increases are 2% to 3%.*

A.1.1 REVIEW OF 2018 APPROPRIATION TO CREATE FY 2019 SALARY FORECAST

Workday Agencies

OBA will upload Workday position details into BARS on July 5. This will be the “snapshot” date that the FY 2019 budget will be based on. As much as possible, agencies should work to reconcile Workday data before this date.

While DBM recognizes that personnel data changes on a daily basis, it is easiest to reconcile to a single date early in the fiscal year so agencies can start their budget submission as early as possible. Agencies will be notified by July 7 when the personnel inventory is ready for review.

BARS will highlight differences between the position detail in the FY 2018 appropriation and the detail in Workday. Each agency is asked to review BARS thoroughly to identify needed corrections, even if it is a correction that BARS did not highlight. An agency should ensure that the program and subprogram of a position is correct, as well as its associated grade, step, and increment month. In addition, agencies should update the appropriation fund type percentages for each PIN. The fund split is important as DBM calculates the amount necessary, by fund, for a COLA and/or increment.

- The agency should make changes in the Position Inventory within BARS and submit. If a validation error requires resolution that cannot be entered into BARS for some reason, please annotate the resolution in your agency comments back to your analyst.
- **The agency should also make the necessary corresponding changes in Workday as soon as possible.**

Budget Status: The agency must ensure that each position has an indicated budget status of *Budgeted Position* or *Non-Budgeted Position* in Workday.

R*STARS Code: The agency must verify that the STARS code (used by Personnel) matches the R*STARS code. Please include subprogram detail. *NOTE:* RSTARS code values are *required* per SPS Job Aids (Create Position, and Change Organization Assignments for a position).

Vacancy Date: The agency must enter the vacancy date for each position as the vacancy occurs.

- If it is determined that a position should have been abolished or transferred to another agency, please inform the OBA analyst.
- If there is a PIN that is missing, please inform your OBA analyst, sending the full position detail, so DBM can enter the PIN into BARS.

Confirmation that an agency Position Inventory is correct as provided in BARS, or any changes requested, must be returned via BARS no later than July 28.

OBA will review the changes, finalize the salary (subobject 0101) target, and provide your agency confirmation of the final target and associated Salary Forecast by August 4. If an agency is able to return the inventory earlier than July 28, the final target will be created and returned to the agency as soon as possible. A quick turnaround will enable agencies to receive the final salary forecast sooner to work on the FY 2019 budget request. **✎ The budget submission must match the salary forecast as submitted.**

Non-Workday Agencies

Non-Workday agencies will have detail in BARS from the 2018 Allowance creation. Agencies are asked to update the necessary information as applicable. The corrections, once returned, will serve as the basis for the FY 2019 request from the agency. **Non-Workday agencies should submit the updated document no later than September 1.**

All Agencies

DBM recognizes that position actions may (and will!) occur after the June 28 deadline that may impact the FY 2019 salary requirements. Agencies are permitted to reflect these salary adjustments in subobject 0112 (reclassification) rather than update the salary forecast. Any additional funding for reclassifications, filling a vacant position above base, etc. must also be requested in subobject 0112.

When reviewing salary forecasts, agencies should make edits to the following areas as necessary:

- PIN Movement: Note where PINs move between programs and/or subprograms
- Classification Code: The salary in BARS will be determined using the classification code, so the code must be accurate.
- Slope or EPP Salaries: Agency staff must update these salaries.
- Grade and Step: These two fields must be verified.
- **Retirement Code**: The agency must verify the retirement code. If the employee is not entitled to retirement (usually due to having already retired), *that must be indicated*.
- **Increment Month**: Ensure that each position has 01 (January) if the employee Entry on Duty (EOD) date is *before* July 1, or 07 (July) if the EOD date is *after* July 1. Vacant positions will be defaulted to July if field is submitted as blank.
- Verify RSTARS Code, Including Subprogram
- Fund: The agency must ensure that the total of FUND-GEN, FUND-SPEC, FUND-FED, FUND-REIMB, and FUND-NB equals, and does not exceed, 100%. Agency should also ensure that the allocation by fund type is correct.
- FTE Percent: The agency must ensure that FTE Percent equals, and does not exceed, 100%.
- Position Abolitions: The agency must ensure FY 2018 position abolitions are reflected. The agency should also ensure that Workday reflects the abolition(s).
- Approved Reorganizations: Reorganizations should be reflected if approved by DBM prior to budget submission.

A.1.2 REVIEW OF 2017 ACTUAL EXPENDITURES

FY 2017 Salary Data

Actual amounts expended for regular earnings (subobject 0101) are available by program and class code. DBM will combine the data from Central Payroll with the BARS position inventory FY 2017 Actual FTE as of June 30, and have the actual year data necessary to print the personnel detail in the budget books. DBM will provide the detailed FTE data by PIN to assist in the agency’s reconciliation.

Agencies are asked to ensure FY 2017 FTE counts, class codes, and salaries are correct in the salary forecast exercise. R*STARS adjustments are not reflected, and merging of salaries for a position that was reclassified are not reflected. (For example: an Office Secretary II became an Office Secretary III and the two salaries need to be merged with the position record.)

Detailed guidance will be sent to agencies in August, with an expectation that agencies will review the FY 2017 salary data by mid-October.

A.1.3 FY 2019 PERSONNEL BUDGET DATA

Agency budget submissions include both regular earnings (subobject 0101) as well as additional earnings such as additional assistance, overtime, shift differential, miscellaneous adjustments and reclassifications. **It is critical that agencies properly calculate fringes for these different types of earnings and budget the corresponding fringes in the correct subobject.** Detailed guidance on fringe calculations can be found in [Section A.2](#). Below is an outline of which fringes should be calculated on each salaries and wages subobject.

✎ New for FY 2019, DBM is specifying that FICA (subobject 0151) should only be calculated on regular earnings (0101), while FICA for other earnings subobjects should be budgeted within the subobject.

Subobject Name	Subobject	Fringe Calculations Based on Earnings			
		FICA/Social Security	Retirement	Unemployment Insurance	Turnover
Regular Earnings	0101	0151	0161-0169	0174	0189
Additional Assistance	0102	0102	Do not budget	Do not budget	Do not budget
Overtime Earnings	0104	0104			
Shift Differential	0105	0105			
Miscellaneous Adjustments	0110	0110			
Accrued Leave Payouts	0111	0111			
Reclassifications	0112	0112	0112	0112	0112

Miscellaneous Adjustments (Comptroller Object 0110): This object is for salary adjustments that are not categorized in any of the specific Object 01 Salaries and Wages Comptroller Objects.

Accrued Leave Payout (Comptroller Object 0111): This object is used for accrued leave payout for long-term employees who leave State service. Agencies should use this subobject to account for accrued leave payouts for the FY 2018 budget book appropriation and the FY 2019 budget request. Actual expenditures for FY 2017 will be included in 0101, Salary Payments.

Please adhere to OMB Circular A-87, Title 2 of Code of Federal Regulations, when budgeting for accrued leave payouts related to federal funded positions. Some portions of leave/severance payments cannot be charged directly to federal programs because such charges violate this regulation. The pertinent sections of the regulation are copied below.

Appendix B to Part 225, 8.d.:

(2) The cost of fringe benefits in the form of regular compensation paid to employees during periods of authorized absences from the job, such as for annual leave, sick leave, holidays, court leave, military leave, and other similar benefits, are allowable if: (a) they are provided under established written leave policies; (b) the costs are equitably allocated to all related activities, including Federal awards; and, (c) the accounting basis (cash or accrual) selected for costing each type of leave is consistently followed by the governmental unit.

(3) When a governmental unit uses the cash basis of accounting, the cost of leave is recognized in the period that the leave is taken and paid for. Payments for unused leave when an employee retires or terminates employment are allowable in the year of payment provided they are allocated as a general administrative expense to all activities of the governmental unit or component.

(4) The accrual basis may be only used for those types of leave for which a liability as defined by Generally Accepted Accounting Principles (GAAP) exists when the leave is earned. When a governmental unit uses the accrual basis of accounting, in accordance with GAAP, allowable leave costs are the lesser of the amount accrued or funded.

http://www.whitehouse.gov/sites/default/files/omb/assets/omb/fedreg/2005/083105_a87.pdf

‡ Reclassification (Comptroller Object 0112): This is used for reclassifications and/or for funding a position(s) above the base salary reflected in the Salary Forecast provided to agencies after the Personnel Inventory exercise. Agencies should account for reclassification costs for FY 2018 and FY 2019 (actual expenditures will appear as salary payments) within the FY 2019 budget request. ***Please ensure all fringe benefits associated with any changes in 0112 are budgeted in 0112.***

New Position Requests

All new positions must be submitted as an over-the-target request on a [DA-21A](#) and [DA-21B](#). New position requests, even those to be covered within the budget target, are no longer to be submitted by agencies within the personnel file, nor should the funding for those PINs be included in the standard personnel subobjects (0101 and fringes).

Every effort should be made to meet agency needs within the existing workforce before requesting new positions. ALL new position requests, including contractual conversions, must be requested as over-the-target items. The over-the-target requests must be limited to demands from major

workload growth already in effect, new facilities already approved, new mandates, program transfers that cannot be met by reallocations, and federal contracts and grants.

Any new position, if approved, will be entered into BARS by the OBA analyst in December. In detail submitted as part of the over-the-target request, include the number of positions (decimal equivalent), title, class code, annual salary, and justification as well as R*STARS location. New positions, other than contractual conversions, are to be requested at the base salary even though recruitment for the position may be planned at a higher step. Contractual conversions should be budgeted no greater than one step above the grade/step of the current contract.

All of the following conditions must be met for new position requests to be given consideration:

- There is a justified need for and a benefit from the new position (quantifiable workload).
- The work cannot be absorbed by existing staff, performed by student help, patient/inmate labor, or positions reallocated from other areas (program discontinuations or excessive vacancies).
- The function is expected to be needed for at least three fiscal years.
- The need is for a full-time employee at least 40 weeks during the year.
- The funding for the position (federal/private/local government grant program or student government fees) is reasonably expected to be available for more than three years.
- The budgeted turnover rate for the agency does not exceed 5.9%.

Contractual Conversions

Agencies may request contractual conversions as an over-the-target and only as part of an overall staffing plan that eventually significantly reduces the total number of authorized PINs and contractual FTEs. New positions may be requested to replace contractual employees (subobject 0220) only when all of the following conditions are met:

- There is a justified need for an employee.
- The employee is not student help, patient labor, or an inmate.
- The function is expected to be needed for at least three fiscal years.
- The need is for a full-time employee, or at least 32 hours a week, for 40 weeks during the year.
- The funding for the position (federal/private/local government grant program or student government fees) is reasonably expected to be available for more than three years.
- The contract position and funding were approved in the FY 2018 legislative appropriation.
- Funding for the conversion is included in object 01 in the general fund target and there is a corresponding reduction in contractual services (object 02). The amount for a new position must include health insurance (0152), retiree health insurance (0154), FICA (0151), retirement (0161, 0163, 0165, 0168, 0169), unemployment compensation (0174), and turnover (0189). Do not include any amount for workers' compensation (0175).
- Agencies should give priority for contractual conversions to existing workers who have been working in a contractual capacity for at least two years.
- Agencies are expected to include in the over-the-target request how 1.5 authorized contractual positions will be eliminated for each requested contractual conversion to a PIN.

A.2 FRINGE BENEFITS – OBJECT 01

✎ **FICA Contributions (0151)**

FICA is calculated as follows:

- (1) NEW FOR FY 2019 – Calculate only on subobject 0101 for each position
- (2) If the total of 0101 for one position is equal to or less than \$139,424, multiply the sum by .0728. The result is the amount for 0151 for one position.
- (3) If the total of 0101 for one position exceeds \$139,424:
 - (a) Multiply \$139,424 by .0728.
 - (b) Multiply the difference between the annual salary and \$139,424 by .0145.
 - (c) Add the result of these calculations to get the total 0151 for one position.

The rate and ceiling used for regular payroll employees reflect an adjustment for the non-taxability of certain employee-paid health insurance and "spending account" items.

✎ **Employee Health Insurance (0152) and Retiree Health Insurance (0154)**

NEW FOR FY 2019 - Agencies must budget employee health insurance (0152) and retiree health insurance (0154) at the same level as the FY 2018 legislative appropriation. Like other controlled subobjects, DBM will determine the final health insurance rate, with agency input, for each agency in December. Agencies are not required to submit a DA-2A with the FY 2019 budget submission. **Specifically, the agency budget submission for 0152 and 0154 must reconcile agency-wide with FY 2018, by fund type.** Note that the Excel budget submission template includes these values already populated.

As in the past, DBM requests that agencies with health insurance supported by non-general funds prepare for the cost of rate increases by setting aside special and federal fund balance for this expense – separate guidance will be provided at a later date.

Note: Retiree health insurance amounts paid directly to vendors by the agency are to be requested in R*STARS Comptroller Object 0153 and shall be calculated in accordance with each contractual agreement in effect. The terms of the agreement are to be specifically provided on a [DA-2 form](#) along with the calculation used to arrive at the per-employee cost.

Pay for Performance Bonuses (0156)

Do not budget in FY 2019.

Other Post-Employment Benefits (0157)

Do not budget in FY 2019.

Retirement/Pension Systems

The amounts requested for retirement and pensions are to be calculated as follows:

Request amount of subobject 0101 **X** Percentage listed in [Section B.14](#) for the specific retirement program as listed below

<u>SUBJECT</u>	<u>SUBJECT TITLE</u>
0161	Employee, Correctional Officer, and Legislative Retirement Systems
0163	Teachers' Retirement System
0165	State Police Retirement System
0166	Judges' Pension System (including Magistrates)
0167	Mass Transit Administration Pension System
0168	Optional Retirement/Pension System (TIAA)
0169	Natural Resources Law Enforcement Officer Pension System
0170	Other Retirement Systems
0171	Other Pension Systems

‡ **Note: Comptroller Objects 0162 and 0164 are not to be used for requesting retirement and pension allowances.**

Deferred Compensation (Comptroller Object 0172)

Do not budget in FY 2019.

Unemployment Compensation Insurance (Comptroller Object 0174)

Amounts relating to the regular payroll shall be computed by:

Amount requested for Comptroller Object 0101 X 0.28% ([Section B.14](#))

Workers' Compensation Premiums (Comptroller Object 0175)

Use the same General Fund and Non-General Fund amounts in the FY 2019 request as in the FY 2018 legislative appropriation. DBM will adjust this subobject after the FY 2019 budget submission. **This is the case even if you have information that the amount will be lower in FY 2019.**

‡ **Turnover (Comptroller Object 0189)**

Turnover on existing positions should be set at “reasonable” levels that reflect normal resignation/recruitment activity at the program level. The turnover rate used for a subprogram (or program if subprograms are not used) must be reported on a [DA-2](#). **Turnover should not be used as a “plug” figure to meet the GENERAL FUND target.**

- Turnover on existing positions should normally not be less than 2%.
- Turnover for contractual conversions should be set at the levels used for existing permanent positions.
- New position turnover should generally equal **25%** to reflect the time that it commonly takes to establish and fill the position.

Turnover should be computed using the sum of the following Comptroller Objects:

- Regular Earnings (Comptroller Object 0101)
- Social Security Contributions (Comptroller Object 0151)
- All applicable retirement/pension systems (Comptroller Objects 0161-0171)
- Unemployment Insurance (Comptroller Object 0174)

HEALTH INSURANCE (0152) AND STATE SUBSIDY FOR RETIREES' HEALTH INSURANCE (0154) ARE NOT INCLUDED IN THE TURNOVER CALCULATION.

The following example should be used if turnover for new positions is combined with turnover on existing positions. The different rates and the amounts that apply should be reported.

\$335,623 (salary and fringes on current positions)	X 3% for current positions	= \$10,069
added to		
\$31,323 (salary and fringes of new positions)	X 25% for new positions	= \$7,831
EQUALS TURNOVER OF		\$17,900

The turnover amount should be entered as a negative amount in Comptroller Object 0189.

Other Fringe Benefit Costs (Comptroller Object 0199)

Use for fringe benefit costs that are not categorized within any of the specific Object 01, Salaries and Wages, Comptroller Objects. Agency should include supporting justification for such a request on the [DA-2 form](#).

For information regarding benefits for Contractual Employees, please see [Section B.3](#).

All fringe benefits rates are listed in [Section B.14](#).

A.3 PAY PLAN ADJUSTMENTS AND NEW CLASSIFICATIONS

Agency requests for pay plan and salary adjustments to existing classifications and for the creation of new classifications must be submitted as part of the FY 2019 budget request. Agency requests for pay plan adjustments outside the budget process will be considered only in order to address an immediate necessity that, if not addressed, will significantly impede the agency from achieving its mission, goals, and objectives.

✦ Agencies must complete [DA-25A](#) and [DA-25B](#) forms when requesting a salary adjustment to one or more job classifications or the creation of one or more classifications in FY 2019. **If salary adjustments are approved by DBM and the Governor, DBM will include related funding in the DBM budget, and if approved by the General Assembly, will disburse funding to the requesting agency via a budget amendment at a later date.**

DA-25A Form – WORD Document: This form is used to provide sufficient supporting justification for the request by addressing the following items:

1. Why are the pay plan adjustments or new classifications necessary? Why is this job series critical to the agency or program goals and objectives? The explanation should outline how the current or proposed salary structures will impact the outcomes for the agency and/or program (list the specific Managing for Results goal, objective, and measures).
2. List any alternatives to address the issues that would not require the establishment of a new classification series or salary adjustment. List steps that have been taken to address recruitment and retention issues with existing resources.
3. List the impact of this proposal on other classifications within the agency.
4. Provide any additional documentation that supports this request.

DA-25B Form – EXCEL Document: This form is used by agencies to outline specific positions and costs associated with the request. The following information is required:

1. List **current** grade, step, and salary by PIN to be impacted by the pay plan adjustment.
2. List **proposed** grade, step, and salary by PIN to be impacted by the pay plan adjustment.
3. Outline the fringe benefit costs associated with the proposed pay plan adjustment.

✦ **DA-25C Form:** No longer required.

Requests must be submitted electronically in priority order to Kurt Stolzenbach at DBM: kurt.stolzenbach@maryland.gov, copying your budget analyst at OBA. It is not necessary for agencies to submit duplicate requests to the Office of Personnel Services and Benefits (OPSB). OBA works closely with OPSB to review requests for pay plan adjustments or new classifications and provides OPSB with the supporting documentation to review such requests.

A.4 REORGANIZATIONS

Agency reorganizations that impact the salary level of a position or positions will require approval of the Office of Budget Analysis (OBA) within the Department of Budget and Management (DBM).

✦ Such approval must be obtained prior to a review of the appropriateness of the requested salary level(s) by the Office of Personnel Services and Benefits (OPSB).

An agency reorganization is defined as a change in the organizational structure of an existing unit, section, program or division within an agency or department or State principal service operation, which creates new supervisory, managerial, or executive positions or results in the realignment of existing supervisory, managerial, or executive positions. Typically, these reorganizations create new reporting relationships for supervisors, managers, or executives and prompt a request to upgrade existing positions or create new and higher-level classifications.

Prior to implementation of an agency reorganization, the proposal should be forwarded to the OBA budget analyst for review of funding and organizational design. The proposal should include at a minimum:

- 1.) The existing organization chart for the unit, division, program, or section affected.
- 2.) The proposed new organization chart for the unit, division, program or section affected.
- 3.) A justification for the proposal to include:
 - a. How the proposed change of organization or reporting relationships will benefit the agency; and
 - b. How the proposed change of organization or reporting relationships will promote efficient operations for the agency.
- 4.) Estimates of the additional costs (or savings) of the proposed change of organization or reporting relationships for both:
 - a. The balance of the current fiscal year; and
 - b. The next fiscal year.
- 5.) Designation of where the funds for any additional costs will come from by fiscal year.

Once approved by OBA, the agency may submit any reclassification requests associated with the reorganization to the Classification and Salary Division (CAS) within DBM's OPSB. Reclassification requests associated with reorganization that are submitted to CAS without the required OBA approval will be returned to the agency.

If an agency needs to reorganize quickly in response to an emergency or critical situation affecting health and public safety, the agency or department may temporarily reorganize staff operations pending OBA approval for a period not to exceed three months. Employees impacted by this temporary reorganization may be considered for acting capacity pay for up to three months.

If the reorganization is approved, the agency should reflect the reorganizational realignment for all three fiscal years (FY 2017 Actual, FY 2018 Working Appropriation and FY 2019 Request) in both the salary and budget data. If the reorganization requires a budget amendment, contact your OBA budget analyst for guidance.

**A.5.1 - STATE OF MARYLAND
STANDARD SALARY SCHEDULE
Annual Rates Effective July 1, 2017**

GRADE PROFILE	BASE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MID POINT STEP	STEP	STEP	STEP	STEP	STEP	THIRD QUARTILE STEP	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
STD 0005	\$22,707	\$23,479	\$24,282	\$25,116	\$25,983	\$26,886	\$27,356	\$27,833	\$28,323	\$28,820	\$29,329	\$29,848	\$30,374	\$30,914	\$31,464	\$32,024	\$32,596	\$33,180	\$33,773	\$34,378	\$34,996
STD 0006	\$24,056	\$24,883	\$25,739	\$26,635	\$27,561	\$28,527	\$29,030	\$29,542	\$30,066	\$30,597	\$31,142	\$31,697	\$32,263	\$32,837	\$33,426	\$34,028	\$34,640	\$35,264	\$35,897	\$36,545	\$37,204
STD 0007	\$25,502	\$26,386	\$27,304	\$28,260	\$29,254	\$30,288	\$30,824	\$31,372	\$31,931	\$32,502	\$33,084	\$33,678	\$34,281	\$34,898	\$35,530	\$36,171	\$36,826	\$37,495	\$38,175	\$38,869	\$39,574
STD 0008	\$27,048	\$27,994	\$28,976	\$29,998	\$31,061	\$32,167	\$32,741	\$33,327	\$33,925	\$34,536	\$35,158	\$35,793	\$36,441	\$37,100	\$37,774	\$38,462	\$39,162	\$39,878	\$40,605	\$41,346	\$42,102
STD 0009	\$28,702	\$29,713	\$30,765	\$31,858	\$32,996	\$34,180	\$34,795	\$35,423	\$36,061	\$36,715	\$37,380	\$38,061	\$38,753	\$39,458	\$40,181	\$40,916	\$41,664	\$42,429	\$43,209	\$44,004	\$44,812
STD 0010	\$30,472	\$31,553	\$32,679	\$33,850	\$35,068	\$36,333	\$36,992	\$37,662	\$38,346	\$39,046	\$39,760	\$40,486	\$41,228	\$41,984	\$42,753	\$43,541	\$44,343	\$45,160	\$45,994	\$46,845	\$47,710
STD 0011	\$32,364	\$33,524	\$34,727	\$35,980	\$37,280	\$38,636	\$39,341	\$40,059	\$40,792	\$41,541	\$42,301	\$43,080	\$43,872	\$44,681	\$45,507	\$46,350	\$47,209	\$48,086	\$48,980	\$49,890	\$50,818
STD 0012	\$34,390	\$35,629	\$36,918	\$38,258	\$39,654	\$41,102	\$41,855	\$42,623	\$43,409	\$44,205	\$45,023	\$45,855	\$46,703	\$47,569	\$48,453	\$49,355	\$50,272	\$51,209	\$52,183	\$53,175	\$54,186
STD 0013	\$36,557	\$37,884	\$39,264	\$40,698	\$42,186	\$43,738	\$44,545	\$45,366	\$46,208	\$47,063	\$47,935	\$48,825	\$49,734	\$50,659	\$51,612	\$52,596	\$53,598	\$54,619	\$55,662	\$56,725	\$57,808
STD 0014	\$38,880	\$40,298	\$41,774	\$43,307	\$44,901	\$46,560	\$47,425	\$48,304	\$49,203	\$50,120	\$51,051	\$52,020	\$53,012	\$54,026	\$55,056	\$56,108	\$57,182	\$58,276	\$59,392	\$60,530	\$61,691
STD 0015	\$41,358	\$42,880	\$44,457	\$46,098	\$47,807	\$49,583	\$50,506	\$51,452	\$52,434	\$53,431	\$54,451	\$55,491	\$56,550	\$57,633	\$58,736	\$59,861	\$61,009	\$62,179	\$63,371	\$64,588	\$65,827
STD 0016	\$44,017	\$45,641	\$47,333	\$49,088	\$50,915	\$52,846	\$53,855	\$54,884	\$55,931	\$56,999	\$58,091	\$59,202	\$60,340	\$61,497	\$62,676	\$63,880	\$65,110	\$66,363	\$67,639	\$68,939	\$70,265
STD 0017	\$46,857	\$48,595	\$50,403	\$52,304	\$54,298	\$56,374	\$57,451	\$58,548	\$59,670	\$60,815	\$61,983	\$63,171	\$64,387	\$65,625	\$66,888	\$68,175	\$69,492	\$70,830	\$72,199	\$73,593	\$75,012
STD 0018	\$49,899	\$51,771	\$53,744	\$55,796	\$57,929	\$60,147	\$61,301	\$62,474	\$63,678	\$64,902	\$66,151	\$67,425	\$68,723	\$70,049	\$71,399	\$72,777	\$74,183	\$75,617	\$77,078	\$78,568	\$80,078
STD 0019	\$53,193	\$55,223	\$57,335	\$59,527	\$61,808	\$64,184	\$65,416	\$66,677	\$67,963	\$69,273	\$70,607	\$71,972	\$73,361	\$74,779	\$76,224	\$77,699	\$79,205	\$80,715	\$82,247	\$83,811	\$85,401
STD 0020	\$56,743	\$58,916	\$61,172	\$63,522	\$65,964	\$68,504	\$69,825	\$71,172	\$72,546	\$73,946	\$75,377	\$76,834	\$78,322	\$79,835	\$81,352	\$82,901	\$84,479	\$86,087	\$87,729	\$89,400	\$91,107
STD 0021	\$60,543	\$62,867	\$65,286	\$67,796	\$70,409	\$73,126	\$74,540	\$75,982	\$77,453	\$78,952	\$80,463	\$81,994	\$83,553	\$85,145	\$86,769	\$88,424	\$90,112	\$91,835	\$93,590	\$95,380	\$97,203
STD 0022	\$64,608	\$67,094	\$69,679	\$72,369	\$75,165	\$78,074	\$79,585	\$81,098	\$82,640	\$84,213	\$85,817	\$87,455	\$89,122	\$90,827	\$92,564	\$94,335	\$96,144	\$97,988	\$99,869	\$101,786	\$103,743
STD 0023	\$68,959	\$71,620	\$74,387	\$77,262	\$80,243	\$83,294	\$84,879	\$86,495	\$88,146	\$89,829	\$91,548	\$93,299	\$95,084	\$96,909	\$98,766	\$100,660	\$102,595	\$104,567	\$106,581	\$108,635	\$110,729
STD 0024	\$73,612	\$76,460	\$79,421	\$82,442	\$85,580	\$88,844	\$90,541	\$92,275	\$94,039	\$95,840	\$97,677	\$99,549	\$101,463	\$103,413	\$105,401	\$107,429	\$109,499	\$111,612	\$113,763	\$115,959	\$118,197
STD 0025	\$78,595	\$81,600	\$84,704	\$87,933	\$91,292	\$94,785	\$96,600	\$98,455	\$100,343	\$102,270	\$104,235	\$106,240	\$108,286	\$110,373	\$112,500	\$114,671	\$116,883	\$119,142	\$121,444	\$123,792	\$126,186
STD 0026	\$83,836	\$87,034	\$90,354	\$93,810	\$97,405	\$101,142	\$103,084	\$105,066	\$107,087	\$109,151	\$111,253	\$113,399	\$115,587	\$117,821	\$120,097	\$122,417	\$124,789	\$127,207	\$129,672	\$132,186	\$134,749

A.5.2 - STATE OF MARYLAND					
EXECUTIVE PAY PLAN					
Annual Rates Effective July 1, 2017					
Grade Profile	Scale		Minimum	Midpoint	Maximum
EPP 0001	ES4	9904	\$79,953	\$93,277	\$106,604
EPP 0002	ES5	9905	\$85,902	\$100,252	\$114,600
EPP 0003	ES6	9906	\$92,333	\$107,785	\$123,236
EPP 0004	ES7	9907	\$99,275	\$115,923	\$132,569
EPP 0005	ES8	9908	\$106,773	\$124,711	\$142,646
EPP 0006	ES9	9909	\$114,874	\$134,203	\$153,532
EPP 0007	ES10	9910	\$123,618	\$144,451	\$165,281
EPP 0008	ES11	9911	\$133,069	\$155,522	\$177,977
EPP 0009	EX91	9991	\$153,027	\$204,947	\$256,866

**A.5.3 - STATE OF MARYLAND
PHYSICIAN SALARY SCHEDULE
Annual Rates Effective July 1, 2017**

Grade Profile	SCALE	BASE	STEP	STEP	STEP	STEP	STEP	STEP	MID POINT STEP	STEP	STEP	THIRD QUARTILE STEP	STEP	STEP	STEP
			1	2	3	4	5	6	7	8	9	10	11	12	13
PHY 0001	0031	\$84,348	\$87,685	\$91,023	\$94,635	\$98,246	\$102,151	\$106,056	\$110,281	\$114,503	\$119,071	\$123,639	\$128,578	\$133,518	\$138,651
PHY 0002	0032	\$90,902	\$94,508	\$98,113	\$102,012	\$105,912	\$110,131	\$114,348	\$118,910	\$123,470	\$128,404	\$133,335	\$138,672	\$144,007	\$149,552
PHY 0003	0033	\$97,981	\$101,876	\$105,769	\$109,981	\$114,193	\$118,748	\$123,301	\$128,229	\$133,155	\$138,482	\$143,808	\$149,570	\$155,334	\$161,321
PHY 0004	0034	\$105,626	\$109,832	\$114,036	\$118,587	\$123,134	\$128,054	\$132,974	\$138,292	\$143,612	\$149,368	\$155,122	\$161,345	\$167,567	\$174,034
PHY 0005	0035	\$113,880	\$118,426	\$122,967	\$127,879	\$132,792	\$138,104	\$143,418	\$149,163	\$154,909	\$161,124	\$167,338	\$174,058	\$180,777	\$187,760
PHY 0006	0036	\$122,799	\$127,706	\$132,611	\$137,916	\$143,221	\$148,960	\$154,698	\$160,903	\$167,108	\$173,821	\$180,531	\$187,790	\$195,047	\$202,588
PHY 0007	0037	\$132,429	\$137,728	\$143,029	\$148,757	\$154,487	\$160,683	\$166,880	\$173,582	\$180,281	\$187,533	\$194,781	\$202,619	\$210,456	\$218,599
PHY 0008	0038	\$142,831	\$148,553	\$154,275	\$160,465	\$166,653	\$173,344	\$180,037	\$187,275	\$194,513	\$202,341	\$210,170	\$218,635	\$227,100	\$235,898
PHY 0009	0039	\$146,762	\$152,645	\$158,527	\$164,890	\$171,251	\$178,131	\$185,008	\$192,451	\$199,891	\$207,939	\$215,987	\$224,690	\$233,391	\$242,432
PHY 0010	0040	\$154,064	\$160,245	\$166,426	\$173,108	\$179,791	\$187,019	\$194,247	\$202,065	\$209,883	\$218,335	\$226,788	\$235,933	\$245,076	\$254,576

**A.5.4 - STATE OF MARYLAND
PARK RANGER SALARY SCHEDULE
Annual Rates Effective July 1, 2017**

Grade Profile	SCALE	MID POINT																		THIRD QUARTILE	
		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	
		PR 0001	0062	\$41,583	\$43,672	\$45,902	\$48,261	\$50,844	\$51,761	\$52,694	\$53,730	\$55,856	\$56,934	\$58,032	\$59,155	\$60,298	\$61,464	\$62,653	\$63,868	\$65,106	\$66,367
PR 0002	0063	\$44,285	\$46,539	\$48,962	\$51,589	\$54,412	\$55,408	\$56,432	\$57,540	\$59,740	\$60,897	\$62,078	\$63,278	\$64,503	\$65,756	\$67,032	\$68,330	\$69,657	\$71,010	\$72,391	
PR 0003	0064	\$47,190	\$49,673	\$52,336	\$55,223	\$58,281	\$59,358	\$60,460	\$61,652	\$63,934	\$65,175	\$66,437	\$67,728	\$69,045	\$70,384	\$71,751	\$73,149	\$74,573	\$76,024	\$77,508	
PR 0004	0065	\$50,396	\$53,119	\$56,041	\$59,143	\$62,438	\$63,607	\$64,786	\$66,065	\$68,435	\$69,765	\$71,120	\$72,504	\$73,916	\$75,354	\$76,822	\$78,317	\$79,845	\$81,402	\$82,959	
PR 0005	0066	\$55,139	\$58,172	\$61,364	\$64,737	\$68,291	\$69,977	\$71,691	\$73,451	\$75,365	\$77,219	\$79,118	\$81,055	\$83,038	\$85,090	\$87,172	\$89,285	\$91,442	\$93,651	\$97,617	
PR 0006	0067	\$59,626	\$62,931	\$66,447	\$70,165	\$74,105	\$75,505	\$76,923	\$78,444	\$81,094	\$82,675	\$84,283	\$85,895	\$87,541	\$89,218	\$90,933	\$92,677	\$94,458	\$96,270	\$98,126	
PR 0007	0068	\$62,685	\$68,507	\$72,009	\$75,696	\$79,594	\$80,917	\$83,023	\$85,109	\$87,285	\$89,449	\$91,669	\$93,932	\$95,951	\$97,789	\$100,234	\$102,740	\$105,309	\$107,942	\$113,879	
PR 0008	0069	\$64,832	\$70,910	\$74,583	\$78,454	\$82,528	\$84,026	\$86,370	\$88,676	\$90,758	\$93,186	\$96,705	\$99,108	\$101,577	\$104,092	\$106,695	\$109,363	\$112,098	\$114,901	\$121,221	
PR 0009	0070	\$69,659	\$76,198	\$80,152	\$84,294	\$88,619	\$90,193	\$92,709	\$95,184	\$97,435	\$100,043	\$103,750	\$106,333	\$108,977	\$111,680	\$114,472	\$117,334	\$120,268	\$123,275	\$128,799	
PR 0010	0071	\$74,824	\$81,912	\$86,110	\$90,534	\$95,188	\$96,789	\$99,479	\$102,135	\$104,567	\$107,368	\$111,291	\$114,064	\$116,904	\$119,806	\$122,802	\$125,873	\$129,020	\$132,246	\$139,520	

A.5.5 - STATE OF MARYLAND
STATE AND NATURAL RESOURCES POLICE SALARY SCHEDULE
Annual Rates Effective July 1, 2017

Grade Profile	Maryland State Police	Natural Resources Police	BASE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
SNRP 0001	Candidate 0050	Candidate 0080	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
SNRP 0002	Trooper 0051	Officer 0081	\$46,920	\$49,266	\$51,730	\$54,317	\$57,033	\$59,885	\$61,382	\$62,917	\$64,491	\$66,104	\$67,757	\$69,451	\$71,188	\$72,968	\$74,793	\$76,664	\$78,580	\$80,545	\$84,573
SNRP 0003	Trooper 1st Class 0052	Officer 1st Class 0082	\$50,205	\$52,715	\$55,352	\$58,120	\$61,026	\$64,078	\$66,680	\$67,323	\$69,007	\$70,732	\$72,501	\$74,314	\$76,172	\$78,076	\$80,029	\$82,030	\$84,081	\$86,183	\$90,493
SNRP 0004	Senior Trooper 0053	Senior Officer 0083	\$51,209	\$53,770	\$56,459	\$59,282	\$62,246	\$65,359	\$66,993	\$68,668	\$70,386	\$72,146	\$73,950	\$75,800	\$77,695	\$79,638	\$81,629	\$83,670	\$85,762	\$87,906	\$92,302
SNRP 0005	Master Trooper 0054	Master Officer 0084	\$52,233	\$54,845	\$57,588	\$60,467	\$63,491	\$66,667	\$68,333	\$70,042	\$71,793	\$73,588	\$75,428	\$77,314	\$79,247	\$81,229	\$83,260	\$85,342	\$87,476	\$89,663	\$94,146
SNRP 0006	Corporal 0055	Corporal 0085	\$53,800	\$56,490	\$59,316	\$62,282	\$65,396	\$68,666	\$70,383	\$72,143	\$73,947	\$75,797	\$77,692	\$79,635	\$81,626	\$83,667	\$85,759	\$87,903	\$90,101	\$92,354	\$96,973
SNRP 0007	Sergeant 0056	Sergeant 0086	\$57,566	\$60,445	\$63,467	\$66,641	\$69,974	\$73,473	\$75,310	\$77,193	\$79,123	\$81,102	\$83,129	\$85,208	\$87,339	\$89,523	\$91,762	\$94,057	\$96,409	\$98,819	\$103,761
SNRP 0008	1st Sergeant 0057		\$61,596	\$64,676	\$67,910	\$71,306	\$74,872	\$78,616	\$80,582	\$82,597	\$84,663	\$86,780	\$88,950	\$91,174	\$93,454	\$95,791	\$98,186	\$100,641	\$103,157	\$105,737	\$111,024
SNRP 0009		Lieutenant 0087	\$65,545	\$68,822	\$72,263	\$75,877	\$79,672	\$83,656	\$85,748	\$87,892	\$90,090	\$92,343	\$94,652	\$97,019	\$99,444	\$101,931	\$104,480	\$107,092	\$109,770	\$112,515	\$118,141
SNRP 0010	Lieutenant 0058	Captain 0088	\$68,987	\$72,437	\$76,059	\$79,862	\$83,856	\$88,049	\$90,251	\$92,508	\$94,822	\$97,193	\$99,624	\$102,115	\$104,668	\$107,285	\$109,968	\$112,718	\$115,536	\$118,425	\$124,347
SNRP 0011	Captain 0059	Major 0089	\$73,816	\$77,507	\$81,383	\$85,453	\$89,726	\$94,213	\$96,569	\$98,983	\$101,459	\$103,996	\$106,596	\$109,261	\$111,992	\$114,792	\$117,663	\$120,604	\$123,619	\$126,710	\$133,046
SNRP 0012	Major 0060	Lieutenant Colonel 0090	\$78,983	\$82,933	\$87,080	\$91,434	\$96,007	\$100,808	\$103,329	\$105,912	\$108,560	\$111,274	\$114,057	\$116,909	\$119,832	\$122,829	\$125,900	\$129,048	\$132,274	\$135,581	\$142,361
SNRP 0013	Lieutenant Colonel 0061	Superintendent 0091	\$84,512	\$88,738	\$93,175	\$97,835	\$102,727	\$107,863	\$110,560	\$113,325	\$116,158	\$119,062	\$122,039	\$125,091	\$128,219	\$131,424	\$134,711	\$138,079	\$141,532	\$145,070	\$152,324

A.5.6 - STATE OF MARYLAND
LAW ENFORCEMENT SALARY SCHEDULE
Annual Rates Effective July 1, 2017

Grade Profile	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
SLE 0001	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000	\$32,000
SLE 0002	\$37,536	\$38,850	\$40,211	\$41,619	\$43,076	\$44,585	\$45,477	\$46,387	\$47,315	\$48,262	\$49,228	\$50,213	\$51,218	\$52,243	\$53,288	\$54,354	\$55,442	\$56,551	\$58,531	\$58,531
SLE 0003	\$40,164	\$41,571	\$43,026	\$44,533	\$46,092	\$47,706	\$48,661	\$49,635	\$50,628	\$51,641	\$52,674	\$53,728	\$54,803	\$55,900	\$57,018	\$58,159	\$59,323	\$60,510	\$62,628	\$62,628
SLE 0004	\$42,976	\$44,481	\$46,038	\$47,650	\$49,319	\$51,045	\$52,066	\$53,108	\$54,171	\$55,255	\$56,361	\$57,489	\$58,639	\$59,812	\$61,009	\$62,230	\$63,475	\$64,745	\$67,011	\$67,011
SLE 0005	\$45,985	\$47,595	\$49,261	\$50,986	\$52,771	\$54,618	\$55,711	\$56,826	\$57,963	\$59,123	\$60,306	\$61,513	\$62,744	\$63,999	\$65,279	\$66,585	\$67,917	\$69,276	\$71,701	\$71,701
SLE 0006	\$49,204	\$50,927	\$52,710	\$54,555	\$56,465	\$58,441	\$59,610	\$60,803	\$62,020	\$63,261	\$64,527	\$65,818	\$67,135	\$68,478	\$69,848	\$71,245	\$72,670	\$74,124	\$76,719	\$76,719
SLE 0007	\$52,649	\$54,492	\$56,399	\$58,374	\$60,418	\$62,534	\$63,785	\$65,061	\$66,363	\$67,691	\$69,045	\$70,426	\$71,835	\$73,272	\$74,738	\$76,233	\$77,758	\$79,314	\$82,090	\$82,090
SLE 0008	\$60,020	\$62,122	\$64,296	\$66,547	\$68,877	\$71,288	\$72,714	\$74,169	\$75,653	\$77,167	\$78,711	\$80,286	\$81,892	\$83,530	\$85,201	\$86,906	\$88,645	\$90,418	\$93,583	\$93,583
SLE 0009	\$68,424	\$70,819	\$73,299	\$75,865	\$78,521	\$81,270	\$82,896	\$84,554	\$86,246	\$87,971	\$89,731	\$91,526	\$93,357	\$95,225	\$97,130	\$99,073	\$101,055	\$103,077	\$106,684	\$106,684
SLE 0010	\$78,004	\$80,735	\$83,561	\$86,486	\$89,514	\$92,647	\$94,500	\$96,390	\$98,318	\$100,285	\$102,291	\$104,337	\$106,424	\$108,553	\$110,725	\$112,940	\$115,199	\$117,503	\$121,616	\$121,616

**A.5.7 - STATE OF MARYLAND
STATE POLICE AVIATION COMMAND SALARY SCHEDULE
Annual Rates Effective July 1, 2017**

Grade Profile	SCALE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MID POINT STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	THIRD QUAR TILE STEP	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18
															13					
MED 0001	MED 0001	\$52,420	\$54,766	\$57,230	\$59,817	\$62,533	\$65,385	\$68,882	\$68,417	\$69,991	\$71,604	\$73,257	\$74,951	\$76,688	\$76,468	\$80,293	\$82,164	\$84,080	\$86,045	\$90,073
MED 0002	MED 0002	\$55,705	\$58,215	\$60,852	\$63,620	\$66,526	\$69,578	\$71,180	\$72,823	\$74,507	\$76,232	\$78,001	\$79,814	\$81,672	\$83,576	\$85,529	\$87,530	\$89,581	\$91,683	\$95,993
MED 0003	MED 0003	\$56,709	\$59,270	\$61,959	\$64,782	\$67,746	\$70,859	\$72,493	\$74,168	\$75,886	\$77,646	\$79,450	\$81,300	\$83,195	\$85,138	\$87,129	\$89,170	\$91,262	\$93,406	\$97,802
MED 0004	MED 0004	\$57,733	\$60,345	\$63,088	\$65,967	\$68,991	\$72,167	\$73,833	\$75,542	\$77,293	\$79,088	\$80,928	\$82,814	\$84,747	\$86,729	\$88,760	\$90,842	\$92,976	\$95,163	\$99,646
MED 0005	MED 0005	\$59,300	\$61,990	\$64,816	\$67,782	\$70,896	\$74,166	\$75,883	\$77,643	\$79,447	\$81,297	\$83,192	\$85,135	\$87,126	\$89,167	\$91,259	\$93,403	\$95,601	\$97,854	\$102,473
MED 0006	MED 0006	\$63,066	\$65,945	\$68,967	\$72,141	\$75,474	\$78,973	\$80,810	\$82,693	\$84,623	\$86,602	\$88,629	\$90,708	\$92,839	\$95,023	\$97,262	\$99,557	\$101,909	\$104,319	\$109,261
MED 0007	MED 0007	\$67,096	\$70,176	\$73,410	\$76,806	\$80,372	\$84,116	\$86,082	\$88,097	\$90,163	\$92,280	\$94,450	\$96,674	\$98,954	\$101,291	\$103,686	\$106,141	\$108,657	\$111,237	\$116,524
TRMA 0008	RESC 0015	\$49,420	\$51,766	\$54,230	\$56,817	\$59,533	\$62,385	\$63,882	\$65,417	\$66,991	\$68,604	\$70,257	\$71,951	\$73,688	\$75,468	\$77,293	\$79,164	\$81,080	\$83,045	\$87,073
TRMA 0009	RESC 0016	\$52,705	\$55,215	\$57,852	\$60,620	\$63,526	\$66,578	\$68,180	\$69,823	\$71,507	\$73,232	\$75,001	\$76,814	\$78,672	\$80,576	\$82,529	\$84,530	\$86,581	\$88,683	\$92,993
TRMA 0010	RESC 0017	\$53,709	\$56,270	\$58,959	\$61,782	\$64,746	\$67,859	\$69,493	\$71,168	\$72,886	\$74,646	\$76,450	\$78,300	\$80,195	\$82,138	\$84,129	\$86,170	\$88,262	\$90,406	\$94,802
TRMA 0011	RESC 0018	\$54,733	\$57,345	\$60,088	\$62,967	\$65,991	\$69,167	\$70,833	\$72,542	\$74,293	\$76,088	\$77,928	\$79,814	\$81,747	\$83,729	\$85,760	\$87,842	\$89,976	\$92,163	\$96,646
TRMA 0012	RESC 0019	\$56,300	\$58,990	\$61,816	\$64,782	\$67,896	\$71,166	\$72,883	\$74,643	\$76,447	\$78,297	\$80,192	\$82,135	\$84,126	\$86,167	\$88,259	\$90,403	\$92,601	\$94,854	\$99,473
TRMA 0013	RESC 0020	\$60,066	\$62,945	\$65,967	\$69,141	\$72,474	\$75,973	\$77,810	\$79,693	\$81,623	\$83,602	\$85,629	\$87,708	\$89,839	\$92,023	\$94,262	\$96,557	\$98,909	\$101,319	\$106,261
TRMA 0014	RESC 0021	\$64,096	\$67,176	\$70,410	\$73,806	\$77,372	\$81,116	\$83,082	\$85,097	\$87,163	\$89,280	\$91,450	\$93,674	\$95,954	\$98,291	\$100,686	\$103,141	\$105,657	\$108,237	\$113,524
RESC 0015	TRMA 0008	\$48,420	\$50,766	\$53,230	\$55,817	\$58,533	\$61,385	\$62,882	\$64,417	\$65,991	\$67,604	\$69,257	\$70,951	\$72,688	\$74,468	\$76,293	\$78,164	\$80,080	\$82,045	\$86,073
RESC 0016	TRMA 0009	\$51,705	\$54,215	\$56,852	\$59,620	\$62,526	\$65,578	\$67,180	\$68,823	\$70,507	\$72,232	\$74,001	\$75,814	\$77,672	\$79,576	\$81,529	\$83,530	\$85,581	\$87,683	\$91,993
RESC 0017	TRMA 0010	\$52,709	\$55,270	\$57,959	\$60,782	\$63,746	\$66,859	\$68,493	\$70,168	\$71,886	\$73,646	\$75,450	\$77,300	\$79,195	\$81,138	\$83,129	\$85,170	\$87,262	\$89,406	\$93,802
RESC 0018	TRMA 0011	\$53,733	\$56,345	\$59,088	\$61,967	\$64,991	\$68,167	\$69,833	\$71,542	\$73,293	\$75,088	\$76,928	\$78,814	\$80,747	\$82,729	\$84,760	\$86,842	\$88,976	\$91,163	\$95,646
RESC 0019	TRMA 0012	\$55,300	\$57,990	\$60,816	\$63,782	\$66,896	\$70,166	\$71,883	\$73,643	\$75,447	\$77,297	\$79,192	\$81,135	\$83,126	\$85,167	\$87,259	\$89,403	\$91,601	\$93,854	\$98,473
RESC 0020	TRMA 0013	\$59,066	\$61,945	\$64,967	\$68,141	\$71,474	\$74,973	\$76,810	\$78,693	\$80,623	\$82,602	\$84,629	\$86,708	\$88,839	\$91,023	\$93,262	\$95,557	\$97,909	\$100,319	\$105,261
RESC 0021	TRMA 0014	\$63,096	\$66,176	\$69,410	\$72,806	\$76,372	\$80,116	\$82,082	\$84,097	\$86,163	\$88,280	\$90,450	\$92,674	\$94,954	\$97,291	\$99,686	\$102,141	\$104,657	\$107,237	\$112,524

**A.5.8 - STATE OF MARYLAND
STATE POLICE CIVILIAN PILOT SALARY SCHEDULE
Annual Rates Effective July 1, 2017**

GRADE PROFILE	TITLE	BASE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
			1	2	3	4	5	6	7	8	9	10	11	12	13	14
PILT 0001	Pilot I	\$63,750	\$65,025	\$66,326	\$67,653	\$69,007	\$70,388	\$71,796	\$73,232	\$74,697	\$76,191	\$77,715	\$79,270	\$80,856	\$82,474	\$84,124
PILT 0002	Pilot II	\$71,400	\$72,828	\$74,286	\$75,772	\$77,288	\$78,835	\$80,412	\$82,020	\$83,661	\$85,334	\$87,041	\$88,783	\$90,559	\$92,371	\$94,219
PILT 0003	Pilot III	\$75,684	\$77,198	\$78,744	\$80,319	\$81,926	\$83,566	\$85,237	\$86,942	\$88,681	\$90,455	\$92,264	\$94,110	\$95,993	\$97,914	\$99,873
PILT 0004	Pilot IV	\$80,226	\$81,830	\$83,469	\$85,139	\$86,842	\$88,580	\$90,352	\$92,159	\$94,002	\$95,883	\$97,800	\$99,757	\$101,753	\$103,789	\$105,866
PILT 0005	Instructor Pilot	\$85,040	\$86,740	\$88,478	\$90,248	\$92,053	\$93,895	\$95,774	\$97,689	\$99,643	\$101,636	\$103,668	\$105,743	\$107,859	\$110,017	\$112,218
PILT 0006	Chief Pilot	\$90,143	\$91,945	\$93,787	\$95,663	\$97,577	\$99,529	\$101,521	\$103,551	\$105,622	\$107,735	\$109,889	\$112,088	\$114,331	\$116,619	\$118,952

**A.5.9 - STATE OF MARYLAND
HOURLY PERSONNEL PAY RATES
Effective July 1, 2017**

CODE	GRADE	SCALE	TITLE		RATE		
5468	HRLY 0001	9998	Engineering Specialist		\$16.86	to	\$32.35
5539*\$	HRLY 0001	9998	Senior Citizen Aide *		\$9.25	to	\$11.75
5128*\$	HRLY 0002	0074	Student Engineer (Co-Op)	1st 6 Mos.-	\$12.83		
				2nd 6 Mos.-	\$13.90		
				3rd 6 Mos.-	\$15.00		
				4th 6 Mos.-	\$16.27		
5302*\$	HRLY 0003	0076	Student Technical Assistant	1st Yr.-	\$9.34		
				2nd Yr.-	\$9.93		
				3rd Yr.-	\$10.70		
				4th Yr.-	\$11.41		
				Graduate-	\$12.07		
5734*\$	HRLY 0001	9998	Summer Student Worker *		\$9.25	to	\$9.98
5300*\$	HRLY 0001	9998	Work Study Student *		\$9.25	to	\$9.98

**A.5.10 - STATE OF MARYLAND
MSD TEMPORARY SALARY SCHEDULE
Annual Rates Effective July 1, 2017**

GRADE PROFILE	BASE	THIRD QUARTILE																			
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MID POINT	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19
STD 0005	\$22,707	\$23,479	\$24,282	\$25,116	\$25,983	\$26,886	\$27,356	\$27,833	\$28,323	\$28,820	\$29,329	\$29,848	\$30,374	\$30,914	\$31,464	\$32,024	\$32,596	\$33,180	\$33,773	\$34,378	\$34,996
STD 0006	\$24,056	\$24,883	\$25,739	\$26,635	\$27,561	\$28,527	\$29,030	\$29,542	\$30,066	\$30,597	\$31,142	\$31,697	\$32,263	\$32,837	\$33,426	\$34,028	\$34,640	\$35,264	\$35,897	\$36,545	\$37,204
STD 0007	\$25,502	\$26,386	\$27,304	\$28,260	\$29,254	\$30,288	\$30,824	\$31,372	\$31,931	\$32,502	\$33,084	\$33,678	\$34,281	\$34,898	\$35,530	\$36,171	\$36,826	\$37,495	\$38,175	\$38,869	\$39,574
STD 0008	\$27,048	\$27,994	\$28,976	\$29,998	\$31,061	\$32,167	\$32,741	\$33,327	\$33,925	\$34,536	\$35,158	\$35,793	\$36,441	\$37,100	\$37,774	\$38,462	\$39,162	\$39,878	\$40,605	\$41,346	\$42,102
STD 0009	\$28,702	\$29,713	\$30,765	\$31,858	\$32,996	\$34,180	\$34,795	\$35,423	\$36,061	\$36,715	\$37,380	\$38,061	\$38,753	\$39,458	\$40,181	\$40,916	\$41,664	\$42,429	\$43,209	\$44,004	\$44,812
STD 0010	\$30,472	\$31,553	\$32,679	\$33,850	\$35,068	\$36,333	\$36,992	\$37,662	\$38,346	\$39,046	\$39,760	\$40,486	\$41,228	\$41,984	\$42,753	\$43,541	\$44,343	\$45,160	\$45,994	\$46,845	\$47,710
STD 0011	\$32,364	\$33,524	\$34,727	\$35,980	\$37,280	\$38,636	\$39,341	\$40,059	\$40,792	\$41,541	\$42,301	\$43,080	\$43,872	\$44,681	\$45,507	\$46,350	\$47,209	\$48,086	\$48,980	\$49,890	\$50,818
STD 0012	\$34,390	\$35,629	\$36,918	\$38,258	\$39,654	\$41,102	\$41,855	\$42,623	\$43,409	\$44,205	\$45,023	\$45,855	\$46,703	\$47,569	\$48,453	\$49,355	\$50,272	\$51,209	\$52,183	\$53,175	\$54,186
STD 0013	\$36,557	\$37,884	\$39,264	\$40,698	\$42,186	\$43,738	\$44,545	\$45,366	\$46,208	\$47,063	\$47,935	\$48,825	\$49,734	\$50,659	\$51,612	\$52,596	\$53,598	\$54,619	\$55,662	\$56,725	\$57,808
STD 0014	\$38,880	\$40,298	\$41,774	\$43,307	\$44,901	\$46,560	\$47,425	\$48,304	\$49,203	\$50,120	\$51,051	\$52,020	\$53,012	\$54,026	\$55,056	\$56,108	\$57,182	\$58,276	\$59,392	\$60,530	\$61,691
STD 0015	\$41,358	\$42,880	\$44,457	\$46,098	\$47,807	\$49,583	\$50,506	\$51,452	\$52,434	\$53,431	\$54,451	\$55,491	\$56,550	\$57,633	\$58,736	\$59,861	\$61,009	\$62,179	\$63,371	\$64,588	\$65,827
STD 0016	\$44,017	\$45,641	\$47,333	\$49,088	\$50,915	\$52,846	\$53,855	\$54,884	\$55,931	\$56,999	\$58,091	\$59,202	\$60,340	\$61,497	\$62,676	\$63,880	\$65,110	\$66,363	\$67,639	\$68,939	\$70,265
STD 0017	\$46,857	\$48,595	\$50,403	\$52,304	\$54,298	\$56,374	\$57,451	\$58,548	\$59,670	\$60,815	\$61,983	\$63,171	\$64,387	\$65,625	\$66,888	\$68,175	\$69,492	\$70,830	\$72,199	\$73,593	\$75,012
STD 0018	\$49,899	\$51,771	\$53,744	\$55,796	\$57,929	\$60,147	\$61,301	\$62,474	\$63,678	\$64,902	\$66,151	\$67,425	\$68,723	\$70,049	\$71,399	\$72,777	\$74,183	\$75,617	\$77,078	\$78,568	\$80,078
STD 0019	\$53,193	\$55,223	\$57,335	\$59,527	\$61,808	\$64,184	\$65,416	\$66,677	\$67,963	\$69,273	\$70,607	\$71,972	\$73,361	\$74,779	\$76,224	\$77,699	\$79,205	\$80,715	\$82,247	\$83,811	\$85,401
STD 0020	\$56,743	\$58,916	\$61,172	\$63,522	\$65,964	\$68,504	\$69,825	\$71,172	\$72,546	\$73,946	\$75,377	\$76,834	\$78,322	\$79,835	\$81,352	\$82,901	\$84,479	\$86,087	\$87,729	\$89,400	\$91,107
STD 0021	\$60,543	\$62,867	\$65,286	\$67,796	\$70,409	\$73,126	\$74,540	\$75,982	\$77,453	\$78,952	\$80,463	\$81,994	\$83,553	\$85,145	\$86,769	\$88,424	\$90,112	\$91,835	\$93,590	\$95,380	\$97,203
STD 0022	\$64,608	\$67,094	\$69,679	\$72,369	\$75,165	\$78,074	\$79,585	\$81,098	\$82,640	\$84,213	\$85,817	\$87,455	\$89,122	\$90,827	\$92,564	\$94,335	\$96,144	\$97,988	\$99,869	\$101,786	\$103,743
STD 0023	\$68,959	\$71,620	\$74,387	\$77,262	\$80,243	\$83,294	\$84,879	\$86,495	\$88,146	\$89,829	\$91,548	\$93,299	\$95,084	\$96,909	\$98,766	\$100,660	\$102,595	\$104,567	\$106,581	\$108,635	\$110,729
STD 0024	\$73,612	\$76,460	\$79,421	\$82,442	\$85,580	\$88,844	\$90,541	\$92,275	\$94,039	\$95,840	\$97,677	\$99,549	\$101,463	\$103,413	\$105,401	\$107,429	\$109,499	\$111,612	\$113,763	\$115,959	\$118,197
STD 0025	\$78,595	\$81,600	\$84,704	\$87,933	\$91,292	\$94,785	\$96,600	\$98,455	\$100,343	\$102,270	\$104,235	\$106,240	\$108,286	\$110,373	\$112,500	\$114,671	\$116,883	\$119,142	\$121,444	\$123,792	\$126,186
STD 0026	\$83,836	\$87,034	\$90,354	\$93,810	\$97,405	\$101,142	\$103,084	\$105,066	\$107,087	\$109,151	\$111,253	\$113,399	\$115,587	\$117,821	\$120,097	\$122,417	\$124,789	\$127,207	\$129,672	\$132,186	\$134,749

**A.5.11 - Airport Firefighters Management Salary Schedule
Effective January 1, 2016**

GRADE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MIDPOINT	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
0175	56,836	59,010	61,265	63,614	66,059	67,327	68,624	69,948	71,296	72,669	74,074	75,503	76,963	78,450	79,968	81,517	83,072	84,649	86,275
0176	60,636	62,958	65,376	67,890	70,504	71,863	73,250	74,665	76,106	77,578	79,078	80,610	82,167	83,728	85,321	86,947	88,601	90,291	92,024
0177	64,704	67,192	69,776	72,466	75,262	76,717	78,201	79,715	81,258	82,813	84,388	85,993	87,631	89,303	91,006	92,744	94,517	96,322	98,173
0178	69,053	71,714	74,483	77,360	80,355	81,910	83,467	85,053	86,672	88,323	90,009	91,724	93,479	95,268	97,090	98,952	100,849	102,785	104,758
0179	73,712	76,560	79,519	82,586	85,726	87,357	89,020	90,720	92,451	94,220	96,023	97,861	99,739	101,650	103,599	105,590	107,620	109,693	111,800

**A.5.12 - Airport Firefighters Salary Schedule
Effective January 1, 2016**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	MIDPOINT 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19
0171	44,133	45,756	47,444	49,203	51,031	51,982	52,955	53,966	54,992	56,041	57,111	58,202	59,316	60,452	61,609	62,791	63,995	65,222	66,475
0172	46,974	48,716	50,523	52,403	54,390	55,428	56,487	57,565	58,663	59,787	60,932	62,101	63,293	64,507	65,746	67,012	68,301	69,615	70,951
0173	50,015	51,876	53,831	55,884	58,020	59,129	60,258	61,413	62,592	63,793	65,017	66,268	67,542	68,841	70,167	71,522	72,899	74,307	75,736
0174	53,283	55,314	57,425	59,621	61,904	63,091	64,299	65,539	66,798	68,083	69,394	70,729	72,095	73,484	74,903	76,350	77,826	79,329	80,852
0180	45,302	46,974	48,716	50,526	51,466	52,430	53,431	54,447	55,486	56,546	57,625	58,729	59,852	60,999	62,169	63,361	64,576	65,816	67,078

GRADE 0180 IS USED FOR MAA SAFETY MANAGEMENT REPRESENTATIVE III POSITIONS

**A.5.13 - MDTA Police Salary Schedule
Effective January 1, 2017 (includes 2% COLA)**

RANK	GRADE	BASE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MIDPOINT	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Candidate	150	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800	40800
Officer I	151	46351	48205	50134	52139	54224	56393	58648	60408	62221	64087	66010	67330	68676	70050	71450	72879	74337	75825	77341	78887	80465	
Officer II	152	49137	51103	53147	55272	57483	59783	62174	64039	65960	67939	69977	71376	72804	74260	75745	77260	78805	80382	81989	83628	85301	
Sr Officer	153	52090	54174	56341	58593	60937	63376	65910	67888	69924	72022	74182	75666	77179	78723	80297	81904	83542	85213	86917	88655	90428	
Corp	154	55221	57430	59727	62116	64600	67184	69872	71968	74126	76351	78640	80213	81818	83454	85124	86826	88562	90334	92141	93982	95862	
Sgt	155	58539	60880	63316	65849	68482	71222	74071	76292	78581	80939	83367	85034	86736	88469	90239	92043	93884	95762	97678	99631	101624	
1st Sgt	156	62058	64540	67121	69806	72598	75502	78523	80877	83304	85803	88378	90145	91947	93786	95662	97576	99527	101518	103548	105618	107731	
Lt	157	69517	72298	75190	78197	81325	84578	87961	90600	93318	96117	99001	100981	103000	105060	107162	109305	111491	113721	115995	118315	120682	
Capt	158	73695	76643	79708	82897	86213	89661	93248	96045	98926	101894	104951	107050	109191	111375	113602	115874	118192	120555	122967	125426	127934	
Major	159	78124	81249	84499	87879	91394	95050	98852	101817	104872	108018	111258	113484	115753	118069	120430	122838	125295	127801	130357	132964	135623	
Lt Col	160	82819	86132	89577	93160	96887	100762	104792	107936	111174	114510	117945	120304	122710	125164	127667	130221	132825	135481	138191	140955	143774	