



DEPARTMENT OF BUDGET & MANAGEMENT
OFFICE OF BUDGET ANALYSIS

Section A:

POSITION RECONCILIATION AND SALARY FORECAST

In This Section

- A.1 – Salary Forecast and PIN Budgeting – Object 01
- A.2 – Fringe Benefits – Object 01
- A.3 – Pay Plan Adjustments and New Classifications
- A.4 – Reorganizations
- A.5 – Salary Tables

JUNE 2018

A.1 SALARY FORECAST AND PIN BUDGETING – OBJECT 01

During the spring, agencies completed a Position Reconciliation exercise in BARS to update the FY 2019 personnel data that served as the baseline for the FY 2020 personnel budget request. Agencies made adjustments for any position data elements that need to be updated. During this process, DBM also asked agencies to confirm the 3-year position FTE allocation by program, or Position Control (POSCON), to ensure DBM's records are correct.

✓ After agencies completed the Position Reconciliation exercise, BARS applied across the board updates as follows:

1. BARS updated position data with salaries based on the January 1, 2019 salary schedule and associated fringe value.
2. BARS populated updated Object 01 data in each respective comptroller object by fund based on the PIN fund splits provided with the FY 2020 position data.
3. Salaries and fringes (0101, 0151, 0161, etc...) are “Read Only” based on their calculations from the Position Reconciliation exercise once positions have been established.

OBA provides the following guidance regarding position realignment between programs as agencies work on the budget submission in BARS for FYs 2018, 2019, and 2020:

- FY 2020:** Agencies may realign positions between programs provided the FTE counts are equal to the POSCON agency total. **However, this action is highly discouraged as agencies reconciled position data during the spring. DBM recommends that agencies do not take the additional effort to further realign positions.**
- FY 2019:** DBM will limit FY 2019 adjustments to material changes such as DBM approved reorganizations. Agencies may only realign positions between programs through a FY 2019 budget amendment adjustment so that Object 01 position and budget data reconcile. **Contact your DBM analyst if you want to implement a FY 2019 position realignment – DBM discourages mid-year reorganizations.**
- FY 2018:** DBM will limit FY 2018 adjustments to material changes such as DBM approved reorganizations.

Salaries Tables for the FY 2020 Budget

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

- The salary schedule effective January 1, 2019 is the basis for FY 2020 salaries in BARS and incorporates:
 - annualized Cost of Living Adjustments (COLA) (as of January 1, 2019),
 - any approved FY 2019 Annual Salary Review adjustments (as of July 1, 2018), and
 - annualized State Law Enforcement Officer's Labor Alliance Bargaining provisions.
- Agencies should not budget additional funds for any FY 2020 collective bargaining agreement adjustments. The Department of Budget and Management will include any adjustments resulting from FY 2020 collective bargaining negotiations, including an FY 2020 COLA or step increases. **Agencies with non-general funded positions should anticipate the possibility of an FY 2020 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 have been around 2%.

As part of collective bargaining, the State negotiated that if FY 2018 revenues exceed the December 2017 estimate by \$75 million employees will receive an additional 0.5% increase and a \$500 bonus effective April 1, 2019. DBM will communicate with agencies how to budget for this should it occur. However, agencies will need to prepare for the cost of this increase and account for the non-general fund cost.

FY 2018 Salary Data

Agencies need to review actual amounts expended for regular earnings (subobject 0101) by program and class code for publication in the Governor's Budget Books. DBM will combine the data from Central Payroll with the BARS position inventory FY 2018 Actual FTE as of June 30, 2018. DBM will also provide detailed FTE data by PIN to assist the agency's reconciliation.

Agencies will be asked in August to ensure FY 2018 FTE counts, class codes, and salaries are correct or as accurate possible. These data will not reflect R*STARS adjustments or merging of salaries for a reclassified position. (For example: an Office Secretary II became an Office Secretary III and the two salaries need to be merged with the position record.)

Agencies should create a BARS adjustment(s) to realign position FTE or salary data by program if needed. DBM expects agencies to submit the reviewed FY 2018 salary data with the budget submission and will provide more detailed guidance to agencies in August.

A.1.1 ADDITIONAL FY 2020 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.

As introduced in FY 2019, DBM is specifying that FICA (subobject 0151) in BARS will 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 2019 budget book appropriation and the FY 2020 budget request. Actual expenditures for FY 2018 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.

https://www.whitehouse.gov/sites/whitehouse.gov/files/omb/federal_register/FR2005/083105_a87.pdf

Reclassification (Comptroller Object 0112): This is used for reclassifications and/or for funding a position(s) above the base salary reflected in BARS after the Position Reconciliation exercise. Agencies should account for reclassification costs for FY 2019 and FY 2020 (actual expenditures will appear as salary payments) within the FY 2020 budget request. ***Please ensure all fringe benefits associated with any changes in 0112 are budgeted in 0112.***

New Position Requests

Agencies must submit new position requests as an over-the-target request through a BARS Agency Adjustment - Over-the-Target adjustment type. 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 updated in BARS through DBM's approval of the agency's over-the-target adjustment item in December. The BARS adjustment requires R*STARS location, number of positions (decimal equivalent), class code, step, increment month, retirement code, fund type percentage and justification. 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. The agency can budget the salary and fringe difference in comptroller subobject 0112 – Reclassifications if the agency plans to hire the position above base. 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, 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%.

Please feel free to contact your DBM analyst for process clarification as requesting additional positions through BARS is a new process.

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 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 currently included in object 02 within the general fund target and there is a corresponding reduction in contractual services (object 02) if the conversion is approved. 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, including specific contractual PIN numbers from Workday.

A.2 FRINGE BENEFITS – OBJECT 01

✓ FICA Contributions (0151)

Subobject 0151 – FICA will be automatically calculated within BARS during the Position Reconciliation process based on each position's class code and step. The calculations performed by BARS are as follows:

- (1) If the total of 0101 for one position is equal to or less than \$136,769, multiply the sum by 0.0728. The result is the amount for 0151 for one position.
- (2) If the total of 0101 for one position exceeds \$136,769:
 - a. Multiply \$136,769 by 0.0728.
 - b. Multiply the difference between the annual salary and \$136,769 by 0.0145.
 - 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)

BARS will validate that agencies budget employee health insurance (0152) and retiree health insurance (0154) at the same level as the FY 2019 legislative appropriation. **Specifically, the agency budget submission for 0152 and 0154 must reconcile agency-wide with FY 2019, by fund type.** 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 (health insurance rate calculation) with the FY 2020 budget submission. Note that BARS includes these values already populated. Agencies are encouraged to realign the health insurance request to programs with budgeted positions.

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, accounting for a possible increase.

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 using a line item comment in BARS along with the calculation used to arrive at the per-employee cost.

Pay for Performance Bonuses (0156)

Do not budget in FY 2020.

Other Post-Employment Benefits (0157)

Do not budget in FY 2020.

✍ Retirement/Pension Systems

Retirement subobjects will be calculated within BARS during the Position Reconciliation process based on each position's class code, step and retirement code. The calculations performed by BARS are 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 2020.

✍ Unemployment Compensation Insurance (Comptroller Object 0174)

Subobject 0174 – UI will be calculated within BARS during the Position Reconciliation process based on each position's class code and step. Amounts relating to the regular payroll will be computed by:

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

Workers' Compensation Premiums (Comptroller Object 0175)

The FY 2020 amounts and fund distribution will be pre-populated in BARS at the same level as the FY 2019 legislative appropriation. DBM will adjust this subobject after the FY 2020 budget submission. **This is the case even if you have information that the amount will be lower in FY 2020.**

✍ Turnover (Comptroller Object 0189)

NEW FOR FY 2020 – Turnover on all positions should be considered at the subprogram level (or program level if subprograms are not used) rather than being calculated on individual PINs. This will result in a level of turnover that reflects historical/normal resignation and recruitment activity at the subprogram or program level. The turnover rate used for the subprogram or program must be reported using a line item comment in BARS. **Turnover should not be used as a “plug” figure to meet the GENERAL FUND target unless you are prepared to live with the higher rate.**

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			
<u>\$31,323 (salary and fringes of new positions)</u>	<u>X</u>	<u>-25% for new positions</u>	<u>= (\$7,831)</u>
EQUALS TURNOVER OF			(\$17,900)

The turnover amount should be entered as a negative amount in Comptroller Object 0189.
BARS will also include a tool for calculating and applying turnover rates across programs, units, and agency-wide.

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 using the comment field in BARS

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 2020 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 2020. **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 the beginning of the fiscal year.**

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.

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

✎ The Department of Budget and Management (DBM) will only permit agencies to reflect a reorganization in BARS for reorganizations approved by DBM and the Office of Personnel Services and Benefits (OPSB) that is effective July 1 of the current year (July 1, 2018 for the FY 2020 budget request). This policy will avoid mid-year reorganizations that make reconciliation difficult for position and budget data as the Central Payroll and FMIS source data reflect both the old and new organizational structure.

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 that creates new supervisory, managerial, or executive positions or results in the realignment of existing supervisory, managerial, or executive positions. These reorganizations typically create new reporting relationships for supervisors, managers, or executives and prompt a request to upgrade existing positions or create new and higher-level classifications.

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). **Agencies must obtain OBA approval prior to the Office of Personnel Services and Benefits (OPSB) review of the appropriateness of the requested salary level(s).**

During FY 2019, agencies should submit reorganizations no later than March 1, 2019 so that the proposal can be reviewed. If the proposed reorganization is approved, the new account code structure can be implemented within Workday and FMIS effective for July 1, 2019. 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.

Reorganizations Approved Effective July 1, 2018

DBM will assist the agency to coordinate the implementation of the reorganization in BARS as part of the FY 2020 budget process. The reorganizational realignment is to be reflected for all three fiscal years (FY 2018 Actual, FY 2019 Working Appropriation and FY 2020 Request) in both the salary and budget data. The data for the three years will be adjusted through the following process for each fiscal year:

- FY 2020:** agency will reflect the reorganization as part of the position reconciliation process submitted in June by 1) moving the positions by PIN; 2) realigning appropriation; and 3) updates revenue source as appropriate
- FY 2019:** agency will create a BARS budget amendment adjustment that 1) moves the positions by PIN; 2) realigns appropriation; and 3) updates revenue source as appropriate.
- FY 2018:** agency will create a BARS adjustment that 1) moves the positions by class code; 2) realigns appropriation; and 3) updates revenue source as appropriate.

**A.5.1 - STATE OF MARYLAND
STANDARD SALARY SCHEDULE
Annual Rates Effective January 1, 2019**

GRADE PROFILE	BASE	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	THIRD QUARTILE STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
STD 0005	\$23,162	\$23,949	\$24,768	\$25,619	\$26,503	\$27,424	\$27,904	\$28,390	\$28,890	\$29,397	\$29,916	\$30,445	\$30,982	\$31,533	\$32,094	\$32,665	\$33,248	\$33,844	\$34,449	\$35,066	\$35,696
STD 0006	\$24,538	\$25,381	\$26,254	\$27,168	\$28,113	\$29,098	\$29,611	\$30,133	\$30,668	\$31,209	\$31,765	\$32,331	\$32,909	\$33,494	\$34,095	\$34,709	\$35,333	\$35,970	\$36,615	\$37,276	\$37,949
STD 0007	\$26,013	\$26,914	\$27,851	\$28,826	\$29,840	\$30,894	\$31,441	\$32,000	\$32,570	\$33,153	\$33,746	\$34,352	\$34,967	\$35,596	\$36,241	\$36,895	\$37,563	\$38,245	\$38,939	\$39,647	\$40,366
STD 0008	\$27,589	\$28,554	\$29,556	\$30,598	\$31,683	\$32,811	\$33,396	\$33,994	\$34,604	\$35,227	\$35,862	\$36,509	\$37,170	\$37,842	\$38,530	\$39,232	\$39,946	\$40,676	\$41,418	\$42,173	\$42,945
STD 0009	\$29,277	\$30,308	\$31,381	\$32,496	\$33,656	\$34,864	\$35,491	\$36,132	\$36,783	\$37,450	\$38,128	\$38,823	\$39,529	\$40,248	\$40,985	\$41,735	\$42,498	\$43,278	\$44,074	\$44,885	\$45,709
STD 0010	\$31,082	\$32,185	\$33,333	\$34,527	\$35,770	\$37,060	\$37,732	\$38,416	\$39,113	\$39,827	\$40,556	\$41,296	\$42,053	\$42,824	\$43,609	\$44,412	\$45,230	\$46,064	\$46,914	\$47,782	\$48,665
STD 0011	\$33,012	\$34,195	\$35,422	\$36,700	\$38,026	\$39,409	\$40,128	\$40,861	\$41,608	\$42,372	\$43,148	\$43,942	\$44,750	\$45,575	\$46,418	\$47,277	\$48,154	\$49,048	\$49,960	\$50,888	\$51,835
STD 0012	\$35,078	\$36,342	\$37,657	\$39,024	\$40,448	\$41,925	\$42,693	\$43,476	\$44,278	\$45,090	\$45,924	\$46,773	\$47,638	\$48,521	\$49,423	\$50,343	\$51,278	\$52,234	\$53,227	\$54,239	\$55,270
STD 0013	\$37,289	\$38,642	\$40,050	\$41,512	\$43,030	\$44,613	\$45,436	\$46,274	\$47,133	\$48,005	\$48,894	\$49,802	\$50,729	\$51,673	\$52,645	\$53,648	\$54,670	\$55,712	\$56,776	\$57,860	\$58,965
STD 0014	\$39,658	\$41,104	\$42,610	\$44,174	\$45,800	\$47,492	\$48,374	\$49,271	\$50,188	\$51,123	\$52,073	\$53,061	\$54,073	\$55,107	\$56,158	\$57,231	\$58,326	\$59,442	\$60,580	\$61,741	\$62,925
STD 0015	\$42,186	\$43,738	\$45,347	\$47,020	\$48,764	\$50,575	\$51,517	\$52,482	\$53,483	\$54,500	\$55,541	\$56,601	\$57,681	\$58,786	\$59,911	\$61,059	\$62,230	\$63,423	\$64,639	\$65,880	\$67,144
STD 0016	\$44,898	\$46,554	\$48,280	\$50,070	\$51,934	\$53,903	\$54,933	\$55,982	\$57,050	\$58,139	\$59,253	\$60,387	\$61,547	\$62,727	\$63,930	\$65,158	\$66,413	\$67,691	\$68,992	\$70,318	\$71,671
STD 0017	\$47,795	\$49,567	\$51,412	\$53,351	\$55,384	\$57,502	\$58,601	\$59,719	\$60,864	\$62,032	\$63,223	\$64,435	\$65,675	\$66,938	\$68,226	\$69,539	\$70,882	\$72,247	\$73,643	\$75,065	\$76,513
STD 0018	\$50,897	\$52,807	\$54,819	\$56,912	\$59,088	\$61,350	\$62,528	\$63,724	\$64,952	\$66,201	\$67,475	\$68,774	\$70,098	\$71,450	\$72,827	\$74,233	\$75,667	\$77,130	\$78,620	\$80,140	\$81,680
STD 0019	\$54,257	\$56,328	\$58,482	\$60,718	\$63,045	\$65,468	\$66,725	\$68,011	\$69,323	\$70,659	\$72,020	\$73,412	\$74,829	\$76,275	\$77,749	\$79,253	\$80,790	\$82,330	\$83,892	\$85,488	\$87,110
STD 0020	\$57,878	\$60,095	\$62,396	\$64,793	\$67,284	\$69,875	\$71,222	\$72,596	\$73,997	\$75,425	\$76,885	\$78,371	\$79,889	\$81,432	\$82,980	\$84,560	\$86,169	\$87,809	\$89,484	\$91,188	\$92,930
STD 0021	\$61,754	\$64,125	\$66,592	\$69,152	\$71,818	\$74,589	\$76,031	\$77,502	\$79,003	\$80,532	\$82,073	\$83,634	\$85,225	\$86,848	\$88,505	\$90,193	\$91,915	\$93,672	\$95,462	\$97,288	\$99,148
STD 0022	\$65,901	\$68,436	\$71,073	\$73,817	\$76,669	\$79,636	\$81,177	\$82,720	\$84,293	\$85,898	\$87,534	\$89,205	\$90,905	\$92,644	\$94,416	\$96,222	\$98,067	\$99,948	\$101,867	\$103,822	\$105,818
STD 0023	\$70,339	\$73,053	\$75,875	\$78,808	\$81,848	\$84,960	\$86,577	\$88,225	\$89,909	\$91,626	\$93,379	\$95,165	\$96,986	\$98,848	\$100,742	\$102,674	\$104,647	\$106,659	\$108,713	\$110,808	\$112,944
STD 0024	\$75,085	\$77,990	\$81,010	\$84,091	\$87,292	\$90,621	\$92,352	\$94,121	\$95,920	\$97,757	\$99,631	\$101,540	\$103,493	\$105,482	\$107,510	\$109,578	\$111,689	\$113,845	\$116,039	\$118,279	\$120,561
STD 0025	\$80,167	\$83,232	\$86,399	\$89,692	\$93,118	\$96,681	\$98,532	\$100,425	\$102,350	\$104,316	\$106,320	\$108,365	\$110,452	\$112,581	\$114,750	\$116,965	\$119,221	\$121,525	\$123,873	\$126,268	\$128,710
STD 0026	\$85,513	\$88,775	\$92,162	\$95,687	\$99,354	\$103,165	\$105,146	\$107,168	\$109,229	\$111,335	\$113,479	\$115,667	\$117,899	\$120,178	\$122,499	\$124,866	\$127,285	\$129,752	\$132,266	\$134,830	\$137,444

A.5.2 - STATE OF MARYLAND					
EXECUTIVE PAY PLAN					
Annual Rates Effective January 1, 2019					
Grade Profile	Scale		Minimum	Midpoint	Maximum
EPP 0001	ES4	9904	\$81,553	\$95,143	\$108,737
EPP 0002	ES5	9905	\$87,621	\$102,258	\$116,892
EPP 0003	ES6	9906	\$94,180	\$109,941	\$125,701
EPP 0004	ES7	9907	\$101,261	\$118,242	\$135,221
EPP 0005	ES8	9908	\$108,909	\$127,206	\$145,499
EPP 0006	ES9	9909	\$117,172	\$136,888	\$156,603
EPP 0007	ES10	9910	\$126,091	\$147,341	\$168,587
EPP 0008	ES11	9911	\$135,731	\$158,633	\$181,537
EPP 0009	EX91	9991	\$156,088	\$209,046	\$262,004

**A.5.3 - STATE OF MARYLAND
PHYSICIAN SALARY SCHEDULE
Annual Rates Effective January 1, 2019**

Grade Profile	SCALE	BASE	STEP	STEP	STEP	STEP	STEP	STEP	MID POINT STEP	STEP	STEP	THIRD QUAR TILE STEP	STEP	STEP	STEP
			1	2	3	4	5	6	7	8	9	10	11	12	13
PHY 0001	0031	\$86,035	\$89,439	\$92,844	\$96,528	\$100,211	\$104,195	\$108,178	\$112,487	\$116,794	\$121,453	\$126,112	\$131,150	\$136,189	\$141,425
PHY 0002	0032	\$92,721	\$96,399	\$100,076	\$104,053	\$108,031	\$112,334	\$116,635	\$121,289	\$125,940	\$130,973	\$136,002	\$141,446	\$146,888	\$152,544
PHY 0003	0033	\$99,941	\$103,914	\$107,885	\$112,181	\$116,477	\$121,123	\$125,768	\$130,794	\$135,819	\$141,252	\$146,685	\$152,562	\$158,441	\$164,548
PHY 0004	0034	\$107,739	\$112,029	\$116,317	\$120,959	\$125,597	\$130,616	\$135,634	\$141,058	\$146,485	\$152,356	\$158,225	\$164,572	\$170,919	\$177,515
PHY 0005	0035	\$116,158	\$120,795	\$125,427	\$130,437	\$135,448	\$140,867	\$146,287	\$152,147	\$158,008	\$164,347	\$170,685	\$177,540	\$184,393	\$191,516
PHY 0006	0036	\$125,255	\$130,261	\$135,264	\$140,675	\$146,086	\$151,940	\$157,792	\$164,122	\$170,451	\$177,298	\$184,142	\$191,546	\$198,948	\$206,640
PHY 0007	0037	\$135,078	\$140,483	\$145,890	\$151,733	\$157,577	\$163,897	\$170,218	\$177,054	\$183,887	\$191,284	\$198,677	\$206,672	\$214,666	\$222,971
PHY 0008	0038	\$145,688	\$151,525	\$157,361	\$163,675	\$169,987	\$176,811	\$183,638	\$191,021	\$198,404	\$206,388	\$214,374	\$223,008	\$231,642	\$240,616
PHY 0009	0039	\$149,698	\$155,698	\$161,698	\$168,188	\$174,677	\$181,694	\$188,709	\$196,301	\$203,889	\$212,098	\$220,307	\$229,184	\$238,059	\$247,281
PHY 0010	0040	\$157,146	\$163,450	\$169,755	\$176,571	\$183,387	\$190,760	\$198,132	\$206,107	\$214,081	\$222,702	\$231,324	\$240,652	\$249,978	\$259,668

**A.5.4 - STATE OF MARYLAND
PARK RANGER SALARY SCHEDULE
Annual Rates Effective January 1, 2019**

Grade Profile									MID POINT						THIRD QUARTILE					
	SCALE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
PR 0001	0062	\$42,415	\$44,546	\$46,821	\$49,227	\$51,861	\$52,797	\$53,748	\$54,805	\$56,974	\$58,073	\$59,193	\$60,339	\$61,504	\$62,694	\$63,907	\$65,146	\$66,409	\$67,695	\$69,007
PR 0002	0063	\$45,171	\$47,470	\$49,942	\$52,621	\$55,501	\$56,517	\$57,561	\$58,691	\$60,935	\$62,115	\$63,320	\$64,544	\$65,794	\$67,072	\$68,373	\$69,697	\$71,051	\$72,431	\$73,839
PR 0003	0064	\$48,134	\$50,667	\$53,383	\$56,328	\$59,447	\$60,546	\$61,670	\$62,886	\$65,213	\$66,479	\$67,766	\$69,083	\$70,426	\$71,792	\$73,187	\$74,612	\$76,065	\$77,545	\$79,059
PR 0004	0065	\$51,404	\$54,182	\$57,162	\$60,326	\$63,687	\$64,880	\$66,082	\$67,387	\$69,804	\$71,161	\$72,543	\$73,955	\$75,395	\$76,862	\$78,359	\$79,884	\$81,442	\$83,031	\$84,619
PR 0005	0066	\$56,242	\$59,336	\$62,592	\$66,032	\$69,657	\$71,377	\$73,125	\$74,921	\$76,873	\$78,764	\$80,701	\$82,677	\$84,699	\$86,792	\$88,916	\$91,071	\$93,271	\$95,525	\$99,570
PR 0006	0067	\$60,819	\$64,190	\$67,776	\$71,569	\$75,588	\$77,016	\$78,462	\$80,013	\$82,716	\$84,329	\$85,969	\$87,613	\$89,292	\$91,003	\$92,752	\$94,531	\$96,348	\$98,196	\$100,089
PR 0007	0068	\$63,939	\$69,878	\$73,450	\$77,210	\$81,186	\$82,536	\$84,684	\$86,812	\$89,031	\$91,238	\$93,503	\$95,811	\$97,871	\$99,745	\$102,239	\$104,795	\$107,416	\$110,101	\$116,157
PR 0008	0069	\$66,129	\$72,329	\$76,075	\$80,024	\$84,179	\$85,707	\$88,098	\$90,450	\$92,574	\$95,050	\$98,640	\$101,091	\$103,609	\$106,174	\$108,829	\$111,551	\$114,340	\$117,200	\$123,646
PR 0009	0070	\$71,053	\$77,722	\$81,756	\$85,980	\$90,392	\$91,997	\$94,564	\$97,088	\$99,384	\$102,044	\$105,825	\$108,460	\$111,157	\$113,914	\$116,762	\$119,681	\$122,674	\$125,741	\$131,375
PR 0010	0071	\$76,321	\$83,551	\$87,833	\$92,345	\$97,092	\$98,725	#####	\$104,178	\$106,659	\$109,516	\$113,517	\$116,346	\$119,243	\$122,203	\$125,259	\$128,391	\$131,601	\$134,891	\$142,311

	A.5.5 - STATE OF MARYLAND STATE AND NATURAL RESOURCES POLICE SALARY SCHEDULE Annual Rates Effective January 1, 2019																				
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	\$47,859	\$50,252	\$52,765	\$55,404	\$58,174	\$61,083	\$62,610	\$64,176	\$65,781	\$67,427	\$69,113	\$70,841	\$72,612	\$74,428	\$76,289	\$78,198	\$80,152	\$82,156	\$86,265
SNRP 0003	Trooper 1st Class 0052	Officer 1st Class 0082	\$51,210	\$53,770	\$56,460	\$59,283	\$62,247	\$65,360	\$66,994	\$68,670	\$70,388	\$72,147	\$73,952	\$75,801	\$77,696	\$79,638	\$81,630	\$83,671	\$85,763	\$87,907	\$92,303
SNRP 0004	Senior Trooper 0053	Senior Officer 0083	\$52,234	\$54,846	\$57,589	\$60,468	\$63,491	\$66,667	\$68,333	\$70,042	\$71,794	\$73,589	\$75,429	\$77,316	\$79,249	\$81,231	\$83,262	\$85,344	\$87,478	\$89,665	\$94,149
SNRP 0005	Master Trooper 0054	Master Officer 0084	\$53,278	\$55,942	\$58,740	\$61,677	\$64,761	\$68,001	\$69,700	\$71,443	\$73,229	\$75,060	\$76,937	\$78,861	\$80,832	\$82,854	\$84,926	\$87,049	\$89,226	\$91,457	\$96,029
SNRP 0006	Corporal 0055	Corporal 0085	\$54,876	\$57,620	\$60,503	\$63,528	\$66,704	\$70,040	\$71,791	\$73,586	\$75,426	\$77,313	\$79,246	\$81,228	\$83,259	\$85,341	\$87,475	\$89,662	\$91,904	\$94,202	\$98,913
SNRP 0007	Sergeant 0056	Sergeant 0086	\$58,718	\$61,654	\$64,737	\$67,974	\$71,374	\$74,943	\$76,817	\$78,737	\$80,706	\$82,725	\$84,792	\$86,913	\$89,086	\$91,314	\$93,598	\$95,939	\$98,338	\$100,796	\$105,837
SNRP 0008	1st Sergeant 0057		\$62,828	\$65,970	\$69,269	\$72,733	\$76,370	\$80,189	\$82,194	\$84,249	\$86,357	\$88,516	\$90,729	\$92,998	\$95,324	\$97,707	\$100,150	\$102,654	\$105,221	\$107,852	\$113,245
SNRP 0009		Lieutenant 0087	\$66,856	\$70,199	\$73,709	\$77,395	\$81,266	\$85,330	\$87,463	\$89,650	\$91,892	\$94,190	\$96,546	\$98,960	\$101,433	\$103,970	\$106,570	\$109,234	\$111,966	\$114,766	\$120,504
SNRP 0010	Lieutenant 0058	Captain 0088	\$70,367	\$73,886	\$77,581	\$81,460	\$85,534	\$89,810	\$92,057	\$94,359	\$96,719	\$99,137	\$101,617	\$104,158	\$106,762	\$109,431	\$112,168	\$114,973	\$117,847	\$120,794	\$126,834
SNRP 0011	Captain 0059	Major 0089	\$75,293	\$79,058	\$83,011	\$87,163	\$91,521	\$96,098	\$98,501	\$100,963	\$103,489	\$106,076	\$108,728	\$111,447	\$114,232	\$117,088	\$120,017	\$123,017	\$126,092	\$129,245	\$135,707
SNRP 0012	Major 0060	Lieutenant Colonel 0090	\$80,563	\$84,592	\$88,822	\$93,263	\$97,928	\$102,825	\$105,396	\$108,031	\$110,732	\$113,500	\$116,339	\$119,248	\$122,229	\$125,286	\$128,418	\$131,629	\$134,920	\$138,293	\$145,209
SNRP 0013	Lieutenant Colonel 0061	Superinten dent 0091	\$86,203	\$90,513	\$95,039	\$99,792	\$104,782	\$110,021	\$112,772	\$115,592	\$118,482	\$121,444	\$124,480	\$127,593	\$130,784	\$134,053	\$137,406	\$140,841	\$144,363	\$147,972	\$155,371

**A.5.6 - STATE OF MARYLAND
LAW ENFORCEMENT SALARY SCHEDULE
Annual Rates Effective January 1, 2019**

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
SLE 0002	\$38,287	\$39,627	\$41,016	\$42,452	\$43,938	\$45,477	\$46,387	\$47,315	\$48,262	\$49,228	\$50,213	\$51,218	\$52,243	\$53,288	\$54,354	\$55,442	\$56,551	\$57,683	\$59,702
SLE 0003	\$40,968	\$42,403	\$43,887	\$45,424	\$47,014	\$48,661	\$49,635	\$50,628	\$51,641	\$52,674	\$53,728	\$54,803	\$55,900	\$57,018	\$58,159	\$59,323	\$60,510	\$61,721	\$63,881
SLE 0004	\$43,836	\$45,371	\$46,959	\$48,603	\$50,306	\$52,066	\$53,108	\$54,171	\$55,255	\$56,361	\$57,489	\$58,639	\$59,812	\$61,009	\$62,230	\$63,475	\$64,745	\$66,040	\$68,352
SLE 0005	\$46,905	\$48,547	\$50,247	\$52,006	\$53,827	\$55,711	\$56,826	\$57,963	\$59,123	\$60,306	\$61,513	\$62,744	\$63,999	\$65,279	\$66,585	\$67,917	\$69,276	\$70,662	\$73,136
SLE 0006	\$50,189	\$51,946	\$53,765	\$55,647	\$57,595	\$59,610	\$60,803	\$62,020	\$63,261	\$64,527	\$65,818	\$67,135	\$68,478	\$69,848	\$71,245	\$72,670	\$74,124	\$75,607	\$78,254
SLE 0007	\$53,702	\$55,582	\$57,527	\$59,542	\$61,627	\$63,785	\$65,061	\$66,363	\$67,691	\$69,045	\$70,426	\$71,835	\$73,272	\$74,738	\$76,233	\$77,758	\$79,314	\$80,901	\$83,732
SLE 0008	\$61,221	\$63,365	\$65,582	\$67,878	\$70,255	\$72,714	\$74,169	\$75,653	\$77,167	\$78,711	\$80,286	\$81,892	\$83,530	\$85,201	\$86,906	\$88,645	\$90,418	\$92,227	\$95,455
SLE 0009	\$69,793	\$72,236	\$74,765	\$77,383	\$80,092	\$82,896	\$84,554	\$86,246	\$87,971	\$89,731	\$91,526	\$93,357	\$95,225	\$97,130	\$99,073	\$101,055	\$103,077	\$105,139	\$108,818
SLE 0010	\$79,565	\$82,350	\$85,233	\$88,216	\$91,305	\$94,500	\$96,390	\$98,318	\$100,285	\$102,291	\$104,337	\$106,424	\$108,553	\$110,725	\$112,940	\$115,199	\$117,503	\$119,854	\$124,049

A.5.7 - STATE OF MARYLAND
STATE POLICE AVIATION COMMAND SALARY SCHEDULE
Annual Rates Effective January 1, 2019

Grade Profile	SCALE	BASE	STEP	STEP	STEP	STEP	STEP	STEP	MID POINT STEP	STEP	STEP	STEP	STEP	STEP	THIRD QUAR TILE STEP	STEP	STEP	STEP	STEP	STEP
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
MED 0001	MED 0001	\$53,359	\$55,752	\$58,265	\$60,904	\$63,674	\$66,583	\$68,110	\$69,676	\$71,281	\$72,927	\$74,613	\$76,341	\$78,112	\$79,928	\$81,789	\$83,698	\$85,652	\$87,656	\$91,765
MED 0002	MED 0002	\$56,710	\$59,270	\$61,960	\$64,783	\$67,747	\$70,860	\$72,494	\$74,170	\$75,888	\$77,647	\$79,452	\$81,301	\$83,196	\$85,138	\$87,130	\$89,171	\$91,263	\$93,407	\$97,803
MED 0003	MED 0003	\$57,734	\$60,346	\$63,089	\$65,968	\$68,991	\$72,167	\$73,833	\$75,542	\$77,294	\$79,089	\$80,929	\$82,816	\$84,749	\$86,731	\$88,762	\$90,844	\$92,978	\$95,165	\$99,649
MED 0004	MED 0004	\$58,778	\$61,442	\$64,240	\$67,177	\$70,261	\$73,501	\$75,200	\$76,943	\$78,729	\$80,560	\$82,437	\$84,361	\$86,332	\$88,354	\$90,426	\$92,549	\$94,726	\$96,957	\$101,529
MED 0005	MED 0005	\$60,376	\$63,120	\$66,003	\$69,028	\$72,204	\$75,540	\$77,291	\$79,086	\$80,926	\$82,813	\$84,746	\$86,728	\$88,759	\$90,841	\$92,975	\$95,162	\$97,404	\$99,702	\$104,413
MED 0006	MED 0006	\$64,218	\$67,154	\$70,237	\$73,474	\$76,874	\$80,443	\$82,317	\$84,237	\$86,206	\$88,225	\$90,292	\$92,413	\$94,586	\$96,814	\$99,098	\$101,439	\$103,838	\$106,296	\$111,337
MED 0007	MED 0007	\$68,328	\$71,470	\$74,769	\$78,233	\$81,870	\$85,689	\$87,694	\$89,749	\$91,857	\$94,016	\$96,229	\$98,498	\$100,824	\$103,207	\$105,650	\$108,154	\$110,721	\$113,352	\$118,745
TRMA 0008	RESC 0015	\$49,359	\$51,752	\$54,265	\$56,904	\$59,674	\$62,583	\$64,110	\$65,676	\$67,281	\$68,927	\$70,613	\$72,341	\$74,112	\$75,928	\$77,789	\$79,698	\$81,652	\$83,656	\$87,765
TRMA 0009	RESC 0016	\$52,710	\$55,270	\$57,960	\$60,783	\$63,747	\$66,860	\$68,494	\$70,170	\$71,888	\$73,647	\$75,452	\$77,301	\$79,196	\$81,138	\$83,130	\$85,171	\$87,263	\$89,407	\$93,803
TRMA 0010	RESC 0017	\$53,734	\$56,346	\$59,089	\$61,968	\$64,991	\$68,167	\$69,833	\$71,542	\$73,294	\$75,089	\$76,929	\$78,816	\$80,749	\$82,731	\$84,762	\$86,844	\$88,978	\$91,165	\$95,649
TRMA 0011	RESC 0018	\$54,778	\$57,442	\$60,240	\$63,177	\$66,261	\$69,501	\$71,200	\$72,943	\$74,729	\$76,560	\$78,437	\$80,361	\$82,332	\$84,354	\$86,426	\$88,549	\$90,726	\$92,957	\$97,529
TRMA 0012	RESC 0019	\$56,376	\$59,120	\$62,003	\$65,028	\$68,204	\$71,540	\$73,291	\$75,086	\$76,926	\$78,813	\$80,746	\$82,728	\$84,759	\$86,841	\$88,975	\$91,162	\$93,404	\$95,702	\$100,413
TRMA 0013	RESC 0020	\$60,218	\$63,154	\$66,237	\$69,474	\$72,874	\$76,443	\$78,317	\$80,237	\$82,206	\$84,225	\$86,292	\$88,413	\$90,586	\$92,814	\$95,098	\$97,439	\$99,838	\$102,296	\$107,337
TRMA 0014	RESC 0021	\$64,328	\$67,470	\$70,769	\$74,233	\$77,870	\$81,689	\$83,694	\$85,749	\$87,857	\$90,016	\$92,229	\$94,498	\$96,824	\$99,207	\$101,650	\$104,154	\$106,721	\$109,352	\$114,745
RESC 0015	TRMA 0008	\$50,359	\$52,752	\$55,265	\$57,904	\$60,674	\$63,583	\$65,110	\$66,676	\$68,281	\$69,927	\$71,613	\$73,341	\$75,112	\$76,928	\$78,789	\$80,698	\$82,652	\$84,656	\$88,765
RESC 0016	TRMA 0009	\$53,710	\$56,270	\$58,960	\$61,783	\$64,747	\$67,860	\$69,494	\$71,170	\$72,888	\$74,647	\$76,452	\$78,301	\$80,196	\$82,138	\$84,130	\$86,171	\$88,263	\$90,407	\$94,803
RESC 0017	TRMA 0010	\$54,734	\$57,346	\$60,089	\$62,968	\$65,991	\$69,167	\$70,833	\$72,542	\$74,294	\$76,089	\$77,929	\$79,816	\$81,749	\$83,731	\$85,762	\$87,844	\$89,978	\$92,165	\$96,649
RESC 0018	TRMA 0011	\$55,778	\$58,442	\$61,240	\$64,177	\$67,261	\$70,501	\$72,200	\$73,943	\$75,729	\$77,560	\$79,437	\$81,361	\$83,332	\$85,354	\$87,426	\$89,549	\$91,726	\$93,957	\$98,529
RESC 0019	TRMA 0012	\$57,376	\$60,120	\$63,003	\$66,028	\$69,204	\$72,540	\$74,291	\$76,086	\$77,926	\$79,813	\$81,746	\$83,728	\$85,759	\$87,841	\$89,975	\$92,162	\$94,404	\$96,702	\$101,413
RESC 0020	TRMA 0013	\$61,218	\$64,154	\$67,237	\$70,474	\$73,874	\$77,443	\$79,317	\$81,237	\$83,206	\$85,225	\$87,292	\$89,413	\$91,586	\$93,814	\$96,098	\$98,439	\$100,838	\$103,296	\$108,337
RESC 0021	TRMA 0014	\$65,328	\$68,470	\$71,769	\$75,233	\$78,870	\$82,689	\$84,694	\$86,749	\$88,857	\$91,016	\$93,229	\$95,498	\$97,824	\$100,207	\$102,650	\$105,154	\$107,721	\$110,352	\$115,745

A.5.8 - STATE OF MARYLAND
STATE POLICE CIVILIAN PILOT SALARY SCHEDULE
Annual Rates Effective January 1, 2019

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	\$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	\$85,807
PILT 0002	Pilot II	\$72,828	\$74,285	\$75,771	\$77,287	\$78,833	\$80,410	\$82,019	\$83,660	\$85,334	\$87,041	\$88,782	\$90,558	\$92,370	\$94,218	\$96,103
PILT 0003	Pilot III	\$77,198	\$78,742	\$80,317	\$81,924	\$83,563	\$85,235	\$86,940	\$88,679	\$90,453	\$92,263	\$94,109	\$95,992	\$97,912	\$99,871	\$101,869
PILT 0004	Pilot IV	\$81,831	\$83,468	\$85,138	\$86,841	\$88,578	\$90,350	\$92,157	\$94,001	\$95,882	\$97,800	\$99,756	\$101,752	\$103,788	\$105,864	\$107,982
PILT 0005	Instructor Pilot	\$86,740	\$88,475	\$90,245	\$92,050	\$93,891	\$95,769	\$97,685	\$99,639	\$101,632	\$103,665	\$105,739	\$107,854	\$110,012	\$112,213	\$114,458
PILT 0006	Chief Pilot	\$91,944	\$93,783	\$95,659	\$97,573	\$99,525	\$101,516	\$103,547	\$105,618	\$107,731	\$109,886	\$112,084	\$114,326	\$116,613	\$118,946	\$121,325

**A.5.9 - STATE OF MARYLAND
HOURLY PERSONNEL PAY RATES
Effective January 1, 2019**

CODE	GRADE	SCALE	TITLE	RATE		
5539*\$	HRLY 0001	9998	Senior Citizen Aide *	\$9.25	to	\$12.25
5128*\$	HRLY 0002	0074	Student Engineer (Co-Op)	1st 6 Mos.- 2nd 6 Mos.- 3rd 6 Mos.- 4th 6 Mos.-		\$12.83 \$13.90 \$15.00 \$16.27
5302*\$	HRLY 0003	0076	Student Technical Assistant	1st Yr.- 2nd Yr.- 3rd Yr.- 4th Yr.- Graduate-		\$9.34 \$9.93 \$10.70 \$11.41 \$12.07
5734*\$	HRLY 0001	9998	Summer Student Worker *	\$9.25	to	\$10.48
5300*\$	HRLY 0001	9998	Work Study Student *	\$9.25	to	\$10.48

**A.5.10 - STATE OF MARYLAND
MSD TEMPORARY SALARY SCHEDULE
Annual Rates Effective January 1, 2019**

GRADE PROFILE	BASE	THIRD QUARTILE																			
		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MID POINT 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	19	20
SD 0005	\$21,322	\$22,046	\$22,800	\$23,584	\$24,397	\$25,245	\$25,687	\$26,135	\$26,595	\$27,061	\$27,539	\$28,026	\$28,521	\$29,028	\$29,544	\$30,070	\$30,606	\$31,155	\$31,712	\$32,280	\$32,860
SD 0006	\$22,589	\$23,364	\$24,168	\$25,010	\$25,879	\$26,786	\$27,258	\$27,739	\$28,231	\$28,729	\$29,241	\$29,762	\$30,294	\$30,833	\$31,386	\$31,951	\$32,526	\$33,112	\$33,706	\$34,314	\$34,934
SD 0007	\$23,946	\$24,776	\$25,638	\$26,536	\$27,469	\$28,440	\$28,943	\$29,458	\$29,982	\$30,519	\$31,065	\$31,623	\$32,189	\$32,768	\$33,362	\$33,964	\$34,579	\$35,207	\$35,845	\$36,497	\$37,159
SD 0008	\$25,397	\$26,286	\$27,208	\$28,167	\$29,166	\$30,204	\$30,743	\$31,293	\$31,855	\$32,428	\$33,013	\$33,608	\$34,217	\$34,836	\$35,469	\$36,115	\$36,772	\$37,444	\$38,127	\$38,822	\$39,533
SD 0009	\$26,951	\$27,900	\$28,888	\$29,914	\$30,982	\$32,094	\$32,671	\$33,261	\$33,861	\$34,475	\$35,099	\$35,739	\$36,389	\$37,050	\$37,729	\$38,419	\$39,122	\$39,840	\$40,572	\$41,319	\$42,078
SD 0010	\$28,613	\$29,628	\$30,685	\$31,784	\$32,928	\$34,116	\$34,734	\$35,364	\$36,006	\$36,663	\$37,334	\$38,015	\$38,712	\$39,422	\$40,144	\$40,884	\$41,636	\$42,404	\$43,187	\$43,986	\$44,799
SD 0011	\$30,389	\$31,478	\$32,608	\$33,784	\$35,005	\$36,278	\$36,940	\$37,615	\$38,302	\$39,006	\$39,720	\$40,451	\$41,195	\$41,954	\$42,730	\$43,521	\$44,328	\$45,151	\$45,991	\$46,845	\$47,717
SD 0012	\$32,291	\$33,455	\$34,665	\$35,924	\$37,235	\$38,594	\$39,301	\$40,022	\$40,760	\$41,508	\$42,275	\$43,057	\$43,853	\$44,666	\$45,496	\$46,343	\$47,204	\$48,084	\$48,998	\$49,930	\$50,879
SD 0013	\$34,326	\$35,572	\$36,868	\$38,214	\$39,611	\$41,069	\$41,826	\$42,598	\$43,388	\$44,191	\$45,009	\$45,845	\$46,698	\$47,568	\$48,462	\$49,386	\$50,327	\$51,286	\$52,265	\$53,263	\$54,280
SD 0014	\$36,507	\$37,838	\$39,225	\$40,664	\$42,161	\$43,719	\$44,531	\$45,356	\$46,200	\$47,061	\$47,936	\$48,845	\$49,777	\$50,729	\$51,696	\$52,684	\$53,692	\$54,719	\$55,767	\$56,836	\$57,926
SD 0015	\$38,834	\$40,263	\$41,744	\$43,284	\$44,890	\$46,557	\$47,424	\$48,312	\$49,234	\$50,170	\$51,128	\$52,104	\$53,098	\$54,115	\$55,151	\$56,208	\$57,286	\$58,384	\$59,503	\$60,646	\$61,809
SD 0016	\$41,331	\$42,855	\$44,444	\$46,092	\$47,808	\$49,620	\$50,568	\$51,534	\$52,517	\$53,520	\$54,545	\$55,589	\$56,657	\$57,743	\$58,851	\$59,981	\$61,136	\$62,313	\$63,510	\$64,731	\$65,977
SD 0017	\$43,998	\$45,629	\$47,327	\$49,112	\$50,984	\$52,933	\$53,945	\$54,974	\$56,028	\$57,103	\$58,200	\$59,316	\$60,457	\$61,620	\$62,805	\$64,014	\$65,250	\$66,507	\$67,792	\$69,101	\$70,434
SD 0018	\$46,853	\$48,612	\$50,464	\$52,390	\$54,393	\$56,476	\$57,560	\$58,661	\$59,791	\$60,941	\$62,114	\$63,310	\$64,529	\$65,773	\$67,041	\$68,335	\$69,655	\$71,002	\$72,374	\$73,773	\$75,191
SD 0019	\$49,946	\$51,853	\$53,836	\$55,894	\$58,036	\$60,267	\$61,424	\$62,608	\$63,815	\$65,045	\$66,298	\$67,579	\$68,884	\$70,215	\$71,572	\$72,956	\$74,371	\$75,789	\$77,227	\$78,696	\$80,189
SD 0020	\$53,280	\$55,320	\$57,439	\$59,645	\$61,938	\$64,323	\$65,563	\$66,828	\$68,118	\$69,432	\$70,776	\$72,144	\$73,542	\$74,962	\$76,387	\$77,842	\$79,323	\$80,832	\$82,374	\$83,943	\$85,547
SD 0021	\$56,848	\$59,030	\$61,301	\$63,658	\$66,112	\$68,663	\$69,990	\$71,344	\$72,726	\$74,134	\$75,552	\$76,989	\$78,454	\$79,948	\$81,473	\$83,027	\$84,612	\$86,230	\$87,877	\$89,558	\$91,271
SD 0022	\$60,665	\$62,999	\$65,426	\$67,952	\$70,578	\$73,309	\$74,727	\$76,148	\$77,596	\$79,073	\$80,579	\$82,118	\$83,682	\$85,283	\$86,915	\$88,577	\$90,276	\$92,007	\$93,774	\$95,573	\$97,411
SD 0023	\$64,751	\$67,249	\$69,847	\$72,547	\$75,345	\$78,210	\$79,698	\$81,216	\$82,766	\$84,346	\$85,960	\$87,604	\$89,280	\$90,995	\$92,738	\$94,517	\$96,333	\$98,185	\$100,076	\$102,004	\$103,970
SD 0024	\$69,120	\$71,794	\$74,574	\$77,410	\$80,357	\$83,421	\$85,014	\$86,643	\$88,299	\$89,990	\$91,715	\$93,473	\$95,270	\$97,101	\$98,968	\$100,872	\$102,815	\$104,800	\$106,820	\$108,882	\$110,982
SD 0025	\$73,798	\$76,619	\$79,535	\$82,566	\$85,720	\$89,000	\$90,703	\$92,446	\$94,218	\$96,028	\$97,873	\$99,755	\$101,676	\$103,636	\$105,633	\$107,672	\$109,749	\$111,870	\$114,031	\$116,236	\$118,484
SD 0026	\$78,719	\$81,722	\$84,840	\$88,085	\$91,460	\$94,968	\$96,792	\$98,653	\$100,551	\$102,489	\$104,463	\$106,477	\$108,532	\$110,630	\$112,766	\$114,945	\$117,172	\$119,443	\$121,757	\$124,118	\$126,524