



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 2019**

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## A.1 SALARY FORECAST AND PIN BUDGETING – OBJECT 01

The first step in building a budget request is to establish the cost of the agency’s permanent employee salaries and fringe benefits (object 01). During the summer, agencies are asked to complete a Position Reconciliation exercise in BARS to update the FY 2020 personnel data that will serve as part of the baseline for the FY 2021 personnel budget request. At that time, agencies can make adjustments for any position data elements that need to be updated (step, location, fund split, etc.) During this process, DBM also ask agencies to confirm the 3-year position FTE allocation (“PIN counts”) by program, or Position Control (POSCON), to ensure DBM’s records are correct. This process must be completed no later than August 23, 2019 or with the submission, whichever comes first.

Before agencies complete the Position Reconciliation exercise, BARS applied across the board updates as follows:

1. BARS updated position data with salaries based on the July 1, 2019 salary schedule (and January 1, 2020 for SLEOLA) and associated fringe values calculated with current rates.
2. BARS populated updated Object 01 data in each respective comptroller object by fund type based on the PIN fund splits provided with the FY 2020 position data.

Like last year, salaries and fringes (0101, 1051, 0161, etc...) will be "Read Only" once the Position Reconciliation exercise has been completed.

OBA provides the following guidance regarding position realignment between programs:

**FY 2021:** During Position Reconciliation, agencies may realign positions between programs provided the FTE counts are equal to the POSCON agency total. After Position Reconciliation, this action is discouraged and DBM recommends that agencies do not take the additional effort to further realign positions as it complicates the budget submission process.

**FY 2020:** DBM will limit FY 2020 adjustments to material changes such as DBM approved reorganizations. Agencies may only realign positions between programs through a FY 2020 budget amendment adjustment so that Object 01 position and budget data reconcile. Contact your DBM analyst if you want to implement a FY 2020 position realignment – DBM discourages mid-year reorganizations.

**FY 2019:** DBM will limit FY 2019 adjustments to material changes such as DBM approved reorganizations. DBM will provide separate guidance in August for completing the FY 2019 CPB actual expenditures and FTE counts.

Agencies can prorate fund splits across all positions within a given subprogram to simplify position revenue data consistent with expenditures in a given program or subprogram. This method has been found to be far easier than managing fund splits on a PIN-by-PIN basis within the budget system.

### Salaries Tables for the FY 2021 Budget

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

- The salary schedule effective January 1, 2020 is the basis for FY 2021 salaries in BARS and incorporates:
  - annualized Cost of Living Adjustments (COLA) (as of July 1, 2019),

- any approved FY 2020 Annual Salary Review adjustments (as of July 1, 2019), and
- annualized State Law Enforcement Officer’s Labor Alliance Bargaining provisions.
- **For FY 2021 and FY 2022, DBM is aware that SLEOLA collective bargaining agreements provide for a 4% COLA and increments. DBM will provide funding in the DBM budget in the Allowance for each year. Non-Generally funded agencies should prepare for the revenue impact of these salary increases.**

### **FY 2019 Salary Data (“CPB Actuals Review”)**

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 Bureau (CPB) with the BARS position inventory FY 2019 Actual FTE as of June 30, 2019. DBM will also provide detailed FTE data by PIN to assist the agency’s reconciliation.

Agencies will be asked in August to ensure FY 2019 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 2019 salary data with the budget submission and will provide more detailed guidance to agencies in August.

Since the position data is coming from the above referenced data source, DBM does not anticipate that there should be material changes to the data. Total FTE counts for the FY 2019 CPB Actuals should not change. The net adjustments should equal “zero” at the agency level. Agencies should only make an adjustment if it is substantial.

- Reorganizations that have occurred in FY 2019 do not need to be reflected in these FY 2019 figures.
- FTEs are listed by program by class code.
- It is possible that funds (but not FTEs) for temporary positions have been included. Adjust as you see fit, but it is suggested that you remove these from the total.
- Reminder: the CPB figures are as of a specific point in time so as to capture a snapshot of the fiscal year.

If you have adjustments to make, please contact the DBM Budget Processing Team (BPT) at [dlbudgethelp\\_dbm@maryland.gov](mailto:dlbudgethelp_dbm@maryland.gov) to obtain your agency’s excel file to update for changes. For this budget cycle, BPT will use your file to make all required adjustments in BARS.

### **A.1.1 ADDITIONAL FY 2021 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 2020, 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. Agencies are encouraged to provide supporting information that outlines the computation of these other earnings subobjects.

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 2020 budget book appropriation and the FY 2021 budget request. Actual expenditures for FY 2019 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](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 2020 and FY 2021 (actual expenditures will appear as salary payments) within the FY 2021 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 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 \$139,424, 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 \$139,424:
  - a. Multiply \$139,424 by 0.0728.
  - b. Multiply the difference between the annual salary and \$139,424 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 2020 legislative appropriation. **Specifically, the agency budget submission for 0152 and 0154 must reconcile agency-wide with FY 2020, by fund type.** Like other controlled subobjects, DBM will determine the final health insurance rate, with agency input, for each agency in December. 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 possible rate increases by setting aside special and federal fund balance for this expense.**

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 2021.

### Other Post-Employment Benefits (0157)

Do not budget in FY 2021.

**Retirement/Pension Systems**

Retirement subobjects will be calculated within BARS 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>SUBOBJECT</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 2021.

**Unemployment Compensation Insurance (Comptroller Object 0174)**

Subobject 0174 – UI will be calculated within BARS 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 2021 amounts and fund distribution will be pre-populated in BARS at the same level as the FY 2020 legislative appropriation. DBM will adjust this subobject after the FY 2021 budget submission. **This is the case even if you have information that the amount will be lower in FY 2021.**

**Turnover (Comptroller Object 0189)**

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 the agency is prepared to operate 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 <b>current positions</b>	= (\$10,069)
added to			
<u>\$31,323 (salary and fringes of new positions)</u>	<u>X</u>	<u>-25% for <b>new positions</b></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 also includes 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 2021 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 should submit all pay plan adjustments no later than October 15, 2019.

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 2021. **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 no later than October 15, 2019 to Kurt Stolzenbach at DBM: [kurt.stolzenbach@maryland.gov](mailto: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, 2019 for the FY 2021 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 2020, agencies should submit reorganizations no later than March 1, 2020 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, 2020. 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, 2019**

DBM will assist the agency to coordinate the implementation of the reorganization in BARS as part of the FY 2021 budget process. The reorganizational realignment is to be reflected for all three fiscal years (FY 2019 Actual, FY 2020 Working Appropriation and FY 2021 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 2021:** agency will reflect the reorganization as part of the budget request process by 1) moving the positions by PIN; 2) realigning appropriation; and 3) updating the fund source as appropriate.

**FY 2020:** agency will create a BARS deficiency adjustment that 1) moves the positions by PIN; 2) realigns appropriation; and 3) updates fund source as appropriate. **Do not create the BARS deficiency without prior approval from OBA.**

**FY 2019:** agency will create a BARS adjustment that 1) moves the positions by class code; 2) realigns appropriation; and 3) updates fund source as appropriate.

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

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	\$23,977	\$24,792	\$25,639	\$26,521	\$27,436	\$28,389	\$28,886	\$29,388	\$29,907	\$30,431	\$30,968	\$31,516	\$32,072	\$32,642	\$33,223	\$33,814	\$34,418	\$35,035	\$35,661	\$36,300	\$36,952
STD 0006	\$25,401	\$26,274	\$27,178	\$28,124	\$29,102	\$30,122	\$30,653	\$31,193	\$31,747	\$32,307	\$32,882	\$33,468	\$34,067	\$34,672	\$35,294	\$35,930	\$36,576	\$37,235	\$37,903	\$38,587	\$39,284
STD 0007	\$26,929	\$27,861	\$28,831	\$29,841	\$30,890	\$31,981	\$32,547	\$33,125	\$33,715	\$34,319	\$34,933	\$35,560	\$36,197	\$36,848	\$37,516	\$38,193	\$38,884	\$39,591	\$40,309	\$41,042	\$41,786
STD 0008	\$28,559	\$29,558	\$30,596	\$31,674	\$32,798	\$33,966	\$34,570	\$35,189	\$35,822	\$36,467	\$37,124	\$37,793	\$38,477	\$39,173	\$39,885	\$40,612	\$41,351	\$42,107	\$42,875	\$43,656	\$44,455
STD 0009	\$30,307	\$31,374	\$32,485	\$33,639	\$34,840	\$36,091	\$36,740	\$37,403	\$38,077	\$38,768	\$39,469	\$40,189	\$40,919	\$41,664	\$42,426	\$43,203	\$43,993	\$44,800	\$45,624	\$46,464	\$47,317
STD 0010	\$32,176	\$33,317	\$34,505	\$35,741	\$37,028	\$38,364	\$39,059	\$39,768	\$40,489	\$41,228	\$41,982	\$42,749	\$43,532	\$44,331	\$45,143	\$45,975	\$46,821	\$47,684	\$48,564	\$49,462	\$50,377
STD 0011	\$34,174	\$35,397	\$36,668	\$37,991	\$39,364	\$40,796	\$41,539	\$42,298	\$43,072	\$43,862	\$44,665	\$45,487	\$46,324	\$47,178	\$48,051	\$48,940	\$49,847	\$50,773	\$51,717	\$52,678	\$53,658
STD 0012	\$36,312	\$37,620	\$38,982	\$40,397	\$41,871	\$43,400	\$44,195	\$45,005	\$45,835	\$46,676	\$47,539	\$48,418	\$49,314	\$50,227	\$51,162	\$52,113	\$53,082	\$54,071	\$55,099	\$56,147	\$57,214
STD 0013	\$38,601	\$40,002	\$41,459	\$42,972	\$44,544	\$46,183	\$47,034	\$47,902	\$48,791	\$49,694	\$50,614	\$51,554	\$52,513	\$53,490	\$54,497	\$55,535	\$56,593	\$57,671	\$58,772	\$59,895	\$61,038
STD 0014	\$41,053	\$42,550	\$44,109	\$45,727	\$47,410	\$49,162	\$50,075	\$51,004	\$51,953	\$52,921	\$53,905	\$54,927	\$55,975	\$57,045	\$58,133	\$59,244	\$60,377	\$61,533	\$62,710	\$63,912	\$65,138
STD 0015	\$43,669	\$45,276	\$46,942	\$48,674	\$50,479	\$52,353	\$53,329	\$54,328	\$55,364	\$56,417	\$57,494	\$58,592	\$59,710	\$60,853	\$62,018	\$63,206	\$64,419	\$65,654	\$66,912	\$68,197	\$69,505
STD 0016	\$46,477	\$48,191	\$49,978	\$51,831	\$53,760	\$55,799	\$56,865	\$57,950	\$59,057	\$60,183	\$61,337	\$62,510	\$63,711	\$64,933	\$66,178	\$67,449	\$68,749	\$70,071	\$71,418	\$72,791	\$74,191
STD 0017	\$49,476	\$51,310	\$53,221	\$55,227	\$57,331	\$59,524	\$60,662	\$61,819	\$63,005	\$64,214	\$65,447	\$66,701	\$67,985	\$69,292	\$70,626	\$71,984	\$73,375	\$74,788	\$76,233	\$77,705	\$79,203
STD 0018	\$52,687	\$54,665	\$56,747	\$58,913	\$61,166	\$63,507	\$64,727	\$65,965	\$67,236	\$68,529	\$69,848	\$71,192	\$72,563	\$73,963	\$75,388	\$76,844	\$78,328	\$79,842	\$81,385	\$82,958	\$84,552
STD 0019	\$56,165	\$58,309	\$60,539	\$62,853	\$65,262	\$67,770	\$69,071	\$70,403	\$71,761	\$73,144	\$74,553	\$75,994	\$77,461	\$78,957	\$80,483	\$82,040	\$83,630	\$85,225	\$86,842	\$88,494	\$90,173
STD 0020	\$59,914	\$62,208	\$64,590	\$67,071	\$69,650	\$72,332	\$73,727	\$75,148	\$76,599	\$78,078	\$79,589	\$81,126	\$82,698	\$84,296	\$85,897	\$87,533	\$89,198	\$90,897	\$92,630	\$94,394	\$96,197
STD 0021	\$63,925	\$66,380	\$68,933	\$71,583	\$74,344	\$77,211	\$78,705	\$80,227	\$81,781	\$83,364	\$84,959	\$86,575	\$88,222	\$89,902	\$91,617	\$93,364	\$95,147	\$96,966	\$98,819	\$100,709	\$102,634
STD 0022	\$68,218	\$70,843	\$73,572	\$76,413	\$79,365	\$82,437	\$84,031	\$85,629	\$87,257	\$88,918	\$90,612	\$92,342	\$94,101	\$95,902	\$97,736	\$99,606	\$101,515	\$103,462	\$105,449	\$107,473	\$109,539
STD 0023	\$72,812	\$75,622	\$78,543	\$81,580	\$84,726	\$87,947	\$89,621	\$91,328	\$93,070	\$94,848	\$96,662	\$98,511	\$100,396	\$102,324	\$104,284	\$106,284	\$108,327	\$110,409	\$112,535	\$114,704	\$116,915
STD 0024	\$77,725	\$80,732	\$83,859	\$87,048	\$90,361	\$93,808	\$95,599	\$97,430	\$99,292	\$101,194	\$103,134	\$105,110	\$107,132	\$109,191	\$111,290	\$113,430	\$115,616	\$117,848	\$120,119	\$122,438	\$124,799
STD 0025	\$82,986	\$86,159	\$89,436	\$92,846	\$96,392	\$100,080	\$101,996	\$103,956	\$105,948	\$107,984	\$110,058	\$112,175	\$114,336	\$116,539	\$118,784	\$121,077	\$123,413	\$125,797	\$128,228	\$130,707	\$133,235
STD 0026	\$88,520	\$91,896	\$95,402	\$99,051	\$102,847	\$106,792	\$108,843	\$110,936	\$113,070	\$115,249	\$117,469	\$119,734	\$122,044	\$124,403	\$126,806	\$129,256	\$131,760	\$134,314	\$136,916	\$139,571	\$142,276

<b>A.5.2 - STATE OF MARYLAND</b>					
<b>EXECUTIVE PAY PLAN</b>					
<b>Annual Rates Effective July 1, 2019</b>					
Grade Profile	Scale		Minimum	Midpoint	Maximum
EPP 0001	ES4	9904	\$84,420	\$98,488	\$112,560
EPP 0002	ES5	9905	\$90,702	\$105,854	\$121,002
EPP 0003	ES6	9906	\$97,491	\$113,806	\$130,120
EPP 0004	ES7	9907	\$104,822	\$122,400	\$139,975
EPP 0005	ES8	9908	\$112,738	\$131,679	\$150,614
EPP 0006	ES9	9909	\$121,291	\$141,701	\$162,109
EPP 0007	ES10	9910	\$130,524	\$152,521	\$174,513
EPP 0008	ES11	9911	\$140,503	\$164,210	\$187,919
EPP 0009	EX91	9991	\$161,576	\$216,395	\$271,215

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

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	\$89,060	\$92,584	\$96,109	\$99,922	\$103,735	\$107,858	\$111,981	\$116,442	\$120,900	\$125,723	\$130,546	\$135,761	\$140,977	\$146,397
PHY 0002	0032	\$95,981	\$99,788	\$103,595	\$107,712	\$111,830	\$116,283	\$120,736	\$125,553	\$130,368	\$135,577	\$140,784	\$146,419	\$152,052	\$157,907
PHY 0003	0033	\$103,455	\$107,568	\$111,678	\$116,125	\$120,572	\$125,381	\$130,189	\$135,392	\$140,594	\$146,218	\$151,842	\$157,925	\$164,012	\$170,333
PHY 0004	0034	\$111,527	\$115,968	\$120,406	\$125,211	\$130,012	\$135,209	\$140,403	\$146,017	\$151,635	\$157,712	\$163,788	\$170,357	\$176,928	\$183,756
PHY 0005	0035	\$120,242	\$125,041	\$129,837	\$135,023	\$140,210	\$145,820	\$151,430	\$157,496	\$163,563	\$170,125	\$176,686	\$183,781	\$190,875	\$198,249
PHY 0006	0036	\$129,659	\$134,841	\$140,020	\$145,621	\$151,222	\$157,281	\$163,339	\$169,892	\$176,444	\$183,531	\$190,615	\$198,280	\$205,942	\$213,905
PHY 0007	0037	\$139,827	\$145,422	\$151,019	\$157,067	\$163,116	\$169,659	\$176,203	\$183,279	\$190,352	\$198,009	\$205,662	\$213,938	\$222,213	\$230,809
PHY 0008	0038	\$150,810	\$156,852	\$162,893	\$169,429	\$175,963	\$183,027	\$190,094	\$197,737	\$205,379	\$213,643	\$221,910	\$230,848	\$239,786	\$249,075
PHY 0009	0039	\$154,961	\$161,172	\$167,383	\$174,100	\$180,818	\$188,082	\$195,343	\$203,202	\$211,057	\$219,554	\$228,052	\$237,240	\$246,428	\$255,974
PHY 0010	0040	\$162,670	\$169,197	\$175,723	\$182,778	\$189,834	\$197,466	\$205,097	\$213,353	\$221,607	\$230,531	\$239,456	\$249,112	\$258,765	\$268,797

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

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	
PR 0001	0062	\$44,760	\$47,008	\$49,409	\$51,948	\$54,728	\$55,715	\$56,718	\$57,834	\$60,122	\$61,283	\$62,464	\$63,674	\$64,903	\$66,159	\$67,439	\$68,746	\$70,080	\$71,436	\$72,821
PR 0002	0063	\$47,667	\$50,094	\$52,702	\$55,530	\$58,568	\$59,640	\$60,742	\$61,935	\$64,302	\$65,548	\$66,819	\$68,111	\$69,430	\$70,779	\$72,151	\$73,549	\$74,978	\$76,434	\$77,920
PR 0003	0064	\$50,794	\$53,468	\$56,333	\$59,441	\$62,733	\$63,892	\$65,078	\$66,362	\$68,817	\$70,153	\$71,511	\$72,901	\$74,318	\$75,759	\$77,231	\$78,736	\$80,269	\$81,830	\$83,428
PR 0004	0065	\$54,246	\$57,176	\$60,321	\$63,660	\$67,207	\$68,466	\$69,734	\$71,111	\$73,662	\$75,093	\$76,552	\$78,042	\$79,561	\$81,110	\$82,689	\$84,299	\$85,943	\$87,620	\$89,296
PR 0005	0066	\$59,351	\$62,615	\$66,051	\$69,682	\$73,507	\$75,321	\$77,166	\$79,061	\$81,121	\$83,116	\$85,161	\$87,246	\$89,380	\$91,588	\$93,830	\$96,104	\$98,425	\$100,804	\$105,072
PR 0006	0067	\$64,181	\$67,737	\$71,521	\$75,524	\$79,765	\$81,273	\$82,798	\$84,435	\$87,287	\$88,989	\$90,719	\$92,455	\$94,226	\$96,032	\$97,877	\$99,755	\$101,672	\$103,622	\$105,620
PR 0007	0068	\$67,472	\$73,740	\$77,509	\$81,477	\$85,672	\$87,097	\$89,364	\$91,610	\$93,951	\$96,280	\$98,670	\$101,106	\$103,280	\$105,257	\$107,889	\$110,585	\$113,352	\$116,185	\$122,575
PR 0008	0069	\$69,783	\$76,326	\$80,279	\$84,447	\$88,830	\$90,443	\$92,966	\$95,449	\$97,689	\$100,303	\$104,091	\$106,677	\$109,335	\$112,041	\$114,843	\$117,715	\$120,658	\$123,676	\$130,479
PR 0009	0070	\$74,980	\$82,017	\$86,274	\$90,731	\$95,387	\$97,080	\$99,789	\$102,453	\$104,876	\$107,683	\$111,673	\$114,454	\$117,299	\$120,209	\$123,214	\$126,294	\$129,453	\$132,689	\$139,989
PR 0010	0071	\$80,539	\$88,168	\$92,687	\$97,448	\$102,457	\$104,180	\$107,076	\$109,934	\$112,553	\$115,568	\$119,790	\$122,775	\$125,832	\$128,956	\$132,181	\$135,485	\$138,873	\$142,345	\$150,175



**A.5.5 - STATE OF MARYLAND  
STATE AND NATURAL RESOURCES POLICE SALARY SCHEDULE  
Annual Rates Effective July 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	\$50,504	\$53,030	\$55,681	\$58,467	\$61,389	\$64,459	\$66,071	\$67,722	\$69,416	\$71,154	\$72,932	\$74,756	\$76,625	\$78,542	\$80,505	\$82,519	\$84,581	\$86,696	\$91,032
SNRP 0003	Trooper 1st Class 0052	Officer 1st Class 0082	\$54,041	\$56,741	\$59,581	\$62,559	\$65,687	\$68,972	\$70,696	\$72,465	\$74,277	\$76,134	\$78,039	\$79,991	\$81,990	\$84,039	\$86,141	\$88,295	\$90,502	\$92,765	\$97,404
SNRP 0004	Senior Trooper 0053	Senior Officer 0083	\$55,121	\$57,878	\$60,771	\$63,810	\$67,000	\$70,352	\$72,109	\$73,913	\$75,761	\$77,655	\$79,598	\$81,589	\$83,629	\$85,720	\$87,863	\$90,060	\$92,312	\$94,620	\$99,351
SNRP 0005	Master Trooper 0054	Master Officer 0084	\$56,223	\$59,034	\$61,986	\$65,086	\$68,340	\$71,760	\$73,552	\$75,392	\$77,276	\$79,208	\$81,189	\$83,219	\$85,299	\$87,433	\$89,619	\$91,860	\$94,157	\$96,511	\$101,336
SNRP 0006	Corporal 0055	Corporal 0085	\$57,909	\$60,805	\$63,847	\$67,039	\$70,390	\$73,911	\$75,758	\$77,652	\$79,595	\$81,585	\$83,626	\$85,717	\$87,860	\$90,057	\$92,309	\$94,617	\$96,983	\$99,408	\$104,379
SNRP 0007	Sergeant 0056	Sergeant 0086	\$61,963	\$65,062	\$68,315	\$71,730	\$75,318	\$79,084	\$81,063	\$83,088	\$85,166	\$87,296	\$89,477	\$91,716	\$94,009	\$96,360	\$98,770	\$101,240	\$103,772	\$106,365	\$111,686
SNRP 0008	1st Sergeant 0057		\$66,301	\$69,615	\$73,097	\$76,752	\$80,590	\$84,620	\$86,736	\$88,905	\$91,129	\$93,407	\$95,743	\$98,137	\$100,592	\$103,106	\$105,684	\$108,327	\$111,036	\$113,812	\$119,503
SNRP 0009		Lieutenant 0087	\$70,551	\$74,078	\$77,782	\$81,672	\$85,757	\$90,045	\$92,297	\$94,604	\$96,970	\$99,395	\$101,881	\$104,428	\$107,039	\$109,715	\$112,459	\$115,271	\$118,153	\$121,107	\$127,163
SNRP 0010	Lieutenant 0058	Captain 0088	\$74,255	\$77,969	\$81,868	\$85,962	\$90,261	\$94,773	\$97,144	\$99,573	\$102,064	\$104,615	\$107,233	\$109,913	\$112,661	\$115,478	\$118,366	\$121,326	\$124,359	\$127,468	\$133,843
SNRP 0011	Captain 0059	Major 0089	\$79,454	\$83,427	\$87,599	\$91,979	\$96,578	\$101,408	\$103,944	\$106,542	\$109,208	\$111,938	\$114,736	\$117,606	\$120,545	\$123,558	\$126,649	\$129,815	\$133,060	\$136,387	\$143,206
SNRP 0012	Major 0060	Lieutenant Colonel 0090	\$85,015	\$89,266	\$93,731	\$98,417	\$103,339	\$108,507	\$111,220	\$114,001	\$116,851	\$119,772	\$122,768	\$125,838	\$128,984	\$132,209	\$135,515	\$138,903	\$142,375	\$145,935	\$153,233
SNRP 0013	Lieutenant Colonel 0061	Superintendent 0091	\$90,967	\$95,515	\$100,291	\$105,306	\$110,572	\$116,101	\$119,003	\$121,979	\$125,029	\$128,155	\$131,359	\$134,643	\$138,010	\$141,461	\$144,999	\$148,624	\$152,340	\$156,148	\$163,956

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

<b>Grade Profile</b>	<b>Base</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
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	\$40,403	\$41,818	\$43,284	\$44,799	\$46,366	\$47,991	\$48,950	\$49,930	\$50,930	\$51,949	\$52,989	\$54,049	\$55,131	\$56,233	\$57,358	\$58,506	\$59,676	\$60,871	\$63,002
SLE 0003	\$43,232	\$44,747	\$46,313	\$47,935	\$49,613	\$51,351	\$52,379	\$53,427	\$54,495	\$55,585	\$56,697	\$57,832	\$58,989	\$60,170	\$61,373	\$62,601	\$63,854	\$65,132	\$67,412
SLE 0004	\$46,259	\$47,878	\$49,554	\$51,290	\$53,086	\$54,944	\$56,043	\$57,165	\$58,309	\$59,476	\$60,666	\$61,880	\$63,118	\$64,381	\$65,670	\$66,983	\$68,323	\$69,690	\$72,129
SLE 0005	\$49,497	\$51,230	\$53,024	\$54,881	\$56,802	\$58,790	\$59,967	\$61,166	\$62,390	\$63,639	\$64,913	\$66,211	\$67,535	\$68,887	\$70,264	\$71,670	\$73,105	\$74,567	\$77,178
SLE 0006	\$52,962	\$54,817	\$56,736	\$58,723	\$60,778	\$62,905	\$64,164	\$65,448	\$66,757	\$68,093	\$69,456	\$70,845	\$72,263	\$73,708	\$75,183	\$76,686	\$78,220	\$79,786	\$82,579
SLE 0007	\$56,670	\$58,653	\$60,706	\$62,832	\$65,033	\$67,310	\$68,657	\$70,030	\$71,432	\$72,861	\$74,318	\$75,805	\$77,321	\$78,868	\$80,446	\$82,055	\$83,697	\$85,372	\$88,359
SLE 0008	\$64,605	\$66,867	\$69,206	\$71,629	\$74,138	\$76,732	\$78,267	\$79,834	\$81,431	\$83,061	\$84,723	\$86,418	\$88,146	\$89,910	\$91,709	\$93,544	\$95,415	\$97,324	\$100,730
SLE 0009	\$73,650	\$76,228	\$78,896	\$81,659	\$84,518	\$87,477	\$89,226	\$91,012	\$92,832	\$94,689	\$96,584	\$98,516	\$100,488	\$102,497	\$104,548	\$106,640	\$108,773	\$110,949	\$114,832
SLE 0010	\$83,962	\$86,901	\$89,943	\$93,091	\$96,351	\$99,722	\$101,716	\$103,751	\$105,827	\$107,944	\$110,102	\$112,305	\$114,551	\$116,843	\$119,181	\$121,564	\$123,996	\$126,477	\$130,904
SLE 0011	\$95,716	\$99,067	\$102,536	\$106,125	\$109,840	\$113,684	\$115,957	\$118,277	\$120,643	\$123,056	\$125,517	\$128,028	\$130,589	\$133,202	\$135,866	\$138,584	\$141,356	\$144,184	\$149,231

**A.5.7 - STATE OF MARYLAND  
STATE POLICE AVIATION COMMAND SALARY SCHEDULE  
Annual Rates Effective July 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	0151 Medic	\$56,004	\$58,530	\$61,181	\$63,967	\$66,889	\$69,959	\$71,571	\$73,222	\$74,916	\$76,654	\$78,432	\$80,256	\$82,125	\$84,042	\$86,005	\$88,019	\$90,081	\$92,196	\$96,532
MED 0002	0152 Medic	\$59,541	\$62,241	\$65,081	\$68,059	\$71,187	\$74,472	\$76,196	\$77,965	\$79,777	\$81,634	\$83,539	\$85,491	\$87,490	\$89,539	\$91,641	\$93,795	\$96,002	\$98,265	\$102,904
MED 0003	0153 Medic	\$60,621	\$63,378	\$66,271	\$69,310	\$72,500	\$75,852	\$77,609	\$79,413	\$81,261	\$83,155	\$85,098	\$87,089	\$89,129	\$91,220	\$93,363	\$95,560	\$97,812	\$100,120	\$104,851
MED 0004	0154 Medic	\$61,723	\$64,534	\$67,486	\$70,586	\$73,840	\$77,260	\$79,052	\$80,892	\$82,776	\$84,708	\$86,689	\$88,719	\$90,799	\$92,933	\$95,119	\$97,360	\$99,657	\$102,011	\$106,836
MED 0005	0155 Medic	\$63,409	\$66,305	\$69,347	\$72,539	\$75,890	\$79,411	\$81,258	\$83,152	\$85,095	\$87,085	\$89,126	\$91,217	\$93,360	\$95,557	\$97,809	\$100,117	\$102,483	\$104,908	\$109,879
MED 0006	0155 Medic	\$67,463	\$70,562	\$73,815	\$77,230	\$80,818	\$84,584	\$86,563	\$88,588	\$90,666	\$92,796	\$94,977	\$97,216	\$99,509	\$101,860	\$104,270	\$106,740	\$109,272	\$111,865	\$117,186
MED 0007	0157 Medic	\$71,801	\$75,115	\$78,597	\$82,252	\$86,090	\$90,120	\$92,236	\$94,405	\$96,629	\$98,907	\$101,243	\$103,637	\$106,092	\$108,606	\$111,184	\$113,827	\$116,536	\$119,312	\$125,003
TRMA 0008	0158 Trauma	\$52,004	\$54,530	\$57,181	\$59,967	\$62,889	\$65,959	\$67,571	\$69,222	\$70,916	\$72,654	\$74,432	\$76,256	\$78,125	\$80,042	\$82,005	\$84,019	\$86,081	\$88,196	\$92,532
TRMA 0009	0159 Trauma	\$55,541	\$58,241	\$61,081	\$64,059	\$67,187	\$70,472	\$72,196	\$73,965	\$75,777	\$77,634	\$79,539	\$81,491	\$83,490	\$85,539	\$87,641	\$89,795	\$92,002	\$94,265	\$98,904
TRMA 0010	0160 Trauma	\$56,621	\$59,378	\$62,271	\$65,310	\$68,500	\$71,852	\$73,609	\$75,413	\$77,261	\$79,155	\$81,098	\$83,089	\$85,129	\$87,220	\$89,363	\$91,560	\$93,812	\$96,120	\$100,851
TRMA 0011	0161 Trauma	\$57,723	\$60,534	\$63,486	\$66,586	\$69,840	\$73,260	\$75,052	\$76,892	\$78,776	\$80,708	\$82,689	\$84,719	\$86,799	\$88,933	\$91,119	\$93,360	\$95,657	\$98,011	\$102,836
TRMA 0012	0162 Trauma	\$59,409	\$62,305	\$65,347	\$68,539	\$71,890	\$75,411	\$77,258	\$79,152	\$81,095	\$83,085	\$85,126	\$87,217	\$89,360	\$91,557	\$93,809	\$96,117	\$98,483	\$100,908	\$105,879
TRMA 0013	0163 Trauma	\$63,463	\$66,562	\$69,815	\$73,230	\$76,818	\$80,584	\$82,563	\$84,588	\$86,666	\$88,796	\$90,977	\$93,216	\$95,509	\$97,860	\$100,270	\$102,740	\$105,272	\$107,865	\$113,186
TRMA 0014	0164 Trauma	\$67,801	\$71,115	\$74,597	\$78,252	\$82,090	\$86,120	\$88,236	\$90,405	\$92,629	\$94,907	\$97,243	\$99,637	\$102,092	\$104,606	\$107,184	\$109,827	\$112,536	\$115,312	\$121,003
RESC 0015	0165 Rescue	\$53,004	\$55,530	\$58,181	\$60,967	\$63,889	\$66,959	\$68,571	\$70,222	\$71,916	\$73,654	\$75,432	\$77,256	\$79,125	\$81,042	\$83,005	\$85,019	\$87,081	\$89,196	\$93,532
RESC 0016	0166 Rescue	\$56,541	\$59,241	\$62,081	\$65,059	\$68,187	\$71,472	\$73,196	\$74,965	\$76,777	\$78,634	\$80,539	\$82,491	\$84,490	\$86,539	\$88,641	\$90,795	\$93,002	\$95,265	\$99,904
RESC 0017	0167 Rescue	\$57,621	\$60,378	\$63,271	\$66,310	\$69,500	\$72,852	\$74,609	\$76,413	\$78,261	\$80,155	\$82,098	\$84,089	\$86,129	\$88,220	\$90,363	\$92,560	\$94,812	\$97,120	\$101,851
RESC 0018	0168 Rescue	\$58,723	\$61,534	\$64,486	\$67,586	\$70,840	\$74,260	\$76,052	\$77,892	\$79,776	\$81,708	\$83,689	\$85,719	\$87,799	\$89,933	\$92,119	\$94,360	\$96,657	\$99,011	\$103,836
RESC 0019	0169 Rescue	\$60,409	\$63,305	\$66,347	\$69,539	\$72,890	\$76,411	\$78,258	\$80,152	\$82,095	\$84,085	\$86,126	\$88,217	\$90,360	\$92,557	\$94,809	\$97,117	\$99,483	\$101,908	\$106,879
RESC 0020	0170 Rescue	\$64,463	\$67,562	\$70,815	\$74,230	\$77,818	\$81,584	\$83,563	\$85,588	\$87,666	\$89,796	\$91,977	\$94,216	\$96,509	\$98,860	\$101,270	\$103,740	\$106,272	\$108,865	\$114,186
RESC 0021	0171 Rescue	\$68,801	\$72,115	\$75,597	\$79,252	\$83,090	\$87,120	\$89,236	\$91,405	\$93,629	\$95,907	\$98,243	\$100,637	\$103,092	\$105,606	\$108,184	\$110,827	\$113,536	\$116,312	\$122,003

**A.5.8 - STATE OF MARYLAND  
MSP STATE POLICE CIVILIAN PILOT SALARY SCHEDULE  
Annual Rates Effective July 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-A	\$67,312	\$68,658	\$70,032	\$71,434	\$72,863	\$74,320	\$75,807	\$77,324	\$78,870	\$80,448	\$82,058	\$83,699	\$85,374	\$87,082	\$88,825
PILT 0002	Pilot I-B	\$71,015	\$72,434	\$73,883	\$75,363	\$76,870	\$78,408	\$79,977	\$81,576	\$83,208	\$84,872	\$86,571	\$88,302	\$90,070	\$91,871	\$93,709
PILT 0003	Pilot II	\$75,389	\$76,897	\$78,435	\$80,005	\$81,605	\$83,238	\$84,903	\$86,602	\$88,334	\$90,102	\$91,903	\$93,742	\$95,617	\$97,531	\$99,482
PILT 0004	Pilot III	\$79,912	\$81,511	\$83,141	\$84,805	\$86,501	\$88,232	\$89,997	\$91,797	\$93,634	\$95,507	\$97,418	\$99,367	\$101,355	\$103,383	\$105,451
PILT 0005	Pilot IV	\$84,709	\$86,403	\$88,131	\$89,895	\$91,692	\$93,527	\$95,397	\$97,307	\$99,253	\$101,238	\$103,263	\$105,329	\$107,437	\$109,586	\$111,778
PILT 0006	Instructor Pilot	\$89,790	\$91,586	\$93,418	\$95,287	\$97,192	\$99,136	\$101,120	\$103,143	\$105,206	\$107,310	\$109,457	\$111,646	\$113,880	\$116,159	\$118,482
PILT 0007	Chief Pilot	\$95,177	\$97,080	\$99,023	\$101,003	\$103,024	\$105,085	\$107,187	\$109,332	\$111,519	\$113,750	\$116,025	\$118,345	\$120,713	\$123,128	\$125,590

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

CODE	GRADE	SCALE	TITLE		RATE		
5539*\$	HRLY 0001	9998	Senior Citizen Aide *		\$10.10	to	\$13.10
5128*\$	HRLY 0002	0074	Student Engineer (Co-Op)	1st 6 Mos.-	\$14.46		
				2nd 6 Mos.-	\$15.59		
				3rd 6 Mos.-	\$16.75		
				4th 6 Mos.-	\$18.09		
5302*\$	HRLY 0003	0076	Student Technical Assistant	1st Yr.-	\$10.78		
				2nd Yr.-	\$11.40		
				3rd Yr.-	\$12.21		
				4th Yr.-	\$12.96		
				Graduate-	\$13.65		
5734*\$	HRLY 0001	9998	Summer Student Worker *		\$10.10	to	\$11.97
5300*\$	HRLY 0001	9998	Work Study Student *		\$10.10	to	\$11.97

**A.5.9 - STATE OF MARYLAND  
HOURLY PERSONNEL PAY RATES  
Effective January 1, 2020**

CODE	GRADE	SCALE	TITLE		RATE		
5539*\$	HRLY 0001	9998	Senior Citizen Aide *		\$11.00	to	\$14.00
5128*\$	HRLY 0002	0074	Student Engineer (Co-Op)	1st 6 Mos.-	\$14.46		
				2nd 6 Mos.-	\$15.59		
				3rd 6 Mos.-	\$16.75		
				4th 6 Mos.-	\$18.09		
5302*\$	HRLY 0003	0076	Student Technical Assistant	1st Yr.-	\$11.00		
				2nd Yr.-	\$11.40		
				3rd Yr.-	\$12.21		
				4th Yr.-	\$12.96		
				Graduate-	\$13.65		
5734*\$	HRLY 0001	9998	Summer Student Worker *		\$11.00	to	\$12.87
5300*\$	HRLY 0001	9998	Work Study Student *		\$11.00	to	\$12.87

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

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
SD 0005	\$22,072	\$22,822	\$23,602	\$24,414	\$25,256	\$26,133	\$26,591	\$27,053	\$27,531	\$28,013	\$28,508	\$29,012	\$29,524	\$30,049	\$30,583	\$31,127	\$31,683	\$32,251	\$32,828	\$33,416	\$34,016
SD 0006	\$23,383	\$24,186	\$25,019	\$25,889	\$26,790	\$27,729	\$28,218	\$28,715	\$29,225	\$29,740	\$30,269	\$30,809	\$31,360	\$31,917	\$32,490	\$33,075	\$33,670	\$34,277	\$34,892	\$35,521	\$36,163
SD 0007	\$24,789	\$25,647	\$26,540	\$27,470	\$28,436	\$29,440	\$29,961	\$30,493	\$31,036	\$31,592	\$32,158	\$32,735	\$33,321	\$33,920	\$34,535	\$35,158	\$35,795	\$36,445	\$37,106	\$37,781	\$38,466
SD 0008	\$26,290	\$27,210	\$28,165	\$29,157	\$30,192	\$31,267	\$31,823	\$32,393	\$32,976	\$33,570	\$34,174	\$34,790	\$35,420	\$36,061	\$36,716	\$37,385	\$38,066	\$38,762	\$39,468	\$40,187	\$40,923
SD 0009	\$27,899	\$28,881	\$29,904	\$30,966	\$32,072	\$33,223	\$33,821	\$34,431	\$35,052	\$35,688	\$36,333	\$36,996	\$37,668	\$38,354	\$39,055	\$39,770	\$40,498	\$41,241	\$41,999	\$42,772	\$43,558
SD 0010	\$29,620	\$30,670	\$31,764	\$32,901	\$34,086	\$35,316	\$35,956	\$36,608	\$37,272	\$37,952	\$38,646	\$39,353	\$40,073	\$40,809	\$41,556	\$42,322	\$43,101	\$43,895	\$44,705	\$45,532	\$46,374
SD 0011	\$31,459	\$32,585	\$33,755	\$34,973	\$36,236	\$37,555	\$38,239	\$38,937	\$39,650	\$40,377	\$41,116	\$41,873	\$42,643	\$43,430	\$44,233	\$45,052	\$45,887	\$46,739	\$47,608	\$48,493	\$49,395
SD 0012	\$33,427	\$34,631	\$35,885	\$37,187	\$38,544	\$39,952	\$40,684	\$41,429	\$42,193	\$42,967	\$43,762	\$44,571	\$45,396	\$46,236	\$47,097	\$47,973	\$48,865	\$49,775	\$50,721	\$51,686	\$52,668
SD 0013	\$35,534	\$36,824	\$38,165	\$39,558	\$41,005	\$42,514	\$43,297	\$44,096	\$44,914	\$45,746	\$46,593	\$47,458	\$48,341	\$49,240	\$50,167	\$51,123	\$52,097	\$53,089	\$54,102	\$55,136	\$56,188
SD 0014	\$37,791	\$39,169	\$40,604	\$42,094	\$43,643	\$45,256	\$46,096	\$46,952	\$47,825	\$48,716	\$49,622	\$50,563	\$51,528	\$52,513	\$53,514	\$54,537	\$55,580	\$56,644	\$57,728	\$58,834	\$59,963
SD 0015	\$40,199	\$41,679	\$43,212	\$44,807	\$46,468	\$48,193	\$49,092	\$50,012	\$50,965	\$51,935	\$52,926	\$53,937	\$54,966	\$56,018	\$57,091	\$58,184	\$59,301	\$60,438	\$61,596	\$62,779	\$63,983
SD 0016	\$42,784	\$44,362	\$46,007	\$47,713	\$49,489	\$51,366	\$52,347	\$53,346	\$54,365	\$55,401	\$56,464	\$57,543	\$58,649	\$59,774	\$60,920	\$62,090	\$63,287	\$64,504	\$65,744	\$67,008	\$68,296
SD 0017	\$45,545	\$47,233	\$48,992	\$50,839	\$52,776	\$54,795	\$55,842	\$56,907	\$57,999	\$59,112	\$60,247	\$61,401	\$62,583	\$63,787	\$65,015	\$66,265	\$67,545	\$68,846	\$70,176	\$71,531	\$72,910
SD 0018	\$48,501	\$50,322	\$52,238	\$54,232	\$56,306	\$58,461	\$59,584	\$60,724	\$61,894	\$63,084	\$64,298	\$65,536	\$66,798	\$68,086	\$69,398	\$70,739	\$72,105	\$73,498	\$74,919	\$76,367	\$77,834
SD 0019	\$51,703	\$53,676	\$55,729	\$57,859	\$60,077	\$62,386	\$63,583	\$64,809	\$66,059	\$67,333	\$68,630	\$69,956	\$71,307	\$72,684	\$74,088	\$75,522	\$76,985	\$78,454	\$79,942	\$81,463	\$83,009
SD 0020	\$55,154	\$57,265	\$59,458	\$61,742	\$64,116	\$66,585	\$67,869	\$69,177	\$70,513	\$71,875	\$73,265	\$74,680	\$76,127	\$77,599	\$79,072	\$80,578	\$82,111	\$83,675	\$85,270	\$86,894	\$88,554
SD 0021	\$58,846	\$61,106	\$63,456	\$65,896	\$68,437	\$71,076	\$72,452	\$73,853	\$75,283	\$76,741	\$78,209	\$79,696	\$81,213	\$82,759	\$84,338	\$85,946	\$87,587	\$89,262	\$90,968	\$92,707	\$94,480
SD 0022	\$62,798	\$65,214	\$67,727	\$70,342	\$73,059	\$75,887	\$77,355	\$78,826	\$80,324	\$81,853	\$83,413	\$85,005	\$86,624	\$88,282	\$89,971	\$91,692	\$93,449	\$95,242	\$97,071	\$98,934	\$100,836
SD 0023	\$67,027	\$69,614	\$72,303	\$75,098	\$77,994	\$80,959	\$82,500	\$84,072	\$85,675	\$87,312	\$88,982	\$90,684	\$92,419	\$94,194	\$95,998	\$97,840	\$99,720	\$101,637	\$103,594	\$105,591	\$107,626
SD 0024	\$71,550	\$74,318	\$77,196	\$80,132	\$83,182	\$86,355	\$88,003	\$89,689	\$91,403	\$93,154	\$94,940	\$96,759	\$98,620	\$100,516	\$102,448	\$104,418	\$106,430	\$108,485	\$110,575	\$112,710	\$114,883
SD 0025	\$76,393	\$79,313	\$82,330	\$85,469	\$88,733	\$92,128	\$93,892	\$95,696	\$97,530	\$99,404	\$101,314	\$103,262	\$105,252	\$107,280	\$109,346	\$111,457	\$113,608	\$115,802	\$118,040	\$120,322	\$122,649
SD 0026	\$81,487	\$84,595	\$87,822	\$91,181	\$94,676	\$98,307	\$100,195	\$102,122	\$104,086	\$106,092	\$108,136	\$110,221	\$112,347	\$114,519	\$116,731	\$118,986	\$121,291	\$123,642	\$126,038	\$128,482	\$130,972

**A.5.11 - STATE OF MARYLAND  
CORRECTIONAL SALARY SCHEDULE  
Annual Rates Effective July 1, 2019**

GRADE PROFILE	Former Grade	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MID POINT STEP	STEP	STEP	STEP	STEP	THIRD QUAR STEP	STEP	STEP	STEP	STEP	STEP
		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
CORR 0001	0010	\$35,886	\$37,171	\$38,510	\$39,899	\$40,622	\$41,359	\$42,109	\$42,878	\$43,662	\$44,459	\$45,274	\$46,105	\$46,949	\$47,814	\$48,694	\$49,592	\$50,507	\$51,441	\$52,393
CORR 0002	0011	\$38,135	\$39,511	\$40,939	\$42,428	\$43,201	\$43,990	\$44,795	\$45,617	\$46,452	\$47,307	\$48,177	\$49,066	\$49,974	\$50,898	\$51,841	\$52,804	\$53,786	\$54,786	\$55,805
CORR 0003	0012	\$40,542	\$42,013	\$43,546	\$45,136	\$45,963	\$46,806	\$47,669	\$48,544	\$49,441	\$50,355	\$51,287	\$52,237	\$53,209	\$54,198	\$55,206	\$56,234	\$57,303	\$58,393	\$59,503
CORR 0004	0013	\$43,118	\$44,691	\$46,326	\$48,031	\$48,916	\$49,819	\$50,743	\$51,682	\$52,639	\$53,617	\$54,614	\$55,630	\$56,677	\$57,757	\$58,857	\$59,978	\$61,123	\$62,291	\$63,480
CORR 0005	0014	\$45,874	\$47,557	\$49,307	\$51,129	\$52,078	\$53,045	\$54,032	\$55,038	\$56,062	\$57,125	\$58,214	\$59,327	\$60,459	\$61,614	\$62,793	\$63,995	\$65,219	\$66,469	\$67,744
CORR 0006	0015	\$48,820	\$50,621	\$52,499	\$54,448	\$55,463	\$56,502	\$57,579	\$58,674	\$59,794	\$60,936	\$62,099	\$63,288	\$64,499	\$65,735	\$66,996	\$68,281	\$69,589	\$70,925	\$72,286
CORR 0007	0016	\$51,978	\$53,905	\$55,911	\$58,031	\$59,140	\$60,268	\$61,420	\$62,591	\$63,791	\$65,011	\$66,260	\$67,531	\$68,826	\$70,147	\$71,499	\$72,874	\$74,275	\$75,703	\$77,159
CORR 0008	0017	\$55,350	\$57,437	\$59,625	\$61,905	\$63,089	\$64,292	\$65,526	\$66,783	\$68,065	\$69,370	\$70,705	\$72,064	\$73,452	\$74,864	\$76,310	\$77,780	\$79,283	\$80,814	\$82,372
CORR 0009	0018	\$59,017	\$61,270	\$63,613	\$66,048	\$67,317	\$68,604	\$69,926	\$71,271	\$72,642	\$74,040	\$75,466	\$76,922	\$78,404	\$79,918	\$81,462	\$83,036	\$84,641	\$86,277	\$87,935
CORR 0010	0019	\$62,961	\$65,368	\$67,873	\$70,481	\$71,834	\$73,220	\$74,632	\$76,070	\$77,536	\$79,034	\$80,560	\$82,116	\$83,703	\$85,322	\$86,976	\$88,634	\$90,316	\$92,034	\$93,780
CORR 0011	0020	\$67,174	\$69,754	\$72,436	\$75,226	\$76,677	\$78,154	\$79,663	\$81,202	\$82,773	\$84,372	\$86,006	\$87,668	\$89,333	\$91,035	\$92,766	\$94,533	\$96,336	\$98,170	\$100,045