



DEPARTMENT OF BUDGET & MANAGEMENT
OFFICE OF BUDGET ANALYSIS

Section A: POSITION RECONCILIATION AND SALARY FORECAST

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JULY 2020

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 2021 personnel data that will serve as part of the baseline for the FY 2022 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 28, 2020 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, 2020 salary schedule (without FY 2021 salary adjustments) 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 2021 position data.

Like last year, salaries and fringes (0101, 0151, 0161, etc...) will be "Read Only" in the Expenditures tab in BARS once the Position Reconciliation exercise has been completed.

OBA provides the following guidance regarding position realignment between programs:

FY 2022: 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 2021: DBM will limit FY 2021 adjustments to material changes such as DBM approved reorganizations. Agencies may only realign positions between programs through a FY 2021 budget amendment adjustment so that Object 01 position and budget data reconcile. Contact your DBM analyst if you want to implement a FY 2021 position realignment – DBM discourages mid-year reorganizations.

FY 2020: DBM will limit FY 2020 adjustments to material changes such as DBM approved reorganizations. DBM will provide separate guidance in August for completing the FY 2020 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.

✦ Position Reconciliation (“PosRec”) Guidance

Agencies will begin the Position Reconciliation process for the FY 2022 Budget Submission in July 2020. During the PosRec exercise, agencies will have the ability to process all needed position adjustments in BARS through to the “Released” (i.e., finalized) stage. Position adjustments processed during PosRec will be fully incorporated into the Expenditures grid in BARS and become a final part

of the budget request. Once Position Reconciliation is complete, agencies will be instructed to notify DBM that the task is complete by sending an email to dlbudgethelp_dbm@maryland.gov and copying the OBA analyst. Agencies must complete the Position Reconciliation exercise by the due date provided in the DBM guidance letter.

Prior to the Position Reconciliation exercise in BARS, agencies should ensure their Workday data is up to date and accurate. As part of the Workday review, agencies should:

- A. Update Workday to include new positions that were approved during the most recent legislative session. Agencies are required to provide the newly created 6-digit Workday PINs to DBM so that DBM can implement the conversion, in BARS, of the associated “N” PINs (i.e., “New” positions for FY 2021) to the new 6-digit Workday PIN.
- B. Ensure that Workday is up to date for information relating to position location (i.e., subprogram), class code, grade, step, and fund source. Having this data up to date will make the Position Reconciliation process in BARS much easier, as agencies will have the option of copying Workday data wholesale.
- C. Compare BARS and Workday data to plan any changes that will be needed in BARS to bring that data up to date. Ample reports are available in the BARS system, such as the Position Detail, Workday Difference, and Position Baseline Comparison reports, to assist in targeting data that must be brought up to date.

Additional guidance, including step-by-step instructions on the completion of the process, will be made available to agencies by the Office of Budget Analysis to kick off Position Reconciliation.

Salary Tables for the FY 2022 Budget

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

- The salary schedule effective January 1, 2020 is the basis for FY 2022 salaries in BARS and incorporates:
 - annualized Cost of Living Adjustments (COLA) (as of January 1, 2020),
- **For FY 2022, DBM will provide funding in the DBM Allowance budget for any FY 2022 salary adjustment for COLA and/or SLEOLA negotiated collective bargaining provisions.**

FY 2020 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 2020 Actual FTE as of June 30, 2020. DBM will also provide detailed FTE data by PIN to assist the agency’s reconciliation.

Agencies will be asked in August to ensure FY 2020 FTE counts, class codes, and salaries are correct or as accurate as 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 2020 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 2020 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 after January FY 2020 do not need to be reflected in these FY 2020 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 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 2022 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 in FY 2021, 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
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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 2021 budget book appropriation and the FY 2022 budget request. Actual expenditures for FY 2020 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 2021 and FY 2022 (actual expenditures will appear as salary payments) within the FY 2022 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

✎ COVID-19 Salary Costs - Comptroller Subobject 0125

BARS validation requires that the salary position data by fund must reconcile to the expenditure data by fund. To the extent that positions are supported by COVID-19 funding, the salary data would need to be updated with fund “25” to reflect Covid-19 federal funding. Rather than require agencies to update salary data for COVID-19 fund types and still capture salary costs related to COVID-19 funding, DBM has created Comptroller Object 0125. Agencies should use comptroller subobject 0125 to budget for total salary and fringe expenditures (comptroller subobjects 0101, 0151, 0152, 0154, 0161-0170, 0174, 0189), associated with position funding supported with COVID-19 federal fund support.

Agencies will budget these COVID-19 federally funded total salary fringe costs in each subprogram in comptroller subobject 0125 using fund type “25” and offset with a federal fund “05” negative value in comptroller subobject 0125 to net to zero.

✎ 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 \$151,933, 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 \$151,933:
 - a. Multiply \$151,933 by 0.0728.
 - b. Multiply the difference between the annual salary and \$151,933 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 2021 legislative appropriation. Specifically, the agency budget submission for 0152 and 0154 must reconcile agency-wide with FY 2021, 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/sub-programs with budgeted positions. Section A.2.1 provides your agency’s average rate for 0152 and 0154 per FTE based on the FY 2021 legislative appropriation. This rate will assist with allocating costs by 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 2022.

Other Post-Employment Benefits (0157)

Do not budget in FY 2022.

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>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 2022.

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 2022 amounts and fund distribution will be pre-populated in BARS at the same level as the FY 2021 legislative appropriation. DBM will adjust this subobject after the FY 2022 budget submission. **This is the case even if you have information that the amount will be lower in FY 2022.**

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 current positions	= (\$10,069)
added to			
<u>\$31,323 (salary and fringes of new positions)</u>	X	<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 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.2.1 Agency Health Rate (0152 and 0154) by FTE

Agency	0152 Amount	FTEs	Rate per FTE	0154 Amount	FTES	Rate per FTE
B75: Legislative Branch	8,025,253	767.00	<i>10,463</i>	4,065,249	767.00	<i>5,300</i>
C00: Judiciary	40,920,581	4,068.00	<i>10,059</i>	20,724,753	4,068.00	<i>5,095</i>
C80: Office of the Public Defender	8,839,758	888.50	<i>9,949</i>	4,374,169	888.50	<i>4,923</i>
C81: Office of the Attorney General	2,754,740	295.50	<i>9,322</i>	1,382,904	295.50	<i>4,680</i>
C82: Office of the State Prosecutor	85,275	13.00	<i>6,560</i>	43,185	13.00	<i>3,322</i>
C85: Maryland Tax Court	64,089	9.00	<i>7,121</i>	32,205	9.00	<i>3,578</i>
C90: Public Service Commission	1,444,073	138.00	<i>10,464</i>	731,330	138.00	<i>5,299</i>
C91: Office of People's Counsel	188,800	19.00	<i>9,937</i>	95,628	19.00	<i>5,033</i>
C94: Subsequent Injury Fund	150,546	17.00	<i>8,856</i>	76,246	17.00	<i>4,485</i>
C96: Uninsured Employers' Fund	182,550	13.00	<i>14,042</i>	92,460	13.00	<i>7,112</i>
C98: Workers' Compensation Commission	1,159,628	115.00	<i>10,084</i>	587,284	115.00	<i>5,107</i>
D05: Board of Public Works	119,836	9.00	<i>13,315</i>	59,985	9.00	<i>6,665</i>
D10: Executive Department - Governor	663,944	81.50	<i>8,147</i>	332,239	81.50	<i>4,077</i>
D11: Office of the Deaf and Hard of Hearing	28,810	3.00	<i>9,603</i>	14,452	3.00	<i>4,817</i>
D12: Department of Disabilities	265,667	28.80	<i>9,225</i>	133,803	28.80	<i>4,646</i>
D13: Maryland Energy Administration	198,978	30.00	<i>6,633</i>	100,851	30.00	<i>3,362</i>
D15: Executive Department-Boards, Commissions and Offices	696,573	68.60	<i>10,154</i>	348,930	68.60	<i>5,086</i>
D16: Secretary of State	283,818	26.00	<i>10,916</i>	142,159	26.00	<i>5,468</i>
D17: Historic St. Mary's City Commission	346,208	31.00	<i>11,168</i>	174,532	31.00	<i>5,630</i>
D21: Office of Justice, Youth, and Victim Services	601,826	61.00	<i>9,866</i>	301,741	61.00	<i>4,947</i>
D26: Department of Aging	371,884	39.00	<i>9,535</i>	153,362	39.00	<i>3,932</i>
D27: Maryland Commission On Civil Rights	286,857	31.00	<i>9,253</i>	144,527	31.00	<i>4,662</i>

FY 2022 Operating Budget Submission Requirements

A.2.1 Agency Health Rate (0152 and 0154) by FTE

Agency	0152 Amount	FTEs	Rate per FTE	0154 Amount	FTES	Rate per FTE
D38: State Board of Elections	388,627	43.80	8,873	194,580	43.80	4,442
D40: Department of Planning	1,296,168	129.00	10,048	648,815	129.00	5,030
D50: Military Department	2,261,417	302.50	7,476	1,134,915	302.50	3,752
D53: Maryland Institute for Emergency Medical Services Systems	861,098	94.00	9,161	436,165	94.00	4,640
D55: Department of Veterans Affairs	837,421	116.00	7,219	419,547	116.00	3,617
D60: State Archives	680,387	63.00	10,800	340,807	63.00	5,410
D78: Maryland Health Benefit Exchange	792,061	67.00	11,822	400,929	67.00	5,984
D80: Maryland Insurance Administration	2,676,143	259.00	10,333	1,355,398	259.00	5,233
D90: Canal Place Preservation and Development Authority	19,061	3.00	6,354	9,653	3.00	3,218
D99: Office of Administrative Hearings	1,350,078	117.00	11,539	702,094	117.00	6,001
E00: Comptroller of Maryland	10,764,703	1,109.90	9,699	5,385,413	1,109.90	4,852
E20: State Treasurer's Office	640,091	60.00	10,668	324,792	60.00	5,413
E50: State Department of Assessments and Taxation	5,871,692	587.30	9,998	2,940,748	587.30	5,007
E75: Maryland Lottery and Gaming Control Agency	2,836,394	324.10	8,752	1,435,574	324.10	4,429
E80: Property Tax Assessment Appeals Boards	103,322	8.00	12,915	52,620	8.00	6,578
F10: Department of Budget and Management	2,960,861	319.20	9,276	1,491,169	319.20	4,672
F50: Department of Information Technology	2,399,090	195.60	12,265	1,207,602	195.60	6,174
G20: Maryland State Retirement and Pension Systems	2,232,149	207.00	10,783	1,268,826	207.00	6,130
G50: Teachers and State Employees Supplemental Retirement Plans	134,616	14.00	9,615	68,176	14.00	4,870
H00: Department of General Services	6,098,435	645.00	9,455	3,076,188	645.00	4,769
J00: Department of Transportation	66,580,222	10,784.50	6,174	33,394,536	10,784.50	3,097
K00: Department of Natural Resources	13,259,832	1,343.00	9,873	6,660,650	1,343.00	4,960
L00: Department of Agriculture	4,190,642	412.10	10,169	2,102,160	412.10	5,101

A.2.1 Agency Health Rate (0152 and 0154) by FTE

Agency	0152 Amount	FTEs	Rate per FTE	0154 Amount	FTES	Rate per FTE
M00: Maryland Department of Health	63,236,128	6,347.15	<i>9,963</i>	31,807,340	6,347.15	<i>5,011</i>
N00: Department of Human Services	60,897,648	6,118.05	<i>9,954</i>	30,453,244	6,118.05	<i>4,978</i>
P00: Maryland Department of Labor	13,777,060	1,378.17	<i>9,997</i>	6,949,898	1,378.17	<i>5,043</i>
Q00: Department of Public Safety and Correctional Services	99,478,283	9,618.40	<i>10,342</i>	48,693,719	9,618.40	<i>5,063</i>
R00: State Department of Education	14,571,710	1,415.90	<i>10,291</i>	7,317,339	1,415.90	<i>5,168</i>
R11: Maryland State Library Agency	272,340	31.00	<i>8,785</i>	136,343	31.00	<i>4,398</i>
R13: Morgan State University	12,214,038	1,244.00	<i>9,818</i>	5,649,243	1,244.00	<i>4,541</i>
R14: St. Mary's College of Maryland	4,329,475	425.00	<i>10,187</i>	1,365,950	425.00	<i>3,214</i>
R15: Maryland Public Broadcasting Commission	1,463,323	145.00	<i>10,092</i>	733,706	145.00	<i>5,060</i>
R30: University System of Maryland	268,786,112	25,237.06	<i>10,650</i>	89,901,703	25,237.06	<i>3,562</i>
R60: Maryland 529	184,380	27.00	<i>6,829</i>	111,897	27.00	<i>4,144</i>
R62: Maryland Higher Education Commission	477,301	60.00	<i>7,955</i>	239,137	60.00	<i>3,986</i>
R95: Baltimore City Community College	4,224,456	437.00	<i>9,667</i>	1,953,073	437.00	<i>4,469</i>
R99: Maryland School for the Deaf	3,522,790	334.50	<i>10,532</i>	1,762,738	334.50	<i>5,270</i>
S00: Department of Housing and Community Development	3,132,101	331.00	<i>9,463</i>	1,585,711	331.00	<i>4,791</i>
T00: Department of Commerce	1,989,313	188.00	<i>10,581</i>	996,327	188.00	<i>5,300</i>
U00: Department of the Environment	9,778,092	883.00	<i>11,074</i>	4,926,174	883.00	<i>5,579</i>
V00: Department of Juvenile Services	16,779,809	2,012.05	<i>8,340</i>	8,394,139	2,012.05	<i>4,172</i>
W00: Department of State Police	26,871,284	2,457.50	<i>10,934</i>	13,452,892	2,457.50	<i>5,474</i>

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 2022 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, 2020.

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 2022. **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, 2020 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, 2020 for the FY 2022 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 2021, agencies should submit reorganizations no later than March 1, 2021 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, 2021. 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, 2020

DBM will assist the agency to coordinate the implementation of the reorganization in BARS as part of the FY 2022 budget process. The reorganizational realignment is to be reflected for all three fiscal years (FY 2020 Actual, FY 2021 Working Appropriation and FY 2022 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 2022: 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 2021: 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 2020: agency will create a BARS adjustment that 1) moves the positions by class code; 2) realigns appropriation; and 3) updates fund source as appropriate.

STATE OF MARYLAND
Salary Schedule - Excludes Bargaining Unit A, B, C, D, F and H Employees
Annual Rates Effective July 1, 2020

GRADE PROFILE	BASE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MID POINT	STEP	STEP	STEP	STEP	STEP	THIRD QUARTILE	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	\$24,217	\$25,040	\$25,896	\$26,787	\$27,711	\$28,673	\$29,175	\$29,682	\$30,207	\$30,736	\$31,278	\$31,832	\$32,393	\$32,969	\$33,556	\$34,153	\$34,763	\$35,386	\$36,018	\$36,663	\$37,322
STD 0006	\$25,656	\$26,537	\$27,450	\$28,406	\$29,394	\$30,424	\$30,960	\$31,505	\$32,065	\$32,631	\$33,211	\$33,803	\$34,408	\$35,019	\$35,647	\$36,290	\$36,942	\$37,608	\$38,283	\$38,973	\$39,677
STD 0007	\$27,199	\$28,140	\$29,120	\$30,140	\$31,199	\$32,301	\$32,873	\$33,457	\$34,053	\$34,663	\$35,283	\$35,916	\$36,559	\$37,217	\$37,892	\$38,575	\$39,273	\$39,987	\$40,713	\$41,453	\$42,204
STD 0008	\$28,845	\$29,854	\$30,902	\$31,991	\$33,126	\$34,306	\$34,916	\$35,541	\$36,181	\$36,832	\$37,496	\$38,171	\$38,862	\$39,565	\$40,284	\$41,019	\$41,765	\$42,529	\$43,304	\$44,093	\$44,900
STD 0009	\$30,611	\$31,688	\$32,810	\$33,976	\$35,189	\$36,452	\$37,108	\$37,778	\$38,458	\$39,156	\$39,864	\$40,591	\$41,329	\$42,081	\$42,851	\$43,636	\$44,433	\$45,248	\$46,081	\$46,929	\$47,791
STD 0010	\$32,498	\$33,651	\$34,851	\$36,099	\$37,399	\$38,748	\$39,450	\$40,166	\$40,894	\$41,641	\$42,402	\$43,177	\$43,968	\$44,775	\$45,595	\$46,435	\$47,290	\$48,161	\$49,050	\$49,957	\$50,881
STD 0011	\$34,516	\$35,751	\$37,035	\$38,371	\$39,758	\$41,204	\$41,955	\$42,721	\$43,503	\$44,301	\$45,112	\$45,942	\$46,788	\$47,650	\$48,532	\$49,430	\$50,346	\$51,281	\$52,235	\$53,205	\$54,195
STD 0012	\$36,676	\$37,997	\$39,372	\$40,801	\$42,290	\$43,834	\$44,637	\$45,456	\$46,294	\$47,143	\$48,015	\$48,903	\$49,808	\$50,730	\$51,674	\$52,635	\$53,613	\$54,612	\$55,650	\$56,709	\$57,787
STD 0013	\$38,988	\$40,403	\$41,874	\$43,402	\$44,990	\$46,645	\$47,505	\$48,382	\$49,279	\$50,191	\$51,121	\$52,070	\$53,039	\$54,025	\$55,042	\$56,091	\$57,159	\$58,248	\$59,360	\$60,494	\$61,649
STD 0014	\$41,464	\$42,976	\$44,551	\$46,185	\$47,885	\$49,654	\$50,576	\$51,515	\$52,473	\$53,451	\$54,445	\$55,477	\$56,535	\$57,616	\$58,715	\$59,837	\$60,981	\$62,149	\$63,338	\$64,552	\$65,790
STD 0015	\$44,106	\$45,729	\$47,412	\$49,161	\$50,984	\$52,877	\$53,863	\$54,872	\$55,918	\$56,982	\$58,069	\$59,178	\$60,308	\$61,462	\$62,639	\$63,839	\$65,064	\$66,311	\$67,582	\$68,879	\$70,201
STD 0016	\$46,942	\$48,673	\$50,478	\$52,350	\$54,298	\$56,357	\$57,434	\$58,530	\$59,648	\$60,785	\$61,951	\$63,136	\$64,349	\$65,583	\$66,840	\$68,124	\$69,437	\$70,772	\$72,133	\$73,519	\$74,933
STD 0017	\$49,971	\$51,824	\$53,754	\$55,780	\$57,905	\$60,120	\$61,269	\$62,438	\$63,636	\$64,857	\$66,102	\$67,369	\$68,665	\$69,985	\$71,333	\$72,704	\$74,109	\$75,536	\$76,996	\$78,483	\$79,996
STD 0018	\$53,214	\$55,212	\$57,315	\$59,503	\$61,778	\$64,143	\$65,375	\$66,625	\$67,909	\$69,215	\$70,547	\$71,904	\$73,289	\$74,703	\$76,142	\$77,613	\$79,112	\$80,641	\$82,199	\$83,788	\$85,398
STD 0019	\$56,727	\$58,893	\$61,145	\$63,482	\$65,915	\$68,448	\$69,762	\$71,108	\$72,479	\$73,876	\$75,299	\$76,754	\$78,236	\$79,747	\$81,288	\$82,861	\$84,467	\$86,078	\$87,711	\$89,379	\$91,075
STD 0020	\$60,514	\$62,831	\$65,236	\$67,742	\$70,347	\$73,056	\$74,465	\$75,900	\$77,365	\$78,859	\$80,385	\$81,938	\$83,525	\$85,139	\$86,756	\$88,409	\$90,090	\$91,806	\$93,557	\$95,338	\$97,159
STD 0021	\$64,565	\$67,044	\$69,623	\$72,299	\$75,088	\$77,984	\$79,493	\$81,030	\$82,599	\$84,198	\$85,809	\$87,441	\$89,105	\$90,802	\$92,534	\$94,298	\$96,099	\$97,936	\$99,808	\$101,717	\$103,661
STD 0022	\$68,901	\$71,552	\$74,308	\$77,178	\$80,159	\$83,262	\$84,872	\$86,486	\$88,130	\$89,808	\$91,519	\$93,266	\$95,043	\$96,862	\$98,714	\$100,603	\$102,531	\$104,497	\$106,504	\$108,548	\$110,635
STD 0023	\$73,541	\$76,379	\$79,329	\$82,396	\$85,574	\$88,827	\$90,518	\$92,242	\$94,001	\$95,797	\$97,629	\$99,497	\$101,400	\$103,348	\$105,327	\$107,347	\$109,411	\$111,514	\$113,661	\$115,852	\$118,085
STD 0024	\$78,503	\$81,540	\$84,698	\$87,919	\$91,265	\$94,747	\$96,555	\$98,405	\$100,285	\$102,206	\$104,166	\$106,162	\$108,204	\$110,283	\$112,403	\$114,565	\$116,773	\$119,027	\$121,321	\$123,663	\$126,047
STD 0025	\$83,816	\$87,021	\$90,331	\$93,775	\$97,356	\$101,081	\$103,016	\$104,996	\$107,008	\$109,064	\$111,159	\$113,297	\$115,480	\$117,705	\$119,972	\$122,288	\$124,648	\$127,055	\$129,511	\$132,015	\$134,568
STD 0026	\$89,406	\$92,815	\$96,357	\$100,042	\$103,876	\$107,860	\$109,932	\$112,046	\$114,201	\$116,402	\$118,644	\$120,932	\$123,265	\$125,648	\$128,075	\$130,549	\$133,078	\$135,658	\$138,286	\$140,967	\$143,699

"Step increases are not guaranteed and are contingent on funding in the State budget."

STATE OF MARYLAND
Salary Schedule for Bargaining Unit Employees in Units A, B, C, D, F and H Employees
Annual Rates Effective July 1, 2020

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	STEP 20
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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
ASTD 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

"Step increases are not guaranteed and are contingent on funding in the State budget."

STATE OF MARYLAND					
Executive Pay Plan - Salary Schedule					
Annual Rates Effective July 1, 2020					
Grade Profile	Scale		Minimum	Midpoint	Maximum
EPP 0001	ES4	9904	\$85,265	\$99,473	\$113,686
EPP 0002	ES5	9905	\$91,610	\$106,913	\$122,213
EPP 0003	ES6	9906	\$98,466	\$114,945	\$131,422
EPP 0004	ES7	9907	\$105,871	\$123,624	\$141,375
EPP 0005	ES8	9908	\$113,866	\$132,996	\$152,121
EPP 0006	ES9	9909	\$122,504	\$143,119	\$163,731
EPP 0007	ES10	9910	\$131,830	\$154,047	\$176,259
EPP 0008	ES11	9911	\$141,909	\$165,853	\$189,799
EPP 0009	EX91	9991	\$163,192	\$218,559	\$273,928

**STATE OF MARYLAND
PHYSICIAN SALARY SCHEDULE
Annual Rates Effective July 1, 2020**

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	\$89,951	\$93,510	\$97,071	\$100,922	\$104,773	\$108,937	\$113,101	\$117,607	\$122,109	\$126,981	\$131,852	\$137,119	\$142,387	\$147,861
PHY 0002	0032	\$96,941	\$100,786	\$104,631	\$108,790	\$112,949	\$117,446	\$121,944	\$126,809	\$131,672	\$136,933	\$142,192	\$147,884	\$153,573	\$159,487
PHY 0003	0033	\$104,490	\$108,644	\$112,795	\$117,287	\$121,778	\$126,635	\$131,491	\$136,746	\$142,000	\$147,681	\$153,361	\$159,505	\$165,653	\$172,037
PHY 0004	0034	\$112,643	\$117,128	\$121,611	\$126,464	\$131,313	\$136,562	\$141,808	\$147,478	\$153,152	\$159,290	\$165,426	\$172,061	\$178,698	\$185,594
PHY 0005	0035	\$121,445	\$126,292	\$131,136	\$136,374	\$141,613	\$147,279	\$152,945	\$159,071	\$165,199	\$171,827	\$178,453	\$185,619	\$192,784	\$200,232
PHY 0006	0036	\$130,956	\$136,190	\$141,421	\$147,078	\$152,735	\$158,854	\$164,973	\$171,591	\$178,209	\$185,367	\$192,522	\$200,263	\$208,002	\$216,045
PHY 0007	0037	\$141,226	\$146,877	\$152,530	\$158,638	\$164,748	\$171,356	\$177,966	\$185,112	\$192,256	\$199,990	\$207,719	\$216,078	\$224,436	\$233,118
PHY 0008	0038	\$152,319	\$158,421	\$164,522	\$171,124	\$177,723	\$184,858	\$191,995	\$199,715	\$207,433	\$215,780	\$224,130	\$233,157	\$242,184	\$251,566
PHY 0009	0039	\$156,511	\$162,784	\$169,057	\$175,841	\$182,627	\$189,963	\$197,297	\$205,235	\$213,168	\$221,750	\$230,333	\$239,613	\$248,893	\$258,534
PHY 0010	0040	\$164,297	\$170,889	\$177,481	\$184,606	\$191,733	\$199,441	\$207,148	\$215,487	\$223,824	\$232,837	\$241,851	\$251,604	\$261,353	\$271,485

"Step increases are not guaranteed and are contingent on funding in the State budget."

STATE OF MARYLAND
STATE AND NATURAL RESOURCES POLICE SALARY SCHEDULE
Annual Rates Effective July 1, 2020

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	\$51,010	\$53,561	\$56,238	\$59,052	\$62,003	\$65,104	\$66,732	\$68,400	\$70,111	\$71,866	\$73,662	\$75,504	\$77,392	\$79,328	\$81,311	\$83,345	\$85,427	\$87,563	\$91,943
SNRP 0003	Trooper 1st Class 0052	Officer 1st Class 0082	\$54,582	\$57,309	\$60,177	\$63,185	\$66,344	\$69,662	\$71,403	\$73,190	\$75,020	\$76,896	\$78,820	\$80,791	\$82,810	\$84,880	\$87,003	\$89,178	\$91,408	\$93,693	\$98,379
SNRP 0004	Senior Trooper 0053	Senior Officer 0083	\$55,673	\$58,457	\$61,379	\$64,449	\$67,670	\$71,056	\$72,831	\$74,653	\$76,519	\$78,432	\$80,394	\$82,405	\$84,466	\$86,578	\$88,742	\$90,961	\$93,236	\$95,567	\$100,345
SNRP 0005	Master Trooper 0054	Master Officer 0084	\$56,786	\$59,625	\$62,606	\$65,737	\$69,024	\$72,478	\$74,288	\$76,146	\$78,049	\$80,001	\$82,001	\$84,052	\$86,152	\$88,308	\$90,516	\$92,779	\$95,099	\$97,477	\$102,350
SNRP 0006	Corporal 0055	Corporal 0085	\$58,489	\$61,414	\$64,486	\$67,710	\$71,094	\$74,651	\$76,516	\$78,429	\$80,391	\$82,401	\$84,463	\$86,575	\$88,739	\$90,958	\$93,233	\$95,564	\$97,953	\$100,403	\$105,423
SNRP 0007	Sergeant 0056	Sergeant 0086	\$62,583	\$65,713	\$68,999	\$72,448	\$76,072	\$79,875	\$81,874	\$83,919	\$86,018	\$88,169	\$90,372	\$92,634	\$94,950	\$97,324	\$99,758	\$102,253	\$104,810	\$107,429	\$112,803
SNRP 0008	1st Sergeant 0057		\$66,965	\$70,312	\$73,828	\$77,520	\$81,396	\$85,467	\$87,604	\$89,795	\$92,041	\$94,342	\$96,701	\$99,119	\$101,598	\$104,138	\$106,741	\$109,411	\$112,147	\$114,951	\$120,699
SNRP 0009		Lieutenant 0087	\$71,257	\$74,819	\$78,560	\$82,489	\$86,615	\$90,946	\$93,220	\$95,551	\$97,940	\$100,389	\$102,900	\$105,473	\$108,110	\$110,813	\$113,584	\$116,424	\$119,335	\$122,319	\$128,435
SNRP 0010	Lieutenant 0058	Captain 0088	\$74,998	\$78,749	\$82,687	\$86,822	\$91,164	\$95,721	\$98,116	\$100,569	\$103,085	\$105,662	\$108,306	\$111,013	\$113,788	\$116,633	\$119,550	\$122,540	\$125,603	\$128,743	\$135,182
SNRP 0011	Captain 0059	Major 0089	\$80,249	\$84,262	\$88,475	\$92,899	\$97,544	\$102,423	\$104,984	\$107,608	\$110,301	\$113,058	\$115,884	\$118,783	\$121,751	\$124,794	\$127,916	\$131,114	\$134,391	\$137,751	\$144,639
SNRP 0012	Major 0060	Lieutenant Colonel 0090	\$85,866	\$90,159	\$94,669	\$99,402	\$104,373	\$109,593	\$112,333	\$115,142	\$118,020	\$120,970	\$123,996	\$127,097	\$130,274	\$133,532	\$136,871	\$140,293	\$143,799	\$147,395	\$154,766
SNRP 0013	Lieutenant Colonel 0061	Superintendent 0091	\$91,877	\$96,471	\$101,294	\$106,360	\$111,678	\$117,263	\$120,194	\$123,199	\$126,280	\$129,437	\$132,673	\$135,990	\$139,391	\$142,876	\$146,449	\$150,111	\$153,864	\$157,710	\$165,596

"Step increases are not guaranteed and are contingent on funding in the State budget."

STATE OF MARYLAND
STATE POLICE AVIATION COMMAND SALARY SCHEDULE
Annual Rates Effective July 1, 2020

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	\$56,510	\$59,061	\$61,738	\$64,552	\$67,503	\$70,604	\$72,232	\$73,900	\$75,611	\$77,366	\$79,162	\$81,004	\$82,892	\$84,828	\$86,811	\$88,845	\$90,927	\$93,063	\$97,443
MED 0002	0152 Medic	\$60,082	\$62,809	\$65,677	\$68,685	\$71,844	\$75,162	\$76,903	\$78,690	\$80,520	\$82,396	\$84,320	\$86,291	\$88,310	\$90,380	\$92,503	\$94,678	\$96,908	\$99,193	\$103,879
MED 0003	0153 Medic	\$61,173	\$63,957	\$66,879	\$69,949	\$73,170	\$76,556	\$78,331	\$80,153	\$82,019	\$83,932	\$85,894	\$87,905	\$89,966	\$92,078	\$94,242	\$96,461	\$98,736	\$101,067	\$105,845
MED 0004	0154 Medic	\$62,286	\$65,125	\$68,106	\$71,237	\$74,524	\$77,978	\$79,788	\$81,646	\$83,549	\$85,501	\$87,501	\$89,552	\$91,652	\$93,808	\$96,016	\$98,279	\$100,599	\$102,977	\$107,850
MED 0005	0155 Medic	\$63,989	\$66,914	\$69,986	\$73,210	\$76,594	\$80,151	\$82,016	\$83,929	\$85,891	\$87,901	\$89,963	\$92,075	\$94,239	\$96,458	\$98,733	\$101,064	\$103,453	\$105,903	\$110,923
MED 0006	0155 Medic	\$68,083	\$71,213	\$74,499	\$77,948	\$81,572	\$85,375	\$87,374	\$89,419	\$91,518	\$93,669	\$95,872	\$98,134	\$100,450	\$102,824	\$105,258	\$107,753	\$110,310	\$112,929	\$118,303
MED 0007	0157 Medic	\$72,465	\$75,812	\$79,328	\$83,020	\$86,896	\$90,967	\$93,104	\$95,295	\$97,541	\$99,842	\$102,201	\$104,619	\$107,098	\$109,638	\$112,241	\$114,911	\$117,647	\$120,451	\$126,199
TRMA 0008	0158 Trauma	\$52,510	\$55,061	\$57,738	\$60,552	\$63,503	\$66,604	\$68,232	\$69,900	\$71,611	\$73,366	\$75,162	\$77,004	\$78,892	\$80,828	\$82,811	\$84,845	\$86,927	\$89,063	\$93,443
TRMA 0009	0159 Trauma	\$56,082	\$58,809	\$61,677	\$64,685	\$67,844	\$71,162	\$72,903	\$74,690	\$76,520	\$78,396	\$80,320	\$82,291	\$84,310	\$86,380	\$88,503	\$90,678	\$92,908	\$95,193	\$99,879
TRMA 0010	0160 Trauma	\$57,173	\$59,957	\$62,879	\$65,949	\$69,170	\$72,556	\$74,331	\$76,153	\$78,019	\$79,932	\$81,894	\$83,905	\$85,966	\$88,078	\$90,242	\$92,461	\$94,736	\$97,067	\$101,845
TRMA 0011	0161 Trauma	\$58,286	\$61,125	\$64,106	\$67,237	\$70,524	\$73,978	\$75,788	\$77,646	\$79,549	\$81,501	\$83,501	\$85,552	\$87,652	\$89,808	\$92,016	\$94,279	\$96,599	\$98,977	\$103,850
TRMA 0012	0162 Trauma	\$59,989	\$62,914	\$65,986	\$69,210	\$72,594	\$76,151	\$78,016	\$79,929	\$81,891	\$83,901	\$85,963	\$88,075	\$90,239	\$92,458	\$94,733	\$97,064	\$99,453	\$101,903	\$106,923
TRMA 0013	0163 Trauma	\$64,083	\$67,213	\$70,499	\$73,948	\$77,572	\$81,375	\$83,374	\$85,419	\$87,518	\$89,669	\$91,872	\$94,134	\$96,450	\$98,824	\$101,258	\$103,753	\$106,310	\$108,929	\$114,303
TRMA 0014	0164 Trauma	\$68,465	\$71,812	\$75,328	\$79,020	\$82,896	\$86,967	\$89,104	\$91,295	\$93,541	\$95,842	\$98,201	\$100,619	\$103,098	\$105,638	\$108,241	\$110,911	\$113,647	\$116,451	\$122,199
RESC 0015	0165 Rescue	\$53,510	\$56,061	\$58,738	\$61,552	\$64,503	\$67,604	\$69,232	\$70,900	\$72,611	\$74,366	\$76,162	\$78,004	\$79,892	\$81,828	\$83,811	\$85,845	\$87,927	\$90,063	\$94,443
RESC 0016	0166 Rescue	\$57,082	\$59,809	\$62,677	\$65,685	\$68,844	\$72,162	\$73,903	\$75,690	\$77,520	\$79,396	\$81,320	\$83,291	\$85,310	\$87,380	\$89,503	\$91,678	\$93,908	\$96,193	\$100,879
RESC 0017	0167 Rescue	\$58,173	\$60,957	\$63,879	\$66,949	\$70,170	\$73,556	\$75,331	\$77,153	\$79,019	\$80,932	\$82,894	\$84,905	\$86,966	\$89,078	\$91,242	\$93,461	\$95,736	\$98,067	\$102,845
RESC 0018	0168 Rescue	\$59,286	\$62,125	\$65,106	\$68,237	\$71,524	\$74,978	\$76,788	\$78,646	\$80,549	\$82,501	\$84,501	\$86,552	\$88,652	\$90,808	\$93,016	\$95,279	\$97,599	\$99,977	\$104,850
RESC 0019	0169 Rescue	\$60,989	\$63,914	\$66,986	\$70,210	\$73,594	\$77,151	\$79,016	\$80,929	\$82,891	\$84,901	\$86,963	\$89,075	\$91,239	\$93,458	\$95,733	\$98,064	\$100,453	\$102,903	\$107,923
RESC 0020	0170 Rescue	\$65,083	\$68,213	\$71,499	\$74,948	\$78,572	\$82,375	\$84,374	\$86,419	\$88,518	\$90,669	\$92,872	\$95,134	\$97,450	\$99,824	\$102,258	\$104,753	\$107,310	\$109,929	\$115,303
RESC 0021	0171 Rescue	\$69,465	\$72,812	\$76,328	\$80,020	\$83,896	\$87,967	\$90,104	\$92,295	\$94,541	\$96,842	\$99,201	\$101,619	\$104,098	\$106,638	\$109,241	\$111,911	\$114,647	\$117,451	\$123,199

"Step increases are not guaranteed and are contingent on funding in the State budget."

STATE OF MARYLAND

CONSOLIDATED LAW ENFORCEMENT SALARY SCALE

Annual Rates Effective July 1, 2020

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	\$40,808	\$42,237	\$43,717	\$45,247	\$46,830	\$48,471	\$49,440	\$50,430	\$51,440	\$52,469	\$53,519	\$54,590	\$55,683	\$56,796	\$57,932	\$59,092	\$60,273	\$61,480	\$63,633
SLE 0003	\$43,665	\$45,195	\$46,777	\$48,415	\$50,110	\$51,865	\$52,903	\$53,962	\$55,040	\$56,141	\$57,264	\$58,411	\$59,579	\$60,772	\$61,987	\$63,228	\$64,493	\$65,784	\$68,087
SLE 0004	\$46,722	\$48,357	\$50,050	\$51,803	\$53,617	\$55,494	\$56,604	\$57,737	\$58,893	\$60,071	\$61,273	\$62,499	\$63,750	\$65,025	\$66,327	\$67,653	\$69,007	\$70,387	\$72,851
SLE 0005	\$49,992	\$51,743	\$53,555	\$55,430	\$57,371	\$59,378	\$60,567	\$61,778	\$63,014	\$64,276	\$65,563	\$66,874	\$68,211	\$69,576	\$70,967	\$72,387	\$73,837	\$75,313	\$77,950
SLE 0006	\$53,492	\$55,366	\$57,304	\$59,311	\$61,386	\$63,535	\$64,806	\$66,103	\$67,425	\$68,774	\$70,151	\$71,554	\$72,986	\$74,446	\$75,935	\$77,453	\$79,003	\$80,584	\$83,405
SLE 0007	\$57,237	\$59,240	\$61,314	\$63,461	\$65,684	\$67,984	\$69,344	\$70,731	\$72,147	\$73,590	\$75,062	\$76,564	\$78,095	\$79,657	\$81,251	\$82,876	\$84,534	\$86,226	\$89,243
SLE 0008	\$65,252	\$67,536	\$69,899	\$72,346	\$74,880	\$77,500	\$79,050	\$80,633	\$82,246	\$83,892	\$85,571	\$87,283	\$89,028	\$90,810	\$92,627	\$94,480	\$96,370	\$98,298	\$101,738
SLE 0009	\$74,387	\$76,991	\$79,685	\$82,476	\$85,364	\$88,352	\$90,119	\$91,923	\$93,761	\$95,636	\$97,550	\$99,502	\$101,493	\$103,522	\$105,594	\$107,707	\$109,861	\$112,059	\$115,981
SLE 0010	\$84,802	\$87,771	\$90,843	\$94,022	\$97,315	\$100,720	\$102,734	\$104,789	\$106,886	\$109,024	\$111,204	\$113,429	\$115,697	\$118,012	\$120,373	\$122,780	\$125,236	\$127,742	\$132,214
SLE 0011	\$96,674	\$100,058	\$103,562	\$107,187	\$110,939	\$114,821	\$117,117	\$119,460	\$121,850	\$124,287	\$126,773	\$129,309	\$131,895	\$134,535	\$137,225	\$139,970	\$142,770	\$145,626	\$150,724

"Step increases are not guaranteed and are contingent on funding in the State budget."

STATE OF MARYLAND
PARK RANGER SALARY SCHEDULE
Annual Rates Effective July 1, 2020

Grade Profile	SCALE	STEP	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
PR 0001	0062	\$45,208	\$47,479	\$49,904	\$52,468	\$55,276	\$56,273	\$57,286	\$58,413	\$60,724	\$61,896	\$63,089	\$64,311	\$65,553	\$66,821	\$68,114	\$69,434	\$70,781	\$72,151	\$73,550
PR 0002	0063	\$48,144	\$50,595	\$53,230	\$56,086	\$59,154	\$60,237	\$61,350	\$62,555	\$64,946	\$66,204	\$67,488	\$68,793	\$70,125	\$71,487	\$72,873	\$74,285	\$75,728	\$77,199	\$78,700
PR 0003	0064	\$51,302	\$54,003	\$56,897	\$60,036	\$63,361	\$64,531	\$65,729	\$67,026	\$69,506	\$70,855	\$72,227	\$73,631	\$75,062	\$76,517	\$78,004	\$79,524	\$81,072	\$82,649	\$84,263
PR 0004	0065	\$54,789	\$57,748	\$60,925	\$64,297	\$67,880	\$69,151	\$70,432	\$71,823	\$74,399	\$75,844	\$77,318	\$78,823	\$80,357	\$81,922	\$83,516	\$85,142	\$86,803	\$88,497	\$90,189
PR 0005	0066	\$59,945	\$63,242	\$66,712	\$70,379	\$74,243	\$76,075	\$77,938	\$79,852	\$81,933	\$83,948	\$86,013	\$88,119	\$90,274	\$92,504	\$94,769	\$97,066	\$99,410	\$101,813	\$106,123
PR 0006	0067	\$64,823	\$68,415	\$72,237	\$76,280	\$80,563	\$82,086	\$83,626	\$85,280	\$88,160	\$89,879	\$91,627	\$93,380	\$95,169	\$96,993	\$98,856	\$100,753	\$102,689	\$104,659	\$106,677
PR 0007	0068	\$68,147	\$74,478	\$78,285	\$82,292	\$86,529	\$87,968	\$90,258	\$92,527	\$94,891	\$97,243	\$99,657	\$102,118	\$104,313	\$106,310	\$108,968	\$111,691	\$114,486	\$117,347	\$123,801
PR 0008	0069	\$70,481	\$77,090	\$81,082	\$85,292	\$89,719	\$91,348	\$93,896	\$96,404	\$98,666	\$101,307	\$105,132	\$107,744	\$110,429	\$113,162	\$115,992	\$118,893	\$121,865	\$124,913	\$131,784
PR 0009	0070	\$75,730	\$82,838	\$87,137	\$91,639	\$96,341	\$98,051	\$100,787	\$103,478	\$105,925	\$108,760	\$112,790	\$115,599	\$118,472	\$121,412	\$124,447	\$127,557	\$130,748	\$134,016	\$141,389
PR 0010	0071	\$81,345	\$89,050	\$93,614	\$98,423	\$103,482	\$105,222	\$108,147	\$111,034	\$113,679	\$116,724	\$120,988	\$124,003	\$127,091	\$130,246	\$133,503	\$136,840	\$140,262	\$143,769	\$151,677

"Step increases are not guaranteed and are contingent on funding in the State budget."

STATE OF MARYLAND
CORRECTIONAL SALARY SCHEDULE - Ecluding Bargaining Unit H
Annual Rates Effective July 1, 2020

GRADE PROFILE	Former Grade	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	\$36,245	\$37,543	\$38,896	\$40,298	\$41,029	\$41,773	\$42,531	\$43,307	\$44,099	\$44,904	\$45,727	\$46,567	\$47,419	\$48,293	\$49,181	\$50,088	\$51,013	\$51,956	\$52,917
CORR 0002	0011	\$38,517	\$39,907	\$41,349	\$42,853	\$43,634	\$44,430	\$45,243	\$46,074	\$46,917	\$47,781	\$48,659	\$49,557	\$50,474	\$51,407	\$52,360	\$53,333	\$54,324	\$55,334	\$56,364
CORR 0003	0012	\$40,948	\$42,434	\$43,982	\$45,588	\$46,423	\$47,275	\$48,146	\$49,030	\$49,936	\$50,859	\$51,800	\$52,760	\$53,742	\$54,740	\$55,759	\$56,797	\$57,877	\$58,977	\$60,099
CORR 0004	0013	\$43,550	\$45,138	\$46,790	\$48,512	\$49,406	\$50,318	\$51,251	\$52,199	\$53,166	\$54,154	\$55,161	\$56,187	\$57,244	\$58,335	\$59,446	\$60,578	\$61,735	\$62,914	\$64,115
CORR 0005	0014	\$46,333	\$48,033	\$49,801	\$51,641	\$52,599	\$53,576	\$54,573	\$55,589	\$56,623	\$57,697	\$58,797	\$59,921	\$61,064	\$62,231	\$63,421	\$64,635	\$65,872	\$67,134	\$68,422
CORR 0006	0015	\$49,309	\$51,128	\$53,024	\$54,993	\$56,018	\$57,068	\$58,155	\$59,261	\$60,392	\$61,546	\$62,720	\$63,921	\$65,144	\$66,393	\$67,666	\$68,964	\$70,285	\$71,635	\$73,009
CORR 0007	0016	\$52,498	\$54,445	\$56,471	\$58,612	\$59,732	\$60,871	\$62,035	\$63,217	\$64,429	\$65,662	\$66,923	\$68,207	\$69,515	\$70,849	\$72,214	\$73,603	\$75,018	\$76,461	\$77,931
CORR 0008	0017	\$55,904	\$58,012	\$60,222	\$62,525	\$63,720	\$64,935	\$66,182	\$67,451	\$68,746	\$70,064	\$71,413	\$72,785	\$74,187	\$75,613	\$77,074	\$78,558	\$80,076	\$81,623	\$83,196
CORR 0009	0018	\$59,608	\$61,883	\$64,250	\$66,709	\$67,991	\$69,291	\$70,626	\$71,984	\$73,369	\$74,781	\$76,221	\$77,692	\$79,189	\$80,718	\$82,277	\$83,867	\$85,488	\$87,140	\$88,815
CORR 0010	0019	\$63,591	\$66,022	\$68,552	\$71,186	\$72,553	\$73,953	\$75,379	\$76,831	\$78,312	\$79,825	\$81,366	\$82,938	\$84,541	\$86,176	\$87,846	\$89,521	\$91,220	\$92,955	\$94,718
CORR 0011	0020	\$67,846	\$70,452	\$73,161	\$75,979	\$77,444	\$78,936	\$80,460	\$82,015	\$83,601	\$85,216	\$86,867	\$88,545	\$90,227	\$91,946	\$93,694	\$95,479	\$97,300	\$99,152	\$101,046

"Step increases are not guaranteed and are contingent on funding in the State budget."

STATE OF MARYLAND
Correctional Salary Schedule - Bargaining Unit H
Annual Rates Effective January 1, 2020

GRADE PROFILE	Former Grade	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
CO 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
CO 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
CO 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
CO 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
CO 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
CO 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
CO 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
CO 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
CO 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
CO 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
CO 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

"Step increases are not guaranteed and are contingent on funding in the State budget."

Institutional Educator Pay Plan

Annual Rates Effective July 1, 2020

	STEP	STEP																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
TEAC 0001	\$48,001	\$49,514	\$51,033	\$52,547														
TEAC 0002	\$53,217	\$55,251	\$57,310	\$59,370	\$61,219	\$63,063	\$64,911	\$66,759	\$68,607	\$69,387								
TEAC 0003	\$58,192	\$60,236	\$62,276	\$64,319	\$66,364	\$68,407	\$70,448	\$72,492	\$74,535	\$76,580	\$78,621	\$80,664	\$82,709	\$84,605	\$86,614	\$88,616	\$90,621	\$92,980
TEAC 0004	\$61,245	\$62,996	\$64,749	\$66,499	\$68,249	\$70,551	\$72,848	\$75,148	\$77,445	\$79,745	\$82,515	\$85,137	\$87,498	\$89,860	\$92,221	\$94,580	\$96,941	\$99,301
TEAC 0005	\$64,130	\$65,910	\$67,694	\$69,474	\$71,257	\$73,560	\$75,859	\$78,160	\$80,464	\$82,766	\$85,718	\$88,338	\$90,450	\$92,853	\$95,256	\$97,657	\$100,059	\$102,460

"Step increases are not guaranteed and are contingent on funding in the State budget."

**HOURLY PERSONNEL PAY RATES
Annual Rates Effective July 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.- \$14.61 2nd 6 Mos.- \$15.75 3rd 6 Mos.- \$16.92 4th 6 Mos.- \$18.28
5302*\$	HRLY 0003	0076	Student Technical Assistant	1st Yr.- \$11.00 2nd Yr.- \$11.63 3rd Yr.- \$12.45 4th Yr.- \$13.20 Graduate- \$13.90
5734*\$	HRLY 0001	9998	Summer Student Worker *	\$11.00 to \$12.87
5300*\$	HRLY 0001	9998	Work Study Student *	\$11.00 to \$12.87

STATE OF MARYLAND
MSP CIVILIAN PILOT Unit H STANDARD SALARY SCHEDULE
Annual Rates Effective July 1, 2020

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 001A	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 001B	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 0002	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 0003	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 0004	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 0005	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 0006	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

"Step increases are not guaranteed and are contingent on funding in the State budget."

**STATE OF MARYLAND
DEAY 24PP SALARY SCHEDULE
Annual Rates Effective July 1, 2020**

GRADE PROFILE	BASE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MID POINT STEP	STEP	STEP	STEP	STEP	STEP	THIRD QUARTILE STEP	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
STD 0005	\$22,293	\$23,051	\$23,839	\$24,659	\$25,509	\$26,395	\$26,857	\$27,324	\$27,807	\$28,294	\$28,793	\$29,303	\$29,820	\$30,350	\$30,890	\$31,440	\$32,001	\$32,575	\$33,156	\$33,750	\$34,357
STD 0006	\$23,618	\$24,429	\$25,269	\$26,149	\$27,059	\$28,007	\$28,500	\$29,002	\$29,518	\$30,039	\$30,572	\$31,117	\$31,674	\$32,237	\$32,815	\$33,407	\$34,007	\$34,620	\$35,241	\$35,877	\$36,525
STD 0007	\$25,038	\$25,904	\$26,807	\$27,745	\$28,720	\$29,735	\$30,261	\$30,799	\$31,348	\$31,909	\$32,480	\$33,063	\$33,654	\$34,260	\$34,882	\$35,510	\$36,153	\$36,810	\$37,478	\$38,160	\$38,851
STD 0008	\$26,553	\$27,482	\$28,447	\$29,449	\$30,494	\$31,580	\$32,142	\$32,717	\$33,306	\$33,906	\$34,517	\$35,138	\$35,774	\$36,422	\$37,083	\$37,760	\$38,447	\$39,150	\$39,864	\$40,590	\$41,333
STD 0009	\$28,179	\$29,171	\$30,203	\$31,277	\$32,393	\$33,556	\$34,160	\$34,776	\$35,403	\$36,045	\$36,697	\$37,366	\$38,046	\$38,738	\$39,447	\$40,169	\$40,903	\$41,653	\$42,420	\$43,200	\$43,994
STD 0010	\$29,916	\$30,978	\$32,082	\$33,231	\$34,428	\$35,670	\$36,316	\$36,975	\$37,645	\$38,333	\$39,033	\$39,747	\$40,475	\$41,218	\$41,972	\$42,746	\$43,533	\$44,335	\$45,153	\$45,988	\$46,839
STD 0011	\$31,774	\$32,911	\$34,093	\$35,322	\$36,599	\$37,930	\$38,622	\$39,327	\$40,047	\$40,781	\$41,528	\$42,292	\$43,071	\$43,864	\$44,676	\$45,503	\$46,346	\$47,207	\$48,085	\$48,978	\$49,889
STD 0012	\$33,762	\$34,978	\$36,244	\$37,559	\$38,930	\$40,351	\$41,091	\$41,844	\$42,616	\$43,398	\$44,200	\$45,018	\$45,851	\$46,699	\$47,568	\$48,453	\$49,353	\$50,273	\$51,229	\$52,203	\$53,196
STD 0013	\$35,891	\$37,193	\$38,547	\$39,954	\$41,416	\$42,939	\$43,731	\$44,538	\$45,364	\$46,203	\$47,059	\$47,933	\$48,825	\$49,733	\$50,669	\$51,635	\$52,618	\$53,620	\$54,644	\$55,688	\$56,751
STD 0014	\$38,170	\$39,562	\$41,011	\$42,516	\$44,081	\$45,709	\$46,558	\$47,422	\$48,304	\$49,204	\$50,119	\$51,069	\$52,043	\$53,038	\$54,050	\$55,083	\$56,136	\$57,211	\$58,306	\$59,423	\$60,563
STD 0015	\$40,602	\$42,096	\$43,645	\$45,255	\$46,933	\$48,676	\$49,584	\$50,512	\$51,475	\$52,455	\$53,455	\$54,476	\$55,517	\$56,579	\$57,662	\$58,767	\$59,895	\$61,043	\$62,213	\$63,407	\$64,624
STD 0016	\$43,212	\$44,806	\$46,468	\$48,191	\$49,984	\$51,879	\$52,871	\$53,880	\$54,909	\$55,956	\$57,029	\$58,120	\$59,237	\$60,372	\$61,530	\$62,712	\$63,920	\$65,149	\$66,402	\$67,678	\$68,980
STD 0017	\$46,001	\$47,706	\$49,483	\$51,348	\$53,304	\$55,344	\$56,401	\$57,477	\$58,580	\$59,704	\$60,850	\$62,016	\$63,210	\$64,425	\$65,666	\$66,928	\$68,221	\$69,535	\$70,879	\$72,247	\$73,640
STD 0018	\$48,986	\$50,826	\$52,761	\$54,775	\$56,870	\$59,047	\$60,181	\$61,332	\$62,514	\$63,716	\$64,942	\$66,191	\$67,466	\$68,768	\$70,092	\$71,447	\$72,827	\$74,234	\$75,668	\$77,131	\$78,613
STD 0019	\$52,220	\$54,214	\$56,287	\$58,438	\$60,678	\$63,010	\$64,219	\$65,459	\$66,720	\$68,007	\$69,317	\$70,656	\$72,020	\$73,411	\$74,830	\$76,278	\$77,756	\$79,239	\$80,742	\$82,278	\$83,839
STD 0020	\$55,706	\$57,839	\$60,053	\$62,360	\$64,758	\$67,252	\$68,549	\$69,870	\$71,218	\$72,594	\$73,998	\$75,428	\$76,889	\$78,375	\$79,863	\$81,385	\$82,932	\$84,512	\$86,124	\$87,763	\$89,440
STD 0021	\$59,435	\$61,717	\$64,092	\$66,555	\$69,122	\$71,788	\$73,177	\$74,592	\$76,037	\$77,508	\$78,991	\$80,494	\$82,026	\$83,588	\$85,182	\$86,806	\$88,464	\$90,155	\$91,878	\$93,636	\$95,425
STD 0022	\$63,427	\$65,867	\$68,404	\$71,046	\$73,790	\$76,647	\$78,129	\$79,615	\$81,128	\$82,673	\$84,248	\$85,856	\$87,492	\$89,166	\$90,871	\$92,610	\$94,385	\$96,195	\$98,042	\$99,924	\$101,845
STD 0023	\$67,698	\$70,311	\$73,026	\$75,850	\$78,775	\$81,770	\$83,326	\$84,913	\$86,532	\$88,186	\$89,872	\$91,592	\$93,344	\$95,137	\$96,959	\$98,818	\$100,718	\$102,654	\$104,631	\$106,647	\$108,703
STD 0024	\$72,266	\$75,062	\$77,969	\$80,934	\$84,014	\$87,219	\$88,884	\$90,587	\$92,317	\$94,086	\$95,890	\$97,727	\$99,607	\$101,521	\$103,472	\$105,463	\$107,495	\$109,570	\$111,682	\$113,838	\$116,032
STD 0025	\$77,157	\$80,107	\$83,154	\$86,324	\$89,621	\$93,050	\$94,831	\$96,654	\$98,506	\$100,399	\$102,327	\$104,295	\$106,305	\$108,353	\$110,440	\$112,572	\$114,744	\$116,960	\$119,221	\$121,526	\$123,876
STD 0026	\$82,303	\$85,441	\$88,701	\$92,094	\$95,623	\$99,290	\$101,198	\$103,144	\$105,128	\$107,154	\$109,218	\$111,324	\$113,472	\$115,665	\$117,899	\$120,177	\$122,505	\$124,880	\$127,299	\$129,767	\$132,282

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