

STATE OF MARYLAND  
EXECUTIVE PAY PLAN  
FISCAL YEAR 2025  
Effective July 1, 2024

GRADE PROFILE	SCALE		MINIMUM	MIDPOINT	MAXIMUM
EPP 0001	ES4	9904	\$99,334	\$124,245	\$149,155
EPP 0002	ES5	9905	\$106,726	\$133,534	\$160,342
EPP 0003	ES6	9906	\$114,713	\$143,567	\$172,421
EPP 0004	ES7	9907	\$123,339	\$154,411	\$185,482
EPP 0005	ES8	9908	\$132,654	\$166,117	\$199,580
EPP 0006	ES9	9909	\$142,716	\$178,764	\$214,812
EPP 0007	ES10	9910	\$153,580	\$192,414	\$231,248
EPP 0008	ES11	9911	\$165,323	\$207,167	\$249,011
EPP 0009	EX91	9991	\$190,116	\$274,750	\$359,383

CALCULATING BIWEEKLY SALARY Annual Salary x .038356 = Biweekly Salary  
Biweekly Salary X 26.071428 must equal the  
annual salary, adding a penny until it does

Note: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those calculated using the above process.

**STATE OF MARYLAND PHYSICIAN SALARY SCALE**  
**FISCAL YEAR 2025**  
**Effective July 1, 2024**

Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary.

GRADE	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 82	STEP 83	STEP 11	Mid Point STEP 12	STEP 13	STEP 14	STEP 15	Third Quartile STEP 16	STEP 17	STEP 18	STEP 19
Grade 1 Annual	117,575	122,060	126,910	131,762	137,011	142,256	147,932	153,606	159,741	165,879	172,257	178,975	185,955	193,207	200,742	208,571	216,706
Grade 1 BiWeekly	4,509.73	4,681.76	4,867.79	5,053.89	5,255.22	5,456.40	5,674.11	5,891.74	6,127.06	6,362.49	6,607.12	6,864.80	7,132.53	7,410.68	7,699.70	7,999.99	8,312.02
Grade 2 Annual	126,739	131,584	136,823	142,062	147,732	153,397	159,525	165,651	172,282	178,910	185,799	193,045	200,575	208,398	216,526	224,971	233,746
Grade 2 BiWeekly	4,861.23	5,047.06	5,248.01	5,448.96	5,666.44	5,883.73	6,118.77	6,353.74	6,608.08	6,862.31	7,126.54	7,404.47	7,693.29	7,993.35	8,305.11	8,629.03	8,965.61
Grade 3 Annual	136,638	141,870	147,527	153,185	159,306	165,428	172,047	178,664	185,821	192,982	200,419	208,238	216,359	224,798	233,565	242,675	252,139
Grade 3 BiWeekly	5,240.91	5,441.59	5,658.57	5,875.59	6,110.37	6,345.19	6,599.07	6,852.87	7,127.39	7,402.05	7,687.31	7,987.22	8,298.71	8,622.39	8,958.66	9,308.09	9,671.09
Grade 4 Annual	147,329	152,979	159,092	165,204	171,810	178,421	185,570	192,719	200,448	208,179	216,213	224,646	233,408	242,511	251,969	261,797	272,007
Grade 4 BiWeekly	5,650.98	5,867.69	6,102.16	6,336.60	6,589.98	6,843.55	7,117.76	7,391.97	7,688.42	7,984.95	8,293.11	8,616.56	8,952.64	9,301.80	9,664.57	10,041.53	10,433.15
Grade 5 Annual	158,874	164,978	171,578	178,178	185,315	192,454	200,175	207,896	216,243	224,590	233,267	242,363	251,816	261,637	271,841	282,443	293,459
Grade 5 BiWeekly	6,093.80	6,327.93	6,581.08	6,834.23	7,107.98	7,381.80	7,677.95	7,974.10	8,294.26	8,614.42	8,947.23	9,296.12	9,658.70	10,035.40	10,426.78	10,833.44	11,255.97
Grade 6 Annual	171,344	177,934	185,063	192,190	199,901	207,610	215,948	224,284	233,303	242,318	251,688	261,504	271,703	282,300	293,311	304,750	316,636
Grade 6 BiWeekly	6,572.10	6,824.87	7,098.31	7,371.68	7,667.44	7,963.13	8,282.94	8,602.68	8,948.61	9,294.39	9,653.79	10,030.30	10,421.49	10,827.95	11,250.29	11,689.05	12,144.95
Grade 7 Annual	184,810	191,928	199,627	207,327	215,654	223,975	232,983	241,988	251,726	261,463	271,576	282,169	293,175	304,609	316,489	328,832	341,657
Grade 7 BiWeekly	7,088.61	7,361.63	7,656.93	7,952.27	8,271.67	8,590.83	8,936.34	9,281.74	9,655.25	10,028.72	10,416.62	10,822.93	11,245.07	11,683.64	12,139.31	12,612.74	13,104.66
Grade 8 Annual	199,357	207,044	215,357	223,669	232,665	241,654	251,378	261,107	271,623	282,138	293,068	304,498	316,374	328,714	341,534	354,854	368,694
Grade 8 BiWeekly	7,646.58	7,941.42	8,260.27	8,579.09	8,924.14	9,268.93	9,641.90	10,015.07	10,418.42	10,821.74	11,240.97	11,679.38	12,134.90	12,608.21	13,099.94	13,610.84	14,141.69
Grade 9 Annual	204,851	212,757	221,303	229,846	239,095	248,337	258,333	268,333	279,144	289,954	301,187	312,933	325,138	337,819	350,995	364,684	378,908
Grade 9 BiWeekly	7,857.30	8,160.55	8,488.34	8,816.02	9,170.77	9,525.26	9,908.67	10,292.23	10,706.90	11,121.53	11,552.38	12,002.91	12,471.05	12,957.45	13,462.83	13,987.88	14,533.46
Grade 10 Annual	215,062	223,365	232,345	241,322	251,036	260,750	271,249	281,751	293,114	304,471	316,273	328,608	341,425	354,741	368,576	382,950	397,886
Grade 10 BiWeekly	8,248.96	8,567.43	8,911.87	9,256.19	9,628.78	10,001.38	10,404.08	10,806.89	11,242.73	11,678.34	12,131.02	12,604.15	13,095.76	13,606.51	14,137.17	14,688.50	15,261.39

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

**STATE OF MARYLAND CONSOLIDATED LAW ENFORCEMENT SALARY SCALE**

**FISCAL YEAR 2025**

**Effective July 1, 2024**

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	Mid Point STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	Third Quartile STEP 14	STEP 15	STEP 16	STEP 17	STEP 18
Grade 1 Annual	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868	36,868
Grade 1 BiWeekly	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12	1,414.12
Grade 2 Annual	54,938	56,860	58,854	60,914	63,045	65,254	66,558	67,890	69,250	70,635	72,049	73,490	74,962	76,460	77,990	79,552	81,141	82,766	85,664
Grade 2 BiWeekly	2,107.22	2,180.94	2,257.42	2,336.43	2,418.17	2,502.90	2,552.91	2,604.01	2,656.17	2,709.29	2,763.53	2,818.80	2,875.26	2,932.72	2,991.40	3,051.31	3,112.26	3,174.59	3,285.75
Grade 3 Annual	58,783	60,844	62,972	65,177	67,460	69,823	71,219	72,646	74,097	75,578	77,093	78,636	80,207	81,813	83,449	85,120	86,822	88,560	91,660
Grade 3 BiWeekly	2,254.70	2,333.75	2,415.37	2,499.94	2,587.51	2,678.15	2,731.69	2,786.43	2,842.08	2,898.89	2,957.00	3,016.18	3,076.44	3,138.04	3,200.79	3,264.88	3,330.16	3,396.83	3,515.73
Grade 4 Annual	62,900	65,099	67,379	69,738	72,181	74,706	76,202	77,726	79,283	80,868	82,486	84,137	85,823	87,539	89,291	91,076	92,899	94,758	98,073
Grade 4 BiWeekly	2,412.61	2,496.95	2,584.41	2,674.89	2,768.59	2,865.44	2,922.82	2,981.28	3,041.00	3,101.79	3,163.85	3,227.18	3,291.85	3,357.67	3,424.87	3,493.33	3,563.25	3,634.56	3,761.71
Grade 5 Annual	67,301	69,660	72,097	74,623	77,234	79,936	81,536	83,167	84,831	86,530	88,262	90,026	91,827	93,665	95,537	97,450	99,401	101,390	104,936
Grade 5 BiWeekly	2,581.41	2,671.90	2,765.37	2,862.26	2,962.41	3,066.04	3,127.41	3,189.97	3,253.80	3,318.96	3,385.40	3,453.06	3,522.14	3,592.64	3,664.44	3,737.81	3,812.65	3,888.94	4,024.95
Grade 6 Annual	72,012	74,537	77,145	79,847	82,640	85,531	87,243	88,990	90,770	92,585	94,439	96,327	98,255	100,221	102,224	104,269	106,357	108,483	112,282
Grade 6 BiWeekly	2,762.11	2,858.96	2,958.99	3,062.63	3,169.76	3,280.65	3,346.31	3,413.32	3,481.59	3,551.21	3,622.32	3,694.74	3,768.69	3,844.10	3,920.93	3,999.36	4,079.45	4,161.00	4,306.71
Grade 7 Annual	77,054	79,750	82,542	85,434	88,425	91,522	93,353	95,220	97,127	99,068	101,049	103,072	105,132	107,236	109,381	111,568	113,799	116,079	120,140
Grade 7 BiWeekly	2,955.50	3,058.91	3,166.00	3,276.93	3,391.65	3,510.44	3,580.67	3,652.28	3,725.42	3,799.87	3,875.86	3,953.45	4,032.47	4,113.17	4,195.44	4,279.33	4,364.90	4,452.35	4,608.11
Grade 8 Annual	87,842	90,919	94,099	97,394	100,804	104,331	106,419	108,548	110,721	112,936	115,197	117,501	119,852	122,250	124,696	127,190	129,734	132,329	136,959
Grade 8 BiWeekly	3,369.29	3,487.31	3,609.28	3,735.67	3,866.46	4,001.74	4,081.83	4,163.49	4,246.84	4,331.80	4,418.52	4,506.89	4,597.07	4,689.05	4,782.87	4,878.53	4,976.10	5,075.64	5,253.23
Grade 9 Annual	100,142	103,647	107,273	111,030	114,919	118,940	121,317	123,748	126,223	128,745	131,323	133,951	136,631	139,363	142,151	144,996	147,896	150,854	156,134
Grade 9 BiWeekly	3,841.07	3,975.51	4,114.59	4,258.69	4,407.86	4,562.09	4,653.26	4,746.50	4,841.44	4,938.17	5,037.05	5,137.85	5,240.65	5,345.44	5,452.37	5,561.50	5,672.73	5,786.19	5,988.71
Grade 10 Annual	114,162	118,159	122,295	126,574	131,006	135,590	138,301	141,068	143,891	146,769	149,704	152,700	155,751	158,868	162,046	165,285	168,592	171,966	177,985
Grade 10 BiWeekly	4,378.82	4,532.13	4,690.77	4,854.90	5,024.89	5,200.72	5,304.70	5,410.83	5,519.11	5,629.50	5,742.08	5,856.99	5,974.02	6,093.57	6,215.47	6,339.70	6,466.55	6,595.96	6,826.83
Grade 11 Annual	130,144	134,699	139,416	144,295	149,347	154,574	157,663	160,817	164,035	167,316	170,661	174,076	177,558	181,110	184,732	188,427	192,197	196,042	202,905
Grade 11 BiWeekly	4,991.83	5,166.54	5,347.47	5,534.61	5,728.38	5,928.87	6,047.35	6,168.33	6,291.76	6,417.61	6,545.91	6,676.89	6,810.45	6,946.69	7,085.62	7,227.34	7,371.94	7,519.42	7,782.66

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

**STATE OF MARYLAND STATE AND NATURAL RESOURCES POLICE**  
**FISCAL YEAR 2025**  
**Effective July 1, 2024**

Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary.

GRADE	Maryland State Police	Resources Police	SALARY	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	Mid Point STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	Third Quartile STEP 14	STEP 15	STEP 16	STEP 17	STEP 18
SNRP 0001	Candidate 0050	Candidate 0080	Annual	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758	58,758
			BiWeekly	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74	2,253.74
SNRP 0002	Trooper 0051	Officer 0081	Annual	68,673	72,107	75,708	79,499	83,471	87,645	89,836	92,080	94,385	96,747	99,166	101,646	104,186	106,793	109,463	112,200	115,003	117,879	123,776
			BiWeekly	2,634.04	2,765.75	2,903.87	3,049.28	3,201.63	3,361.73	3,445.77	3,531.84	3,620.25	3,710.85	3,803.63	3,898.76	3,996.18	4,096.17	4,198.59	4,303.57	4,411.08	4,521.39	4,747.58
SNRP 0003	Trooper 1st Class 0052	Officer 1st Class 0082	Annual	73,482	77,150	81,011	85,061	89,315	93,781	96,125	98,529	100,993	103,518	106,109	108,763	111,481	114,267	117,125	120,051	123,055	126,131	132,438
			BiWeekly	2,818.49	2,959.18	3,107.28	3,262.62	3,425.79	3,597.08	3,686.99	3,779.20	3,873.71	3,970.56	4,069.94	4,171.74	4,275.99	4,382.85	4,492.47	4,604.70	4,719.92	4,837.91	5,079.82
SNRP 0004	Senior Trooper 0053	Senior Officer 0083	Annual	74,948	78,696	82,629	86,762	91,100	95,658	98,046	100,499	103,011	105,587	108,228	110,936	113,709	116,553	119,466	122,454	125,514	128,653	135,086
			BiWeekly	2,874.72	3,018.48	3,169.34	3,327.86	3,494.25	3,669.08	3,760.67	3,854.76	3,951.11	4,049.92	4,151.22	4,255.08	4,361.45	4,470.53	4,582.26	4,696.87	4,814.24	4,934.64	5,181.39
SNRP 0005	Master Trooper 0054	Master Officer 0084	Annual	76,447	80,270	84,282	88,496	92,923	97,571	100,009	102,509	105,072	107,700	110,392	113,153	115,978	118,881	121,854	124,900	128,023	131,225	137,784
			BiWeekly	2,932.22	3,078.85	3,232.74	3,394.37	3,564.17	3,742.45	3,835.97	3,931.86	4,030.16	4,130.96	4,234.22	4,340.12	4,448.48	4,559.82	4,673.86	4,790.69	4,910.48	5,033.29	5,284.87
SNRP 0006	Corporal 0055	Corporal 0085	Annual	78,739	82,677	86,813	91,152	95,708	100,497	103,007	105,583	108,225	110,929	113,706	116,548	119,461	122,448	125,511	128,649	131,866	135,163	141,922
			BiWeekly	3,020.13	3,171.18	3,329.82	3,496.25	3,671.00	3,854.68	3,950.96	4,049.76	4,151.10	4,254.82	4,361.33	4,470.34	4,582.07	4,696.64	4,814.13	4,934.49	5,057.88	5,184.34	5,443.59
SNRP 0007	Sergeant 0056	Sergeant 0086	Annual	84,250	88,464	92,887	97,531	102,410	107,528	110,219	112,972	115,798	118,694	121,660	124,704	127,822	131,018	134,294	137,653	141,095	144,621	151,856
			BiWeekly	3,231.51	3,393.14	3,562.79	3,740.92	3,928.06	4,124.37	4,227.58	4,333.18	4,441.57	4,552.65	4,666.42	4,783.17	4,902.77	5,025.35	5,151.01	5,279.85	5,411.87	5,547.11	5,824.62
SNRP 0008	1st Sergeant 0057		Annual	90,150	94,656	99,388	104,358	109,575	115,056	117,934	120,883	123,907	127,004	130,179	133,433	136,772	140,190	143,696	147,289	150,973	154,746	162,485
			BiWeekly	3,457.81	3,630.65	3,812.15	4,002.78	4,202.88	4,413.11	4,523.50	4,636.61	4,752.60	4,871.39	4,993.17	5,117.98	5,246.05	5,377.16	5,511.63	5,649.45	5,790.75	5,935.47	6,232.31
SNRP 0009		Lieutenant 0087	Annual	95,926	100,723	105,759	111,048	116,601	122,432	125,493	128,633	131,847	135,144	138,524	141,988	145,538	149,177	152,908	156,730	160,649	164,666	172,900
			BiWeekly	3,679.36	3,863.35	4,056.51	4,259.38	4,472.37	4,696.03	4,813.44	4,933.87	5,057.15	5,183.61	5,313.25	5,446.12	5,582.28	5,721.86	5,864.97	6,011.57	6,161.88	6,315.96	6,631.79
SNRP 0010	Lieutenant 0058	Captain 0088	Annual	100,962	106,013	111,314	116,881	122,726	128,863	132,084	135,385	138,774	142,242	145,801	149,446	153,184	157,011	160,939	164,963	169,088	173,316	181,982
			BiWeekly	3,872.52	4,066.26	4,269.58	4,483.11	4,707.30	4,942.70	5,066.24	5,192.85	5,322.84	5,455.86	5,592.37	5,732.18	5,875.56	6,022.34	6,173.01	6,327.35	6,485.57	6,647.74	6,980.14
SNRP 0011	Captain 0059	Major 0089	Annual	108,033	113,436	119,106	125,061	131,315	137,883	141,332	144,863	148,488	152,199	156,004	159,905	163,901	167,997	172,199	176,504	180,917	185,439	194,712
			BiWeekly	4,143.74	4,350.97	4,568.45	4,796.87	5,036.74	5,288.67	5,420.96	5,556.39	5,695.44	5,837.77	5,983.72	6,133.35	6,286.62	6,443.73	6,604.90	6,770.02	6,939.29	7,112.73	7,468.41
SNRP 0012	Major 0060	Lieutenant Colonel 0090	Annual	115,594	121,372	127,444	133,816	140,507	147,534	151,223	155,005	158,878	162,849	166,923	171,098	175,375	179,762	184,256	188,863	193,582	198,422	208,346
			BiWeekly	108,033	113,436	119,106	125,061	131,315	137,883	141,332	144,863	148,488	152,199	156,004	159,905	163,901	167,997	172,199	176,504	180,917	185,439	194,712
SNRP 0013	Lieutenant Colonel 0061	Superintendent 0091	Annual	123,685	129,870	136,363	143,183	150,342	157,861	161,805	165,850	169,997	174,248	178,603	183,070	187,649	192,338	197,148	202,078	207,132	212,308	222,925
			BiWeekly	4,744.09	4,981.32	5,230.37	5,491.96	5,766.55	6,054.95	6,206.22	6,361.38	6,520.44	6,683.49	6,850.53	7,021.87	7,197.50	7,377.35	7,561.85	7,750.94	7,944.79	8,143.33	8,550.55

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

STATE OF MARYLAND STATE POLICE AVIATION COMMAND SALARY SCALE Page 1

FISCAL YEAR 2025

Effective July 1, 2024

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	SCALE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Mid Point STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	Third Quartile STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18
MED 0001 Annual	0151 Medic	74,173	77,607	81,208	84,999	88,971	93,145	95,336	97,580	99,885	102,247	104,666	107,146	109,686	112,293	114,963	117,700	120,503	123,379	129,276
MED 0001 BiWeekly		2,845.00	2,976.71	3,114.83	3,260.24	3,412.59	3,572.69	3,656.73	3,742.80	3,831.21	3,921.81	4,014.59	4,109.71	4,207.14	4,307.13	4,409.54	4,514.53	4,622.04	4,732.35	4,958.54
MED 0002 Annual	0152 Medic	78,982	82,650	86,511	90,561	94,815	99,281	101,625	104,029	106,493	109,018	111,609	114,263	116,981	119,767	122,625	125,551	128,555	131,631	137,938
MED 0002 BiWeekly		3,029.45	3,170.14	3,318.24	3,473.58	3,636.74	3,808.04	3,897.95	3,990.16	4,084.67	4,181.52	4,280.90	4,382.70	4,486.95	4,593.81	4,703.43	4,815.66	4,930.88	5,048.87	5,290.78
MED 0003 Annual	0153 Medic	80,448	84,196	88,129	92,262	96,600	101,158	103,546	105,999	108,511	111,087	113,728	116,436	119,209	122,053	124,966	127,954	131,014	134,153	140,586
MED 0003 BiWeekly		3,085.68	3,229.44	3,380.30	3,538.82	3,705.21	3,880.04	3,971.63	4,065.72	4,162.07	4,260.88	4,362.17	4,466.04	4,572.41	4,681.49	4,793.22	4,907.83	5,025.20	5,145.60	5,392.34
MED 0004 Annual	0154 Medic	81,947	85,770	89,782	93,996	98,423	103,071	105,509	108,009	110,572	113,200	115,892	118,653	121,478	124,381	127,354	130,400	133,523	136,725	143,284
MED 0004 BiWeekly		3,143.18	3,289.81	3,443.70	3,605.33	3,775.13	3,953.41	4,046.93	4,142.82	4,241.12	4,341.92	4,445.18	4,551.08	4,659.44	4,770.78	4,884.82	5,001.65	5,121.44	5,244.25	5,495.83
MED 0005 Annual	0155 Medic	84,239	88,177	92,313	96,652	101,208	105,997	108,507	111,083	113,725	116,429	119,206	122,048	124,961	127,948	131,011	134,149	137,366	140,663	147,422
MED 0005 BiWeekly		3,231.09	3,382.14	3,540.78	3,707.21	3,881.96	4,065.64	4,161.92	4,260.72	4,362.06	4,465.77	4,572.29	4,681.30	4,793.03	4,907.60	5,025.08	5,145.45	5,268.84	5,395.30	5,654.55
MED 0006 Annual	0156 Medic	89,750	93,964	98,387	103,031	107,910	113,028	115,719	118,472	121,298	124,194	127,160	130,204	133,322	136,518	139,794	143,153	146,595	150,121	157,356
MED 0006 BiWeekly		3,442.47	3,604.10	3,773.75	3,951.88	4,139.02	4,335.33	4,438.54	4,544.14	4,652.53	4,763.61	4,877.37	4,994.13	5,113.73	5,236.31	5,361.97	5,490.81	5,622.83	5,758.07	6,035.58
MED 0007 Annual	0157 Medic	95,650	100,156	104,888	109,858	115,075	120,556	123,434	126,383	129,407	132,504	135,679	138,933	142,272	145,690	149,196	152,789	156,473	160,246	167,985
MED 0007 BiWeekly		3,668.77	3,841.61	4,023.11	4,213.74	4,413.84	4,624.07	4,734.46	4,847.57	4,963.56	5,082.35	5,204.13	5,328.94	5,457.01	5,588.11	5,722.59	5,860.41	6,001.71	6,146.43	6,443.27
TRMA 0008 Annual	0158 Trauma	70,173	73,607	77,208	80,999	84,971	89,145	91,336	93,580	95,885	98,247	100,666	103,146	105,686	108,293	110,963	113,700	116,503	119,379	125,276
TRMA 0008 BiWeekly		2,691.57	2,823.29	2,961.41	3,106.82	3,259.17	3,419.27	3,503.30	3,589.37	3,677.79	3,768.38	3,861.17	3,956.29	4,053.71	4,153.71	4,256.12	4,361.10	4,468.61	4,578.93	4,805.11
TRMA 0009 Annual	0159 Trauma	74,982	78,650	82,511	86,561	90,815	95,281	97,625	100,029	102,493	105,018	107,609	110,263	112,981	115,767	118,625	121,551	124,555	127,631	133,938
TRMA 0009 BiWeekly		2,876.03	3,016.72	3,164.81	3,320.15	3,483.32	3,654.62	3,744.53	3,836.73	3,931.24	4,028.09	4,127.47	4,229.27	4,333.52	4,440.38	4,550.01	4,662.24	4,777.46	4,895.44	5,137.35
TRMA 0010 Annual	0160 Trauma	76,448	80,196	84,129	88,262	92,600	97,158	99,546	101,999	104,511	107,087	109,728	112,436	115,209	118,053	120,966	123,954	127,014	130,153	136,586
TRMA 0010 BiWeekly		2,932.26	3,076.02	3,226.87	3,385.40	3,551.79	3,726.61	3,818.21	3,912.30	4,008.65	4,107.45	4,208.75	4,312.62	4,418.98	4,528.07	4,639.80	4,754.41	4,871.77	4,992.17	5,238.92
TRMA 0011 Annual	0161 Trauma	77,947	81,770	85,782	89,996	94,423	99,071	101,509	104,009	106,572	109,200	111,892	114,653	117,478	120,381	123,354	126,400	129,523	132,725	139,284
TRMA 0011 BiWeekly		2,989.75	3,136.39	3,290.27	3,451.91	3,621.71	3,799.99	3,893.50	3,989.39	4,087.70	4,188.50	4,291.75	4,397.65	4,506.01	4,617.36	4,731.39	4,848.22	4,968.01	5,090.83	5,342.41
TRMA 0012 Annual	0162 Trauma	80,239	84,177	88,313	92,652	97,208	101,997	104,507	107,083	109,725	112,429	115,206	118,048	120,961	123,948	127,011	130,149	133,366	136,663	143,422
TRMA 0012 BiWeekly		3,077.67	3,228.71	3,387.35	3,553.78	3,728.53	3,912.22	4,008.49	4,107.30	4,208.64	4,312.35	4,418.87	4,527.87	4,639.61	4,754.17	4,871.66	4,992.02	5,115.41	5,241.87	5,501.12
TRMA 0013 Annual	0163 Trauma	85,750	89,964	94,387	99,031	103,910	109,028	111,719	114,472	117,298	120,194	123,160	126,204	129,322	132,518	135,794	139,153	142,595	146,121	153,356
TRMA 0013 BiWeekly		3,289.05	3,450.68	3,620.33	3,798.45	3,985.59	4,181.90	4,285.12	4,390.71	4,499.11	4,610.19	4,723.95	4,840.71	4,960.30	5,082.89	5,208.54	5,337.38	5,469.40	5,604.65	5,882.15
TRMA 0014 Annual	0164 Trauma	91,650	96,156	100,888	105,858	111,075	116,556	119,434	122,383	125,407	128,504	131,679	134,933	138,272	141,690	145,196	148,789	152,473	156,246	163,985
TRMA 0014 BiWeekly		3,515.35	3,688.18	3,869.68	4,060.31	4,260.42	4,470.65	4,581.04	4,694.15	4,810.14	4,928.93	5,050.71	5,175.52	5,303.59	5,434.69	5,569.17	5,706.98	5,848.28	5,993.00	6,289.84

STATE OF MARYLAND STATE POLICE AVIATION COMMAND SALARY SCALE Page 2

FISCAL YEAR 2025

Effective July 1, 2024

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	SCALE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Mid Point STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	Third Quartile STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18
RESC 0015 Annual	0165 Rescue	71,173	74,607	78,208	81,999	85,971	90,145	92,336	94,580	96,885	99,247	101,666	104,146	106,686	109,293	111,963	114,700	117,503	120,379	126,276
RESC 0015 BiWeekly		2,729.93	2,861.64	2,999.76	3,145.17	3,297.52	3,457.62	3,541.66	3,627.73	3,716.14	3,806.74	3,899.52	3,994.65	4,092.07	4,192.07	4,294.48	4,399.46	4,506.97	4,617.28	4,843.47
RESC 0016 Annual	0166 Rescue	75,982	79,650	83,511	87,561	91,815	96,281	98,625	101,029	103,493	106,018	108,609	111,263	113,981	116,767	119,625	122,551	125,555	128,631	134,938
RESC 0016 BiWeekly		2,914.38	3,055.07	3,203.17	3,358.51	3,521.68	3,692.97	3,782.88	3,875.09	3,969.60	4,066.45	4,165.83	4,267.63	4,371.88	4,478.74	4,588.36	4,700.59	4,815.81	4,933.80	5,175.71
RESC 0017 Annual	0167 Rescue	77,448	81,196	85,129	89,262	93,600	98,158	100,546	102,999	105,511	108,087	110,728	113,436	116,209	119,053	121,966	124,954	128,014	131,153	137,586
RESC 0017 BiWeekly		2,970.61	3,114.37	3,265.23	3,423.75	3,590.14	3,764.97	3,856.56	3,950.65	4,047.00	4,145.81	4,247.11	4,350.97	4,457.34	4,566.42	4,678.15	4,792.76	4,910.13	5,030.53	5,277.28
RESC 0018 Annual	0168 Rescue	78,947	82,770	86,782	90,996	95,423	100,071	102,509	105,009	107,572	110,200	112,892	115,653	118,478	121,381	124,354	127,400	130,523	133,725	140,284
RESC 0018 BiWeekly		3,028.11	3,174.74	3,328.63	3,490.26	3,660.07	3,838.34	3,931.86	4,027.75	4,126.05	4,226.85	4,330.11	4,436.01	4,544.37	4,655.71	4,769.75	4,886.58	5,006.37	5,129.18	5,380.76
RESC 0019 Annual	0169 Rescue	81,239	85,177	89,313	93,652	98,208	102,997	105,507	108,083	110,725	113,429	116,206	119,048	121,961	124,948	128,011	131,149	134,366	137,663	144,422
RESC 0019 BiWeekly		3,116.02	3,267.07	3,425.71	3,592.14	3,766.89	3,950.57	4,046.85	4,145.65	4,246.99	4,350.71	4,457.22	4,566.23	4,677.96	4,792.53	4,910.02	5,030.38	5,153.77	5,280.23	5,539.48
RESC 0020 Annual	0170 Rescue	86,750	90,964	95,387	100,031	104,910	110,028	112,719	115,472	118,298	121,194	124,160	127,204	130,322	133,518	136,794	140,153	143,595	147,121	154,356
RESC 0020 BiWeekly		3,327.40	3,489.04	3,658.68	3,836.81	4,023.95	4,220.26	4,323.47	4,429.07	4,537.46	4,648.54	4,762.31	4,879.06	4,998.66	5,121.24	5,246.90	5,375.74	5,507.76	5,643.00	5,920.51
RESC 0021 Annual	0171 Rescue	92,650	97,156	101,888	106,858	112,075	117,556	120,434	123,383	126,407	129,504	132,679	135,933	139,272	142,690	146,196	149,789	153,473	157,246	164,985
RESC 0021 BiWeekly		3,553.70	3,726.54	3,908.04	4,098.67	4,298.77	4,509.00	4,619.39	4,732.50	4,848.49	4,967.28	5,089.06	5,213.87	5,341.94	5,473.05	5,607.52	5,745.34	5,886.64	6,031.36	6,328.20
<i>NOTE: Biweekly rates for all SPS employees (thoses using time entry via Workday) may differ slightly from those shown above.</i>																				

**STATE OF MARYLAND MDTA POLICE AND MTA COMMAND SALARY SCALE**  
**FISCAL YEAR 2025**  
**Effective July 1, 2024**

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary.

GRADE	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
150 Candidate Annual	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607	64,607
150 Candidate BiWeekly	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08	2,478.08
151 Officer 1 Annual	67,838	70,552	73,374	76,308	79,361	82,533	85,834	88,413	91,064	93,793	96,610	98,540	100,512	102,520	104,570	106,661	108,795	110,973	113,193	115,454	117,763
151 Officer 1 BiWeekly	2,602.01	2,706.11	2,814.35	2,926.89	3,043.99	3,165.65	3,292.27	3,391.19	3,492.87	3,597.54	3,705.59	3,779.62	3,855.26	3,932.28	4,010.91	4,091.11	4,172.96	4,256.50	4,341.65	4,428.38	4,516.94
152 Officer II Annual	71,914	74,793	77,784	80,892	84,130	87,495	90,995	93,723	96,534	99,431	102,414	104,463	106,552	108,682	110,855	113,073	115,334	117,640	119,992	122,392	124,841
152 Officer II BiWeekly	2,758.35	2,868.78	2,983.50	3,102.71	3,226.91	3,355.98	3,490.22	3,594.86	3,702.68	3,813.80	3,928.21	4,006.81	4,086.93	4,168.63	4,251.98	4,337.05	4,423.77	4,512.22	4,602.44	4,694.49	4,788.43
153 Senior Office Annual	76,236	79,287	82,458	85,753	89,184	92,753	96,463	99,356	102,333	105,408	108,568	110,739	112,952	115,215	117,515	119,870	122,266	124,710	127,204	129,751	132,342
153 Senior Office BiWeekly	2,924.13	3,041.15	3,162.78	3,289.16	3,420.76	3,557.65	3,699.96	3,810.92	3,925.11	4,043.05	4,164.26	4,247.53	4,332.41	4,419.21	4,507.43	4,597.76	4,689.66	4,783.40	4,879.06	4,976.76	5,076.14
154 Corporal Annual	80,820	84,051	87,414	90,909	94,545	98,327	102,262	105,327	108,486	111,744	115,092	117,395	119,742	122,139	124,582	127,071	129,612	132,205	134,849	137,545	140,295
154 Corporal BiWeekly	3,099.95	3,223.88	3,352.87	3,486.93	3,626.39	3,771.45	3,922.38	4,039.94	4,161.11	4,286.08	4,414.49	4,502.83	4,592.85	4,684.79	4,778.49	4,873.96	4,971.42	5,070.88	5,172.30	5,275.70	5,381.18
155 Sergeant Annual	85,675	89,101	92,666	96,373	100,227	104,237	108,407	111,657	115,004	118,456	122,012	124,449	126,939	129,476	132,068	134,706	137,400	140,150	142,954	145,812	148,728
155 Sergeant BiWeekly	3,286.17	3,417.58	3,554.32	3,696.50	3,844.33	3,998.14	4,158.08	4,282.74	4,411.12	4,543.52	4,679.92	4,773.39	4,868.90	4,966.21	5,065.63	5,166.81	5,270.14	5,375.62	5,483.17	5,592.79	5,704.64
156 1st Sergeant Annual	90,824	94,457	98,233	102,165	106,250	110,500	114,921	118,367	121,917	125,573	129,342	131,928	134,563	137,258	140,002	142,804	145,659	148,573	151,542	154,574	157,664
156 1st Sergeant BiWeekly	3,483.67	3,623.01	3,767.85	3,918.66	4,075.35	4,238.36	4,407.93	4,540.11	4,676.27	4,816.50	4,961.07	5,060.26	5,161.33	5,264.70	5,369.94	5,477.42	5,586.93	5,698.70	5,812.57	5,928.87	6,047.39
157 Lieutenant Annual	101,742	105,810	110,044	114,442	119,021	123,782	128,734	132,593	136,572	140,669	144,890	147,786	150,741	153,754	156,832	159,969	163,168	166,431	169,759	173,156	176,617
157 Lieutenant BiWeekly	3,902.44	4,058.47	4,220.87	4,389.56	4,565.19	4,747.81	4,937.75	5,085.76	5,238.38	5,395.53	5,557.43	5,668.51	5,781.85	5,897.42	6,015.48	6,135.80	6,258.50	6,383.66	6,511.31	6,641.61	6,774.36
158 Captain Annual	107,854	112,169	116,654	121,320	126,175	131,222	136,468	140,562	144,778	149,121	153,598	156,666	159,801	162,998	166,257	169,582	172,973	176,433	179,963	183,559	187,232
158 Captain BiWeekly	4,136.87	4,302.38	4,474.41	4,653.37	4,839.59	5,033.18	5,234.39	5,391.42	5,553.13	5,719.71	5,891.44	6,009.11	6,129.36	6,251.98	6,376.99	6,504.52	6,634.59	6,767.30	6,902.70	7,040.62	7,181.51
159 Major Annual	114,337	118,909	123,665	128,612	133,756	139,106	144,673	149,010	153,480	158,085	162,827	166,083	169,404	172,794	176,250	179,774	183,370	187,037	190,777	194,595	198,483
159 Major BiWeekly	4,385.53	4,560.90	4,743.32	4,933.07	5,130.37	5,335.58	5,549.11	5,715.46	5,886.91	6,063.54	6,245.42	6,370.31	6,497.69	6,627.72	6,760.28	6,895.45	7,033.38	7,174.03	7,317.48	7,463.92	7,613.05
160 Lt. Colonel Annual	121,207	126,055	131,099	136,341	141,795	147,466	153,365	157,965	162,703	167,588	172,613	176,066	179,586	183,178	186,842	190,578	194,387	198,277	202,240	206,287	210,413
160 Lt. Colonel BiWeekly	4,649.04	4,834.99	5,028.46	5,229.52	5,438.72	5,656.24	5,882.50	6,058.94	6,240.67	6,428.04	6,620.78	6,753.22	6,888.24	7,026.01	7,166.55	7,309.85	7,455.94	7,605.15	7,757.16	7,912.38	8,070.64
161 Colonel Annual	128,602	133,745	139,096	144,659	150,444	156,463	162,719	167,599	172,628	177,810	183,143	186,807	190,541	194,353	198,238	202,204	206,247	210,371	214,578	218,872	223,248
161 Colonel BiWeekly	4,932.68	5,129.95	5,335.19	5,548.57	5,770.46	6,001.33	6,241.28	6,428.46	6,621.35	6,820.11	7,024.67	7,165.21	7,308.43	7,454.64	7,603.65	7,755.78	7,910.85	8,069.03	8,230.39	8,395.10	8,562.94

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

**STATE OF MARYLAND MDOT AIRPORT FIREFIGHTERS SALARY SCALE**

**FISCAL YEAR 2025**

**Effective July 1, 2024**

Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary.

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19
Grade 171 Annual	57,448	59,562	61,757	64,047	66,427	67,665	68,933	70,247	71,582	72,948	74,342	75,760	77,211	78,691	80,195	81,734	83,300	84,897	86,530
Grade 171 BiWeekly	2,203.49	2,284.57	2,368.77	2,456.60	2,547.89	2,595.37	2,644.01	2,694.41	2,745.62	2,798.01	2,851.48	2,905.87	2,961.52	3,018.29	3,075.98	3,135.01	3,195.07	3,256.33	3,318.96
Grade 172 Annual	64,869	67,277	69,772	72,368	75,110	76,544	78,006	79,495	81,011	82,564	84,146	85,761	87,404	89,081	90,794	92,541	94,322	96,135	97,979
Grade 172 BiWeekly	2,488.13	2,580.49	2,676.19	2,775.76	2,880.94	2,935.94	2,992.02	3,049.13	3,107.28	3,166.84	3,227.52	3,289.47	3,352.49	3,416.81	3,482.51	3,549.52	3,617.84	3,687.37	3,758.10
Grade 173 Annual	71,096	73,743	76,520	79,436	82,474	84,050	85,655	87,296	88,975	90,680	92,419	94,200	96,008	97,853	99,740	101,665	103,624	105,626	107,655
Grade 173 BiWeekly	2,726.97	2,828.50	2,935.02	3,046.87	3,163.39	3,223.84	3,285.40	3,348.34	3,412.74	3,478.14	3,544.84	3,613.16	3,682.50	3,753.27	3,825.65	3,899.48	3,974.62	4,051.41	4,129.24
Grade 174 Annual	77,931	80,901	83,989	87,201	90,542	92,277	94,042	95,856	97,698	99,576	101,495	103,446	105,444	107,475	109,550	111,666	113,826	116,021	118,251
Grade 174 BiWeekly	2,989.14	3,103.06	3,221.50	3,344.70	3,472.85	3,539.40	3,607.10	3,676.67	3,747.33	3,819.36	3,892.96	3,967.80	4,044.43	4,122.33	4,201.92	4,283.08	4,365.93	4,450.13	4,535.66

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

**STATE OF MARYLAND MDOT AIRPORT FIREFIGHTERS MANAGEMENT SALARY SCALE**

**FISCAL YEAR 2025**

**Effective July 1, 2024**

Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary.

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Mid Point STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Third Quartile STEP 15	STEP 16	STEP 17	STEP 18	STEP 19
Grade 175 Annual	83,127	86,309	89,604	93,039	96,616	98,471	100,368	102,304	104,274	106,284	108,338	110,430	112,563	114,738	116,960	119,223	121,499	123,802	126,182
Grade 175 BiWeekly	3,188.44	3,310.49	3,436.87	3,568.62	3,705.82	3,776.97	3,849.74	3,923.99	3,999.56	4,076.65	4,155.44	4,235.68	4,317.49	4,400.91	4,486.14	4,572.94	4,660.24	4,748.57	4,839.86
Grade 176 Annual	88,685	92,080	95,618	99,296	103,118	105,105	107,132	109,200	111,309	113,461	115,657	117,896	120,175	122,457	124,787	127,165	129,584	132,055	134,588
Grade 0176 BiWeekly	3,401.62	3,531.84	3,667.54	3,808.62	3,955.22	4,031.43	4,109.18	4,188.50	4,269.39	4,351.93	4,436.16	4,522.04	4,609.46	4,696.99	4,786.36	4,877.57	4,970.35	5,065.13	5,162.28
Grade 177 Annual	94,634	98,273	102,054	105,986	110,074	112,203	114,374	116,587	118,844	121,118	123,424	125,769	128,165	130,611	133,101	135,643	138,237	140,876	143,583
Grade 177 BiWeekly	3,629.80	3,769.38	3,914.41	4,065.22	4,222.02	4,303.68	4,386.95	4,471.84	4,558.41	4,645.63	4,734.08	4,824.02	4,915.92	5,009.74	5,105.25	5,202.75	5,302.25	5,403.47	5,507.30
Grade 178 Annual	100,996	104,886	108,936	113,145	117,524	119,798	122,077	124,396	126,762	129,177	131,644	134,151	136,718	139,334	141,997	144,722	147,496	150,329	153,212
Grade 178 BiWeekly	3,873.82	4,023.03	4,178.37	4,339.81	4,507.77	4,595.00	4,682.41	4,771.36	4,862.11	4,954.74	5,049.36	5,145.52	5,243.98	5,344.32	5,446.47	5,550.99	5,657.39	5,766.05	5,876.63
Grade 179 Annual	107,808	111,975	116,301	120,786	125,381	127,764	130,197	132,684	135,214	137,801	140,440	143,127	145,874	148,667	151,519	154,429	157,399	160,431	163,513
Grade 179 BiWeekly	4,135.11	4,294.94	4,460.87	4,632.89	4,809.14	4,900.54	4,993.86	5,089.25	5,186.30	5,285.52	5,386.74	5,489.81	5,595.17	5,702.30	5,811.69	5,923.31	6,037.23	6,153.52	6,271.74

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

**STATE OF MARYLAND**  
**MSP CIVILIAN PILOT Unit H STANDARD SALARY SCHEDULE**  
**FISCAL YEAR 2025**  
**Effective July 1, 2024**

Upper figure is ANNUAL salary. Lower figure is BIWEEKLY salary.

GRADE	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Mid Point STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	Third Quartile STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Grade 1 Annual	99,183	101,170	103,191	105,257	107,363	109,507	111,698	113,935	116,211	118,538	120,910	123,330	125,799	128,317	130,884	133,502	136,173	138,897
Grade 1 BiWeekly	3,804.28	3,880.50	3,958.02	4,037.26	4,118.04	4,200.27	4,284.31	4,370.11	4,457.41	4,546.67	4,637.65	4,730.47	4,825.17	4,921.75	5,020.21	5,120.63	5,223.08	5,327.56
Grade 2 Annual	104,639	106,731	108,866	111,045	113,267	115,533	117,843	120,201	122,603	125,057	127,559	130,112	132,712	135,367	138,075	140,838	143,655	146,528
Grade 2 BiWeekly	4,013.56	4,093.80	4,175.69	4,259.27	4,344.49	4,431.41	4,520.01	4,610.45	4,702.59	4,796.71	4,892.68	4,990.60	5,090.33	5,192.16	5,296.03	5,402.01	5,510.06	5,620.26
Grade 3 Annual	111,086	113,306	115,574	117,885	120,244	122,650	125,104	127,603	130,157	132,760	135,416	138,126	140,888	143,707	146,582	149,514	152,505	155,556
Grade 3 BiWeekly	4,260.84	4,345.99	4,432.98	4,521.62	4,612.10	4,704.39	4,798.51	4,894.37	4,992.33	5,092.17	5,194.04	5,297.99	5,403.93	5,512.05	5,622.33	5,734.79	5,849.51	5,966.54
Grade 4 Annual	117,751	120,105	122,509	124,959	127,459	130,009	132,611	135,260	137,968	140,727	143,542	146,414	149,343	152,330	155,378	158,486	161,656	164,889
Grade 4 BiWeekly	4,516.48	4,606.77	4,698.98	4,792.95	4,888.84	4,986.65	5,086.45	5,188.06	5,291.93	5,397.75	5,505.73	5,615.88	5,728.23	5,842.80	5,959.71	6,078.92	6,200.51	6,324.51
Grade 5 Annual	124,817	127,312	129,860	132,457	135,108	137,810	140,568	143,376	146,246	149,171	152,155	155,200	158,304	161,471	164,702	167,996	171,356	174,784
Grade 5 BiWeekly	4,787.51	4,883.21	4,980.94	5,080.55	5,182.23	5,285.87	5,391.65	5,499.36	5,609.44	5,721.63	5,836.09	5,952.88	6,071.94	6,193.41	6,317.34	6,443.69	6,572.56	6,704.05
Grade 6 Annual	132,306	134,951	137,652	140,405	143,215	146,079	149,002	151,979	155,022	158,122	161,285	164,512	167,803	171,159	174,584	178,076	181,638	185,271
Grade 6 BiWeekly	5,074.76	5,176.21	5,279.81	5,385.40	5,493.18	5,603.04	5,715.15	5,829.34	5,946.05	6,064.96	6,186.28	6,310.05	6,436.28	6,565.01	6,696.38	6,830.32	6,966.94	7,106.29
Grade 7 Annual	140,245	143,049	145,911	148,827	151,808	154,845	157,943	161,099	164,324	167,609	170,963	174,384	177,871	181,429	185,060	188,761	192,537	196,389
Grade 7 BiWeekly	5,379.27	5,486.82	5,596.59	5,708.44	5,822.78	5,939.27	6,058.09	6,179.14	6,302.84	6,428.84	6,557.49	6,688.71	6,822.45	6,958.93	7,098.20	7,240.15	7,384.99	7,532.73

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

**STATE OF MARYLAND INSTITUTIONAL EDUCATOR PAY PLAN**  
**FISCAL YEAR 2025**  
**Effective July 1, 2024**

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	Mid Point STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	Third Quartile STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	
Grade 1 Annual	66803	68785	70160	72265	74433																		
Grade 1 BiWeekly	2562.31	2638.33	2691.07	2771.81	2854.97																		
Grade 2 Annual	75020	77718	80137	82549	84969	87390	89807	90831	92647	95427	98290												
Grade 2 BiWeekly	2877.48	2980.97	3073.75	3166.27	3259.09	3351.95	3444.66	3483.93	3553.59	3660.22	3770.03												
Grade 3 Annual	81522	84196	86872	89547	92216	94892	97567	100243	102916	105590	108268	110748	113379	115999	118624	121711	124146	127872	131709	135661	139731	143923	
Grade 3 BiWeekly	3126.88	3229.44	3332.08	3434.68	3537.06	3639.7	3742.3	3844.94	3947.47	4050.03	4152.75	4247.87	4348.79	4449.28	4549.97	4668.37	4761.77	4904.68	5051.86	5203.44	5359.55	5520.34	
Grade 4 Annual	84758	87047	89338	92353	95359	98369	101375	104388	108014	111445	114534	117628	120719	123805	126895	129986	132586	136564	140661	144881	149228	153705	
Grade 4 BiWeekly	3251	3338.79	3426.67	3542.31	3657.61	3773.06	3888.36	4003.93	4143.01	4274.61	4393.09	4511.76	4630.32	4748.69	4867.21	4985.77	5085.5	5238.08	5395.22	5557.08	5723.82	5895.54	
Grade 5 Annual	88612	90943	93276	96291	99302	102312	105327	108341	112207	115637	118398	121544	124689	127833	130977	134120	136802	140907	145135	149490	153975	158595	
Grade 5 BiWeekly	3398.82	3488.23	3577.71	3693.36	3808.85	3924.3	4039.94	4155.55	4303.84	4435.4	4541.3	4661.97	4782.6	4903.19	5023.78	5144.33	5247.21	5404.66	5566.83	5733.87	5905.9	6083.1	

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

**STATE OF MARYLAND CORRECTIONAL SALARY SCALE**  
**FISCAL YEAR 2025**  
**Effective July 1, 2024**  
 Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	Mid Point STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	Third Quartile STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26
Grade 1 Annual	43,738	45,315	46,949	47,801	48,668	49,550	50,454	51,375	52,315	53,274	54,252	55,245	56,263	57,297	58,353	59,431	60,529	61,649	62,884	64,142	65,425	66,734	68,069	69,431
Grade 1 BiWeekly	1,677.63	1,738.11	1,800.79	1,833.47	1,866.72	1,900.55	1,935.23	1,970.55	2,006.61	2,043.39	2,080.90	2,118.99	2,158.04	2,197.70	2,238.20	2,279.55	2,321.67	2,364.62	2,411.99	2,460.25	2,509.46	2,559.67	2,610.87	2,663.11
Grade 2 Annual	46,495	48,173	49,927	50,835	51,763	52,710	53,677	54,661	55,666	56,690	57,736	58,803	59,891	61,002	62,133	63,289	64,466	65,666	66,979	68,319	69,686	71,081	72,503	73,953
Grade 2 BiWeekly	1,783.37	1,847.74	1,915.01	1,949.84	1,985.44	2,021.76	2,058.85	2,096.59	2,135.14	2,174.42	2,214.54	2,255.46	2,297.19	2,339.81	2,383.19	2,427.53	2,472.67	2,518.70	2,569.06	2,620.46	2,672.89	2,726.40	2,780.94	2,836.56
Grade 3 Annual	49,437	51,241	53,110	54,084	55,078	56,092	57,122	58,177	59,251	60,347	61,468	62,610	63,772	64,961	66,170	67,427	68,709	70,016	71,418	72,845	74,303	75,789	77,305	78,852
Grade 3 BiWeekly	1,896.22	1,965.41	2,037.10	2,074.46	2,112.59	2,151.48	2,190.99	2,231.45	2,272.65	2,314.68	2,357.68	2,401.48	2,446.05	2,491.66	2,538.03	2,586.25	2,635.42	2,685.55	2,739.33	2,794.06	2,849.98	2,906.98	2,965.13	3,024.47
Grade 4 Annual	52,588	54,512	56,518	57,559	58,622	59,709	60,813	61,941	63,091	64,263	65,459	66,690	67,961	69,256	70,574	71,921	73,296	74,694	76,190	77,714	79,268	80,854	82,472	84,122
Grade 4 BiWeekly	2,017.08	2,090.88	2,167.82	2,207.75	2,248.52	2,290.21	2,332.56	2,375.82	2,419.93	2,464.89	2,510.76	2,557.98	2,606.73	2,656.40	2,706.95	2,758.62	2,811.36	2,864.98	2,922.36	2,980.82	3,040.42	3,101.25	3,163.31	3,226.60
Grade 5 Annual	55,959	58,020	60,163	61,278	62,417	63,578	64,763	65,967	67,218	68,499	69,809	71,141	72,500	73,887	75,301	76,741	78,210	79,712	81,306	82,933	84,592	86,285	88,011	89,771
Grade 5 BiWeekly	2,146.38	2,225.43	2,307.63	2,350.39	2,394.08	2,438.61	2,484.07	2,530.25	2,578.23	2,627.36	2,677.61	2,728.70	2,780.83	2,834.03	2,888.26	2,943.50	2,999.84	3,057.45	3,118.59	3,181.00	3,244.63	3,309.57	3,375.77	3,443.28
Grade 6 Annual	59,565	61,773	64,066	65,262	66,486	67,752	69,040	70,357	71,701	73,069	74,468	75,893	77,348	78,833	80,345	81,882	83,454	85,057	86,757	88,494	90,265	92,070	93,912	95,790
Grade 6 BiWeekly	2,284.69	2,369.38	2,457.33	2,503.21	2,550.15	2,598.71	2,648.11	2,698.63	2,750.18	2,802.65	2,856.31	2,910.97	2,966.78	3,023.74	3,081.73	3,140.68	3,200.98	3,262.47	3,327.67	3,394.30	3,462.22	3,531.46	3,602.11	3,674.14
Grade 7 Annual	63,429	65,791	68,283	69,589	70,915	72,271	73,648	75,061	76,498	77,966	79,462	80,986	82,540	84,130	85,748	87,397	89,078	90,790	92,605	94,458	96,348	98,275	100,241	102,247
Grade 7 BiWeekly	2,432.90	2,523.50	2,619.08	2,669.17	2,720.03	2,772.04	2,824.86	2,879.06	2,934.17	2,990.48	3,047.86	3,106.32	3,165.92	3,226.91	3,288.97	3,352.22	3,416.70	3,482.36	3,551.98	3,623.05	3,695.54	3,769.46	3,844.87	3,921.81
Grade 8 Annual	67,585	70,160	72,842	74,235	75,650	77,103	78,581	80,089	81,625	83,198	84,795	86,428	88,089	89,793	91,521	93,288	95,091	96,923	98,862	100,840	102,857	104,915	107,014	109,155
Grade 8 BiWeekly	2,592.31	2,691.07	2,793.94	2,847.37	2,901.65	2,957.38	3,014.07	3,071.91	3,130.83	3,191.16	3,252.42	3,315.05	3,378.76	3,444.12	3,510.40	3,578.17	3,647.33	3,717.60	3,791.97	3,867.84	3,945.21	4,024.14	4,104.65	4,186.77
Grade 9 Annual	72,094	74,851	77,717	79,210	80,724	82,280	83,862	85,476	87,120	88,798	90,512	92,256	94,037	95,852	97,705	99,593	101,517	103,468	105,538	107,650	109,804	112,001	114,241	116,526
Grade 9 BiWeekly	2,765.25	2,871.00	2,980.93	3,038.20	3,096.27	3,155.95	3,216.63	3,278.54	3,341.59	3,405.96	3,471.70	3,538.59	3,606.90	3,676.52	3,747.59	3,820.01	3,893.81	3,968.64	4,048.04	4,129.05	4,211.67	4,295.93	4,381.85	4,469.50
Grade 10 Annual	76,917	79,865	82,933	84,526	86,157	87,816	89,507	91,234	92,997	94,791	96,623	98,489	100,395	102,340	104,292	106,272	108,293	110,346	112,554	114,805	117,102	119,444	121,834	124,271
Grade 10 BiWeekly	2,950.25	3,063.32	3,181.00	3,242.10	3,304.66	3,368.29	3,433.15	3,499.39	3,567.01	3,635.82	3,706.09	3,777.67	3,850.77	3,925.37	4,000.25	4,076.19	4,153.71	4,232.45	4,317.14	4,403.48	4,491.59	4,581.42	4,673.09	4,766.56
Grade 11 Annual	82,078	85,234	88,517	90,221	91,961	93,737	95,547	97,395	99,277	101,200	103,155	105,115	107,116	109,152	111,232	113,354	115,512	117,716	120,072	122,474	124,924	127,423	129,972	132,572
Grade 11 BiWeekly	3,148.20	3,269.25	3,395.18	3,460.54	3,527.28	3,595.40	3,664.82	3,735.70	3,807.89	3,881.65	3,956.64	4,031.81	4,108.56	4,186.66	4,266.44	4,347.83	4,430.60	4,515.14	4,605.51	4,697.64	4,791.61	4,887.46	4,985.23	5,084.96

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

**STATE OF MARYLAND  
HOURLY PERSONNEL PAY RATES  
FISCAL YEAR 2025  
Effective July 1, 2024**

CODE	GRADE	SCALE	TITLE		HOURLY RATE		
5539	HRLY 0001	9998	Senior Citizen Aide		\$15.00		
5128	HRLY 0002	0074	Student Engineer (Co-Op)	1st 6 Mos.-	\$16.98		
				2nd 6 Mos.-	\$18.29		
				3rd 6 Mos.-	\$19.65		
				4th 6 Mos.-	\$21.21		
5302	HRLY 0003	0076	Student Technical Assistant	1st Yr.-	\$16.98		
				2nd Yr.-	\$17.61		
				3rd Yr.-	\$18.43		
				4th Yr.-	\$19.18		
				Graduate-	\$19.88		
5734	HRLY 0001	9998	Summer Student Worker		\$16.98	to	\$19.29
5300	HRLY 0001	9998	Work Study Student		\$16.98	to	\$19.29