

**The Maryland-National Capital Park and Planning Commission**  
**FOP Park Police**  
**Effective 1/4/26 - Hiring Bonuses "Extra Into Base" plus 1.25% COLA plus 6.25% promotional increase from P03 to P04**

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
<b>Rank</b>																	
P02 (annual)		\$65,016	\$67,297	\$69,654	\$72,093	\$74,609	\$77,225	\$79,926	\$82,724	\$85,616	\$88,618	\$91,722	\$94,925	\$98,248	\$101,687	\$105,246	
		\$4,000	\$3,000	\$2,000	\$1,000												
1.4.26 Newhire Rate		\$69,016	\$70,297	\$71,654	\$73,093												
(hourly 7.1.25 new hire)		\$33.1808	\$33.7966	\$34.4490	\$35.1409												
(hourly)		\$31.2577	\$32.3543	\$33.4875	\$34.6601	\$35.8697	\$37.1274	\$38.4260	\$39.7712	\$41.1615	\$42.6048	\$44.0971	\$45.6370	\$47.2346	\$48.8880	\$50.5990	
P03 (annual)		\$64,990	\$68,269	\$70,662	\$73,144	\$75,695	\$78,333	\$81,086	\$83,920	\$86,864	\$89,901	\$93,048	\$96,310	\$99,682	\$103,164	\$106,773	\$110,510
(hourly)		\$31.2452	\$32.8216	\$33.9721	\$35.1654	\$36.3918	\$37.6601	\$38.9837	\$40.3462	\$41.7615	\$43.2216	\$44.7346	\$46.3029	\$47.9240	\$49.5981	\$51.3332	\$53.1298
P04 (annual)	6.25%	\$69,052	\$72,536	\$75,078	\$77,716	\$80,426	\$83,229	\$86,154	\$89,165	\$92,293	\$95,520	\$98,864	\$102,329	\$105,912	\$109,612	\$113,446	\$117,417
(hourly)		\$33.1981	\$34.8731	\$36.0952	\$37.3635	\$38.6663	\$40.0139	\$41.4202	\$42.8678	\$44.3716	\$45.9231	\$47.5308	\$49.1966	\$50.9192	\$52.6981	\$54.5413	\$56.4505
P05 (annual)	10.25%	\$76,130	\$79,971	\$82,773	\$85,682	\$88,670	\$91,760	\$94,985	\$98,304	\$101,753	\$105,311	\$108,998	\$112,818	\$116,768	\$120,847	\$125,074	\$129,452
(hourly)		\$36.6010	\$38.4476	\$39.7947	\$41.1933	\$42.6298	\$44.1154	\$45.6659	\$47.2615	\$48.9197	\$50.6303	\$52.4029	\$54.2394	\$56.1385	\$58.0995	\$60.1317	\$62.2365
																	\$64.4149
<b>Rank</b>																	
	<b>ASI 1</b>	<b>ASI 2</b>	<b>ASI 3</b>														
	<b>(3.5%)</b>	<b>(3.5%)</b>	<b>(3.5%)</b>														
P02 (annual)	\$108,930	\$112,743	\$ 116,689														
(hourly)	\$52.3702	\$54.2034	\$ 56.1005														
P03 (annual)	\$114,378	\$118,381	\$ 122,524														
(hourly)	\$54.9894	\$56.9139	\$ 58.9059														
P04 (annual)	\$121,527	\$125,780	\$ 130,182														
(hourly)	\$58.4264	\$60.4712	\$ 62.5876														
P05 (annual)	\$138,672	\$143,526	\$ 148,549														
(hourly)	\$66.6692	\$69.0029	\$ 71.4180														

ASI 1 Applies to all officers on the first anniversary date on which the officer has completed 16 years.  
ASI 2 Applies to all officers on the first anniversary date on which the officer has completed 18 years. (changed from 19 years)  
ASI 3 Applies to all officers on the first anniversary date on which the officer has completed 21 years. (new)

Approved by Commission June 18, 2025