

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Office Bargaining Unit Pay Schedule
Effective August 3, 2025
1.25% COLA

Legacy Grade	Lawson Grade	Annual/Hourly	Minimum	Midpoint	Maximum	Longevity
C01	HC1	annual	\$30,822	\$42,705	\$54,588	\$56,362
		hourly	\$14.8183	\$20.5313	\$26.2442	\$27.0971
C02	HC2	annual	\$32,923	\$45,617	\$58,308	\$60,203
		hourly	\$15.8284	\$21.9313	\$28.0327	\$28.9438
C03	HC3	annual	\$34,421	\$49,231	\$64,041	\$66,122
		hourly	\$16.5486	\$23.6688	\$30.7889	\$31.7894
C04	HC4	annual	\$38,672	\$53,579	\$68,487	\$70,713
		hourly	\$18.5923	\$25.7591	\$32.9264	\$33.9966
C05	HC5	annual	\$42,788	\$59,284	\$75,781	\$78,243
		hourly	\$20.5712	\$28.5019	\$36.4332	\$37.6168
C06	HC6	annual	\$48,011	\$66,522	\$85,033	\$87,796
		hourly	\$23.0822	\$31.9817	\$40.8813	\$42.2096
C07	HC7	annual	\$51,876	\$71,876	\$91,874	\$94,860
		hourly	\$24.9404	\$34.5558	\$44.1702	\$45.6058

Note: In FY20, longevity eligibility changed to completion of 17 years of service (beginning of year 18) and increased from 3.0% to 3.25% of maximum.

Approved by the Commission
April 15, 2026