

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

Legacy Grade	Lawson Grade	Annual/Hourly	Minimum	Midpoint	Maximum	Longevity
L01	HL1	annual	\$30,731	\$42,580	\$54,428	\$56,197
		hourly	\$14.7745	\$20.4712	\$26.1673	\$27.0178
L02	HL2	annual	\$34,320	\$49,086	\$63,852	\$65,927
		hourly	\$16.5000	\$23.5990	\$30.6981	\$31.6957
L03, L04	HL3/HL4	annual	\$38,559	\$53,424	\$68,291	\$70,510
		hourly	\$18.5380	\$25.6846	\$32.8322	\$33.8990
L05, L06	HL5/HL6	annual	\$42,662	\$59,109	\$75,557	\$78,013
		hourly	\$20.5106	\$28.4178	\$36.3255	\$37.5063
L07	HL7	annual	\$47,872	\$66,327	\$84,783	\$87,539
		hourly	\$23.0154	\$31.8880	\$40.7611	\$42.0861

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