

**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**  
**Service/Labor Bargaining Unit Pay Schedule**  
**Effective April 12, 2026**  
**1.30% COLA**

<b>Legacy Grade</b>	<b>Lawson Grade</b>	<b>Annual/Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Longevity</b>
L01	HL1	annual	\$31,130	\$43,133	\$55,135	\$56,927
		hourly	\$14.9663	\$20.7370	\$26.5072	\$27.3688
L02	HL2	annual	\$34,766	\$49,725	\$64,682	\$66,784
		hourly	\$16.7144	\$23.9063	\$31.0971	\$32.1077
L03, L04	HL3/HL4	annual	\$39,060	\$54,118	\$69,179	\$71,427
		hourly	\$18.7788	\$26.0183	\$33.2591	\$34.3399
L05, L06	HL5/HL6	annual	\$43,216	\$59,877	\$76,540	\$79,027
		hourly	\$20.7769	\$28.7870	\$36.7981	\$37.9938
L07	HL7	annual	\$48,494	\$67,189	\$85,886	\$88,677
		hourly	\$23.3144	\$32.3024	\$41.2913	\$42.6332

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**