

The Maryland-National Capital Park and Planning Commission
FOP Park Police
Effective 10/11/26 - 2.6% COLA plus 7.5% promotional increase from P03 to P04 and 10.0% promotional increase P04 to P05

Rank	Salary Type	Step 1-A	Step 2-B	Step 3-C	Step 4-D	Step 5-E
P02 new hire rate (effective 10/11/26)	Annual	N/A	\$70,706	\$72,047	\$73,465	\$74,967
	Hourly	N/A	\$33.9933	\$34.6380	\$35.3197	\$36.0418
	Sign-on/Annual Bonus	N/A	\$4,000	\$3,000	\$2,000	\$1,000

Rank	Salary Type	Step 1-A	Step 2-B	Step 3-C	Step 4-D	Step 5-E	Step 6-F	Step 7-G	Step 8-H	Step 9-I	Step 10-J	Step 11-K	Step 12-L	Step 13-M	Step 14-N	Step 15-O	Step 16-P	Step 17-Q
P02	Annual	N/A	\$66,706	\$69,047	\$71,465	\$73,967	\$76,549	\$79,233	\$82,004	\$84,875	\$87,842	\$90,922	\$95,711	\$97,393	\$100,802	\$104,331	\$107,983	N/A
	Hourly	N/A	\$32.0702	\$33.1957	\$34.3582	\$35.5611	\$36.8024	\$38.0928	\$39.4250	\$40.8053	\$42.2317	\$43.7125	\$46.0149	\$46.8236	\$48.4625	\$50.1591	\$51.9149	N/A
P03	Annual	\$66,680	\$70,044	\$72,499	\$75,046	\$77,663	\$80,370	\$83,194	\$86,102	\$89,122	\$92,238	\$95,467	\$98,814	\$102,274	\$105,846	\$109,549	\$113,383	N/A
	Hourly	\$32.0577	\$33.6750	\$34.8553	\$36.0798	\$37.3380	\$38.6394	\$39.9971	\$41.3952	\$42.8471	\$44.3452	\$45.8976	\$47.5067	\$49.1702	\$50.8875	\$52.6678	\$54.5111	N/A
P04	Annual	\$71,681	\$75,297	\$77,936	\$80,674	\$83,488	\$86,398	\$89,434	\$92,560	\$95,806	\$99,156	\$102,627	\$106,225	\$109,945	\$113,784	\$117,765	\$121,887	N/A
	Hourly	\$34.4620	\$36.2005	\$37.4692	\$38.7856	\$40.1385	\$41.5375	\$42.9971	\$44.5000	\$46.0606	\$47.6712	\$49.3399	\$51.0697	\$52.8582	\$54.7038	\$56.6178	\$58.5995	N/A
P05	Annual	\$78,849	\$82,827	\$85,730	\$88,741	\$91,837	\$95,038	\$98,377	\$101,816	\$105,387	\$109,072	\$112,890	\$116,848	\$120,940	\$125,162	\$129,542	\$134,076	\$138,769
	Hourly	\$37.9082	\$39.8207	\$41.2163	\$42.6639	\$44.1524	\$45.6913	\$47.2966	\$48.9500	\$50.6668	\$52.4385	\$54.2740	\$56.1769	\$58.1442	\$60.1740	\$62.2798	\$64.4596	\$66.7159

Longevity Bonuses

Rank	Salary Type	ASI 1 (3.5%)	ASI 2 (3.5%)	ASI 3 (3.5%)
P02	Annual	\$111,762	\$115,674	\$ 119,723
	Hourly	\$53.7317	\$55.6125	\$ 57.5589
P03	Annual	\$117,351	\$121,458	\$ 125,709
	Hourly	\$56.4188	\$58.3933	\$ 60.4370
P04	Annual	\$126,153	\$130,568	\$ 135,138
	Hourly	\$60.6505	\$62.7731	\$ 64.9701
P05	Annual	\$143,626	\$148,653	\$ 153,856
	Hourly	\$69.0510	\$71.4678	\$ 73.9692

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

Presented to the Commission on September 16, 2026
Approved by the Commission September 16, 2026