

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Office Bargaining Unit Pay Schedule
Effective November 8, 2026
1.25% COLA

Legacy Grade	Lawson Grade	Annual/Hourly	Minimum	Midpoint	Maximum	Longevity
C01	HC1	annual	\$31,613	\$43,801	\$55,989	\$57,809
		hourly	\$15.1986	\$21.0582	\$26.9178	\$27.7928
C02	HC2	annual	\$33,768	\$46,788	\$59,804	\$61,748
		hourly	\$16.2346	\$22.4942	\$28.7519	\$29.6865
C03	HC3	annual	\$35,304	\$50,494	\$65,684	\$67,819
		hourly	\$16.9731	\$24.2760	\$31.5788	\$32.6053
C04	HC4	annual	\$39,665	\$54,953	\$70,244	\$72,527
		hourly	\$19.0697	\$26.4197	\$33.7712	\$34.8688
C05	HC5	annual	\$43,887	\$60,806	\$77,726	\$80,252
		hourly	\$21.0995	\$29.2337	\$37.3683	\$38.5827
C06	HC6	annual	\$49,243	\$68,229	\$87,215	\$90,049
		hourly	\$23.6745	\$32.8024	\$41.9303	\$43.2928
C07	HC7	annual	\$53,207	\$73,720	\$94,231	\$97,294
		hourly	\$25.5803	\$35.4423	\$45.3034	\$46.7760

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.

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