

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Service/Labor Bargaining Unit Pay Schedule
Effective April 11, 2027
1.30% COLA

Legacy Grade	Lawson Grade	Annual/Hourly	Minimum	Midpoint	Maximum	Longevity
L01	HL1	annual	\$31,929	\$44,240	\$56,550	\$58,388
		hourly	\$15.3505	\$21.2692	\$27.1875	\$28.0712
L02	HL2	annual	\$35,658	\$51,001	\$66,342	\$68,498
		hourly	\$17.1433	\$24.5197	\$31.8952	\$32.9317
L03, L04	HL3/HL4	annual	\$40,063	\$55,507	\$70,954	\$73,260
		hourly	\$19.2611	\$26.6861	\$34.1125	\$35.2212
L05, L06	HL5/HL6	annual	\$44,325	\$61,414	\$78,504	\$81,055
		hourly	\$21.3101	\$29.5260	\$37.7423	\$38.9688
L07	HL7	annual	\$49,739	\$68,914	\$88,090	\$90,953
		hourly	\$23.9130	\$33.1317	\$42.3510	\$43.7274

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