

St. Mary's County Government Merit Salary Schedule - 1% Cola Increase and 3.66% Market Adjustment approved Effective July 1, 2025

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1	Annual Salary:	\$34,216.00	\$35,110.40	\$35,963.20	\$36,899.20	\$37,772.80	\$38,708.80	\$39,644.80	\$40,726.40	\$41,704.00	\$42,764.80	\$43,784.00	\$44,948.80
	Bi-Weekly Pay:	\$1,316.00	\$1,350.40	\$1,383.20	\$1,419.20	\$1,452.80	\$1,488.80	\$1,524.80	\$1,566.40	\$1,604.00	\$1,644.80	\$1,684.00	\$1,728.80
	Hourly Rate:	\$16.45	\$16.88	\$17.29	\$17.74	\$18.16	\$18.61	\$19.06	\$19.58	\$20.05	\$20.56	\$21.05	\$21.61
2	Annual Salary:	\$37,731.20	\$38,667.20	\$39,582.40	\$40,664.00	\$41,600.00	\$42,681.60	\$43,721.60	\$44,865.60	\$45,926.40	\$47,091.20	\$48,276.80	\$49,504.00
	Bi-Weekly Pay:	\$1,451.20	\$1,487.20	\$1,522.40	\$1,564.00	\$1,600.00	\$1,641.60	\$1,681.60	\$1,725.60	\$1,766.40	\$1,811.20	\$1,856.80	\$1,904.00
	Hourly Rate:	\$18.14	\$18.59	\$19.03	\$19.55	\$20.00	\$20.52	\$21.02	\$21.57	\$22.08	\$22.64	\$23.21	\$23.80
3	Annual Salary:	\$41,371.20	\$42,494.40	\$43,513.60	\$44,574.40	\$45,718.40	\$46,862.40	\$47,964.80	\$49,275.20	\$50,419.20	\$51,729.60	\$52,977.60	\$54,329.60
	Bi-Weekly Pay:	\$1,591.20	\$1,634.40	\$1,673.60	\$1,714.40	\$1,758.40	\$1,802.40	\$1,844.80	\$1,895.20	\$1,939.20	\$1,989.60	\$2,037.60	\$2,089.60
	Hourly Rate:	\$19.89	\$20.43	\$20.92	\$21.43	\$21.98	\$22.53	\$23.06	\$23.69	\$24.24	\$24.87	\$25.47	\$26.12
4	Annual Salary:	\$45,510.40	\$46,612.80	\$47,819.20	\$49,046.40	\$50,232.00	\$51,563.20	\$52,748.80	\$51,688.00	\$55,411.20	\$56,867.20	\$58,260.80	\$59,696.00
	Bi-Weekly Pay:	\$1,750.40	\$1,792.80	\$1,839.20	\$1,886.40	\$1,932.00	\$1,983.20	\$2,028.80	\$1,988.00	\$2,131.20	\$2,187.20	\$2,240.80	\$2,296.00
	Hourly Rate:	\$21.88	\$22.41	\$22.99	\$23.58	\$24.15	\$24.79	\$25.36	\$26.02	\$26.64	\$27.34	\$28.01	\$28.70
5	Annual Salary:	\$50,003.20	\$51,251.20	\$52,520.00	\$53,851.20	\$55,161.60	\$56,596.80	\$57,990.40	\$59,488.00	\$60,944.00	\$62,483.20	\$64,022.40	\$65,624.00
	Bi-Weekly Pay:	\$1,923.20	\$1,971.20	\$2,020.00	\$2,071.20	\$2,121.60	\$2,176.80	\$2,230.40	\$2,288.00	\$2,344.00	\$2,403.20	\$2,462.40	\$2,524.00
	Hourly Rate:	\$24.04	\$24.64	\$25.25	\$25.89	\$26.52	\$27.21	\$27.88	\$28.60	\$29.30	\$30.04	\$30.78	\$31.55
6	Annual Salary:	\$55,910.40	\$57,262.40	\$58,718.40	\$60,195.20	\$61,692.80	\$63,252.80	\$64,708.80	\$66,456.00	\$68,078.40	\$69,763.20	\$71,552.00	\$73,299.20
	Bi-Weekly Pay:	\$2,150.40	\$2,202.40	\$2,258.40	\$2,315.20	\$2,372.80	\$2,432.80	\$2,488.80	\$2,556.00	\$2,618.40	\$2,683.20	\$2,752.00	\$2,819.20
	Hourly Rate:	\$26.88	\$27.53	\$28.23	\$28.94	\$29.66	\$30.41	\$31.11	\$31.95	\$32.73	\$33.54	\$34.40	\$35.24
7	Annual Salary:	\$62,524.80	\$64,064.00	\$65,748.80	\$67,288.00	\$68,972.80	\$70,782.40	\$72,488.00	\$74,339.20	\$76,190.40	\$78,041.60	\$80,059.20	\$82,035.20
	Bi-Weekly Pay:	\$2,404.80	\$2,464.00	\$2,528.80	\$2,588.00	\$2,652.80	\$2,722.40	\$2,788.00	\$2,859.20	\$2,930.40	\$3,001.60	\$3,079.20	\$3,155.20
	Hourly Rate:	\$30.06	\$30.80	\$31.61	\$32.35	\$33.16	\$34.03	\$34.85	\$35.74	\$36.63	\$37.52	\$38.49	\$39.44
8	Annual Salary:	\$69,971.20	\$71,739.20	\$73,569.60	\$75,358.40	\$77,251.20	\$79,164.80	\$81,182.40	\$83,220.80	\$85,259.20	\$87,380.80	\$89,564.80	\$91,873.60
	Bi-Weekly Pay:	\$2,691.20	\$2,759.20	\$2,829.60	\$2,898.40	\$2,971.20	\$3,044.80	\$3,122.40	\$3,200.80	\$3,279.20	\$3,360.80	\$3,444.80	\$3,533.60
	Hourly Rate:	\$33.64	\$34.49	\$35.37	\$36.23	\$37.14	\$38.06	\$39.03	\$40.01	\$40.99	\$42.01	\$43.06	\$44.17
9	Annual Salary:	\$78,166.40	\$80,204.80	\$82,160.00	\$84,260.80	\$86,340.80	\$88,483.20	\$90,667.20	\$92,996.80	\$95,326.40	\$97,656.00	\$100,152.00	\$102,585.60
	Bi-Weekly Pay:	\$3,006.40	\$3,084.80	\$3,160.00	\$3,240.80	\$3,320.80	\$3,403.20	\$3,487.20	\$3,576.80	\$3,666.40	\$3,756.00	\$3,852.00	\$3,945.60
	Hourly Rate:	\$37.58	\$38.56	\$39.50	\$40.51	\$41.51	\$42.54	\$43.59	\$44.71	\$45.83	\$46.95	\$48.15	\$49.32
10	Annual Salary:	\$89,814.40	\$92,040.00	\$94,348.80	\$96,699.20	\$99,132.80	\$101,649.60	\$104,166.40	\$106,787.20	\$109,449.60	\$112,236.80	\$114,982.40	\$117,894.40
	Bi-Weekly Pay:	\$3,454.40	\$3,540.00	\$3,628.80	\$3,719.20	\$3,812.80	\$3,909.60	\$4,006.40	\$4,107.20	\$4,209.60	\$4,316.80	\$4,422.40	\$4,534.40
	Hourly Rate:	\$43.18	\$44.25	\$45.36	\$46.49	\$47.66	\$48.87	\$50.08	\$51.34	\$52.62	\$53.96	\$55.28	\$56.68
11	Annual Salary:	\$103,209.60	\$105,768.00	\$108,409.60	\$111,155.20	\$113,859.20	\$116,750.40	\$119,662.40	\$122,657.60	\$125,715.20	\$128,939.20	\$132,121.60	\$135,449.60
	Bi-Weekly Pay:	\$3,969.60	\$4,068.00	\$4,169.60	\$4,275.20	\$4,379.20	\$4,490.40	\$4,602.40	\$4,717.60	\$4,835.20	\$4,959.20	\$5,081.60	\$5,209.60
	Hourly Rate:	\$49.62	\$50.85	\$52.12	\$53.44	\$54.74	\$56.13	\$57.53	\$58.97	\$60.44	\$61.99	\$63.52	\$65.12
12	Annual Salary:	\$118,684.80	\$121,659.20	\$124,696.00	\$127,795.20	\$130,956.80	\$134,284.80	\$137,675.20	\$141,065.60	\$144,580.80	\$148,241.60	\$151,985.60	\$155,750.40
	Bi-Weekly Pay:	\$4,564.80	\$4,679.20	\$4,796.00	\$4,915.20	\$5,036.80	\$5,164.80	\$5,295.20	\$5,425.60	\$5,560.80	\$5,701.60	\$5,845.60	\$5,990.40
	Hourly Rate:	\$57.06	\$58.49	\$59.95	\$61.44	\$62.96	\$64.56	\$66.19	\$67.82	\$69.51	\$71.27	\$73.07	\$74.88
13	Annual Salary:	\$136,489.60	\$139,880.00	\$143,374.40	\$146,931.20	\$150,654.40	\$154,419.20	\$158,288.00	\$162,260.80	\$166,275.20	\$170,476.80	\$174,740.80	\$179,108.80
	Bi-Weekly Pay:	\$5,249.60	\$5,380.00	\$5,514.40	\$5,651.20	\$5,794.40	\$5,939.20	\$6,088.00	\$6,240.80	\$6,395.20	\$6,556.80	\$6,720.80	\$6,888.80
	Hourly Rate:	\$65.62	\$67.25	\$68.93	\$70.64	\$72.43	\$74.24	\$76.10	\$78.01	\$79.94	\$81.96	\$84.01	\$86.11
14	Annual Salary:	\$146,702.40	\$150,384.00	\$154,169.60	\$157,976.00	\$161,969.60	\$166,004.80	\$170,164.80	\$174,449.60	\$178,734.40	\$183,268.80	\$187,844.80	\$192,524.80
	Bi-Weekly Pay:	\$5,642.40	\$5,784.00	\$5,929.60	\$6,076.00	\$6,229.60	\$6,384.80	\$6,544.80	\$6,709.60	\$6,874.40	\$7,048.80	\$7,224.80	\$7,404.80
	Hourly Rate:	\$70.53	\$72.30	\$74.12	\$75.95	\$77.87	\$79.81	\$81.81	\$83.87	\$85.93	\$88.11	\$90.31	\$92.56

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Grade		Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23
1	Annual Salary:	\$46,030.40	\$47,174.40	\$48,422.40	\$49,587.20	\$50,793.60	\$52,062.40	\$53,393.60	\$54,724.80	\$56,097.60	\$57,491.20	\$58,947.20
	Bi-Weekly Pay:	\$1,770.40	\$1,814.40	\$1,862.40	\$1,907.20	\$1,953.60	\$2,002.40	\$2,053.60	\$2,104.80	\$2,157.60	\$2,211.20	\$2,267.20
	Hourly Rate:	\$22.13	\$22.68	\$23.28	\$23.84	\$24.42	\$25.03	\$25.67	\$26.31	\$26.97	\$27.64	\$28.34
2	Annual Salary:	\$50,731.20	\$51,979.20	\$53,248.00	\$54,662.40	\$55,993.60	\$57,387.20	\$58,822.40	\$60,299.20	\$61,796.80	\$63,377.60	\$64,916.80
	Bi-Weekly Pay:	\$1,951.20	\$1,999.20	\$2,048.00	\$2,102.40	\$2,153.60	\$2,207.20	\$2,262.40	\$2,319.20	\$2,376.80	\$2,437.60	\$2,496.80
	Hourly Rate:	\$24.39	\$24.99	\$25.60	\$26.28	\$26.92	\$27.59	\$28.28	\$28.99	\$29.71	\$30.47	\$31.21
3	Annual Salary:	\$55,681.60	\$57,033.60	\$58,489.60	\$59,987.20	\$61,464.00	\$63,003.20	\$64,563.20	\$66,164.80	\$67,849.60	\$69,555.20	\$71,281.60
	Bi-Weekly Pay:	\$2,141.60	\$2,193.60	\$2,249.60	\$2,307.20	\$2,364.00	\$2,423.20	\$2,483.20	\$2,544.80	\$2,609.60	\$2,675.20	\$2,741.60
	Hourly Rate:	\$26.77	\$27.42	\$28.12	\$28.84	\$29.55	\$30.29	\$31.04	\$31.81	\$32.62	\$33.44	\$34.27
4	Annual Salary:	\$61,172.80	\$62,774.40	\$64,292.80	\$65,915.20	\$67,558.40	\$69,284.80	\$71,011.20	\$72,779.20	\$74,609.60	\$76,481.60	\$78,353.60
	Bi-Weekly Pay:	\$2,352.80	\$2,414.40	\$2,472.80	\$2,535.20	\$2,598.40	\$2,664.80	\$2,731.20	\$2,799.20	\$2,869.60	\$2,941.60	\$3,013.60
	Hourly Rate:	\$29.41	\$30.18	\$30.91	\$31.69	\$32.48	\$33.31	\$34.14	\$34.99	\$35.87	\$36.77	\$37.67
5	Annual Salary:	\$67,204.80	\$68,910.40	\$70,636.80	\$72,404.80	\$74,235.20	\$76,024.00	\$77,958.40	\$79,934.40	\$81,931.20	\$83,969.60	\$86,091.20
	Bi-Weekly Pay:	\$2,584.80	\$2,650.40	\$2,716.80	\$2,784.80	\$2,855.20	\$2,924.00	\$2,998.40	\$3,074.40	\$3,151.20	\$3,229.60	\$3,311.20
	Hourly Rate:	\$32.31	\$33.13	\$33.96	\$34.81	\$35.69	\$36.55	\$37.48	\$38.43	\$39.39	\$40.37	\$41.39
6	Annual Salary:	\$75,171.20	\$77,043.20	\$78,977.60	\$80,932.80	\$82,929.60	\$85,009.60	\$87,152.00	\$89,336.00	\$91,540.80	\$93,828.80	\$96,179.20
	Bi-Weekly Pay:	\$2,891.20	\$2,963.20	\$3,037.60	\$3,112.80	\$3,189.60	\$3,269.60	\$3,352.00	\$3,436.00	\$3,520.80	\$3,608.80	\$3,699.20
	Hourly Rate:	\$36.14	\$37.04	\$37.97	\$38.91	\$39.87	\$40.87	\$41.90	\$42.95	\$44.01	\$45.11	\$46.24
7	Annual Salary:	\$84,115.20	\$86,195.20	\$88,379.20	\$90,563.20	\$92,851.20	\$95,160.00	\$97,531.20	\$99,923.20	\$102,419.20	\$104,956.80	\$107,577.60
	Bi-Weekly Pay:	\$3,235.20	\$3,315.20	\$3,399.20	\$3,483.20	\$3,571.20	\$3,660.00	\$3,751.20	\$3,843.20	\$3,939.20	\$4,036.80	\$4,137.60
	Hourly Rate:	\$40.44	\$41.44	\$42.49	\$43.54	\$44.64	\$45.75	\$46.89	\$48.04	\$49.24	\$50.46	\$51.72
8	Annual Salary:	\$94,182.40	\$96,449.60	\$98,883.20	\$101,358.40	\$103,896.00	\$106,537.60	\$109,179.20	\$111,883.20	\$114,712.00	\$117,582.40	\$120,494.40
	Bi-Weekly Pay:	\$3,622.40	\$3,709.60	\$3,803.20	\$3,898.40	\$3,996.00	\$4,097.60	\$4,199.20	\$4,303.20	\$4,412.00	\$4,522.40	\$4,634.40
	Hourly Rate:	\$45.28	\$46.37	\$47.54	\$48.73	\$49.95	\$51.22	\$52.49	\$53.79	\$55.15	\$56.53	\$57.93
9	Annual Salary:	\$105,206.40	\$107,806.40	\$110,510.40	\$113,297.60	\$116,084.80	\$119,017.60	\$121,992.00	\$125,008.00	\$128,148.80	\$131,352.00	\$134,638.40
	Bi-Weekly Pay:	\$4,046.40	\$4,146.40	\$4,250.40	\$4,357.60	\$4,464.80	\$4,577.60	\$4,692.00	\$4,808.00	\$4,928.80	\$5,052.00	\$5,178.40
	Hourly Rate:	\$50.58	\$51.83	\$53.13	\$54.47	\$55.81	\$57.22	\$58.65	\$60.10	\$61.61	\$63.15	\$64.73
10	Annual Salary:	\$120,785.60	\$123,843.20	\$126,921.60	\$130,062.40	\$133,286.40	\$136,676.80	\$140,067.20	\$143,644.80	\$147,264.00	\$150,904.00	\$154,689.60
	Bi-Weekly Pay:	\$4,645.60	\$4,763.20	\$4,881.60	\$5,002.40	\$5,126.40	\$5,256.80	\$5,387.20	\$5,524.80	\$5,664.00	\$5,804.00	\$5,949.60
	Hourly Rate:	\$58.07	\$59.54	\$61.02	\$62.53	\$64.08	\$65.71	\$67.34	\$69.06	\$70.80	\$72.55	\$74.37
11	Annual Salary:	\$138,840.00	\$142,230.40	\$145,828.80	\$149,489.60	\$153,171.20	\$157,060.80	\$160,950.40	\$165,027.20	\$169,145.60	\$173,368.00	\$177,736.00
	Bi-Weekly Pay:	\$5,340.00	\$5,470.40	\$5,608.80	\$5,749.60	\$5,891.20	\$6,040.80	\$6,190.40	\$6,347.20	\$6,505.60	\$6,668.00	\$6,836.00
	Hourly Rate:	\$66.75	\$68.38	\$70.11	\$71.87	\$73.64	\$75.51	\$77.38	\$79.34	\$81.32	\$83.35	\$85.45
12	Annual Salary:	\$159,598.40	\$163,612.80	\$167,710.40	\$171,849.60	\$176,196.80	\$180,606.40	\$185,099.20	\$189,737.60	\$194,459.20	\$199,326.40	\$204,339.20
	Bi-Weekly Pay:	\$6,138.40	\$6,292.80	\$6,450.40	\$6,609.60	\$6,776.80	\$6,946.40	\$7,119.20	\$7,297.60	\$7,479.20	\$7,666.40	\$7,859.20
	Hourly Rate:	\$76.73	\$78.66	\$80.63	\$82.62	\$84.71	\$86.83	\$88.99	\$91.22	\$93.49	\$95.83	\$98.24
13	Annual Salary:	\$183,560.00	\$188,136.00	\$192,878.40	\$197,704.00	\$202,633.60	\$207,688.00	\$212,825.60	\$218,212.80	\$223,683.20	\$229,278.40	\$234,998.40
	Bi-Weekly Pay:	\$7,060.00	\$7,236.00	\$7,418.40	\$7,604.00	\$7,793.60	\$7,988.00	\$8,185.60	\$8,392.80	\$8,603.20	\$8,818.40	\$9,038.40
	Hourly Rate:	\$88.25	\$90.45	\$92.73	\$95.05	\$97.42	\$99.85	\$102.32	\$104.91	\$107.54	\$110.23	\$112.98
14	Annual Salary:	\$197,329.60	\$202,259.20	\$207,313.60	\$212,513.60	\$217,838.40	\$223,267.20	\$228,779.20	\$234,582.40	\$240,427.20	\$246,459.20	\$252,636.80
	Bi-Weekly Pay:	\$7,589.60	\$7,779.20	\$7,973.60	\$8,173.60	\$8,378.40	\$8,587.20	\$8,799.20	\$9,022.40	\$9,247.20	\$9,479.20	\$9,716.80
	Hourly Rate:	\$94.87	\$97.24	\$99.67	\$102.17	\$104.73	\$107.34	\$109.99	\$112.78	\$115.59	\$118.49	\$121.46