

St. Mary's County Government Merit Salary Schedule - 2% Cola Increase and 3.66% Market Adjustment approved Effective July 1, 2026

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:	\$36,171.20	\$37,128.00	\$38,043.20	\$39,000.00	\$39,936.00	\$40,913.60	\$41,912.00	\$43,056.00	\$44,096.00	\$45,219.20	\$46,300.80	\$47,528.00
	Bi-Weekly Pay:	\$1,391.20	\$1,428.00	\$1,463.20	\$1,500.00	\$1,536.00	\$1,573.60	\$1,612.00	\$1,656.00	\$1,696.00	\$1,739.20	\$1,780.80	\$1,828.00
	Hourly Rate:	\$17.39	\$17.85	\$18.29	\$18.75	\$19.20	\$19.67	\$20.15	\$20.70	\$21.20	\$21.74	\$22.26	\$22.85
2	Annual Salary:	\$39,894.40	\$40,872.00	\$41,849.60	\$42,993.60	\$43,992.00	\$45,136.00	\$46,217.60	\$47,444.80	\$48,547.20	\$49,795.20	\$51,043.20	\$52,353.60
	Bi-Weekly Pay:	\$1,534.40	\$1,572.00	\$1,609.60	\$1,653.60	\$1,692.00	\$1,736.00	\$1,777.60	\$1,824.80	\$1,867.20	\$1,915.20	\$1,963.20	\$2,013.60
	Hourly Rate:	\$19.18	\$19.65	\$20.12	\$20.67	\$21.15	\$21.70	\$22.22	\$22.81	\$23.34	\$23.94	\$24.54	\$25.17
3	Annual Salary:	\$43,742.40	\$44,928.00	\$46,009.60	\$47,132.80	\$48,339.20	\$49,545.60	\$50,710.40	\$52,083.20	\$53,289.60	\$54,704.00	\$56,014.40	\$57,449.60
	Bi-Weekly Pay:	\$1,682.40	\$1,728.00	\$1,769.60	\$1,812.80	\$1,859.20	\$1,905.60	\$1,950.40	\$2,003.20	\$2,049.60	\$2,104.00	\$2,154.40	\$2,209.60
	Hourly Rate:	\$21.03	\$21.60	\$22.12	\$22.66	\$23.24	\$23.82	\$24.38	\$25.04	\$25.62	\$26.30	\$26.93	\$27.62
4	Annual Salary:	\$48,131.20	\$49,296.00	\$50,564.80	\$51,854.40	\$53,102.40	\$54,537.60	\$55,785.60	\$57,220.80	\$58,572.80	\$60,132.80	\$61,609.60	\$63,107.20
	Bi-Weekly Pay:	\$1,851.20	\$1,896.00	\$1,944.80	\$1,994.40	\$2,042.40	\$2,097.60	\$2,145.60	\$2,200.80	\$2,252.80	\$2,312.80	\$2,369.60	\$2,427.20
	Hourly Rate:	\$23.14	\$23.70	\$24.31	\$24.93	\$25.53	\$26.22	\$26.82	\$27.51	\$28.16	\$28.91	\$29.62	\$30.34
5	Annual Salary:	\$52,873.60	\$54,184.00	\$55,536.00	\$56,950.40	\$58,323.20	\$59,841.60	\$61,318.40	\$62,899.20	\$64,438.40	\$66,060.80	\$67,704.00	\$69,388.80
	Bi-Weekly Pay:	\$2,033.60	\$2,084.00	\$2,136.00	\$2,190.40	\$2,243.20	\$2,301.60	\$2,358.40	\$2,419.20	\$2,478.40	\$2,540.80	\$2,604.00	\$2,668.80
	Hourly Rate:	\$25.42	\$26.05	\$26.70	\$27.38	\$28.04	\$28.77	\$29.48	\$30.24	\$30.98	\$31.76	\$32.55	\$33.36
6	Annual Salary:	\$59,113.60	\$60,548.80	\$62,067.20	\$63,648.00	\$65,228.80	\$66,892.80	\$68,411.20	\$70,262.40	\$71,968.00	\$73,756.80	\$75,649.60	\$77,500.80
	Bi-Weekly Pay:	\$2,273.60	\$2,328.80	\$2,387.20	\$2,448.00	\$2,508.80	\$2,572.80	\$2,631.20	\$2,702.40	\$2,768.00	\$2,836.80	\$2,909.60	\$2,980.80
	Hourly Rate:	\$28.42	\$29.11	\$29.84	\$30.60	\$31.36	\$32.16	\$32.89	\$33.78	\$34.60	\$35.46	\$36.37	\$37.26
7	Annual Salary:	\$66,102.40	\$67,745.60	\$69,513.60	\$71,156.80	\$72,924.80	\$74,838.40	\$76,648.00	\$78,582.40	\$80,558.40	\$82,513.60	\$84,656.00	\$86,736.00
	Bi-Weekly Pay:	\$2,542.40	\$2,605.60	\$2,673.60	\$2,736.80	\$2,804.80	\$2,878.40	\$2,948.00	\$3,022.40	\$3,098.40	\$3,173.60	\$3,256.00	\$3,336.00
	Hourly Rate:	\$31.78	\$32.57	\$33.42	\$34.21	\$35.06	\$35.98	\$36.85	\$37.78	\$38.73	\$39.67	\$40.70	\$41.70
8	Annual Salary:	\$73,985.60	\$75,857.60	\$77,792.00	\$79,664.00	\$81,681.60	\$83,699.20	\$85,841.60	\$87,984.00	\$90,147.20	\$92,393.60	\$94,702.40	\$97,136.00
	Bi-Weekly Pay:	\$2,845.60	\$2,917.60	\$2,992.00	\$3,064.00	\$3,141.60	\$3,219.20	\$3,301.60	\$3,384.00	\$3,467.20	\$3,553.60	\$3,642.40	\$3,736.00
	Hourly Rate:	\$35.57	\$36.47	\$37.40	\$38.30	\$39.27	\$40.24	\$41.27	\$42.30	\$43.34	\$44.42	\$45.53	\$46.70
9	Annual Salary:	\$82,638.40	\$84,801.60	\$86,860.80	\$89,086.40	\$91,291.20	\$93,558.40	\$95,867.20	\$98,321.60	\$100,796.80	\$103,251.20	\$105,892.80	\$108,472.00
	Bi-Weekly Pay:	\$3,178.40	\$3,261.60	\$3,340.80	\$3,426.40	\$3,511.20	\$3,598.40	\$3,687.20	\$3,781.60	\$3,876.80	\$3,971.20	\$4,072.80	\$4,172.00
	Hourly Rate:	\$39.73	\$40.77	\$41.76	\$42.83	\$43.89	\$44.98	\$46.09	\$47.27	\$48.46	\$49.64	\$50.91	\$52.15
10	Annual Salary:	\$94,952.00	\$97,323.20	\$99,756.80	\$102,252.80	\$104,811.20	\$107,473.60	\$110,136.00	\$112,923.20	\$115,710.40	\$118,664.00	\$121,576.00	\$124,654.40
	Bi-Weekly Pay:	\$3,652.00	\$3,743.20	\$3,836.80	\$3,932.80	\$4,031.20	\$4,133.60	\$4,236.00	\$4,343.20	\$4,450.40	\$4,564.00	\$4,676.00	\$4,794.40
	Hourly Rate:	\$45.65	\$46.79	\$47.96	\$49.16	\$50.39	\$51.67	\$52.95	\$54.29	\$55.63	\$57.05	\$58.45	\$59.93
11	Annual Salary:	\$109,116.80	\$111,841.60	\$114,628.80	\$117,540.80	\$120,369.60	\$123,448.00	\$126,526.40	\$129,688.00	\$132,932.80	\$136,323.20	\$139,692.80	\$143,208.00
	Bi-Weekly Pay:	\$4,196.80	\$4,301.60	\$4,408.80	\$4,520.80	\$4,629.60	\$4,748.00	\$4,866.40	\$4,988.00	\$5,112.80	\$5,243.20	\$5,372.80	\$5,508.00
	Hourly Rate:	\$52.46	\$53.77	\$55.11	\$56.51	\$57.87	\$59.35	\$60.83	\$62.35	\$63.91	\$65.54	\$67.16	\$68.85
12	Annual Salary:	\$125,486.40	\$128,627.20	\$131,851.20	\$135,116.80	\$138,465.60	\$141,980.80	\$145,558.40	\$149,156.80	\$152,859.20	\$156,748.80	\$160,700.80	\$164,694.40
	Bi-Weekly Pay:	\$4,826.40	\$4,947.20	\$5,071.20	\$5,196.80	\$5,325.60	\$5,460.80	\$5,598.40	\$5,736.80	\$5,879.20	\$6,028.80	\$6,180.80	\$6,334.40
	Hourly Rate:	\$60.33	\$61.84	\$63.39	\$64.96	\$66.57	\$68.26	\$69.98	\$71.71	\$73.49	\$75.36	\$77.26	\$79.18
13	Annual Salary:	\$144,310.40	\$147,908.80	\$151,590.40	\$155,355.20	\$159,286.40	\$163,259.20	\$167,356.80	\$171,558.40	\$175,801.60	\$180,252.80	\$184,766.40	\$189,363.20
	Bi-Weekly Pay:	\$5,550.40	\$5,688.80	\$5,830.40	\$5,975.20	\$6,126.40	\$6,279.20	\$6,436.80	\$6,598.40	\$6,761.60	\$6,932.80	\$7,106.40	\$7,283.20
	Hourly Rate:	\$69.38	\$71.11	\$72.88	\$74.69	\$76.58	\$78.49	\$80.46	\$82.48	\$84.52	\$86.66	\$88.83	\$91.04
14	Annual Salary:	\$155,105.60	\$159,016.00	\$163,009.60	\$167,044.80	\$171,267.20	\$175,531.20	\$179,920.00	\$184,454.40	\$188,988.80	\$193,772.80	\$198,619.20	\$203,569.60
	Bi-Weekly Pay:	\$5,965.60	\$6,116.00	\$6,269.60	\$6,424.80	\$6,587.20	\$6,751.20	\$6,920.00	\$7,094.40	\$7,268.80	\$7,452.80	\$7,639.20	\$7,829.60
	Hourly Rate:	\$74.57	\$76.45	\$78.37	\$80.31	\$82.34	\$84.39	\$86.50	\$88.68	\$90.86	\$93.16	\$95.49	\$97.87

St. Mary's County Government Merit Salary Schedule - 2% Cola Increase and 3.66% Market Adjustment approved Effective July 1, 2026												
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:	\$48,672.00	\$49,878.40	\$51,209.60	\$52,436.80	\$53,705.60	\$55,036.80	\$56,451.20	\$57,865.60	\$59,321.60	\$60,777.60	\$62,337.60
	Bi-Weekly Pay:	\$1,872.00	\$1,918.40	\$1,969.60	\$2,016.80	\$2,065.60	\$2,116.80	\$2,171.20	\$2,225.60	\$2,281.60	\$2,337.60	\$2,397.60
	Hourly Rate:	\$23.40	\$23.98	\$24.62	\$25.21	\$25.82	\$26.46	\$27.14	\$27.82	\$28.52	\$29.22	\$29.97
2	Annual Salary:	\$53,643.20	\$54,953.60	\$56,305.60	\$57,803.20	\$59,217.60	\$60,673.60	\$62,212.80	\$63,752.00	\$65,332.80	\$67,017.60	\$68,640.00
	Bi-Weekly Pay:	\$2,063.20	\$2,113.60	\$2,165.60	\$2,223.20	\$2,277.60	\$2,333.60	\$2,392.80	\$2,452.00	\$2,512.80	\$2,577.60	\$2,640.00
	Hourly Rate:	\$25.79	\$26.42	\$27.07	\$27.79	\$28.47	\$29.17	\$29.91	\$30.65	\$31.41	\$32.22	\$33.00
3	Annual Salary:	\$58,884.80	\$60,299.20	\$61,838.40	\$63,440.00	\$64,979.20	\$66,622.40	\$68,265.60	\$69,971.20	\$71,739.20	\$73,548.80	\$75,379.20
	Bi-Weekly Pay:	\$2,264.80	\$2,319.20	\$2,378.40	\$2,440.00	\$2,499.20	\$2,562.40	\$2,625.60	\$2,691.20	\$2,759.20	\$2,828.80	\$2,899.20
	Hourly Rate:	\$28.31	\$28.99	\$29.73	\$30.50	\$31.24	\$32.03	\$32.82	\$33.64	\$34.49	\$35.36	\$36.24
4	Annual Salary:	\$64,688.00	\$66,372.80	\$67,974.40	\$69,680.00	\$71,427.20	\$73,257.60	\$75,067.20	\$76,960.00	\$78,894.40	\$80,870.40	\$82,846.40
	Bi-Weekly Pay:	\$2,488.00	\$2,552.80	\$2,614.40	\$2,680.00	\$2,747.20	\$2,817.60	\$2,887.20	\$2,960.00	\$3,034.40	\$3,110.40	\$3,186.40
	Hourly Rate:	\$31.10	\$31.91	\$32.68	\$33.50	\$34.34	\$35.22	\$36.09	\$37.00	\$37.93	\$38.88	\$39.83
5	Annual Salary:	\$71,073.60	\$72,862.40	\$74,692.80	\$76,564.80	\$78,478.40	\$80,371.20	\$82,430.40	\$84,510.40	\$86,632.00	\$88,795.20	\$91,041.60
	Bi-Weekly Pay:	\$2,733.60	\$2,802.40	\$2,872.80	\$2,944.80	\$3,018.40	\$3,091.20	\$3,170.40	\$3,250.40	\$3,332.00	\$3,415.20	\$3,501.60
	Hourly Rate:	\$34.17	\$35.03	\$35.91	\$36.81	\$37.73	\$38.64	\$39.63	\$40.63	\$41.65	\$42.69	\$43.77
6	Annual Salary:	\$79,476.80	\$81,452.80	\$83,512.00	\$85,571.20	\$87,692.80	\$89,897.60	\$92,144.00	\$94,452.80	\$96,782.40	\$99,195.20	\$101,691.20
	Bi-Weekly Pay:	\$3,056.80	\$3,132.80	\$3,212.00	\$3,291.20	\$3,372.80	\$3,457.60	\$3,544.00	\$3,632.80	\$3,722.40	\$3,815.20	\$3,911.20
	Hourly Rate:	\$38.21	\$39.16	\$40.15	\$41.14	\$42.16	\$43.22	\$44.30	\$45.41	\$46.53	\$47.69	\$48.89
7	Annual Salary:	\$88,940.80	\$91,145.60	\$93,454.40	\$95,763.20	\$98,176.00	\$100,630.40	\$103,126.40	\$105,643.20	\$108,284.80	\$110,968.00	\$113,734.40
	Bi-Weekly Pay:	\$3,420.80	\$3,505.60	\$3,594.40	\$3,683.20	\$3,776.00	\$3,870.40	\$3,966.40	\$4,063.20	\$4,164.80	\$4,268.00	\$4,374.40
	Hourly Rate:	\$42.76	\$43.82	\$44.93	\$46.04	\$47.20	\$48.38	\$49.58	\$50.79	\$52.06	\$53.35	\$54.68
8	Annual Salary:	\$99,590.40	\$101,982.40	\$104,540.80	\$107,161.60	\$109,844.80	\$112,632.00	\$115,440.00	\$118,310.40	\$121,284.80	\$124,321.60	\$127,400.00
	Bi-Weekly Pay:	\$3,830.40	\$3,922.40	\$4,020.80	\$4,121.60	\$4,224.80	\$4,332.00	\$4,440.00	\$4,550.40	\$4,664.80	\$4,781.60	\$4,900.00
	Hourly Rate:	\$47.88	\$49.03	\$50.26	\$51.52	\$52.81	\$54.15	\$55.50	\$56.88	\$58.31	\$59.77	\$61.25
9	Annual Salary:	\$111,238.40	\$114,004.80	\$116,833.60	\$119,787.20	\$122,740.80	\$125,840.00	\$128,980.80	\$132,163.20	\$135,491.20	\$138,881.60	\$142,355.20
	Bi-Weekly Pay:	\$4,278.40	\$4,384.80	\$4,493.60	\$4,607.20	\$4,720.80	\$4,840.00	\$4,960.80	\$5,083.20	\$5,211.20	\$5,341.60	\$5,475.20
	Hourly Rate:	\$53.48	\$54.81	\$56.17	\$57.59	\$59.01	\$60.50	\$62.01	\$63.54	\$65.14	\$66.77	\$68.44
10	Annual Salary:	\$127,712.00	\$130,936.00	\$134,201.60	\$137,508.80	\$140,920.00	\$144,497.60	\$148,096.00	\$151,881.60	\$155,708.80	\$159,556.80	\$163,571.20
	Bi-Weekly Pay:	\$4,912.00	\$5,036.00	\$5,161.60	\$5,288.80	\$5,420.00	\$5,557.60	\$5,696.00	\$5,841.60	\$5,988.80	\$6,136.80	\$6,291.20
	Hourly Rate:	\$61.40	\$62.95	\$64.52	\$66.11	\$67.75	\$69.47	\$71.20	\$73.02	\$74.86	\$76.71	\$78.64
11	Annual Salary:	\$146,806.40	\$150,384.00	\$154,190.40	\$158,059.20	\$161,948.80	\$166,067.20	\$170,185.60	\$174,491.20	\$178,859.20	\$183,310.40	\$187,928.00
	Bi-Weekly Pay:	\$5,646.40	\$5,784.00	\$5,930.40	\$6,079.20	\$6,228.80	\$6,387.20	\$6,545.60	\$6,711.20	\$6,879.20	\$7,050.40	\$7,228.00
	Hourly Rate:	\$70.58	\$72.30	\$74.13	\$75.99	\$77.86	\$79.84	\$81.82	\$83.89	\$85.99	\$88.13	\$90.35
12	Annual Salary:	\$168,729.60	\$172,993.60	\$177,320.00	\$181,688.00	\$186,284.80	\$190,964.80	\$195,707.20	\$200,616.00	\$205,608.00	\$210,766.40	\$216,049.60
	Bi-Weekly Pay:	\$6,489.60	\$6,653.60	\$6,820.00	\$6,988.00	\$7,164.80	\$7,344.80	\$7,527.20	\$7,716.00	\$7,908.00	\$8,106.40	\$8,309.60
	Hourly Rate:	\$81.12	\$83.17	\$85.25	\$87.35	\$89.56	\$91.81	\$94.09	\$96.45	\$98.85	\$101.33	\$103.87
13	Annual Salary:	\$194,084.80	\$198,931.20	\$203,923.20	\$209,040.00	\$214,260.80	\$219,606.40	\$225,035.20	\$230,734.40	\$236,496.00	\$242,403.20	\$248,476.80
	Bi-Weekly Pay:	\$7,464.80	\$7,651.20	\$7,843.20	\$8,040.00	\$8,240.80	\$8,446.40	\$8,655.20	\$8,874.40	\$9,096.00	\$9,323.20	\$9,556.80
	Hourly Rate:	\$93.31	\$95.64	\$98.04	\$100.50	\$103.01	\$105.58	\$108.19	\$110.93	\$113.70	\$116.54	\$119.46
14	Annual Salary:	\$208,644.80	\$213,844.80	\$219,190.40	\$224,681.60	\$230,318.40	\$236,080.00	\$241,904.00	\$248,040.00	\$254,217.60	\$260,582.40	\$267,113.60
	Bi-Weekly Pay:	\$8,024.80	\$8,224.80	\$8,430.40	\$8,641.60	\$8,858.40	\$9,080.00	\$9,304.00	\$9,540.00	\$9,777.60	\$10,022.40	\$10,273.60
	Hourly Rate:	\$100.31	\$102.81	\$105.38	\$108.02	\$110.73	\$113.50	\$116.30	\$119.25	\$122.22	\$125.28	\$128.42