

**FY2027 POLICE OFFICER, POLICE OFFICER FIRST CLASS (P00)
POLICE CORPORAL (P01B), POLICE SERGEANT (P02), POLICE LIEUTENANT (P03) AND POLICE CAPTAINS (P04) PAY SCHEDULES
Effective July 2, 2026**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-00	\$72,802	\$75,350	\$77,987	\$80,717	\$83,542	\$86,466	\$89,492	\$92,624	\$95,866	\$99,222	\$102,694
Hourly	\$35.001	\$36.226	\$37.494	\$38.806	\$40.164	\$41.570	\$43.025	\$44.531	\$46.090	\$47.703	\$49.372
Grade	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20		
P-00	\$106,289	\$110,009	\$113,859	\$117,844	\$121,969	\$126,238	\$129,394	\$132,628	\$136,209		
Hourly	\$51.100	\$52.889	\$54.740	\$56.656	\$58.639	\$60.691	\$62.208	\$63.764	\$65.485		

Grade	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-01B	\$82,667	\$85,560	\$88,554	\$91,654	\$94,862	\$98,182	\$101,618	\$105,175	\$108,856
Hourly	\$39.744	\$41.135	\$42.574	\$44.064	\$45.607	\$47.203	\$48.855	\$50.565	\$52.335
Grade	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
P-01B	\$112,666	\$116,609	\$120,691	\$124,915	\$129,287	\$133,812	\$137,157	\$140,586	\$144,382
Hourly	\$54.166	\$56.062	\$58.024	\$60.055	\$62.157	\$64.333	\$65.941	\$67.589	\$69.414

Grade	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
P-02	\$97,410	\$100,819	\$104,348	\$108,000	\$111,780	\$115,692	\$119,742	\$123,933	\$128,270	\$132,760	\$137,406
Hourly	\$46.832	\$48.471	\$50.167	\$51.923	\$53.740	\$55.621	\$57.568	\$59.583	\$61.668	\$63.827	\$66.061
Grade	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21					
P-02	\$142,216	\$147,193	\$150,873	\$154,645	\$158,820	\$162,791					
Hourly	\$68.373	\$70.766	\$72.535	\$74.348	\$76.356	\$78.265					

Grade	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
P-03	\$107,150	\$110,900	\$114,782	\$118,799	\$122,957	\$127,261	\$131,715	\$136,325	\$141,096	\$146,035	\$151,146
Hourly	\$51.514	\$53.317	\$55.184	\$57.115	\$59.114	\$61.183	\$63.324	\$65.541	\$67.835	\$70.209	\$72.666
Grade	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22				
P-03	\$156,436	\$161,911	\$165,960	\$170,109	\$174,701	\$179,069	\$183,546				
Hourly	\$75.210	\$77.842	\$79.788	\$81.783	\$83.991	\$86.091	\$88.243				

Grade	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
P-04	\$135,253	\$139,987	\$144,886	\$149,957	\$155,206	\$160,638	\$166,260	\$172,079	\$178,102	\$182,555	\$187,119	\$192,172
Hourly	\$65.025	\$67.301	\$69.657	\$72.095	\$74.618	\$77.230	\$79.933	\$82.731	\$85.626	\$87.767	\$89.961	\$92.390
Grade	Step 21	Step 22	Step 23	Step 24	Step 25							
P-04	\$196,976	\$201,900	\$208,462	\$215,237	\$222,232							
Hourly	\$94.700	\$97.067	\$100.222	\$103.479	\$106.842							

This pay schedule applies to employees in the classifications of Police Officer (P-00), Police Officer First Class (P-00), Police Corporal (P01B), Police Sergeant (P02), Police Lieutenant (P03) and Police Captain (P04).

Implements negotiated pay schedule effective with the pay period beginning July 2, 2026.

Employees who achieve a satisfactory performance review shall receive an increase in pay, not to exceed maximum of grade in accordance with the Memorandum of Agreement between Anne Arundel County and the Fraternal Order of Police, Anne Arundel County Lodge #70, Inc., effective July 1, 2026; only once every 12 months.

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 decimal places.