



OFFICE OF HUMAN RESOURCES

Marc Elrich
County Executive

Traci L. Anderson
Director

MEMORANDUM

June 23, 2025

TO: Department and Office Directors

FROM: Traci Anderson, Director, Office of Human Resources

A handwritten signature in blue ink, appearing to read "Traci Anderson", is written over the "FROM:" line.

SUBJECT: FY26 Compensation Changes

This memo outlines the FY26 (July 1, 2025, through June 30, 2026) compensation changes recommended by the County Executive and approved by the County Council on May 22, 2025. The chart below provides the eligibility for each compensation category, the effective date, the percentage increase, and other relevant changes.

General Wage Adjustment (GWA): GWA will be applicable and effective based on the bargaining unit as indicated below. All salary schedules have been adjusted by the percentage indicated below. Individual schedules are posted at: www.montgomerycountymd.gov/HR/compensation/Compensation.html	
FOP and Police Leadership Service (PLS)	Effective July 13, 2025: GWA increase of 4.85%
IAFF and Fire/Rescue Management (FRM)	Effective July 13, 2025: GWA increase of 3.25%
MCGEO OPT/SLT	Effective July 13, 2025: GWA increase of 3%
Management Leadership Service (MLS)	Effective July 13, 2025: GWA increase of 3%
Non-Represented (GSS), Corrections Management, and Sheriff Management	Effective July 13, 2025: GWA increase of 3%

FY26 Compensation Changes

June 23, 2025

Page 2 of 3

Service Increments: Active employees who are eligible to receive a service increment in FY25 (pay periods July 13, 2025 – July 11, 2026) will receive a service increment applied to their base salary effective the first day of the pay period in which the employee’s increment date falls.		
Eligible employees include: <ul style="list-style-type: none">• Represented• Non-represented (GSS)• Term employees• Full scope temporary employees who have accumulated 1040 hours since the last applied service increment. Excludes MLS and PLS	New Service Increment Dates: <ul style="list-style-type: none">• No change in service increment dates for all eligible employees (excluding full scope temporary employees).• Service increment dates for full scope temporary employees will change to the date the increment is applied to their base salary.	Service Increment % Increase: <ul style="list-style-type: none">• No change to the represented employee rate of 3.5% or the next step unless the top of their grade is less than 3.5%; then, the employee will receive an increase to the top of their grade.• No change to the non-represented employee rate of 3.5% unless the top of their grade is less than 3.5%; then, the employee will receive an increase to the top of their grade.
MLS/PLS Pay for Performance: Pay for performance is in accordance with the CAO-approved increases and MCPR, 2001, Section 10-10(a)(2)(C).		
Eligible employees include: <ul style="list-style-type: none">• Management Leadership Service (MLS)• Police Leadership Service (PLS)	Effective July 13, 2025: Eligible MLS and PLS employees may receive pay for performance increases to their base salary, or a lump sum award, or both. Employees must have a performance rating of “Successful” or above.	
Minimum Wage/ Seasonal Salary Schedule: Effective June 29, 2025, Montgomery County’s minimum wage increases to \$17.65/hour. Seasonal employees of all grades (S1-S8) will receive an increase of \$0.50 per hour, which represents the minimum wage increase. See the Minimum Wage/Season Salary Schedule for the applicable list of job classes.		

Longevity: Employees who become eligible for longevity pay in the period (July 13, 2025, through July 11, 2026) will receive longevity in the manner normally received. Eligible employees will receive longevity at the beginning of the first full pay period after their service anniversary date. No retroactive payments will be made due to longevity changes.

- FOP
- IAFF and Fire/Rescue Management (FRM)
- MCGEO (Excluding Transit Bus Operators and Transit Coordinators)
- Correctional Management and Sheriff Management
- Non-represented (GSS)

No change to the represented and non-represented employee percentages or years.

Excludes MLS and PLS

For information about GWAs, service increments, and longevity, non-represented employees can refer to the Montgomery County Personnel Regulations, Sections 10 and 12, and bargaining unit employees can refer to their respective collective bargaining unit agreements.

If you have any questions about this correspondence, please contact James Tinnick, Manager, Classification and Compensation, in the Office of Human Resources at james.tinnick@montgomerycountymd.gov.

cc: HR Liaisons
MCtime, Finance
OHR Staff
OLR Staff
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SEAAs