

**MONTGOMERY COUNTY GOVERNMENT
OFFICE, PROFESSIONAL & TECHNICAL AND SERVICE, LABOR, AND TRADES (MCGEO
OPT/SLT) BARGAINING UNIT SALARY SCHEDULE**

FISCAL YEAR 2026

EFFECTIVE JULY 13, 2025

GWA: 3% INCREASE

GRADE	MINIMUM	MIDPOINT	MAXIMUM	16 YEAR LONGEVITY (3.25%)	20 YEAR LONGEVITY (3.25%)	25 YEAR LONGEVITY (3.25%)
5	\$43,969	\$50,773	\$57,576	\$59,447	\$61,379	\$63,374
6	\$43,969	\$51,830	\$59,689	\$61,629	\$63,632	\$65,700
7	\$43,969	\$52,957	\$61,946	\$63,959	\$66,038	\$68,184
8	\$43,969	\$54,210	\$64,452	\$66,547	\$68,710	\$70,943
9	\$45,111	\$56,099	\$67,088	\$69,268	\$71,519	\$73,843
10	\$46,644	\$58,287	\$69,930	\$72,203	\$74,550	\$76,973
11	\$48,253	\$60,575	\$72,898	\$75,267	\$77,713	\$80,239
12	\$49,928	\$62,973	\$76,018	\$78,489	\$81,040	\$83,674
13	\$51,703	\$65,499	\$79,296	\$81,873	\$84,534	\$87,281
14	\$53,567	\$68,156	\$82,745	\$85,434	\$88,211	\$91,078
15	\$55,517	\$70,934	\$86,352	\$89,158	\$92,056	\$95,048
16	\$57,596	\$73,873	\$90,149	\$93,079	\$96,104	\$99,227
17	\$59,897	\$77,015	\$94,134	\$97,193	\$100,352	\$103,613
18	\$62,328	\$80,325	\$98,322	\$101,517	\$104,816	\$108,223
19	\$64,942	\$83,827	\$102,711	\$106,049	\$109,496	\$113,055
20	\$67,672	\$87,497	\$107,323	\$110,811	\$114,412	\$118,130
21	\$70,556	\$91,361	\$112,166	\$115,811	\$119,575	\$123,461
22	\$73,569	\$95,411	\$117,252	\$121,063	\$124,998	\$129,060
23	\$76,742	\$99,673	\$122,603	\$126,588	\$130,702	\$134,950
24	\$80,070	\$104,134	\$128,198	\$132,364	\$136,666	\$141,108
25	\$83,556	\$108,823	\$134,086	\$138,444	\$142,943	\$147,589
26	\$87,235	\$113,754	\$140,274	\$144,833	\$149,540	\$154,400
27	\$91,058	\$118,915	\$146,770	\$151,540	\$156,465	\$161,550
28	\$94,837	\$124,211	\$153,585	\$158,577	\$163,731	\$169,052

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FISCAL YEAR 2027

EFFECTIVE JULY 12, 2026

GWA: 2.85% INCREASE

GRADE	MINIMUM	MIDPOINT	MAXIMUM	16 YEAR LONGEVITY (3.25%)	20 YEAR LONGEVITY (3.25%)	25 YEAR LONGEVITY (3.25%)
5	\$45,222	\$52,220	\$59,217	\$61,141	\$63,128	\$65,180
6	\$45,222	\$53,307	\$61,390	\$63,385	\$65,446	\$67,572
7	\$45,222	\$54,466	\$63,711	\$65,782	\$67,920	\$70,127
8	\$45,222	\$55,755	\$66,289	\$68,444	\$70,668	\$72,965
9	\$46,397	\$57,698	\$69,000	\$71,242	\$73,557	\$75,948
10	\$47,973	\$59,948	\$71,923	\$74,261	\$76,675	\$79,167
11	\$49,628	\$62,301	\$74,976	\$77,412	\$79,928	\$82,526
12	\$51,351	\$64,768	\$78,185	\$80,726	\$83,350	\$86,059
13	\$53,177	\$67,366	\$81,556	\$84,206	\$86,943	\$89,769
14	\$55,094	\$70,098	\$85,103	\$87,869	\$90,725	\$93,674
15	\$57,099	\$72,956	\$88,813	\$91,699	\$94,680	\$97,757
16	\$59,237	\$75,978	\$92,718	\$95,732	\$98,843	\$102,055
17	\$61,604	\$79,210	\$96,817	\$99,963	\$103,212	\$106,566
18	\$64,104	\$82,614	\$101,124	\$104,410	\$107,803	\$111,307
19	\$66,793	\$86,216	\$105,638	\$109,071	\$112,617	\$116,277
20	\$69,601	\$89,991	\$110,382	\$113,969	\$117,673	\$121,497
21	\$72,567	\$93,965	\$115,363	\$119,112	\$122,983	\$126,980
22	\$75,666	\$98,130	\$120,594	\$124,513	\$128,560	\$132,738
23	\$78,929	\$102,514	\$126,097	\$130,196	\$134,427	\$138,796
24	\$82,352	\$107,102	\$131,852	\$136,136	\$140,561	\$145,130
25	\$85,937	\$111,924	\$137,907	\$142,390	\$147,017	\$151,795
26	\$89,721	\$116,996	\$144,272	\$148,961	\$153,802	\$158,800
27	\$93,653	\$122,304	\$150,953	\$155,859	\$160,924	\$166,154
28	\$97,540	\$127,751	\$157,962	\$163,096	\$168,397	\$173,870