Important News effective July 1, 2024 (Fiscal Year 2025)

Fiscal Year 2025 COLA/Increment changes for eligible employees. Please check with your agency HR office for information on eligibility.

COLA:
Effective July 1, 2024, State regular employees, including Executive Pay Plan (EPP) employees, will receive a **3% COLA**, except that employees who receive increases in accordance with the Memoranda of Understanding for Bargaining Unit H, represented by the BWI Airport Professional Fire Fighters Local 1742 (BWI FF), Unit I, represented by the State Law Enforcement Officers' Labor Alliance (SLEOLA), and Unit J, represented by the Maryland Transportation Authority Police, Lodge 34 (FOP), will receive a COLA in accordance with those agreements.

There will be no transfer of General Funds to subsidize the cost of COLAs for contractual employees in FY 2025. Therefore, contractual employees should only receive the COLA if the employing agency determines that the cost can be absorbed within the agency's existing budget.

Increment:
In Fiscal Year 2025, eligible State regular employees will receive an increment on July 1, 2024, or January 1, 2025, based on the employee's entry-on-duty (EOD) date. EPP employees will receive a 2% merit increase on July 1, 2024.

Contractual employees are not eligible to receive an increment in FY 2025.

Additional step:
With certain exceptions noted below, State regular employees having an EOD date that is prior to June 30, 2019, who have been continuously employed with the State since that time, will receive an additional step effective January 1, 2025. EPP employees who meet these criteria will receive an additional 2% merit increase on January 1, 2025.

Employees in Bargaining Units H (BWI FF), I (SLEOLA), and J (FOP) are not eligible for this additional step.

Modification to the Standard Pay Schedule:
Be advised that effective June 30, 2024, step 2 will be removed from the Standard Salary Schedule. available on our website here.

Thank You,

Dhiren Shah, Director
Central Payroll Bureau