

# Maryland Judiciary | Classification & Salary Administration

## 2019 Salary Scale Frequently Asked Questions

### 1. Why have some of the market minimums changed?

As a result of the 2016 implementation of the Classification and Compensation study, the Human Resources Department now conducts market salary reviews on an on-going basis. It is the mission of Classification and Salary Administration to continue to provide a pay system that allows the Judiciary to attract and retain talented employees. As a result of reviewing salaries, our new salary scale has been published.

### 2. What does it mean if the new market minimum salary for my classification is the same as before?

This means that as a result of the salary review conducted for your classification, the salary for your position remains competitive. There will be no change made to your salary.

### 3. How will this impact my current salary?

Your salary will be impacted and increased accordingly if you have less than eight (8) years of continuous Maryland Judiciary service and your current salary falls below the new market minimum.

### 4. What if my annual salary is at the maximum of the new salary range? Will I be eligible for any salary adjustments in the future?

Yes, you would be eligible to receive any applicable cost of living adjustments (COLA) or service premium adjustments (SPA). COLAs are not guaranteed and require approval by the legislature each fiscal year. A 2 percent SPA is granted every 5 years starting at 15 years of continuous Maryland Judiciary service.

### 5. Will there still be Service Premium Adjustments?

Yes, a 2 percent SPA is granted every 5 years starting at 15 years of continuous Maryland Judiciary service.

### 6. Will the new salary scales impact how salaries are determined for employees taking a promotion or demotion?

No, the salary offer for a current state Judiciary employee will still be determined using the "Salary Practices for State Judiciary Employees", found on <https://www.mdcourts.gov/hr/salranges>.

**For assistance with other Classification & Salary Administration related questions, please contact us at (410) 260-1733.**