Police Adopted Lateral Hire Pay Schedule
FISCAL YEAR 2027

MPCTC Certified Police Officers and Police Officer Candidates eligible to be hired under the lateral hiring policy receive a salary incentive for prior qualifying law enforcement experience, up to a maximum of 5 years. The calculation is based on the candidate's length of eligible prior police/law enforcement experience. Partial years of qualifying experience will be rounded up or down for purposes of compensation (service) credit. (Six months or less of qualifying service will be rounded down and seven months or more of qualifying service will be rounded up.) This program does not provide for the lateral transfer of rank, rights, or seniority.

Police Officer I
Maryland Police and Correctional Training Commission
(MPCTC Certified) Officers
or
Police Officer Candidates
With Prior Law Enforcement Experience
(Not MPCTC Certified, including all non-Maryland certified Police Officers)

Gaithersburg FY 2027 Step	Completed Years of Qualified Law Enforcement Experience	PO I (Grade 220) or PO Candidate (Grade 107) Starting Salary
1	1	$74,261
2	2	$76,860
3	3	$79,551
4	4	$81,937
5	5+	$84,395

Updated July 1, 2026