



FREDERICK COUNTY GOVERNMENT
OFFICE OF THE COUNTY EXECUTIVE

Jessica Fitzwater
County Executive

SB 533 - Frederick County - Sheriff – Salary

DATE: April 1, 2026
COMMITTEE: House Judiciary Committee
POSITION: Letter of Information
FROM: Frederick County Executive Jessica Fitzwater

As the Frederick County Executive, I am writing to provide information regarding SB 533 - Frederick County - Sheriff – Salary. SB533 would set the Sheriff’s salary at 82.5% of the Frederick County State’s Attorney’s rate, with annual inflation adjustments. This would raise the Sheriff’s salary from \$125,000 to \$187,275 in the next four-year term.

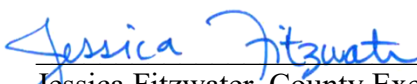
This letter aims to provide context regarding the salaries of Frederick County employees during the consideration of SB 533. The salaries for the County Executive and Council are set by the County Council with recommendations provided by the Compensation Review Commission. This review is required by state law and the Frederick County Charter every four years.

The Frederick County Government pay scale accounts for duties under the office, the number of employees supervised, and the required qualifications for the job. Frederick County Director grade salaries range from \$98,312 to \$258,000. Based on the scope of the department (405 employees), the Sheriff’s Office is most comparable to the Divisions of Fire and Rescue Services (636 employees), Parks and Recreation (701 employees), and Public Works (251 employees). The starting salary for the director position of those divisions is \$131,406, with the average salary being \$156,000.

This legislation would put the Sheriff’s salary at the top of our pay scale, behind only a few other Division Directors. Similarly, attached are the FY25 Step and Grade Pay Scales for Uniformed Corrections officers and uniformed law enforcement officers.

Finally, as the County provides the funding for the Sheriff’s Office salaries, legislation to adjust the salary should consider the County’s fiscal calendar. Ideally, the effective date for a salary increase should be July 1 or January 1, to best align with the County’s budget cycle.

Thank you for the opportunity to provide information regarding this proposed legislation. Should you have any further questions, please do not hesitate to reach out to my office.



Jessica Fitzwater, County Executive
Frederick County, MD

| Months of Svc | Step 1 | | | Step 2 | | | Step 3 | | | Step 4 | | | Step 5 | | | Step 6 | | | Step 7 | | | | | | | | | |
|---------------|-------------|----------|---------|---------------|----------|---------|---------------|----------|---------|---------------|----------|---------|---------------|----------|---------|---------------|----------|----------|---------------|----------|----------|-----------|----------|----------|------------------------------------|----------|--------|--|
| | Year 1 | | | Year 2 | | | Year 3 | | | Year 4 | | | Year 5 | | | Year 6 | | | Year 7 | | | | | | | | | |
| | 0 - 12 | | | 13 - 24 | | | 25 - 36 | | | 37 - 48 | | | 49 - 60 | | | 61 - 72 | | | 73 - 84 | | | | | | | | | |
| Grade | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | | | | |
| Deputy | 63,692 | 2449.70 | 30.6213 | 66,558 | 2559.94 | 31.9993 | 69,425 | 2670.17 | 33.3772 | 72,291 | 2780.41 | 34.7552 | 75,157 | 2890.65 | 36.1331 | 78,023 | 3000.88 | 37.5111 | 80,889 | 3111.12 | 38.8890 | | | | | | | |
| DFC | 70,062 | 2694.68 | 33.6836 | 73,215 | 2815.94 | 35.1993 | 76,367 | 2937.20 | 36.7151 | 79,520 | 3058.47 | 38.2309 | 82,673 | 3179.73 | 39.7466 | 85,826 | 3300.99 | 41.2624 | 88,978 | 3422.25 | 42.7781 | | | | | | | |
| Corporal | 77,067 | 2964.13 | 37.0516 | 80,535 | 3097.51 | 38.7190 | 84,003 | 3230.90 | 40.3863 | 87,471 | 3364.28 | 42.0536 | 90,939 | 3497.67 | 43.7209 | 94,407 | 3631.06 | 45.3882 | 97,875 | 3764.44 | 47.0556 | | | | | | | |
| Sergeant | 84,775 | 3260.56 | 40.7570 | 88,589 | 3407.29 | 42.5911 | 92,404 | 3554.01 | 44.4252 | 96,219 | 3700.74 | 46.2592 | 100,034 | 3847.46 | 48.0933 | 103,849 | 3994.19 | 49.9274 | 107,664 | 4140.91 | 51.7614 | | | | | | | |
| Lieutenant | 93,251 | 3586.59 | 44.8324 | 97,448 | 3747.99 | 46.8499 | 101,644 | 3909.38 | 48.8674 | 105,840 | 4070.78 | 50.8848 | 110,037 | 4232.18 | 52.9023 | 114,233 | 4393.57 | 54.9197 | 118,429 | 4554.97 | 56.9372 | | | | | | | |
| Captain | 102,576 | 3945.24 | 49.3155 | 107,192 | 4122.77 | 51.5347 | 111,808 | 4300.31 | 53.7539 | 116,424 | 4477.85 | 55.9731 | 121,040 | 4655.38 | 58.1923 | 125,656 | 4832.92 | 60.4115 | 130,272 | 5010.45 | 62.6307 | | | | | | | |
| Major | 112,834 | 4339.76 | 54.2471 | 117,911 | 4535.05 | 56.6882 | 122,989 | 4730.34 | 59.1293 | 128,066 | 4925.63 | 61.5704 | 133,144 | 5120.92 | 64.0115 | 138,221 | 5316.21 | 66.4527 | 143,299 | 5511.50 | 68.8938 | | | | | | | |
| Lt.Colonel | 124,118 | 4773.75 | 59.6719 | 129,703 | 4988.57 | 62.3572 | 135,288 | 5203.39 | 65.0424 | 140,873 | 5418.21 | 67.7276 | 146,459 | 5633.03 | 70.4129 | 152,044 | 5847.84 | 73.0981 | 157,629 | 6062.66 | 75.7833 | | | | | | | |
| Chief Deputy | 136,529 | 5251.12 | 65.6390 | 142,673 | 5487.42 | 68.5928 | 148,817 | 5723.72 | 71.5465 | 154,960 | 5960.02 | 74.5003 | 161,104 | 6196.32 | 77.4540 | 167,248 | 6432.62 | 80.4078 | 173,392 | 6668.92 | 83.3615 | | | | | | | |
| Months of Svc | Step 8 | | | Step 9 | | | Step 10 | | | Step 11 | | | Step 12 | | | Step 13 | | | Step 14 | | | Step 15 | | | Step Increment (4.5% of Step 1) | | | |
| | Years 8 & 9 | | | Years 10 & 11 | | | Years 12 & 13 | | | Years 14 & 15 | | | Years 16 & 17 | | | Years 18 & 19 | | | Years 20 & 21 | | | Years 22+ | | | | | | |
| | 85 - 108 | | | 109 - 132 | | | 133 - 156 | | | 157 - 180 | | | 181 - 204 | | | 205-228 | | | 229 - 252 | | | 253 + | | | | | | |
| Grade | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | |
| Deputy | 83,755 | 3221.36 | 40.2670 | 86,621 | 3331.59 | 41.6450 | 89,488 | 3441.83 | 43.0229 | 92,354 | 3552.07 | 44.4009 | 95,220 | 3662.30 | 45.7788 | 98,086 | 3772.54 | 47.1568 | 100,952 | 3882.78 | 48.5347 | 103,818 | 3993.01 | 49.9127 | 2,866 | | | |
| DFC | 92,131 | 3543.51 | 44.2939 | 95,284 | 3664.77 | 45.8097 | 98,437 | 3786.03 | 47.3254 | 101,590 | 3907.29 | 48.8412 | 104,742 | 4028.55 | 50.3569 | 107,895 | 4149.81 | 51.8727 | 111,048 | 4271.07 | 53.3885 | 114,201 | 4392.33 | 54.9042 | 3,153 | | | |
| Corporal | 101,343 | 3897.83 | 48.7229 | 104,812 | 4031.21 | 50.3902 | 108,280 | 4164.60 | 52.0575 | 111,748 | 4297.98 | 53.7249 | 115,216 | 4431.37 | 55.3922 | 118,684 | 4564.76 | 57.0595 | 122,152 | 4698.14 | 58.7268 | 125,620 | 4831.53 | 60.3941 | 3,468 | | | |
| Sergeant | 111,479 | 4287.64 | 53.5955 | 115,293 | 4434.36 | 55.4296 | 119,108 | 4581.09 | 57.2636 | 122,923 | 4727.81 | 59.0977 | 126,738 | 4874.54 | 60.9318 | 130,553 | 5021.26 | 62.7658 | 134,368 | 5167.99 | 64.5999 | 138,183 | 5314.71 | 66.4340 | 3,815 | | | |
| Lieutenant | 122,626 | 4716.37 | 58.9546 | 126,822 | 4877.76 | 60.9721 | 131,018 | 5039.16 | 62.9896 | 135,215 | 5200.56 | 65.0070 | 139,411 | 5361.95 | 67.0245 | 143,607 | 5523.35 | 69.0419 | 147,803 | 5684.75 | 71.0594 | 152,000 | 5846.14 | 73.0769 | 4,196 | | | |
| Captain | 134,888 | 5187.99 | 64.8499 | 139,504 | 5365.52 | 67.0691 | 144,120 | 5543.06 | 69.2883 | 148,735 | 5720.60 | 71.5075 | 153,351 | 5898.13 | 73.7267 | 157,967 | 6075.67 | 75.9459 | 162,583 | 6253.20 | 78.1651 | 167,199 | 6430.74 | 80.3843 | 4,616 | | | |
| Major | 148,376 | 5706.79 | 71.3349 | 153,454 | 5902.08 | 73.7760 | 158,532 | 6097.37 | 76.2171 | 163,609 | 6292.66 | 78.6582 | 168,687 | 6487.94 | 81.0994 | 173,764 | 6683.23 | 83.5405 | 178,842 | 6878.52 | 85.9816 | 183,919 | 7073.81 | 88.4227 | 5,078 | | | |
| Lt.Colonel | 163,215 | 6277.48 | 78.4686 | 168,800 | 6492.30 | 81.1538 | 174,385 | 6707.12 | 83.8390 | 179,970 | 6921.94 | 86.5243 | 185,556 | 7136.76 | 89.2095 | 191,141 | 7351.58 | 91.8948 | 196,726 | 7566.39 | 94.5800 | 202,312 | 7781.21 | 97.2652 | 5,585 | | | |
| Chief Deputy | 179,536 | 6905.22 | 86.3153 | 185,680 | 7141.52 | 89.2691 | 191,823 | 7377.82 | 92.2228 | 197,967 | 7614.12 | 95.1766 | 204,111 | 7850.42 | 98.1303 | 210,255 | 8086.72 | 101.0841 | 216,399 | 8323.02 | 104.0378 | 222,542 | 8559.32 | 106.9916 | 6,144 | | | |

FY25 Frederick County Sheriff's Office Uniformed Corrections Step and Grade Pay Scale

Effective July 1, 2024

| Months of Svc | Step 1 | | | Step 2 | | | Step 3 | | | Step 4 | | | Step 5 | | | Step 6 | | | Step 7 | | | | | | |
|---------------|-------------|----------|---------|---------------|----------|---------|---------------|----------|---------|---------------|----------|---------|---------------|----------|---------|---------------|----------|---------|---------------|----------|---------|-----------|----------|---------|------------------------------------|
| | Year 1 | | | Year 2 | | | Year 3 | | | Year 4 | | | Year 5 | | | Year 6 | | | Year 7 | | | | | | |
| | 0 - 12 | | | 13 - 24 | | | 25 - 36 | | | 37 - 48 | | | 49 - 60 | | | 61 - 72 | | | 73 - 84 | | | | | | |
| Grade | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | | | | |
| CO | 54,567 | 2098.72 | 26.2340 | 57,022 | 2193.16 | 27.4146 | 59,478 | 2287.60 | 28.5951 | 61,933 | 2382.05 | 29.7756 | 64,389 | 2476.49 | 30.9561 | 66,844 | 2570.93 | 32.1367 | 69,300 | 2665.37 | 33.3172 | | | | |
| CFC | 60,024 | 2308.60 | 28.8575 | 62,725 | 2412.49 | 30.1561 | 65,426 | 2516.37 | 31.4547 | 68,127 | 2620.26 | 32.7533 | 70,828 | 2724.15 | 34.0519 | 73,529 | 2828.03 | 35.3505 | 76,230 | 2931.92 | 36.6491 | | | | |
| Corporal | 66,027 | 2539.52 | 31.7440 | 68,999 | 2653.79 | 33.1725 | 71,970 | 2768.07 | 34.6009 | 74,941 | 2882.35 | 36.0294 | 77,912 | 2996.63 | 37.4579 | 80,884 | 3110.91 | 38.8864 | 83,855 | 3225.18 | 40.3149 | | | | |
| Sergeant | 72,629 | 2793.43 | 34.9179 | 75,897 | 2919.13 | 36.4892 | 79,166 | 3044.83 | 38.0605 | 82,434 | 3170.54 | 39.6318 | 85,702 | 3296.24 | 41.2031 | 88,971 | 3421.95 | 42.7744 | 92,239 | 3547.65 | 44.3457 | | | | |
| Lieutenant | 79,892 | 3072.78 | 38.4098 | 83,487 | 3211.05 | 40.1382 | 87,082 | 3349.33 | 41.8666 | 90,678 | 3487.60 | 43.5951 | 94,273 | 3625.88 | 45.3235 | 97,868 | 3764.15 | 47.0519 | 101,463 | 3902.43 | 48.7804 | | | | |
| Captain | 87,881 | 3380.05 | 42.2507 | 91,836 | 3532.16 | 44.1520 | 95,791 | 3684.26 | 46.0533 | 99,745 | 3836.36 | 47.9546 | 103,700 | 3988.46 | 49.8559 | 107,655 | 4140.57 | 51.7571 | 111,609 | 4292.67 | 53.6584 | | | | |
| Major | 96,670 | 3718.07 | 46.4760 | 101,020 | 3885.39 | 48.5674 | 105,370 | 4052.70 | 50.6588 | 109,720 | 4220.01 | 52.7502 | 114,070 | 4387.33 | 54.8416 | 118,421 | 4554.64 | 56.9330 | 122,771 | 4721.95 | 59.0244 | | | | |
| Lt.Colonel | 106,336 | 4089.85 | 51.1231 | 111,121 | 4273.89 | 53.4237 | 115,906 | 4457.93 | 55.7242 | 120,691 | 4641.98 | 58.0248 | 125,477 | 4826.02 | 60.3253 | 130,262 | 5010.06 | 62.6258 | 135,047 | 5194.11 | 64.9264 | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| Months of Svc | Step 8 | | | Step 9 | | | Step 10 | | | Step 11 | | | Step 12 | | | Step 13 | | | Step 14 | | | Step 15 | | | Step Increment (4.5% of Step 1) |
| | Years 8 & 9 | | | Years 10 & 11 | | | Years 12 & 13 | | | Years 14 & 15 | | | Years 16 & 17 | | | Years 18 & 19 | | | Years 20 & 21 | | | Years 22+ | | | |
| | 85 - 108 | | | 109 - 132 | | | 133 - 156 | | | 157 - 180 | | | 181 - 204 | | | 205-228 | | | 229 - 252 | | | 253 + | | | |
| Grade | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | annual | biweekly | hourly | |
| CO | 71,755 | 2759.81 | 34.4977 | 74,211 | 2854.26 | 35.6783 | 76,666 | 2948.70 | 36.8588 | 79,122 | 3043.14 | 38.0393 | 81,577 | 3137.58 | 39.2199 | 84,033 | 3232.03 | 40.4004 | 86,488 | 3326.47 | 41.5809 | 88,944 | 3420.91 | 42.7614 | 2,456 |
| CFC | 78,931 | 3035.81 | 37.9476 | 81,632 | 3139.69 | 39.2462 | 84,333 | 3243.58 | 40.5448 | 87,034 | 3347.47 | 41.8434 | 89,735 | 3451.35 | 43.1420 | 92,436 | 3555.24 | 44.4406 | 95,137 | 3659.13 | 45.7392 | 97,838 | 3763.02 | 47.0377 | 2,701 |
| Corporal | 86,826 | 3339.46 | 41.7433 | 89,797 | 3453.74 | 43.1718 | 92,768 | 3568.02 | 44.6003 | 95,740 | 3682.30 | 46.0288 | 98,711 | 3796.58 | 47.4572 | 101,682 | 3910.85 | 48.8857 | 104,653 | 4025.13 | 50.3142 | 107,625 | 4139.41 | 51.7427 | 2,971 |
| Sergeant | 95,507 | 3673.36 | 45.9170 | 98,776 | 3799.06 | 47.4883 | 102,044 | 3924.76 | 49.0596 | 105,312 | 4050.47 | 50.6309 | 108,580 | 4176.17 | 52.2022 | 111,849 | 4301.88 | 53.7735 | 115,117 | 4427.58 | 55.3448 | 118,385 | 4553.28 | 56.9161 | 3,268 |
| Lieutenant | 105,058 | 4040.70 | 50.5088 | 108,653 | 4178.98 | 52.2373 | 112,249 | 4317.25 | 53.9657 | 115,844 | 4455.53 | 55.6941 | 119,439 | 4593.80 | 57.4226 | 123,034 | 4732.08 | 59.1510 | 126,629 | 4870.35 | 60.8794 | 130,224 | 5008.63 | 62.6079 | 3,595 |
| Captain | 115,564 | 4444.77 | 55.5597 | 119,519 | 4596.87 | 57.4610 | 123,473 | 4748.98 | 59.3623 | 127,428 | 4901.08 | 61.2635 | 131,383 | 5053.18 | 63.1648 | 135,337 | 5205.28 | 65.0661 | 139,292 | 5357.39 | 66.9674 | 143,247 | 5509.49 | 68.8687 | 3,955 |
| Major | 127,121 | 4889.27 | 61.1159 | 131,471 | 5056.58 | 63.2073 | 135,821 | 5223.89 | 65.2987 | 140,171 | 5391.20 | 67.3901 | 144,521 | 5558.52 | 69.4815 | 148,872 | 5725.83 | 71.5729 | 153,222 | 5893.14 | 73.6644 | 157,572 | 6060.46 | 75.7558 | 4,350 |
| Lt.Colonel | 139,832 | 5378.15 | 67.2269 | 144,617 | 5562.19 | 69.5274 | 149,402 | 5746.23 | 71.8280 | 154,187 | 5930.28 | 74.1285 | 158,972 | 6114.32 | 76.4291 | 163,757 | 6298.36 | 78.7296 | 168,543 | 6482.41 | 81.0301 | 173,328 | 6666.45 | 83.3307 | 4,785 4.5% mkt adj. |

All pay rates on this scale are subject to union contract negotiations and authorized funding.