

HB 165: Courts - Sheriffs' Salaries - Alterations: Please vote **Favorable with Amendments** on this bill.

Dear Judiciary Committee:

I am writing in support of **HB 165** and respectfully urge a **Favorable with Amendments** decision to ensure fair and reasonable compensation for Maryland's sheriffs.

Specifically, I support an amendment establishing that the **Frederick County Sheriff's salary be set at no less than the Carroll County Sheriff's salary of \$191,078.10 in 2026**. Frederick and Carroll counties are comparable in **population size, organizational complexity, public safety demands, and resident makeup**, and their sheriffs carry similar responsibilities and operational scope.

Compensation for constitutional officers should reflect the **scale, complexity, and accountability of the office**, as well as regional parity. Setting Frederick County's sheriff below similarly situated counties creates an unjustified disparity that undermines equity, recruitment, and retention for one of the most critical public safety leadership roles in the state.

A parity-based amendment promotes **consistency, fairness, and transparency** in how sheriff salaries are established statewide. It also recognizes the increasing demands placed on sheriffs to manage personnel, budgets, detention operations, court security, and community safety in rapidly growing jurisdictions like Frederick County.

HB 165, with this amendment, would better align compensation with responsibility while respecting legislative oversight and maintaining public confidence that pay decisions are made rationally and equitably—not arbitrarily.

For these reasons, I respectfully urge you to support **HB 165 with a Favorable Report and Amendments** to ensure the Frederick County Sheriff's salary is set at a minimum equal to that of Carroll County.

Thank you for your time and thoughtful consideration.

Respectfully,

Trudy Tibbals