



Frederick County, VA Salary Administration Program April 1, 2026

| Title | Department | Range |
|--|--------------------------------|-------|
| 1st LIEUTENANT | SHERIFF'S OFFICE | 109 |
| ACCOUNT ANALYST | TREASURER'S OFFICE | 211 |
| ACCOUNT CLERK - CLERK OF THE COURT | CLERK'S OFFICE | 207 |
| ACCOUNT CLERK - COMMISSIONER OF REVENUE (BUSINESS) | COMMISSIONER OF THE REVENUE | 207 |
| ACCOUNT CLERK - COMMISSIONER OF REVENUE (GENERAL) | COMMISSIONER OF THE REVENUE | 207 |
| ACCOUNT CLERK - COMMISSIONER OF REVENUE (PERSONAL PROPERTY) | COMMISSIONER OF THE REVENUE | 207 |
| ACCOUNTING SUPERVISOR | FINANCE | 219 |
| ACCOUNTING TECHNICIAN - FINANCIAL OPERATIONS | NRADC | 209 |
| ACCOUNTING TECHNICIAN - INMATE ACCOUNTS | NRADC | 209 |
| ADMINISTRATIVE ASSISTANT - BOS | BOARD OF SUPERVISORS | 211 |
| ADMINISTRATIVE ASSISTANT - COMMISSIONER OF REVENUE | COMMISSIONER OF THE REVENUE | 211 |
| ADMINISTRATIVE ASSISTANT - COR-REASSESSMENT/BOARD OF ASSESSORS | COMMISSIONER OF THE REVENUE | 211 |
| ADMINISTRATIVE ASSISTANT - COUNTY ADMINISTRATION | COUNTY ADMINISTRATION | 211 |
| ADMINISTRATIVE ASSISTANT - ENGINEERING | PUBLIC WORKS | 211 |
| ADMINISTRATIVE ASSISTANT - FINANCE | FINANCE | 211 |
| ADMINISTRATIVE ASSISTANT - FIRE AND RESCUE | FIRE & RESCUE | 211 |
| ADMINISTRATIVE ASSISTANT - INSPECTIONS | INSPECTIONS | 211 |
| ADMINISTRATIVE ASSISTANT - LANDFILL | PUBLIC WORKS/LANDFILL | 211 |
| ADMINISTRATIVE ASSISTANT - NRADC | NRADC | 211 |
| ADMINISTRATIVE ASSISTANT - PARKS AND RECREATION | PARKS AND RECREATION | 211 |
| ADMINISTRATIVE ASSISTANT - PSC | PUBLIC SAFETY COMMUNICATIONS | 211 |
| ADMINISTRATIVE ASSISTANT - SHERIFF | SHERIFF'S OFFICE | 211 |
| ADMINISTRATIVE & GUARANTY COORDINATOR | PLANNING & DEVELOPMENT | 213 |
| ADMINISTRATIVE INVESTIGATOR | FREDERICK COUNTY | 106 |
| AIRPORT EXECUTIVE DIRECTOR | WINCHESTER REGIONAL AIRPORT | 230 |
| ANIMAL CARETAKER | PUBLIC WORKS/ANIMAL SHELTER | 205 |
| ANIMAL SHELTER MANAGER | PUBLIC WORKS/ANIMAL SHELTER | 217 |
| APPLICATION SERVICES MANAGER | INFORMATION TECHNOLOGY | 228 |
| ASAP CASE MANAGER | NRADC-DCS | 211 |
| ASAP CASE MANAGER ASSISTANT - FRONT OFFICE | NRADC-DCS | 207 |
| ASAP CASE MANAGER ASSISTANT - MONITORING | NRADC-DCS | 207 |
| ASSESSOR I - COMMISSIONER OF REVENUE | COMMISSIONER OF THE REVENUE | 215 |
| ASSESSOR I - REASSESSMENT/BOARD OF ASSESSMENT | COMMISSIONER OF THE REVENUE | 215 |
| ASSESSOR II - COMMISSIONER OF REVENUE | COMMISSIONER OF THE REVENUE | 217 |
| ASSESSOR II - REASSESSMENT/BOARD OF ASSESSMENT | COMMISSIONER OF THE REVENUE | 217 |
| ASSESSOR III - COMMISSIONER OF REVENUE | COMMISSIONER OF THE REVENUE | 219 |
| ASSESSOR III - REASSESSMENT/BOARD OF SUPERVISORS | COMMISSIONER OF THE REVENUE | 219 |
| ASSISTANT ANIMAL SHELTER MANAGER | PUBLIC WORKS/ANIMAL SHELTER | 212 |
| ASSISTANT COMMONWEALTH'S ATTORNEY | COMMONWEALTH ATTORNEY'S OFFICE | 222 |
| ASSISTANT CONVENIENCE SITE SUPERVISOR - LANDFILL | PUBLIC WORKS/LANDFILL | 208 |
| ASSISTANT CONVENIENCE SITE SUPERVISOR - REFUSE COLLECTION | PUBLIC WORKS/LANDFILL | 208 |

Frederick County Salary Administration Program - April 1, 2026

| Title | Department | Range |
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| ASSISTANT COUNTY ADMINISTRATOR | COUNTY ADMINISTRATION | 232 |
| ASSISTANT COUNTY ATTORNEY | COUNTY ATTORNEY'S OFFICE | 222 |
| ASSISTANT FINANCE DIRECTOR | FINANCE | 228 |
| ASSISTANT FIRE CHIEF | FIRE & RESCUE | 118 |
| ASSISTANT NURSING DIRECTOR | NRADC | 219 |
| ASSISTANT PARK MANAGER - CLEARBROOK PARK | PARKS AND RECREATION | 212 |
| ASSISTANT PARK MANAGER - SHERANDO PARK | PARKS AND RECREATION | 212 |
| ASSISTANT PLANNING DIRECTOR | PLANNING & DEVELOPMENT | 228 |
| ASSISTANT PUBLIC WORKS DIRECTOR | PUBLIC WORKS/ADMINISTRATION | 228 |
| ASSISTANT SUPERINTENDENT | NRADC | 118 |
| ASSISTANT TO THE SUPERINTENDENT | NRADC | 213 |
| ASSISTANT TRANSPORTATION DIRECTOR | PLANNING & DEVELOPMENT | 228 |
| AUDITOR | COMMISSIONER OF THE REVENUE | 217 |
| BASICREC COORDINATOR | PARKS & RECREATION | 210 |
| BASICREC MANAGER | PARKS & RECREATION | 217 |
| BENEFITS ADMINISTRATOR | HUMAN RESOURCES | 214 |
| BLDG OFFICIAL CODE ADMIN | PUBLIC WORKS/INSPECTIONS | 222 |
| BOOKING TECHNICIAN | NRADC | 206 |
| BUSINESS DIVISION/CHIEF ADMIN | COMMISSIONER OF THE REVENUE | 217 |
| BUSINESS DIVISION SPECIALIST | COMMISSIONER OF THE REVENUE | 215 |
| BUSINESS RETENTION MANAGER | EDA | 219 |
| CAPTAIN - NRADC | NRADC | 112 |
| CAPTAIN - SHERIFF | SHERIFF'S OFFICE | 112 |
| CASE OFFICER | NRADC-DCS | 208 |
| CASHIER | TREASURER'S OFFICE | 204 |
| CERTIFIED MEDICATION AIDE (CMA) | NRADC | 209 |
| CHIEF BUDGET MANAGER | NRADC | 224 |
| CHIEF OF OLD DOMINION COURT SERVICES | NRADC-DCS | 224 |
| CHIEF DEPUTY - CLERK OF THE COURT | CLERK'S OFFICE | 227 |
| CHIEF DEPUTY - COMMISSIONER OF REVENUE | COMMISSIONER OF THE REVENUE | 227 |
| CIRCUIT COURT CLERK | CLERK'S OFFICE | CO |
| CIVIL ENGINEER | PUBLIC WORKS/ADMINISTRATION | 220 |
| COLLECTOR | TREASURER'S OFFICE | 217 |
| COMMISSIONER OF THE REVENUE | COMMISSIONER OF THE REVENUE | CO |
| COMMONWEALTH'S ATTORNEY | COMMONWEALTH ATTORNEY'S OFFICE | CO |
| COMMUNICATION OFFICER I - PSC | PUBLIC SAFETY COMMUNICATIONS | 209 |
| COMMUNICATION OFFICER I - SHERIFF | PUBLIC SAFETY COMMUNICATIONS | 209 |
| COMMUNICATION OFFICER II - PSC | PUBLIC SAFETY COMMUNICATIONS | 210 |
| COMMUNICATION OFFICER II - SHERIFF | PUBLIC SAFETY COMMUNICATIONS | 210 |
| COMMUNICATION OFFICER III - PSC | PUBLIC SAFETY COMMUNICATIONS | 211 |
| COMMUNICATION OFFICER III - SHERIFF | PUBLIC SAFETY COMMUNICATIONS | 211 |
| COMMUNICATIONS SHIFT SUPERVISOR - PSC | PUBLIC SAFETY COMMUNICATIONS | 215 |
| COMMUNICATIONS SHIFT SUPERVISOR - SHERIFF | PUBLIC SAFETY COMMUNICATIONS | 215 |
| COMMUNITY OUTREACH COORDINATOR | SHERIFF'S OFFICE | 210 |
| CONVENIENCE SITE ATTENDANT | PUBLIC WORKS/LANDFILL | 204 |
| CONVENIENCE SITE SUPERVISOR | PUBLIC WORKS/LANDFILL | 210 |
| CORRECTIONAL INVESTIGATOR | NRADC | 101 |
| CORRECTIONAL NURSE I (NON-SWORN) | NRADC | 215 |
| CORRECTIONAL NURSE I (SWORN) | NRADC | 105 |
| CORRECTIONAL NURSE II (NON-SWORN) | NRADC | 216 |
| CORRECTIONAL NURSE II (SWORN) | NRADC | 106 |
| CORRECTIONAL NURSE III (NON-SWORN) | NRADC | 217 |
| CORRECTIONAL NURSE III (SWORN) | NRADC | 107 |
| CORRECTIONAL OFFICER I | NRADC | 101 |
| CORRECTIONAL OFFICER II | NRADC | 102 |
| CORRECTIONAL OFFICER III | NRADC | 103 |

Frederick County Salary Administration Program - April 1, 2026

| Title | Department | Range |
|--|---------------------------------------|-------|
| CORRECTIONAL SYSTEM TECHNICIAN (NON-SWORN) | NRADC | 211 |
| CORRECTIONAL SYSTEM TECHNICIAN (SWORN) | NRADC | 101 |
| CORRECTIONAL SYSTEMS OFFICER (NON-SWORN) | NRADC | 215 |
| CORRECTIONAL SYSTEMS OFFICER (SWORN) | NRADC | 105 |
| COUNTY ADMINISTRATOR | COUNTY ADMINISTRATION | 239 |
| COUNTY ATTORNEY | COUNTY ATTORNEY'S OFFICE | 235 |
| COURT SERVICES DIRECTOR | NRADC-DCS | 224 |
| CRIME ANALYST | SHERIFF'S OFFICE | 213 |
| CSA ACCOUNT SPECIALIST | CHILDREN'S SERVICES | 207 |
| CSA COORDINATOR | CHILDREN'S SERVICES | 218 |
| CSR (CUSTOMER SVC REP-NON AIRPORT) | FC-ALL DEPT'S EXCEPT AIRPORT | 205 |
| CUSTODIAN | MAINTENANCE | 204 |
| CUSTOMER SERVICE REP(AIRPORT ONLY) | WINCHESTER REGIONAL AIRPORT | 205 |
| CUSTOMER SERVICE TECHNICIAN | PARKS & RECREATION | 206 |
| DATA COLLECTOR | COMMISSIONER OF THE REVENUE | 207 |
| DEPUTY BUILDING OFFICIAL/CODE ADMINISTRATOR | PUBLIC WORKS/INSPECTIONS | 219 |
| DEPUTY CHIEF | FIRE & RESCUE | 115 |
| DEPUTY CHIEF OF OLD DOMINION COURT SERVICES | NRADC-DCS | 219 |
| DEPUTY CLERK I | CLERK'S OFFICE | 208 |
| DEPUTY CLERK II | CLERK'S OFFICE | 209 |
| DEPUTY CLERK III | CLERK'S OFFICE | 210 |
| DEPUTY CLERK TO BOARD OF SUPERVISORS | COUNTY ADMINISTRATION | 222 |
| DEPUTY COMMONWEALTH'S ATTORNEY | COMMONWEALTH ATTORNEY'S OFFICE | 228 |
| DEPUTY COUNTY ADMINISTRATOR | COUNTY ADMINISTRATION | 235 |
| DEPUTY I | SHERIFF'S OFFICE | 101 |
| DEPUTY II | SHERIFF'S OFFICE | 102 |
| DEPUTY III | SHERIFF'S OFFICE | 103 |
| DEPUTY DIRECTOR IT | INFORMATION TECHNOLOGY | 228 |
| DEPUTY REGISTRAR | REGISTRAR'S OFFICE | 207 |
| DEPUTY TREASURER | TREASURER'S OFFICE | 227 |
| DEPUTY TREASURER / COLLECTIONS | TREASURER'S OFFICE | 227 |
| DEPUTY TREASURER / COMPLIANCE | TREASURER'S OFFICE | 227 |
| DEPUTY TREASURER OPS | TREASURER'S OFFICE | 227 |
| DESIGN REVIEW SPECIALIST | PUBLIC WORKS/INSPECTIONS | 213 |
| DIRECTOR ELECTIONS/GEN REGISTRAR | REGISTRAR'S OFFICE | 229 |
| EDA DIRECTOR | EDA | 230 |
| EMS BILLING MANAGER | FIRE & RESCUE | 214 |
| EMS BILLING SPECIALIST | FIRE & RESCUE | 206 |
| ENTERPRISE SYSTEMS ANALYST/APPLICATION DEVELOPER | INFORMATION TECHNOLOGY | 225 |
| ENVIRONMENTAL INSPECTOR | PUBLIC WORKS/INSPECTIONS | 211 |
| ENVIRONMENTAL MANAGER | PUBLIC WORKS/LANDFILL | 220 |
| ENVIRONMENTAL PROGRAM ADMINISTRATOR | PUBLIC WORKS/ADMINISTRATION | 216 |
| ENVIRONMENTAL SAFETY TECHNICIAN | PUBLIC WORKS/LANDFILL | 212 |
| EVIDENCE CLERK (NON-SWORN) | SHERIFF'S OFFICE | 208 |
| EVIDENCE CLERK (SWORN) | SHERIFF'S OFFICE | 98 |
| EXTENSION TECHNICIAN | VIRGINIA COOP EXTENSION | 211 |
| F&R BATTALION CHIEF | FIRE & RESCUE | 111 |
| F&R CAPTAIN | FIRE & RESCUE | 109 |
| F&R LIEUTENANT | FIRE & RESCUE | 107 |
| F&R SPECIALIST | FIRE & RESCUE | 104 |
| F&R SPECIALIST - PARAMEDIC | FIRE & RESCUE | 104 |
| F&R TECHNICIAN | FIRE & RESCUE | 102 |
| FINANCE DIRECTOR | FINANCE | 232 |
| FINANCE SPECIALIST | FINANCE & WINCHESTER REGIONAL AIRPORT | 212 |

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| Title | Department | Range |
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| FINANCE TECHNICIAN | AIRPORT | 210 |
| FIRE & RESCUE CHIEF | FIRE & RESCUE | 122 |
| FIREFIGHTER/EMT | FIRE & RESCUE | 101 |
| FLIGHT LINE SUPERVISOR | WINCHESTER REGIONAL AIRPORT | 211 |
| FLIGHT LINE TECHNICIAN | WINCHESTER REGIONAL AIRPORT | 209 |
| FOIA OFFICER-LEGAL ASSISTANT | COUNTY ADMINISTRATION/COUNTY ATTORNEY | 220 |
| FOOD SERVICES ASSISTANT | NRADC | 206 |
| FOOD SERVICES MANAGER | NRADC | 217 |
| FREEDOM OF INFORMATION ACT (FOIA) OFFICER | SHERIFF | 220 |
| GAS PLANT OPERATOR | PUBLIC WORKS/LANDFILL | 215 |
| GIS ANALYST - COMMISSIONER OF REVENUE | COMMISSIONER OF THE REVENUE | 219 |
| GIS ANALYST - PLANNING | PLANNING & DEVELOPMENT | 219 |
| GIS ANALYST/PROGRAMMER | INFORMATION TECHNOLOGY | 220 |
| GIS MANAGER | INFORMATION TECHNOLOGY | 224 |
| GIS TECHNICIAN | INFORMATION TECHNOLOGY/PLANNING | 212 |
| HEAD CUSTODIAN | MAINTENANCE | 205 |
| HEAVY EQUIPMENT MECHANIC | PUBLIC WORKS/LANDFILL | 216 |
| HR ASSISTANT | HUMAN RESOURCES | 206 |
| HR DIRECTOR | HUMAN RESOURCES | 230 |
| HR GENERALIST - TALENT ACQUISITION | HUMAN RESOURCES | 214 |
| HR GENERALIST - TRAINING AND DEVELOPMENT/DATA ANALYTICS | HUMAN RESOURCES | 214 |
| HR MANAGER | HUMAN RESOURCES | 223 |
| HR SPECIALIST - BENEFITS AND OFFICE ADMINISTRATION | HUMAN RESOURCES | 208 |
| HR SPECIALIST - TALENT ACQUISITION | HUMAN RESOURCES | 208 |
| INMATE PROGRAM SPECIALIST | NRADC | 211 |
| INMATE PROGRAMS COORD | NRADC | 217 |
| INSPECTOR | PUBLIC WORKS/INSPECTIONS | 215 |
| INVESTIGATOR | SHERIFF'S OFFICE | 106 |
| IT SYSTEMS ANALYST | INFORMATION TECHNOLOGY | 219 |
| IT DIRECTOR | INFORMATION TECHNOLOGY | 232 |
| LABORER | PUBLIC WORKS - LANDFILL | 204 |
| LABORER | PUBLIC WORKS - SHAWNEELAND | 204 |
| LANDFILL MANAGER | PUBLIC WORKS/LANDFILL | 222 |
| LANDFILL OPERATIONS MANAGER | PUBLIC WORKS/LANDFILL | 217 |
| LANDFILL SPOTTER | PUBLIC WORKS/LANDFILL | 206 |
| LANDFILL TECHNICIAN | PUBLIC WORKS/LANDFILL | 209 |
| LEGAL SECRETARY - COMMONWEALTH ATTORNEY OFFICE | COMMONWEALTH ATTORNEY'S OFFICE | 208 |
| LEGAL SECRETARY - COUNTY ATTORNEY | COUNTY ATTORNEY'S OFFICE | 208 |
| LIDS TECH/RECORDS SUPV | NRADC | 217 |
| LIEUTENANT - NRADC | NRADC | 109 |
| LIEUTENANT - SHERIFF | SHERIFF'S OFFICE | 109 |
| LITIGATION SUPPORT MANAGER | COMMONWEALTH ATTORNEY'S OFFICE | 219 |
| MAINTENANCE COST ANALYST | COUNTY ADMINISTRATION | 217 |
| MAINTENANCE MECHANIC ASST | LANDFILL | 207 |
| MAINTENANCE SPECIALIST - MAINTENANCE | MAINTENANCE | 211 |
| MAINTENANCE SPECIALIST - PARKS AND RECREATION | PARKS AND RECREATION | 211 |
| MAINTENANCE SUPERVISOR - MAINTENANCE | MAINTENANCE | 217 |
| MAINTENANCE SUPERVISOR - NRADC | NRADC | 217 |
| MAINTENANCE SUPERVISOR ASSISTANT | MAINTENANCE | 214 |
| MAINTENANCE TECHNICIAN - AIRPORT | AIRPORT | 209 |
| MAINTENANCE TECHNICIAN - NRADC | NRADC | 209 |
| MAINTENANCE WORKER | MAINTENANCE | 206 |

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| Title | Department | Range |
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| MAJOR/CHIEF DEPUTY | SHERIFF'S OFFICE | 118 |
| MARKETING COORDINATOR | PARKS & RECREATION | 212 |
| MARKETING MANAGER | EDA | 219 |
| MASTER DEPUTY | SHERIFF'S OFFICE | 106 |
| MEDICAL CLINIC ADMINISTRATIVE ASSISTANT | NRADC | 211 |
| MENTAL HEALTH CONSULTANT | NRADC | 216 |
| MENTAL HEALTH DIRECTOR | NRADC | 220 |
| MIS PROGRAMMER | INFORMATION TECHNOLOGY | 225 |
| MORTGAGE SPECIALIST | TREASURER'S OFFICE | 214 |
| MOTOR EQUIP OPERATOR | PUBLIC WORKS/SHAWNEELAND | 209 |
| NETWORK ADMINISTRATOR | INFORMATION TECHNOLOGY | 220 |
| NETWORK OPERATIONS MANAGER | INFORMATION TECHNOLOGY | 224 |
| NURSING DIRECTOR | NRADC | 220 |
| OPERATIONS MANAGER - PARKS AND RECREATION | PARKS AND RECREATION | 217 |
| OPERATIONS MANAGER - PUBLIC WORKS | PUBLIC WORKS | 217 |
| OPERATIONS SUPERINTENDENT | PARKS & RECREATION | 220 |
| OPERATIONS SUPERVISOR | AIRPORT | 220 |
| OPERATIONS SUPERVISOR | PUBLIC SAFETY COMMUNICATIONS | 220 |
| P&R ASSISTANT DIRECTOR | PARKS & RECREATION | 224 |
| P&R DIRECTOR | PARKS & RECREATION | 230 |
| P&R MARKETING MANAGER | PARKS & RECREATION | 217 |
| P&R PROGRAM COORDINATOR | PARKS & RECREATION | 211 |
| PARK & STEWARDSHIP PLANNER | PARKS & RECREATION | 217 |
| PARK MAINTENANCE TECHNICIAN - CLEARBROOK PARK | PARKS & RECREATION | 205 |
| PARK MAINTENANCE TECHNICIAN - SHERANDO PARK | PARKS & RECREATION | 205 |
| PARK MANAGER - CLEARBROOK PARK | PARKS & RECREATION | 217 |
| PARK MANAGER - SHERANDO PARK | PARKS & RECREATION | 217 |
| PARKS SUPERINTENDENT | PARKS & RECREATION | 220 |
| PAYROLL MANAGER | FINANCE | 222 |
| PC TECHNICIAN | INFORMATION TECHNOLOGY | 209 |
| PERMIT MANAGER | PUBLIC WORKS/INSPECTIONS | 215 |
| PERMIT TECHNICIAN | PUBLIC WORKS/INSPECTIONS | 208 |
| PERSONAL PROPERTY DIVISION SPECIALIST | COMMISSIONER OF THE REVENUE | 215 |
| PERSONAL PROPERTY SUPV | COMMISSIONER OF THE REVENUE | 216 |
| PLANNER I | PLANNING & DEVELOPMENT | 215 |
| PLANNER II | PLANNING & DEVELOPMENT | 219 |
| PLANNING DIRECTOR | PLANNING & DEVELOPMENT | 230 |
| PROBATE CLERK | CLERK'S OFFICE | 208 |
| PROGRAM SUPERVISOR | PARKS & RECREATION | 214 |
| PROJECT DIRECTOR | ADMINISTRATION | 224 |
| PROJECT MANAGER | PUBLIC WORKS/ADMINISTRATION | 217 |
| PROPERTY CLERK | NRADC | 205 |
| PTS CASE MANAGER | NRADC-DCS | 215 |
| PTS/PROBATION OFFICER - NRADC-DCS | NRADC/NRADC-DCS | 213 |
| PTS/PROBATION OFFICER - NRADC-DCS-PRETRIAL EXPANSION | NRADC/NRADC-DCS | 213 |
| PTS/PROBATION OFFICER - NRADC | NRADC-DCS | 213 |
| PUBLIC INFORMATION/FOIA OFFICER | COUNTY ADMINISTRATION | 220 |
| PUBLIC SAFETY COMMUNICATIONS DIR | PUBLIC SAFETY COMMUNICATIONS | 230 |
| PUBLIC WORKS DIRECTOR | PUBLIC WORKS/ADMINISTRATION | 232 |
| PURCHASING MANAGER | FINANCE | 222 |
| RADIO SYSTEM ADMINISTRATOR | PUBLIC SAFETY COMMUNICATIONS | 219 |
| REAL EST ASSESS CHIEF ADMIN | COMMISSIONER OF THE REVENUE | 226 |
| RECORDS CLERK - NRADC | NRADC | 205 |
| RECORDS CLERK - SHERIFF | SHERIFF'S OFFICE | 205 |

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| Title | Department | Range |
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| RECORDS CLERK II | SHERIFF'S OFFICE | 206 |
| RECREATION SUPERINTENDENT | PARKS & RECREATION | 220 |
| RECREATION TECHNICIAN | PARKS & RECREATION | 206 |
| RESEARCH MANAGER | EDA | 217 |
| REVENUE ANALYST | TREASURER'S OFFICE | 215 |
| RISK MGR BUDGET ANALYST | FINANCE | 224 |
| SANITARY DISTRICT MANAGER | PUBLIC WORKS/SHAWNEELAND | 217 |
| SCALE OPERATOR | PUBLIC WORKS/LANDFILL | 209 |
| SECRETARY - COMMISSIONER OF REVENUE | COMMISSIONER OF THE REVENUE | 206 |
| SECRETARY - COR - REASSESSMENT/BOARD OF ASSESSMENT | COMMISSIONER OF THE REVENUE | 206 |
| SECRETARY - COMMONWEALTH ATTORNEY OFFICE | COMMONWEALTH ATTORNEY'S OFFICE | 206 |
| SECRETARY - EXTENSION OFFICE | VIRGINIA COOP EXTENSION | 206 |
| SECRETARY - NRADC | NRADC | 206 |
| SECRETARY - OLD DOMINION COURT SERVICES | NRADC-DCS | 206 |
| SECRETARY - PLANNING AND DEVELOPMENT | PLANNING & DEVELOPMENT | 206 |
| SECRETARY - INSPECTIONS | PUBLIC WORKS/INSPECTIONS | 206 |
| SECRETARY - PUBLIC SAFETY COMMUNICATIONS | PUBLIC SAFETY COMMUNICATIONS | 206 |
| SECRETARY - SHAWNEELAND SANITARY DISTRICT | PUBLIC WORKS/SHAWNEELAND | 206 |
| SECRETARY - VICTIM WITNESS | VICTIM/WITNESS PROGRAM | 206 |
| SERGEANT - NRADC | NRADC | 106 |
| SERGEANT - SHERIFF | SHERIFF'S OFFICE | 106 |
| SHERIFF | SHERIFF'S OFFICE | CO |
| SOLID WASTE COORDINATOR | PUBLIC WORKS/LANDFILL | 214 |
| SOLID WASTE MANAGER | PUBLIC WORKS/LANDFILL | 217 |
| SPONGY MOTH COORDINATOR | VIRGINIA COOP EXTENSION | 212 |
| SR ACCOUNT ANALYST | TREASURER'S OFFICE | 215 |
| SR ACCOUNT CLERK (BUSINESS) | COMMISSIONER OF THE REVENUE | 209 |
| SR ACCOUNT CLERK (PERSONAL PROPERTY) | COMMISSIONER OF THE REVENUE | 209 |
| SR ANIMAL CARETAKER | PUBLIC WORKS/ANIMAL SHELTER | 206 |
| SR ASAP CASE MANAGER | NRADC-DCS | 215 |
| SR COLLECTOR | TREASURER'S OFFICE | 222 |
| SR DEPUTY REGISTRAR | REGISTRAR'S OFFICE | 211 |
| SR DESIGN REVIEW SPECIALIST | PUBLIC WORKS/INSPECTIONS | 216 |
| SR INSPECTOR | PUBLIC WORKS/INSPECTIONS | 217 |
| SR LANDFILL TECHNICIAN | PUBLIC WORKS/LANDFILL | 210 |
| SR LEGAL SECRETARY | COMMONWEALTH ATTORNEY'S OFFICE | 209 |
| SR LEGAL SECRETARY | COUNTY ATTORNEY'S OFFICE | 209 |
| SR MOTOR EQUIP OPERATOR | PUBLIC WORKS/SHAWNEELAND | 210 |
| SR PERMIT TECHNICIAN | PUBLIC WORKS/INSPECTIONS | 209 |
| SR PLANNER | PLANNING & DEVELOPMENT | 222 |
| SR PROBATION CASE OFFC | NRADC-DCS | 208 |
| SR PROJECT MANAGER | PUBLIC WORKS/ADMINISTRATION | 222 |
| SR RECORDS CLERK | FREDERICK COUNTY | 209 |
| SR SECRETARY - ANIMAL SHELTER | PUBLIC WORKS/ANIMAL SHELTER | 207 |
| SR SECRETARY - FIRE AND RESCUE | FIRE & RESCUE | 207 |
| SR SECRETARY - PLANNING | PLANNING & DEVELOPMENT | 207 |
| SR SECRETARY - SHERIFF | SHERIFF'S OFFICE | 207 |
| SUPERINTENDENT | NRADC | 122 |
| SYSTEMS ADMINISTRATOR | INFORMATION TECHNOLOGY | 223 |
| TECHNOLOGY ADMIN COORDINATOR | INFORMATION TECHNOLOGY | 217 |
| TREASURER | TREASURER'S OFFICE | CO |
| UTILIZATION REVIEW/CONTINUOUS QUALITY IMPROVEMENT SPECIALIST | CHILDREN'S SERVICES | 217 |
| VW PROGRAM ASSISTANT MANAGER | VICTIM/WITNESS PROGRAM | 209 |
| VW PROGRAM MANAGER | VICTIM/WITNESS PROGRAM | 214 |

Frederick County Salary Administration Program - April 1, 2026

| Title | | | | Department | | | | Range |
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| VW PROGRAM OFFICE ASSISTANT | | | | VICTIM/WITNESS PROGRAM | | | | 205 |
| WORK RELEASE SPECIALIST | | | | NRADC | | | | 209 |
| ZONING ADMINISTRATOR | | | | PLANNING & DEVELOPMENT | | | | 218 |
| ZONING INSPECTOR | | | | PLANNING & DEVELOPMENT | | | | 211 |
| | | | | | | | | |
| | | | | | | | | |
| SALARY RANGES NON-SWORN POSITIONS <i>Adapted July 2025</i> | | | | SALARY RANGES SWORN POSITIONS <i>Adapted July 2025</i> | | | | |
| Range | Minimum | Midpoint | Maximum | Range | Minimum | Midpoint | Maximum | |
| 239 | \$190,962 | \$234,884 | \$314,744 | 122 | \$140,691 | \$175,863 | \$232,140 | |
| 235 | \$157,105 | \$193,239 | \$258,940 | 120 | \$127,611 | \$159,513 | \$210,557 | |
| 232 | \$135,713 | \$166,927 | \$223,683 | 118 | \$115,747 | \$144,683 | \$190,982 | |
| 230 | \$123,096 | \$151,408 | \$202,886 | 115 | \$99,986 | \$124,983 | \$164,977 | |
| 229 | \$117,234 | \$144,198 | \$193,225 | 112 | \$86,372 | \$107,965 | \$142,514 | |
| 228 | \$111,652 | \$137,332 | \$184,024 | 111 | \$82,259 | \$102,824 | \$135,727 | |
| 227 | \$106,335 | \$130,792 | \$175,261 | 109 | \$74,611 | \$93,264 | \$123,109 | |
| 226 | \$101,271 | \$124,564 | \$166,916 | 108 | \$71,058 | \$88,823 | \$117,246 | |
| 225 | \$96,449 | \$118,632 | \$158,967 | 107 | \$67,675 | \$84,593 | \$111,663 | |
| 224 | \$91,856 | \$112,983 | \$151,293 | 106 | \$64,452 | \$80,565 | \$106,346 | |
| 223 | \$87,482 | \$107,602 | \$144,188 | 105 | \$61,384 | \$76,728 | \$101,282 | |
| 222 | \$83,316 | \$102,478 | \$137,321 | 104 | \$58,460 | \$73,075 | \$96,459 | |
| 220 | \$75,570 | \$92,951 | \$124,555 | 103 | \$55,676 | \$69,595 | \$91,866 | |
| 219 | \$71,972 | \$88,526 | \$118,623 | 102 | \$53,025 | \$66,281 | \$87,491 | |
| 218 | \$68,545 | \$84,310 | \$112,975 | 101 | \$50,500 | \$63,125 | \$83,325 | |
| 217 | \$65,280 | \$80,295 | \$107,595 | 100 | \$48,096 | \$60,120 | \$79,353 | |
| 216 | \$62,172 | \$76,471 | \$102,471 | 99 | \$45,806 | \$57,257 | \$75,575 | |
| 215 | \$59,211 | \$72,830 | \$97,592 | 98 | \$43,625 | \$54,532 | \$71,976 | |
| 214 | \$56,392 | \$69,361 | \$92,945 | | | | | |
| 213 | \$53,706 | \$66,059 | \$88,518 | **Ranges 110, 113, 114, 116, 117, 119, and 121 were intentionally not used. | | | | |
| 212 | \$51,149 | \$62,913 | \$84,304 | | | | | |
| 211 | \$48,714 | \$59,918 | \$80,289 | | | | | |
| 210 | \$46,394 | \$57,064 | \$76,466 | | | | | |
| 209 | \$44,185 | \$54,346 | \$72,825 | | | | | |
| 208 | \$42,080 | \$51,759 | \$69,357 | | | | | |
| 207 | \$40,076 | \$49,294 | \$66,054 | | | | | |
| 206 | \$38,168 | \$46,947 | \$62,909 | | | | | |
| 205 | \$36,351 | \$44,711 | \$59,913 | | | | | |
| 204 | \$34,619 | \$42,583 | \$57,060 | | | | | |
| ** Ranges 221, 231, 233, 234, 236, 237 and 238 were intentionally not used. | | | | | | | | |
| ** On November 3, 2022, the Regional Jail Authority approved the starting salary for Food Service Assistants (Range 206) at \$41,300. As of July 1, 2025, the starting salary for Food Service Assistants will be \$42,968 (with 2% COLA increase included). | | | | | | | | |
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