



Frederick County, VA

Salary Administration Program December 1, 2023

Title	Department	Range
1st LIEUTENANT	SHERIFF'S OFFICE	109
ACCOUNT ANALYST	TREASURER'S OFFICE	211
ACCOUNT CLERK	FREDERICK COUNTY	207
ACCOUNTING SUPERVISOR	FINANCE	219
ACCOUNTING TECHNICIAN	NRADC	209
ADMINISTRATIVE ASSISTANT	FREDERICK COUNTY	211
ADMINISTRATIVE & GUARANTY COORDINATOR	PLANNING & DEVELOPMENT	213
ADMINISTRATIVE INVESTIGATOR	FREDERICK COUNTY	217
AIRPORT EXECUTIVE DIRECTOR	WINCHESTER REGIONAL AIRPORT	230
ANIMAL CARETAKER	PUBLIC WORKS/ANIMAL SHELTER	205
ANIMAL SHELTER MANAGER	PUBLIC WORKS/ANIMAL SHELTER	217
ASAP CASE MANAGER	NRADC-DCS	211
ASAP CASE MANAGER ASSISTANT	NRADC-DCS	207
ASSESSOR I	COMMISSIONER OF THE REVENUE	215
ASSESSOR II	COMMISSIONER OF THE REVENUE	217
ASSESSOR III	COMMISSIONER OF THE REVENUE	219
ASSISTANT FIRE CHIEF	FIRE & RESCUE	118
ASSISTANT ANIMAL SHELTER MANAGER	PUBLIC WORKS/ANIMAL SHELTER	212
ASSISTANT COMMONWEALTH'S ATTORNEY	COMM ATTORNEY'S OFFICE	222
ASSISTANT CONVENIENCE SITE SUPER	PUBLIC WORKS/LANDFILL	208
ASSISTANT COUNTY ADMINISTRATOR	COUNTY ADMINISTRATION	232
ASSISTANT COUNTY ATTORNEY	COUNTY ATTORNEY'S OFFICE	222
ASSISTANT COURT SERVICES DIRECTOR	NRADC-DCS	219
ASSISTANT FINANCE DIRECTOR	FINANCE	228
ASSISTANT NURSING DIRECTOR	NRADC	219
ASSISTANT PARK MANAGER	PARKS AND RECREATION	212
ASSISTANT PLANNING DIRECTOR	PLANNING & DEVELOPMENT	228
ASSISTANT PUBLIC WORKS DIRECTOR	PUBLIC WORKS/ADMINISTRATION	228
ASSISTANT SUPERINTENDENT	NRADC	227
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 RETENTION MANAGER	EDA	219
CAPTAIN	SHERIFF'S OFFICE/NRADC	112
CASE OFFICER	NRADC-DCS	208
CASHIER	TREASURER'S OFFICE	204
CERTIFIED MEDICATION AIDE (CMA)	NRADC	204
CHIEF BUDGET MANAGER	NRADC	224
CHIEF COMMUNITY CORRECTIONS	NRADC-DCS	224
CHIEF DEPUTY	COMMISSIONER OF 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	COMM ATTORNEY'S OFFICE	CO
COMMUNICATION OFFICER I	PUBLIC SAFETY COMMUNICATIONS	209
COMMUNICATION OFFICER II	PUBLIC SAFETY COMMUNICATIONS	210
COMMUNICATION OFFICER III	PUBLIC SAFETY COMMUNICATIONS	211
COMMUNICATIONS SHIFT SUPERVISOR	PUBLIC SAFETY COMMUNICATIONS	215

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Title	Department	Range
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	NRADC	215
CORRECTIONAL NURSE II	NRADC	216
CORRECTIONAL NURSE III	NRADC	217
CORRECTIONAL OFFICER I	NRADC	101
CORRECTIONAL OFFICER II	NRADC	102
CORRECTIONAL OFFICER III	NRADC	103
CORRECTIONAL SYSTEM TECHNICIAN	NRADC	211
CORRECTIONAL SYSTEMS OFFICER	NRADC	215
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 CHIEF	FIRE & RESCUE	115
DEPUTY CLERK TO BOARD OF SUPERVISORS	COUNTY ADMINISTRATION	222
DEPUTY CLERK/OPERATIONS	CLERK'S OFFICE	213
DEPUTY COMMONWEALTH'S ATTORNEY	COMM ATTORNEY'S OFFICE	228
DEPUTY DIRECTOR IT	INFORMATION TECHNOLOGY	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 REGISTRAR	REGISTRAR'S OFFICE	207
DEPUTY TREASURER	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
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	SHERIFF'S OFFICE	208
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 TECHNICIAN	FIRE & RESCUE	102
FINANCE DIRECTOR	FINANCE	232
FINANCE SPECIALIST	FINANCE	212
FINANCE TECHNICIAN	AIRPORT	206
FIRE & RESCUE CHIEF	FIRE & RESCUE	122
FIREFIGHTER/EMT	FIRE & RESCUE	101

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Title	Department	Range
FLIGHT LINE SUPERVISOR	WINCHESTER REGIONAL AIRPORT	211
FLIGHT LINE TECHNICIAN	WINCHESTER REGIONAL AIRPORT	209
FOOD SERVICES ASSISTANT	NRADC	206
FOOD SERVICES MANAGER	NRADC	217
GAS PLANT OPERATOR	PUBLIC WORKS/LANDFILL	215
GIS ANALYST	COMMISSIONER OF THE REVENUE/ PLANNING	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	HUMAN RESOURCES	214
HR MANAGER	HUMAN RESOURCES	223
HR SPECIALIST	HUMAN RESOURCES	208
INMATE PROGRAM SPECIALIST	NRADC	211
INMATE PROGRAMS COORD	NRADC	217
INSPECTOR	PUBLIC WORKS/INSPECTIONS	215
INVESTIGATOR	SHERIFF'S OFFICE	106
IT DIRECTOR	INFORMATION TECHNOLOGY	232
LABORER	PUBLIC WORKS/LANDFILL 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	COMM ATTY/CNTY ATTORNEY'S OFFICE	208
LIDS TECH/RECORDS SUPV	NRADC	217
LIEUTENANT	NRADC/SHERIFF'S DEPT	109
LITIGATION SUPPORT MANAGER	COMM ATTORNEY'S OFFICE	219
MAINTENANCE COST ANALYST	COUNTY ADMINISTRATION	217
MAINTENANCE MECHANIC ASST	LANDFILL	207
MAINTENANCE SPECIALIST	PARKS & REC/MAINTENANCE	211
MAINTENANCE SUPERVISOR	MAINTENANCE/NRADC	217
MAINTENANCE SUPERVISOR ASSISTANT	MAINTENANCE	214
MAINTENANCE TECHNICIAN	AIRPORT/NRADC	209
MAINTENANCE WORKER	MAINTENANCE	206
MAJOR/CHIEF DEPUTY	SHERIFF'S OFFICE	118
MARKETING COORDINATOR	PARKS & RECREATION	212
MARKETING MANAGER	EDA	219
MEDICAL CLINIC ADMINISTRATIVE ASSISTANT	NRADC	211
MENTAL HEALTH CONSULTANT	NRADC	216
MENTAL HEALTH DIRECTOR	NRADC	220
MIS DIRECTOR	INFORMATION TECHNOLOGY	228
MIS PROGRAMMER	MIS DEPARTMENT	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	FREDERICK COUNTY	217
OPERATONS SUPERINTENDENT	PARKS & RECREATION	220
OPERATIONS SUPERVISOR	AIRPORT/PUBLIC SAFETY COMMUNICATIONS	220
P&R ASSISTANT DIRECTOR	PARKS & RECREATION	224
P&R DIRECTOR	PARKS & RECREATION	230

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Title	Department	Range
P&R MARKETING MANAGER	PARKS & RECREATION	217
P&R PROGRAM COORDINATOR	PARKS & RECREATION	211
PARK & STEWARDSHIP PLANNER	PARKS & RECREATION	217
PARK MAINTENANCE TECHNICIAN	PARKS & RECREATION	205
PARK MANAGER	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 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
PROBATION OFFICER	NRADC-DCS	213
PROGRAM SUPERVISOR	PARKS & RECREATION	214
PROJECT MANAGER	PUBLIC WORKS/ADMINISTRATION	217
PROPERTY CLERK	NRADC	205
PTS CASE MANAGER	NRADC-DCS	215
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	FREDERICK COUNTY	205
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
SCANNING TECHNICIAN	CLERK'S OFFICE	207
SECRETARY	FREDERICK COUNTY	206
SERGEANT	SHERIFF'S OFFICE/NRADC	106
SHERIFF	SHERIFF'S OFFICE	CO
SOLID WASTE COORDINATOR	PUBLIC WORKS/LANDFILL	214
SOLID WASTE MANAGER	PUBLIC WORKS/LANDFILL	217
SR ACCOUNT ANALYST	TREASURER'S OFFICE	215
SR ACCOUNT CLERK	FREDERICK COUNTY	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	COMM ATTY/CNTY 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 PROGRAM COORDINATOR	INFORMATION TECHNOLOGY	225

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Title	Department	Range
SR PROJECT MANAGER	PUBLIC WORKS/ADMINISTRATION	222
SR RECORDS CLERK	FREDERICK COUNTY	209
SR SECRETARY	FREDERICK COUNTY	207
SUPERINTENDENT	NRADC	120
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
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>Adopted July 2023</i>				SALARY RANGES SWORN POSITIONS <i>Adopted July 2023</i>			
Range	Minimum	Midpoint	Maximum	Range	Minimum	Midpoint	Maximum
239	\$183,547	\$225,763	\$302,522	122	\$135,228	\$169,034	\$223,125
235	\$151,004	\$185,735	\$248,885	120	\$122,655	\$153,319	\$202,381
232	\$130,443	\$160,445	\$214,997	118	\$111,252	\$139,065	\$183,566
230	\$118,316	\$145,529	\$195,008	115	\$96,104	\$120,130	\$158,571
229	\$112,682	\$138,599	\$185,722	112	\$83,018	\$103,772	\$136,980
228	\$107,316	\$131,999	\$176,878	111	\$79,065	\$98,831	\$130,457
227	\$102,206	\$125,713	\$168,455	109	\$71,714	\$89,643	\$118,328
226	\$97,339	\$119,727	\$160,434	108	\$68,299	\$85,374	\$112,693
225	\$92,704	\$114,025	\$152,794	107	\$65,047	\$81,308	\$107,327
224	\$88,289	\$108,596	\$145,518	106	\$61,949	\$77,437	\$102,216
223	\$84,085	\$103,424	\$138,589	104	\$56,190	\$70,237	\$92,713
222	\$80,081	\$98,499	\$131,989	103	\$53,514	\$66,893	\$88,298
220	\$72,636	\$89,342	\$119,718	102	\$50,966	\$63,707	\$84,094
219	\$69,177	\$85,088	\$114,017	101	\$48,539	\$60,674	\$80,089
218	\$65,883	\$81,036	\$108,588				
217	\$62,745	\$77,177	\$103,417	**Ranges 105, 110, 113, 114, 116, 117, 119, and 121 were intentionally not used.			
216	\$59,758	\$73,502	\$98,492				
215	\$56,912	\$70,002	\$93,802				
214	\$54,202	\$66,668	\$89,336				
213	\$51,621	\$63,494	\$85,081				
212	\$49,163	\$60,470	\$81,030				
211	\$46,822	\$57,591	\$77,171				
210	\$44,592	\$54,848	\$73,497				
209	\$42,469	\$52,236	\$69,997				
208	\$40,446	\$49,749	\$66,664				
207	\$38,520	\$47,380	\$63,489				
206	\$36,686	\$45,124	\$60,466				
205	\$34,939	\$42,975	\$57,586				
204	\$33,275	\$40,929	\$54,844				

** Ranges 221, 231, 233, 234, 236, 237 and 238 were intentionally not used.