



Frederick County, VA Salary Administration Program

| Title | Department | Range |
|-----------------------------------|------------------------------|-------|
| 1st LIEUTENANT | SHERIFF'S OFFICE | 9 |
| ACCOUNT ANALYST | TREASURER'S OFFICE | 6 |
| ACCOUNT CLERK | FREDERICK COUNTY | 3 |
| ACCOUNTING SUPERVISOR | FINANCE | 9 |
| ACCOUNTING TECHNICIAN | NRADC | 4 |
| ADMINISTRATIVE ASSISTANT | FREDERICK COUNTY | 6 |
| ADMINISTRATIVE INVESTIGATOR | FREDERICK COUNTY | 8 |
| AIRPORT EXECUTIVE DIRECTOR | WINCHESTER REGIONAL AIRPORT | NC |
| ANIMAL CARETAKER | PUBLIC WORKS/ANIMAL SHELTER | 2 |
| ANIMAL SHELTER MANAGER | PUBLIC WORKS/ANIMAL SHELTER | 8 |
| ASAP CASE MANAGER | NRADC-DCS | 5 |
| ASAP CASE MANAGER ASSISTANT | NRADC-DCS | 4 |
| ASSESSOR I | COMMISSIONER OF THE REVENUE | 7 |
| ASSESSOR II | COMMISSIONER OF THE REVENUE | 8 |
| ASSESSOR III | COMMISSIONER OF THE REVENUE | 9 |
| ASSISTANT FIRE CHIEF | FIRE & RESCUE | 12 |
| ASSISTANT ANIMAL SHELTER MANAGER | PUBLIC WORKS/ANIMAL SHELTER | 6 |
| ASSISTANT COMMONWEALTH'S ATTORNEY | COMM ATTORNEY'S OFFICE | 10 |
| ASSISTANT CONVENIENCE SITE SUPER | PUBLIC WORKS/LANDFILL | 4 |
| ASSISTANT COUNTY ADMINISTRATOR | COUNTY ADMINISTRATION | NC |
| ASSISTANT COUNTY ATTORNEY | COUNTY ATTORNEY'S OFFICE | 10 |
| ASSISTANT COURT SERVICES DIRECTOR | NRADC-DCS | 9 |
| ASSISTANT FINANCE DIRECTOR | FINANCE | 12 |
| ASSISTANT NURSING DIRECTOR | NRADC | 8 |
| ASSISTANT PARK MANAGER | PARKS AND RECREATION | 5 |
| ASSISTANT PLANNING DIRECTOR | PLANNING & DEVELOPMENT | 12 |
| ASSISTANT PUBLIC WORKS DIRECTOR | PUBLIC WORKS/ADMINISTRATION | 11 |
| ASSISTANT REGISTRAR | REGISTRAR'S OFFICE | 4 |
| ASSISTANT SUPERINTENDENT | NRADC | 12 |
| ASSISTANT TRANSPORTATION DIRECTOR | PLANNING & DEVELOPMENT | 12 |
| AUDITOR | COMMISSIONER OF THE REVENUE | 8 |
| BASICREC COORDINATOR | PARKS & RECREATION | 5 |
| BASICREC MANAGER | PARKS & RECREATION | 7 |
| BENEFITS ADMINISTRATOR | HUMAN RESOURCES | 6 |
| BLDG OFFICIAL CODE ADMIN | PUBLIC WORKS/INSPECTIONS | 10 |
| BOOKING TECHNICIAN | NRADC | 3 |
| BUSINESS DIVISION/CHIEF ADMIN | COMMISSIONER OF THE REVENUE | 8 |
| BUSINESS MANAGER | NRADC | 8 |
| BUSINESS RETENTION MANAGER | EDA | 9 |
| CAPTAIN | SHERIFF'S OFFICE/NRADC | 10 |
| CASE OFFICER | NRADC-DCS | 4 |
| CASHIER | TREASURER'S OFFICE | 3 |
| CERTIFIED MEDICATION AIDE (CMA) | NRADC | 2 |
| CHIEF COMMUNITY CORRECTIONS | NRADC-DCS | 10 |
| CHIEF DEPUTY | COMMISSIONER OF REVENUE | 12 |
| CIRCUIT COURT CLERK | CLERK'S OFFICE | NC |
| CIVIL ENGINEER | PUBLIC WORKS/ADMINISTRATION | 9 |
| COLLECTOR | TREASURER'S OFFICE | 8 |
| COMMISSIONER OF THE REVENUE | COMMISSIONER OF THE REVENUE | NC |
| COMMONWEALTH'S ATTORNEY | COMM ATTORNEY'S OFFICE | NC |
| COMMUNICATION OFFICER I | PUBLIC SAFETY COMMUNICATIONS | 4 |
| COMMUNICATION OFFICER II | PUBLIC SAFETY COMMUNICATIONS | 5 |
| COMMUNICATION OFFICER III | PUBLIC SAFETY COMMUNICATIONS | 6 |
| COMMUNICATIONS SHIFT SUPERVISOR | PUBLIC SAFETY COMMUNICATIONS | 7 |

Frederick County Salary Administration Program - March 24, 2022

| Title | Department | Range |
|--------------------------------------|------------------------------|-------|
| COMMUNITY OUTREACH COORDINATOR | SHERIFF'S OFFICE | 5 |
| CONVENIENCE SITE ATTENDANT | PUBLIC WORKS/LANDFILL | 1 |
| CONVENIENCE SITE SUPERVISOR | PUBLIC WORKS/LANDFILL | 5 |
| CORRECTIONAL INVESTIGATOR | NRADC | 5 |
| CORRECTIONAL NURSE I | NRADC | 7 |
| CORRECTIONAL NURSE II | NRADC | 7.5 |
| CORRECTIONAL NURSE III | NRADC | 8 |
| CORRECTIONAL OFFICER I | NRADC | 5 |
| CORRECTIONAL OFFICER II | NRADC | 6 |
| CORRECTIONAL OFFICER III | NRADC | 7 |
| CORRECTIONAL SYSTEM TECHNICIAN | NRADC | 5 |
| CORRECTIONAL SYSTEMS OFFICER | NRADC | 7 |
| COUNTY ADMINISTRATOR | COUNTY ADMINISTRATION | NC |
| COUNTY ATTORNEY | COUNTY ATTORNEY'S OFFICE | NC |
| COURT SERVICES DIRECTOR | NRADC-DCS | 10 |
| CRIME ANALYST | SHERIFF'S OFFICE | 6 |
| CSA ACCOUNT SPECIALIST | CHILDREN'S SERVICES | 4 |
| CSA COORDINATOR | CHILDREN'S SERVICES | 8 |
| CSR (CUSTOMER SVC REP-NON AIRPORT) | FC-ALL DEPT'S EXCEPT AIRPORT | 2 |
| CUSTODIAN | MAINTENANCE | 1 |
| CUSTOMER SERVICE REP(AIRPORT ONLY) | WINCHESTER REGIONAL AIRPORT | 2 |
| CUSTOMER SERVICE TECHNICIAN | PARKS & RECREATION | 3 |
| DATA COLLECTOR | COMMISSIONER OF THE REVENUE | 4 |
| DEPUTY CHIEF | FIRE & RESCUE | 11 |
| DEPUTY CLERK TO BOARD OF SUPERVISORS | COUNTY ADMINISTRATION | 10 |
| DEPUTY CLERK/OPERATIONS | CLERK'S OFFICE | 6 |
| DEPUTY COMMONWEALTH'S ATTORNEY | COMM ATTORNEY'S OFFICE | 12 |
| DEPUTY DIRECTOR IT-SECURITY | INFORMATION TECHNOLOGY | 11 |
| DEPUTY COUNTY ADMINISTRATOR | COUNTY ADMINISTRATION | NC |
| DEPUTY I | SHERIFF'S OFFICE | 5 |
| DEPUTY II | SHERIFF'S OFFICE | 6 |
| DEPUTY III | SHERIFF'S OFFICE | 7 |
| DEPUTY REGISTRAR | REGISTRAR'S OFFICE | 5 |
| DEPUTY TREASURER | TREASURER'S OFFICE | 12 |
| DEPUTY TREASURER / COMPLIANCE | TREASURER'S OFFICE | 10 |
| DEPUTY TREASURER OPS | TREASURER'S OFFICE | 12 |
| DESIGN REVIEW SPECIALIST | PUBLIC WORKS/INSPECTIONS | 6 |
| DIRECTOR ELECTIONS/GEN REGISTRAR | REGISTRAR'S OFFICE | NC |
| EDA DIRECTOR | EDA | NC |
| EMS BILLING MANAGER | FIRE & RESCUE | 4 |
| EMS BILLING SPECIALIST | FIRE & RESCUE | 2 |
| ENVIRONMENTAL INSPECTOR | PUBLIC WORKS/INSPECTIONS | 5 |
| ENVIRONMENTAL MANAGER | PUBLIC WORKS/LANDFILL | 9 |
| ENVIRONMENTAL PROGRAM ADMINISTRATOR | PUBLIC WORKS/ADMINISTRATION | 8 |
| ENVIRONMENTAL SAFETY TECHNICIAN | PUBLIC WORKS/LANDFILL | 6 |
| EVIDENCE CLERK | SHERIFF'S OFFICE | 4 |
| EXTENSION TECHNICIAN | VIRGINIA COOP EXTENSION | 5 |
| F&R BATTALION CHIEF | FIRE & RESCUE | 10 |
| F&R CAPTAIN | FIRE & RESCUE | 9 |
| F&R LIEUTENANT | FIRE & RESCUE | 8 |
| F&R SPECIALIST | FIRE & RESCUE | 7 |
| F&R TECHNICIAN | FIRE & RESCUE | 6 |
| FINANCE DIRECTOR | FINANCE | NC |
| FINANCE SPECIALIST | FINANCE | 6 |
| FINANCE TECHNICIAN | AIRPORT | 3 |
| FIRE & RESCUE CHIEF | FIRE & RESCUE | NC |
| FIREFIGHTER/EMT | FIRE & RESCUE | 5 |

Frederick County Salary Administration Program - March 24, 2022

| Title | Department | Range |
|---|--|-------|
| FLIGHT LINE SUPERVISOR | WINCHESTER REGIONAL AIRPORT | 5 |
| FLIGHT LINE TECHNICIAN | WINCHESTER REGIONAL AIRPORT | 4 |
| FOOD SERVICES ASSISTANT | NRADC | 3 |
| FOOD SERVICES MANAGER | NRADC | 8 |
| GAS PLANT OPERATOR | PUBLIC WORKS/LANDFILL | 7 |
| GIS ANALYST | COMMISSIONER OF THE REVENUE/ PLANNING | 9 |
| GIS ANALYST/PROGRAMMER | INFORMATION TECHNOLOGY | 9 |
| GIS MANAGER | INFORMATION TECHNOLOGY | 10 |
| GIS TECHNICIAN | INFORMATION TECHNOLOGY/PLANNING | 6 |
| HEAD CUSTODIAN | MAINTENANCE | 2 |
| HEAVY EQUIPMENT MECHANIC | PUBLIC WORKS/LANDFILL | 8 |
| HR ASSISTANT | HUMAN RESOURCES | 3 |
| HR DIRECTOR | HUMAN RESOURCES | NC |
| HR GENERALIST | HUMAN RESOURCES | 6 |
| HR MANAGER | HUMAN RESOURCES | 10 |
| HR SPECIALIST | HUMAN RESOURCES | 4 |
| INMATE PROGRAM SPECIALIST | NRADC | 5 |
| INMATE PROGRAMS COORD | NRADC | 6 |
| INSPECTOR | PUBLIC WORKS/INSPECTIONS | 7 |
| INVESTIGATOR | SHERIFF'S OFFICE | 8 |
| IT DIRECTOR | INFORMATION TECHNOLOGY | NC |
| LABORER | PUBLIC WORKS/LANDFILL SHAWNEELAND | 2 |
| LANDFILL MANAGER | PUBLIC WORKS/LANDFILL | 10 |
| LANDFILL OPERATIONS MANAGER | PUBLIC WORKS/LANDFILL | 8 |
| LANDFILL SPOTTER | PUBLIC WORKS/LANDFILL | 3 |
| LANDFILL TECHNICIAN | PUBLIC WORKS/LANDFILL | 4 |
| LEGAL SECRETARY | COMM ATTY/CNTY ATTORNEY'S OFFICE | 4 |
| LIDS TECH/RECORDS SUPV | NRADC | 8 |
| LIEUTENANT | NRADC/SHERIFF'S DEPT | 9 |
| LITIGATION SUPPORT MANAGER | COMM ATTORNEY'S OFFICE | 9 |
| MAINTENANCE COST ANALYST | COUNTY ADMINISTRATION | 8 |
| MAINTENANCE MECHANIC ASST | LANDFILL | 4 |
| MAINTENANCE SPECIALIST | PARKS & REC/MAINTENANCE | 6 |
| MAINTENANCE SUPERVISOR | MAINTENANCE/NRADC | 8 |
| MAINTENANCE SUPERVISOR ASSISTANT | MAINTENANCE | 7 |
| MAINTENANCE TECHNICIAN | AIRPORT/NRADC | 4 |
| MAINTENANCE WORKER | MAINTENANCE | 3 |
| MAJOR/CHIEF DEPUTY | SHERIFF'S OFFICE | 11 |
| MARKETING COORDINATOR | PARKS & RECREATION | 6 |
| MARKETING MANAGER | EDA | 9 |
| MEDICAL CLINIC ADMINISTRATIVE ASSISTANT | NRADC | 6 |
| MENTAL HEALTH CONSULTANT | NRADC | 7 |
| MENTAL HEALTH DIRECTOR | NRADC | 9 |
| MIS DIRECTOR | INFORMATION TECHNOLOGY | 12 |
| MIS PROGRAMMER | MIS DEPARTMENT | 11 |
| MORTGAGE SPECIALIST | TREASURER'S OFFICE | 7 |
| MOTOR EQUIP OPERATOR | PUBLIC WORKS/SHAWNEELAND | 4 |
| NETWORK ADMINISTRATOR | INFORMATION TECHNOLOGY | 9 |
| NETWORK OPERATIONS MANAGER | INFORMATION TECHNOLOGY | 10 |
| NURSING DIRECTOR | NRADC | 9 |
| OPERATIONS MANAGER | FREDERICK COUNTY | 8 |
| OPERATONS SUPERINTENDENT | PARKS & RECREATION | 9 |
| OPERATIONS SUPERVISOR | AIRPORT/PUBLIC SAFETY COMMUNICATIONS | 9 |
| P&R ASSISTANT DIRECTOR | PARKS & RECREATION | 10 |
| P&R DIRECTOR | PARKS & RECREATION | NC |

Frederick County Salary Administration Program - March 24, 2022

| Title | Department | Range |
|----------------------------------|----------------------------------|-------|
| P&R MARKETING MANAGER | PARKS & RECREATION | 7 |
| P&R PROGRAM COORDINATOR | PARKS & RECREATION | 5 |
| PARK & STEWARDSHIP PLANNER | PARKS & RECREATION | 8 |
| PARK MAINTENANCE TECHNICIAN | PARKS & RECREATION | 2 |
| PARK MANAGER | PARKS & RECREATION | 8 |
| PARKS SUPERINTENDENT | PARKS & RECREATION | 9 |
| PAYROLL MANAGER | FINANCE | 10 |
| PC TECHNICIAN | INFORMATION TECHNOLOGY | 4 |
| PERMIT MANAGER | PUBLIC WORKS/INSPECTIONS | 7 |
| PERMIT TECHNICIAN | PUBLIC WORKS/INSPECTIONS | 4 |
| PERSONAL PROPERTY SUPV | COMMISSIONER OF THE REVENUE | 8 |
| PLANNER I | PLANNING & DEVELOPMENT | 7 |
| PLANNER II | PLANNING & DEVELOPMENT | 9 |
| PLANNING DIRECTOR | PLANNING & DEVELOPMENT | NC |
| PROBATE CLERK | CLERK'S OFFICE | 9 |
| PROBATION OFFICER | NRADC-DCS | 5 |
| PROGRAM SUPERVISOR | PARKS & RECREATION | 7 |
| PROJECT MANAGER | PUBLIC WORKS/ADMINISTRATION | 8 |
| PROPERTY CLERK | NRADC | 3 |
| PTS CASE MANAGER | NRADC-DCS | 5 |
| PTS/PROBATION OFFICER | NRADC/NRADC-DCS | 5 |
| PUBLIC INFORMATION OFFICER | COUNTY ADMINISTRATION | 9 |
| PUBLIC SAFETY COMMUNICATIONS DIR | PUBLIC SAFETY COMMUNICATIONS | NC |
| PUBLIC WORKS DIRECTOR | PUBLIC WORKS/ADMINISTRATION | NC |
| PURCHASING MANAGER | FINANCE | 10 |
| REAL EST ASSESS CHIEF ADMIN | COMMISSIONER OF THE REVENUE | 11 |
| RECORDS CLERK | FREDERICK COUNTY | 3 |
| RECORDS CLERK II | SHERIFF'S OFFICE | 4 |
| RECREATION SUPERINTENDENT | PARKS & RECREATION | 9 |
| RECREATION TECHNICIAN | PARKS & RECREATION | 3 |
| RESEARCH MANAGER | EDA | 8 |
| REVENUE ANALYST | TREASURER'S OFFICE | 7 |
| RISK MGR BUDGET ANALYST | FINANCE | 9 |
| SANITARY DISTRICT MANAGER | PUBLIC WORKS/SHAWNEELAND | 8 |
| SCALE OPERATOR | PUBLIC WORKS/LANDFILL | 5 |
| SCANNING TECHNICIAN | CLERK'S OFFICE | 4 |
| SECRETARY | FREDERICK COUNTY | 3 |
| SERGEANT | SHERIFF'S OFFICE/NRADC | 8 |
| SHERIFF | SHERIFF'S OFFICE | NC |
| SOLID WASTE COORDINATOR | PUBLIC WORKS/LANDFILL | 7 |
| SOLID WASTE MANAGER | PUBLIC WORKS/LANDFILL | 8 |
| SR ACCOUNT ANALYST | TREASURER'S OFFICE | 7 |
| SR ACCOUNT CLERK | FREDERICK COUNTY | 4 |
| SR ANIMAL CARETAKER | PUBLIC WORKS/ANIMAL SHELTER | 4 |
| SR ASAP CASE MANAGER | NRADC-DCS | 7 |
| SR COLLECTOR | TREASURER'S OFFICE | 10 |
| SR DESIGN REVIEW SPECIALIST | PUBLIC WORKS/INSPECTIONS | 8 |
| SR INSPECTOR | PUBLIC WORKS/INSPECTIONS | 8 |
| SR LANDFILL TECHNICIAN | PUBLIC WORKS/LANDFILL | 5 |
| SR LEGAL SECRETARY | COMM ATTY/CNTY ATTORNEY'S OFFICE | 5 |
| SR MOTOR EQUIP OPERATOR | PUBLIC WORKS/SHAWNEELAND | 5 |
| SR PERMIT TECHNICIAN | PUBLIC WORKS/INSPECTIONS | 5 |
| SR PLANNER | PLANNING & DEVELOPMENT | 10 |
| SR PROBATION CASE OFFC | NRADC-DCS | 4 |
| SR PROGRAM COORDINATOR | INFORMATION TECHNOLOGY | 11 |
| SR PROJECT MANAGER | PUBLIC WORKS/ADMINISTRATION | 10 |
| SR RECORDS CLERK | FREDERICK COUNTY | 5 |

Frederick County Salary Administration Program - March 24, 2022

| Title | Department | Range |
|------------------------------------|---------------------------|-------|
| SR SECRETARY | FREDERICK COUNTY | 4 |
| SUPERINTENDENT | NRADC | NC |
| SYSTEMS ADMINISTRATOR | INFORMATION TECHNOLOGY | 10 |
| TECHNOLOGY ADMIN COORDINATOR | INFORMATION TECHNOLOGY | 8 |
| TIMBROOK ACHV CENTER COORDINATOR | JUVENILE PROBATION OFFICE | 4 |
| TREASURER | TREASURER'S OFFICE | NC |
| UTILIZATION REVIEW/CONT QUALITY IM | CHILDREN'S SERVICES | 8 |
| VW PROGRAM ASSISTANT MANAGER | VICTIM/WITNESS PROGRAM | 5 |
| VW PROGRAM MANAGER | VICTIM/WITNESS PROGRAM | 7 |
| VW PROGRAM OFFICE ASSISTANT | VICTIM/WITNESS PROGRAM | 3 |
| WORK RELEASE SPECIALIST | NRADC | 5 |
| ZONING ADMINISTRATOR | PLANNING & DEVELOPMENT | 8 |
| ZONING INSPECTOR | PLANNING & DEVELOPMENT | 5 |

| SALARY RANGES | | | | | |
|-------------------|-----------|-----------|-----------|-----------|-----------|
| Adopted July 2021 | | | | | |
| Range | Minimum | Progress | Midpoint | Advance | Maximum |
| 13 | \$106,832 | \$122,823 | \$138,814 | \$154,807 | \$170,798 |
| 12 | \$95,060 | \$109,386 | \$123,600 | \$137,815 | \$152,141 |
| 11 | \$85,287 | \$98,058 | \$110,829 | \$123,600 | \$136,371 |
| 10 | \$73,072 | \$84,066 | \$95,060 | \$106,054 | \$117,048 |
| 9 | \$63,188 | \$72,739 | \$82,178 | \$91,617 | \$101,168 |
| 8 | \$55,637 | \$63,965 | \$72,295 | \$80,623 | \$88,953 |
| 7 | \$50,195 | \$57,746 | \$65,297 | \$72,850 | \$80,402 |
| 6 | \$44,865 | \$51,527 | \$58,302 | \$65,076 | \$71,739 |
| 5 | \$40,867 | \$46,975 | \$53,083 | \$59,191 | \$65,297 |
| 4 | \$35,870 | \$41,311 | \$46,641 | \$51,973 | \$57,413 |
| 3 | \$32,760 | \$37,646 | \$42,533 | \$47,419 | \$52,306 |
| 2 | \$28,651 | \$32,983 | \$37,313 | \$41,644 | \$45,975 |
| 1 | \$24,654 | \$28,429 | \$32,094 | \$35,758 | \$39,535 |