

**APPENDIX A**

The City of Frederick Fraternal Order of Police  
Grade/Step Chart for Fiscal Years 2025-2027

FY '25 Payscale												
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Officer</b>	\$61,456	\$64,222	\$67,112	\$70,132	\$73,288	\$76,586	\$80,032	\$83,634	\$87,397	\$91,330	\$95,440	\$99,735
<b>MPO</b>	\$64,529	\$67,433	\$70,468	\$73,639	\$76,952	\$80,415	\$84,034	\$87,815	\$91,767	\$95,897	\$100,212	\$104,722
<b>Corporal</b>	\$72,918	\$76,199	\$79,628	\$83,212	\$86,956	\$90,869	\$94,958	\$99,231	\$103,697	\$108,363	\$113,240	\$118,335
<b>Sergeant</b>	\$80,210	\$83,819	\$87,591	\$91,533	\$95,652	\$99,956	\$104,454	\$109,155	\$114,067	\$119,200	\$124,563	\$130,169
<b>Lieutenant</b>	\$93,846	\$98,069	\$102,482	\$107,093	\$111,913	\$116,949	\$122,211	\$127,711	\$133,458	\$139,463	\$145,739	\$152,298
<b>Captain</b>	\$100,415	\$104,933	\$109,655	\$114,590	\$119,746	\$125,135	\$130,766	\$136,651	\$142,800	\$149,226	\$155,941	\$162,958

FY '26 Payscale												
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Officer</b>	\$66,066	\$69,039	\$72,145	\$75,392	\$78,785	\$82,330	\$86,035	\$89,906	\$93,952	\$98,180	\$102,598	\$107,215
<b>MPO</b>	\$69,369	\$72,491	\$75,753	\$79,162	\$82,724	\$86,446	\$90,336	\$94,402	\$98,650	\$103,089	\$107,728	\$112,576
<b>Corporal</b>	\$78,387	\$81,914	\$85,600	\$89,453	\$93,478	\$97,684	\$102,080	\$106,674	\$111,474	\$116,490	\$121,733	\$127,210
<b>Sergeant</b>	\$86,226	\$90,106	\$94,161	\$98,398	\$102,826	\$107,453	\$112,288	\$117,341	\$122,622	\$128,139	\$133,906	\$139,932
<b>Lieutenant</b>	\$100,884	\$105,424	\$110,168	\$115,125	\$120,306	\$125,720	\$131,377	\$137,289	\$143,467	\$149,923	\$156,670	\$163,720
<b>Captain</b>	\$107,946	\$112,803	\$117,880	\$123,184	\$128,727	\$134,520	\$140,574	\$146,899	\$153,510	\$160,418	\$167,637	\$175,180

FY '27 Payscale												
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Officer</b>	\$71,351	\$74,562	\$77,917	\$81,423	\$85,087	\$88,916	\$92,917	\$97,099	\$101,468	\$106,034	\$110,806	\$115,792
<b>MPO</b>	\$74,918	\$78,290	\$81,813	\$85,494	\$89,342	\$93,362	\$97,563	\$101,954	\$106,542	\$111,336	\$116,346	\$121,582
<b>Corporal</b>	\$84,658	\$88,467	\$92,449	\$96,609	\$100,956	\$105,499	\$110,247	\$115,208	\$120,392	\$125,810	\$131,471	\$137,387
<b>Sergeant</b>	\$93,124	\$97,314	\$101,693	\$106,270	\$111,052	\$116,049	\$121,271	\$126,728	\$132,431	\$138,391	\$144,618	\$151,126
<b>Lieutenant</b>	\$108,955	\$113,858	\$118,981	\$124,335	\$129,931	\$135,777	\$141,887	\$148,272	\$154,945	\$161,917	\$169,203	\$176,817
<b>Captain</b>	\$116,582	\$121,828	\$127,310	\$133,039	\$139,026	\$145,282	\$151,819	\$158,651	\$165,791	\$173,251	\$181,048	\$189,195