



Ramsey County Sheriff's Office

Bob Fletcher, Sheriff

Minnesota's First Law Enforcement Agency – Established 1849

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November 4, 2025

Ramsey County Board of Commissioners
Courthouse, Room 220
15 Kellogg Boulevard West
Saint Paul, Minnesota 55102

Dear Commissioners,

As you know, Minnesota state law requires that the Ramsey County Board of Commissioners set the salary of the Ramsey County Sheriff. The past practice in this regard has been for the Sheriff to make a written request to the Board of Commissioners regarding a proposed salary rate for the following year.

When requesting a salary for 2026, the following factors were considered:

- The salary of the Sheriff's Chief Deputy now exceeds the salary of the Sheriff. This due to county-wide classification and compensation restructuring and cost-of-living adjustments provided to all other county employees.
- From 2019 to 2025, the Sheriff requested only two salary increases, partly due to financial pressures related to COVID-19. The Sheriff's salary remained unchanged from 2019 through 2022, and again from 2023 through 2024.
- In 2025, the Ramsey County Sheriff's salary was the lowest in the seven-county metro area. For reference, the 2025 salaries for the sheriffs in the metro area are: Anoka County, \$214,240; Carver County, \$204,322; Dakota County, \$221,115; Hennepin County, \$224,820; Scott County, \$198,652; and, Washington County, \$217,552.

For the above reasons, a salary of \$203,510 is requested for 2026. This represents a 9% increase and sets the Sheriff's salary slightly below the Chief Deputy. As per past practice, it is also requested to continue the contribution to deferred compensation consistent with that approved for unclassified employees and a uniform/clothing allowance of \$1,375 for 2026.

Even with this increase, the requested salary likely sets the Ramsey County Sheriff's salary the lowest in the seven-county metro area in 2026.

Thank you for your consideration of this request.

A handwritten signature in black ink that reads "Bob Fletcher". The signature is written in a cursive, flowing style.

Bob Fletcher
Ramsey County Sheriff