

FY 2024 Recommended Budget Budget Question

Board Question #: 15

BUDGET QUESTION: When was the last time the Sheriff's Office staff received an increase? Please provide the percent increase and years as well as any bonuses provided. What is the starting salary for a deputy and how does that compare to surrounding jurisdictions? Please provide a history of pay raises for the entry level positions (deputies on the street) and higher ups (Lt and above). Please include the actual salary amounts and related increases.

RESPONDING DEPARTMENT/OFFICE: Finance

RESPONSE:

Question #1: When was the last time the Sheriff's Office staff received an increase? Please provide the percent increase and years as well as any bonuses provided.

Answer #1: As directed in the FY2023 Adopted Budget, the most recent increase for the Sheriff's Department was dated July 25, 2022 and included the following:

Division	Average Step %	COLA %	Total Average %
Courts	2.3%	2.6%	4.9%
Communications	2.0%	2.6%	4.6%
Law Enforcement	2.4%	2.6%	5.0%
Animal Control	2.4%	2.6%	5.0%

Question #2: What is the starting salary for a deputy and how does that compare to surrounding jurisdictions?

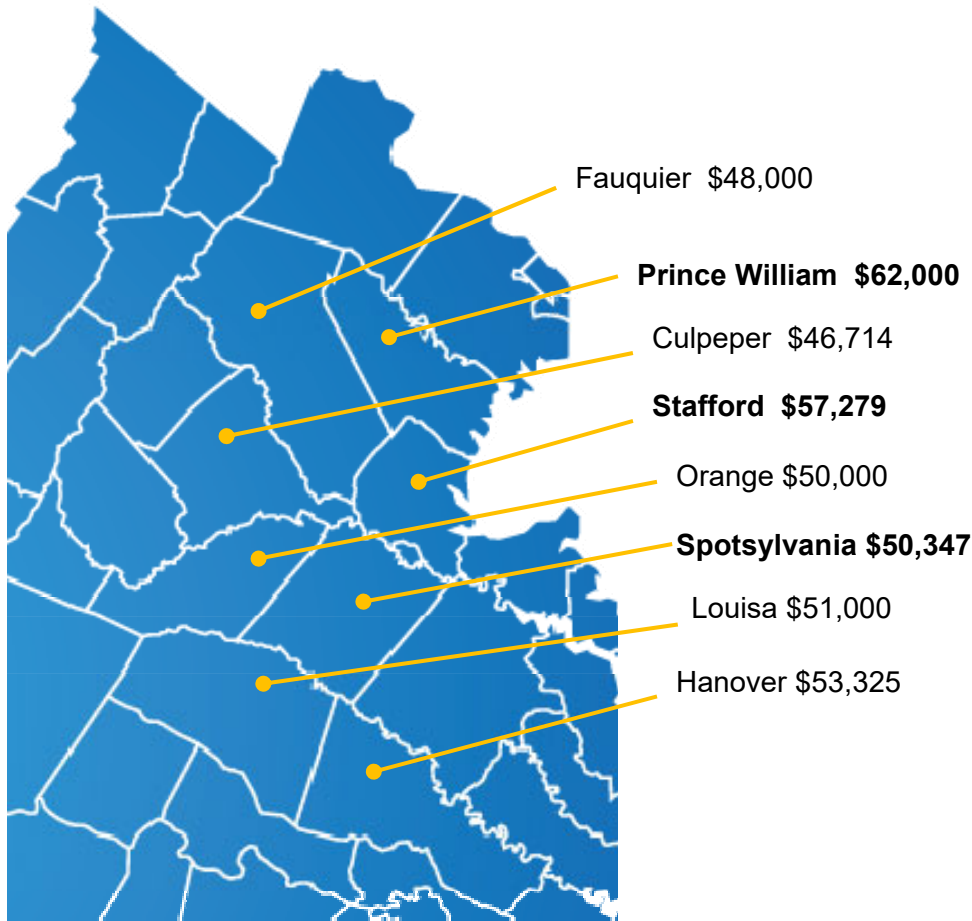
Answer #2: As part of the 2022 Virginia Acts of Assembly, the General Assembly approved an increase to starting pay for sworn officers of the State Police to \$64,383 (NOVA) effective July 1, 2022. This increase kicked off a progression of pay increases in Prince William and Stafford County which were made effective on January 1, 2023. The table on the following page provides starting pay for sheriff deputies in field operations for Spotsylvania County and surrounding jurisdictions. In addition to the each locality's starting pay, we have provided the locality's number of square miles, population, and relative location for reference.

FY 2024 Recommended Budget

Budget Question

STARTING PAY DATA – SHERIFF DEPUTY IN FIELD OPERATIONS

Deputy – Field Operations – Starting Pay					
County	As of 1/1/2023	Prior to 1/1/2023	% Mid-year Increase	Area (sq mi)	Population
Prince William	\$62,000	\$52,749	17%	338	484,472
Stafford	\$57,279	\$49,808	15%	270	160,877
Hanover	\$53,325	\$53,325		473	111,603
Louisa	\$51,000	\$51,000		498	38,848
Spotsylvania	\$50,347	\$50,347		401	143,676
Orange	\$50,000	\$50,000		342	37,188
Fauquier	\$48,000	\$48,000		650	73,815
Culpeper	\$46,714	\$46,714		381	53,596





Northern Virginia Annual Pay Scale

Applies to those assigned Northern VA & Fauquier, Rappahannock, Spotsylvania & Stafford Counties

\$65,958 Academy graduation NOVA salary

\$71,897 12 months after Academy graduation

*Starting pay pulled from each locality's public safety pay scale published on their website for all localities excluding Louisa County. Responses not available for the City of Fredericksburg and the counties of Caroline and King George.

FY 2024 Recommended Budget

Budget Question

Questions #3: Please provide a history of pay raises for the entry level positions (deputies on the street) and higher ups (Lt and above). Please include the actual salary amounts and related increases.

Answer #3: The following tables provide the Sheriff's pay scale information for the Divisions of Communications and Law Enforcement (includes Courts, Patrol, and Animal Control). The pay scales attached are adjusted annual to include COLA increases and reflect the total pay per Grade and Step.

See Following Two Pages