

County of Spotsylvania  
Summary of Sheriff Pay Scale Adjustments

For each unique Grade (A) + Step (C) a salary is presented for the following levels: FY2023 (D), FY2024 Recommended Budget (E), and FY2024 Proposed New Pay Scale(F)

Column (G) provides the % increase for the FY2024 Recommended Salary over the FY2023 Salary.

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Column (K) provides the total number of FT employees in each unique Grade (A) + Step (B)

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(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
GRADE	POSITION TITLE	STEP	FY2023 SALARY	FY2024 Salary in Recommended Budget	FY2024 Salary Under Proposed New Pay Scale	% Pay Increase	% Pay Increase	\$ Pay Increase	% Pay Increase	# of FT Employees	Salary & Benefit (Excluding HI) Above Recommended Budget
						FY2023 to FY2024 Recommended	FY2023 to FY2024 New Payscale	Recommended to FY2024 New Payscale	Recommended to FY2024 New Payscale		
(PSC01)	Communications Officer I	Step-1	\$35,891	\$37,327	\$44,418	4.0%	23.8%	\$7,091	19.0%	7	\$61,620
(PSC01)	Communications Officer I	Step-2	\$35,891	\$38,228	\$45,307	6.5%	26.2%	\$7,078	18.5%	4	\$35,149
(PSC03)	Communications Officer III	Step-1	\$41,092	\$42,736	\$50,854	4.0%	23.8%	\$8,119	19.0%	3	\$30,235
(PSC03)	Communications Officer III	Step-2	\$41,092	\$43,767	\$51,871	6.5%	26.2%	\$8,104	18.5%	3	\$30,181
(PSC03)	Communications Officer III	Step-3	\$42,084	\$44,799	\$52,909	6.5%	25.7%	\$8,110	18.1%	1	\$10,068
(PSC03)	Communications Officer III	Step-4	\$43,076	\$45,830	\$53,967	6.4%	25.3%	\$8,137	17.8%	1	\$10,101
(PSC03)	Communications Officer III	Step-4	\$43,076	\$45,830	\$53,967	6.4%	25.3%	\$8,137	17.8%	1	\$10,101
(PSC03)	Communications Officer III	Step-5	\$44,068	\$46,862	\$55,046	6.3%	24.9%	\$8,184	17.5%	1	\$10,160
(PSC03)	Communications Officer III	Step-7	\$46,051	\$48,925	\$57,270	6.2%	24.4%	\$8,345	17.1%	1	\$10,360
(PSC03)	Communications Officer III	Step-9	\$48,035	\$50,988	\$59,584	6.1%	24.0%	\$8,596	16.9%	1	\$10,671
(PSC03)	Communications Officer III	Step-11	\$50,019	\$53,051	\$61,991	6.1%	23.9%	\$8,940	16.9%	1	\$11,098
(PSC03)	Communications Officer III	Step-12	\$51,011	\$54,083	\$63,231	6.0%	24.0%	\$9,148	16.9%	1	\$11,356
(PSC03)	Communications Officer III	Step-20	\$58,946	\$62,335	\$74,085	5.7%	25.7%	\$11,750	18.8%	1	\$14,586
(PSC03)	Communications Officer III	Step-25	\$63,905	\$67,493	\$81,796	5.6%	28.0%	\$14,303	21.2%	1	\$17,756
(PSC05)	Communications Officer Senior	Step-11	\$50,019	\$56,765	\$65,766	13.5%	31.5%	\$9,001	15.9%	1	\$11,174
(PSC05)	Communications Officer Senior	Step-15	\$57,766	\$61,180	\$71,188	5.9%	23.2%	\$10,008	16.4%	1	\$12,424
(PSC06)	Communications Officer Master	Step-11	\$57,267	\$60,738	\$67,739	6.1%	18.3%	\$7,001	11.5%	1	\$8,691
(PSC06)	Communications Officer Master	Step-18	\$65,216	\$69,006	\$77,811	5.8%	19.3%	\$8,806	12.8%	1	\$10,931
(PSC08)	Communications Officer Supervisor	Step-7	\$65,317	\$69,393	\$74,909	6.2%	14.7%	\$5,516	7.9%	1	\$6,848
(PSC08)	Communications Officer Supervisor	Step-8	\$66,724	\$70,856	\$76,407	6.2%	14.5%	\$5,551	7.8%	1	\$6,891
(PSC08)	Communications Officer Supervisor	Step-9	\$68,131	\$72,319	\$77,935	6.1%	14.4%	\$5,616	7.8%	1	\$6,972
(PSC08)	Communications Officer Supervisor	Step-10	\$69,538	\$73,782	\$79,494	6.1%	14.3%	\$5,712	7.7%	1	\$7,091
(PSC08)	Communications Officer Supervisor	Step-21	\$85,013	\$89,877	\$98,841	5.7%	16.3%	\$8,965	10.0%	1	\$11,129
(PSC08)	Communications Officer Supervisor	Step-24	\$89,233	\$94,266	\$104,891	5.6%	17.5%	\$10,625	11.3%	1	\$13,190
(PSC09)	Communications Operations Supervisor	Step-15	\$80,401	\$85,153	\$93,912	5.9%	16.8%	\$8,759	10.3%	1	\$10,873
(PSC10)	Emergency Comm Manager	Step-27	\$125,237	\$132,207	\$135,777	5.6%	8.4%	\$3,570	2.7%	1	\$4,432
(PSS01)	Baliff (Courts)	Step-4	\$49,791	\$53,209	\$54,765	6.9%	10.0%	\$1,555	2.9%	1	\$1,931

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Column (K) provides the total number of FT employees in each unique Grade (A) + Step (B)

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(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
GRADE	POSITION TITLE	STEP	FY2023 SALARY	FY2024 Salary in Recommended Budget	FY2024 Salary Under Proposed New Pay Scale	% Pay Increase	% Pay Increase	\$ Pay Increase	% Pay Increase	# of FT Employees	Salary & Benefit
						FY2023 to FY2024 Recommended	FY2023 to FY2024 New Payscale	Recommended to FY2024 New Payscale	Recommended to FY2024 New Payscale		Above Recommended Budget
(PSS01)	Baliff (Courts)	Step-5	\$51,163	\$54,637	\$56,134	6.8%	9.7%	\$1,497	2.7%	1	\$1,859
(PSS01)	Baliff (Courts)	Step-11	\$59,396	\$63,199	\$65,098	6.4%	9.6%	\$1,899	3.0%	1	\$2,358
(PSS03)	Bailiff Senior (Courts)	Step-11	\$66,741	\$71,015	\$69,063	6.4%	3.5%	-\$1,952	-2.7%	1	-\$2,423
(PSS03)	Bailiff Senior (Courts)	Step-13	\$69,825	\$74,222	\$72,559	6.3%	3.9%	-\$1,663	-2.2%	1	-\$2,064
(PSS04)	Deputy Sheriff	Step-1	\$50,347	\$52,361	\$56,110	4.0%	11.4%	\$3,749	7.2%	7	\$32,575
(PSS04)	Deputy Sheriff	Step-2	\$50,347	\$53,888	\$57,512	7.0%	14.2%	\$3,624	6.7%	9	\$40,491
(PSS04)	Deputy Sheriff	Step-2	\$50,347	\$53,888	\$57,512	7.0%	14.2%	\$3,624	6.7%	3	\$13,497
(PSS04)	Deputy Sheriff	Step-2	\$51,656	\$53,888	\$57,512	4.3%	11.3%	\$3,624	6.7%	6	\$26,994
(PSS04)	Deputy Sheriff	Step-3	\$51,816	\$55,415	\$58,950	6.9%	13.8%	\$3,535	6.4%	2	\$8,776
(PSS04)	Deputy Sheriff	Step-3	\$51,816	\$55,415	\$58,950	6.9%	13.8%	\$3,535	6.4%	1	\$4,388
(PSS04)	Deputy Sheriff	Step-3	\$51,816	\$55,415	\$58,950	6.9%	13.8%	\$3,535	6.4%	2	\$8,776
(PSS04)	Deputy Sheriff	Step-4	\$53,284	\$56,943	\$60,424	6.9%	13.4%	\$3,481	6.1%	12	\$51,861
(PSS04)	Deputy Sheriff	Step-4	\$53,284	\$56,943	\$60,424	6.9%	13.4%	\$3,481	6.1%	1	\$4,322
(PSS04)	Deputy Sheriff	Step-5	\$54,752	\$58,470	\$61,934	6.8%	13.1%	\$3,465	5.9%	11	\$47,312
(PSS04)	Deputy Sheriff	Step-5	\$54,753	\$58,470	\$61,934	6.8%	13.1%	\$3,465	5.9%	1	\$4,301
(PSS04)	Deputy Sheriff	Step-6	\$56,221	\$59,997	\$63,483	6.7%	12.9%	\$3,486	5.8%	3	\$12,982
(PSS04)	Deputy Sheriff	Step-7	\$57,689	\$61,524	\$65,070	6.6%	12.8%	\$3,546	5.8%	3	\$13,205
(PSS04)	Deputy Sheriff	Step-8	\$59,158	\$63,051	\$66,697	6.6%	12.7%	\$3,645	5.8%	2	\$9,051
(PSS04)	Deputy Sheriff	Step-9	\$60,626	\$64,579	\$68,364	6.5%	12.8%	\$3,786	5.9%	2	\$9,399
(PSS04)	Deputy Sheriff	Step-11	\$63,563	\$67,633	\$71,825	6.4%	13.0%	\$4,192	6.2%	2	\$10,408
(PSS04)	Deputy Sheriff	Step-12	\$65,032	\$69,160	\$73,621	6.3%	13.2%	\$4,461	6.4%	1	\$5,537
(PSS04)	Deputy Sheriff	Step-13	\$66,500	\$70,687	\$75,461	6.3%	13.5%	\$4,774	6.8%	1	\$5,926
(PSS04)	Deputy Sheriff	Step-14	\$67,969	\$72,215	\$77,348	6.2%	13.8%	\$5,133	7.1%	1	\$6,372
(PSS04)	Deputy Sheriff	Step-16	\$70,906	\$75,269	\$81,263	6.2%	14.6%	\$5,995	8.0%	1	\$7,442
(PSS04)	Deputy Sheriff	Step-18	\$73,843	\$78,323	\$85,377	6.1%	15.6%	\$7,054	9.0%	1	\$8,757
(PSS05)	Deputy Sheriff 1st Class	Step-4	\$55,948	\$59,790	\$62,841	6.9%	12.3%	\$3,051	5.1%	2	\$7,575
(PSS05)	Deputy Sheriff 1st Class	Step-5	\$57,490	\$61,393	\$64,412	6.8%	12.0%	\$3,019	4.9%	3	\$11,242
(PSS05)	Deputy Sheriff 1st Class	Step-6	\$56,221	\$62,997	\$66,022	12.1%	17.4%	\$3,025	4.8%	1	\$3,756
(PSS05)	Deputy Sheriff 1st Class	Step-6	\$59,032	\$62,997	\$66,022	6.7%	11.8%	\$3,025	4.8%	4	\$15,023
(PSS05)	Deputy Sheriff 1st Class	Step-7	\$60,574	\$64,600	\$67,673	6.6%	11.7%	\$3,072	4.8%	4	\$15,256
(PSS05)	Deputy Sheriff 1st Class	Step-7	\$60,574	\$64,600	\$67,673	6.6%	11.7%	\$3,072	4.8%	3	\$11,442

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GRADE	POSITION TITLE	STEP	FY2023 SALARY	FY2024 Salary in Recommended Budget	FY2024 Salary Under Proposed New Pay Scale	% Pay Increase	% Pay Increase	\$ Pay Increase	% Pay Increase	# of FT Employees	Salary & Benefit
						FY2023 to FY2024 Recommended	FY2023 to FY2024 New Payscale	FY2024 Recommended to FY2024 New Payscale	FY2024 Recommended to FY2024 New Payscale		Above Recommended Budget
(PSS05)	Deputy Sheriff 1st Class	Step-8	\$59,158	\$66,204	\$69,365	11.9%	17.3%	\$3,161	4.8%	1	\$3,924
(PSS05)	Deputy Sheriff 1st Class	Step-8	\$62,116	\$66,204	\$69,365	6.6%	11.7%	\$3,161	4.8%	1	\$3,924
(PSS05)	Deputy Sheriff 1st Class	Step-8	\$62,116	\$66,204	\$69,365	6.6%	11.7%	\$3,161	4.8%	4	\$15,694
(PSS05)	Deputy Sheriff 1st Class	Step-9	\$63,658	\$67,807	\$71,099	6.5%	11.7%	\$3,291	4.9%	2	\$8,171
(PSS05)	Deputy Sheriff 1st Class	Step-10	\$65,199	\$69,411	\$72,876	6.5%	11.8%	\$3,465	5.0%	3	\$12,905
(PSS05)	Deputy Sheriff 1st Class	Step-11	\$66,741	\$71,015	\$74,698	6.4%	11.9%	\$3,683	5.2%	1	\$4,573
(PSS05)	Deputy Sheriff 1st Class	Step-12	\$68,283	\$72,618	\$76,565	6.3%	12.1%	\$3,947	5.4%	1	\$4,900
(PSS05)	Deputy Sheriff 1st Class	Step-13	\$69,825	\$74,222	\$78,480	6.3%	12.4%	\$4,258	5.7%	3	\$15,857
(PSS05)	Deputy Sheriff 1st Class	Step-14	\$71,367	\$75,825	\$80,442	6.2%	12.7%	\$4,616	6.1%	1	\$5,731
(PSS05)	Deputy Sheriff 1st Class	Step-14	\$71,367	\$75,825	\$80,442	6.2%	12.7%	\$4,616	6.1%	2	\$11,461
(PSS05)	Deputy Sheriff 1st Class	Step-15	\$72,909	\$77,429	\$82,453	6.2%	13.1%	\$5,024	6.5%	1	\$6,237
(PSS05)	Deputy Sheriff 1st Class	Step-16	\$74,451	\$79,032	\$84,514	6.2%	13.5%	\$5,482	6.9%	1	\$6,805
(PSS05)	Deputy Sheriff 1st Class	Step-21	\$82,160	\$87,050	\$95,620	6.0%	16.4%	\$8,570	9.8%	1	\$10,638
(PSS05)	Deputy Sheriff 1st Class	Step-23	\$85,244	\$90,257	\$100,461	5.9%	17.9%	\$10,203	11.3%	1	\$12,666
(PSS05)	Detective	Step-8	\$62,116	\$66,204	\$69,365	6.6%	11.7%	\$3,161	4.8%	1	\$3,924
(PSS05)	Detective	Step-9	\$63,658	\$67,807	\$71,099	6.5%	11.7%	\$3,291	4.9%	1	\$4,086
(PSS05)	Detective	Step-5	\$57,490	\$61,393	\$64,412	6.8%	12.0%	\$3,019	4.9%	1	\$3,747
(PSS05)	Detective	Step-7	\$60,574	\$64,600	\$67,673	6.6%	11.7%	\$3,072	4.8%	1	\$3,814
(PSS05)	Detective	Step-8	\$62,116	\$66,204	\$69,365	6.6%	11.7%	\$3,161	4.8%	1	\$3,924
(PSS05)	Detective	Step-13	\$69,825	\$74,222	\$78,480	6.3%	12.4%	\$4,258	5.7%	1	\$5,286
(PSS05)	Detective	Step-24	\$86,786	\$91,861	\$102,972	5.8%	18.7%	\$11,111	12.1%	1	\$13,794
(PSS06)	Deputy Sheriff Senior	Step-9	\$66,841	\$71,198	\$73,943	6.5%	10.6%	\$2,745	3.9%	1	\$3,407
(PSS06)	Deputy Sheriff Senior	Step-10	\$68,459	\$72,882	\$75,791	6.5%	10.7%	\$2,910	4.0%	4	\$14,448
(PSS06)	Deputy Sheriff Senior	Step-13	\$73,316	\$77,933	\$81,619	6.3%	11.3%	\$3,686	4.7%	1	\$4,576
(PSS06)	Deputy Sheriff Senior	Step-13	\$73,316	\$77,933	\$81,619	6.3%	11.3%	\$3,686	4.7%	5	\$22,879
(PSS06)	Deputy Sheriff Senior	Step-14	\$74,935	\$79,616	\$83,659	6.2%	11.6%	\$4,043	5.1%	2	\$10,037
(PSS06)	Deputy Sheriff Senior	Step-16	\$78,173	\$82,984	\$87,895	6.2%	12.4%	\$4,911	5.9%	2	\$12,192
(PSS06)	Deputy Sheriff Senior	Step-17	\$79,792	\$84,668	\$90,092	6.1%	12.9%	\$5,424	6.4%	2	\$13,467
(PSS06)	Deputy Sheriff Senior	Step-18	\$81,411	\$86,351	\$92,344	6.1%	13.4%	\$5,993	6.9%	1	\$7,439
(PSS06)	Deputy Sheriff Senior	Step-19	\$83,030	\$88,035	\$94,653	6.0%	14.0%	\$6,618	7.5%	1	\$8,215
(PSS06)	Deputy Sheriff Senior	Step-20	\$84,649	\$89,719	\$97,019	6.0%	14.6%	\$7,300	8.1%	2	\$18,125
(PSS06)	Deputy Sheriff Senior	Step-21	\$86,268	\$91,403	\$99,445	6.0%	15.3%	\$8,042	8.8%	1	\$9,983

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(PSS06)	Deputy Sheriff Senior	Step-23	\$89,506	\$93,086	\$104,479	4.0%	16.7%	\$11,393	12.2%	1	\$14,143
(PSS06)	Deputy Sheriff Senior	Step-24	\$91,125	\$96,454	\$107,091	5.8%	17.5%	\$10,637	11.0%	1	\$13,205
(PSS06)	Deputy Sheriff Senior	Step-25	\$92,744	\$98,138	\$109,768	5.8%	18.4%	\$11,631	11.9%	1	\$14,438
(PSS06)	Deputy Sheriff Senior	Step-26	\$94,363	\$98,138	\$109,768	4.0%	16.3%	\$11,631	11.9%	1	\$14,438
(PSS06)	Detective Senior	Step-9	\$66,841	\$71,198	\$73,943	6.5%	10.6%	\$2,745	3.9%	1	\$3,407
(PSS06)	Detective Senior	Step-13	\$73,316	\$77,933	\$81,619	6.3%	11.3%	\$3,686	4.7%	2	\$9,152
(PSS06)	Detective Senior	Step-14	\$74,935	\$79,616	\$83,659	6.2%	11.6%	\$4,043	5.1%	1	\$5,019
(PSS06)	Detective Senior	Step-15	\$76,554	\$81,300	\$85,751	6.2%	12.0%	\$4,451	5.5%	1	\$5,525
(PSS06)	Detective Senior	Step-17	\$79,792	\$84,668	\$90,092	6.1%	12.9%	\$5,424	6.4%	1	\$6,734
(PSS06)	Detective Senior	Step-19	\$83,030	\$88,035	\$94,653	6.0%	14.0%	\$6,618	7.5%	1	\$8,215
(PSS07)	Deputy Sheriff Master	Step-13	\$76,982	\$81,829	\$84,884	6.3%	10.3%	\$3,054	3.7%	1	\$3,791
(PSS07)	Deputy Sheriff Master	Step-14	\$78,682	\$83,597	\$87,006	6.2%	10.6%	\$3,408	4.1%	1	\$4,231
(PSS07)	Deputy Sheriff Master	Step-15	\$80,382	\$85,365	\$89,181	6.2%	10.9%	\$3,816	4.5%	2	\$9,473
(PSS07)	Deputy Sheriff Master	Step-16	\$82,082	\$87,133	\$91,410	6.2%	11.4%	\$4,277	4.9%	4	\$21,238
(PSS07)	Deputy Sheriff Master	Step-17	\$83,782	\$88,901	\$93,696	6.1%	11.8%	\$4,794	5.4%	3	\$17,856
(PSS07)	Deputy Sheriff Master	Step-19	\$87,182	\$92,437	\$98,439	6.0%	12.9%	\$6,002	6.5%	2	\$14,902
(PSS07)	Deputy Sheriff Master	Step-20	\$88,882	\$94,205	\$100,900	6.0%	13.5%	\$6,695	7.1%	2	\$16,622
(PSS07)	Deputy Sheriff Master	Step-21	\$90,582	\$95,973	\$103,422	6.0%	14.2%	\$7,450	7.8%	2	\$18,496
(PSS07)	Deputy Sheriff Master	Step-21	\$90,582	\$95,973	\$103,422	6.0%	14.2%	\$7,450	7.8%	1	\$9,248
(PSS07)	Deputy Sheriff Master	Step-22	\$92,281	\$97,741	\$106,008	5.9%	14.9%	\$8,267	8.5%	2	\$20,526
(PSS07)	Deputy Sheriff Master	Step-24	\$95,681	\$101,277	\$111,375	5.8%	16.4%	\$10,098	10.0%	1	\$12,536
(PSS07)	Deputy Sheriff Master	Step-26	\$99,081	\$103,044	\$114,159	4.0%	15.2%	\$11,114	10.8%	3	\$41,393
(PSS07)	Deputy Sheriff Senior (Forensic)	Step-16	\$82,082	\$87,133	\$91,410	6.2%	11.4%	\$4,277	4.9%	1	\$5,310
(PSS07)	Detective Master	Step-14	\$78,682	\$83,597	\$87,006	6.2%	10.6%	\$3,408	4.1%	1	\$4,231
(PSS07)	Detective Master	Step-15	\$80,382	\$85,365	\$89,181	6.2%	10.9%	\$3,816	4.5%	1	\$4,737
(PSS07)	Detective Master	Step-17	\$83,782	\$88,901	\$93,696	6.1%	11.8%	\$4,794	5.4%	2	\$11,904
(PSS07)	Detective Master	Step-19	\$87,182	\$92,437	\$98,439	6.0%	12.9%	\$6,002	6.5%	1	\$7,451
(PSS07)	Detective Master	Step-22	\$92,281	\$97,741	\$106,008	5.9%	14.9%	\$8,267	8.5%	1	\$10,263
(PSS07)	Detective Master	Step-23	\$93,981	\$99,509	\$108,658	5.9%	15.6%	\$9,150	9.2%	1	\$11,358
(PSS07)	Detective Master	Step-26	\$99,081	\$103,044	\$114,159	4.0%	15.2%	\$11,114	10.8%	1	\$13,798

County of Spotsylvania  
Summary of Sheriff Pay Scale Adjustments

For each unique Grade (A) + Step (C) a salary is presented for the following levels: FY2023 (D), FY2024 Recommended Budget (E), and FY2024 Proposed New Pay Scale(F)

Column (G) provides the % increase for the FY2024 Recommended Salary over the FY2023 Salary.

Column (H) provides the % increase for the FY2024 New Pay Scale Salary over the FY2023 Salary.

Column (I) provides the \$ increase for the FY2024 New Pay Scale Salary over the FY2024 Recommended Salary.

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Column (K) provides the total number of FT employees in each unique Grade (A) + Step (B)

Column (L) provides the total dollars needed for salary and related benefits above what is budgeted in the recommended budget. (Note: does not factor PT staff or Overtime related increases)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
GRADE	POSITION TITLE	STEP	FY2023 SALARY	FY2024 Salary in Recommended Budget	FY2024 Salary Under Proposed New Pay Scale	% Pay Increase	% Pay Increase	\$ Pay Increase	% Pay Increase	# of FT Employees	Salary & Benefit
						FY2023 to FY2024 Recommended	FY2023 to FY2024 New Payscale	FY2024 Recommended to FY2024 New Payscale	FY2024 Recommended to FY2024 New Payscale		Above Recommended Budget
(PSS09)	Detective Master (Forensic)	Step-20	\$88,882	\$94,205	\$109,133	6.0%	22.8%	\$14,928	15.8%	1	\$18,532
(PSS10)	Sergeant	Step-7	\$66,783	\$69,454	\$80,514	4.0%	20.6%	\$11,060	15.9%	2	\$27,461
(PSS10)	Sergeant	Step-9	\$70,183	\$74,758	\$84,590	6.5%	20.5%	\$9,833	13.2%	1	\$12,206
(PSS10)	Sergeant	Step-12	\$71,697	\$78,294	\$91,095	9.2%	27.1%	\$12,801	16.3%	1	\$15,891
(PSS10)	Sergeant	Step-13	\$73,316	\$81,829	\$93,372	11.6%	27.4%	\$11,542	14.1%	1	\$14,329
(PSS10)	Sergeant	Step-13	\$76,982	\$81,829	\$93,372	6.3%	21.3%	\$11,542	14.1%	1	\$14,329
(PSS10)	Sergeant	Step-13	\$76,982	\$81,829	\$93,372	6.3%	21.3%	\$11,542	14.1%	1	\$14,329
(PSS10)	Sergeant	Step-14	\$78,682	\$83,597	\$95,706	6.2%	21.6%	\$12,109	14.5%	1	\$15,032
(PSS10)	Sergeant	Step-16	\$82,082	\$87,133	\$100,551	6.2%	22.5%	\$13,418	15.4%	2	\$33,315
(PSS10)	Sergeant	Step-17	\$83,782	\$88,901	\$103,065	6.1%	23.0%	\$14,164	15.9%	3	\$52,750
(PSS10)	Sergeant	Step-19	\$87,182	\$92,437	\$108,283	6.0%	24.2%	\$15,846	17.1%	1	\$19,671
(PSS10)	Sergeant	Step-22	\$92,281	\$97,741	\$116,609	5.9%	26.4%	\$18,868	19.3%	1	\$23,423
(PSS11)	First Sergeant	Step-10	\$71,883	\$80,352	\$92,774	11.8%	29.1%	\$12,423	15.5%	1	\$15,421
(PSS11)	First Sergeant	Step-13	\$76,982	\$85,921	\$99,908	11.6%	29.8%	\$13,987	16.3%	1	\$17,364
(PSS11)	First Sergeant	Step-14	\$82,616	\$87,777	\$102,406	6.2%	24.0%	\$14,628	16.7%	1	\$18,160
(PSS11)	First Sergeant	Step-16	\$82,082	\$91,490	\$107,590	11.5%	31.1%	\$16,100	17.6%	1	\$19,987
(PSS11)	First Sergeant	Step-16	\$86,186	\$91,490	\$107,590	6.2%	24.8%	\$16,100	17.6%	2	\$39,973
(PSS11)	First Sergeant	Step-16	\$86,186	\$91,490	\$107,590	6.2%	24.8%	\$16,100	17.6%	1	\$19,987
(PSS11)	First Sergeant	Step-16	\$93,368	\$98,672	\$114,772	5.7%	22.9%	\$16,100	16.3%	1	\$19,987
(PSS11)	First Sergeant	Step-17	\$87,971	\$93,346	\$110,280	6.1%	25.4%	\$16,934	18.1%	1	\$21,021
(PSS11)	First Sergeant	Step-18	\$85,482	\$95,202	\$113,037	11.4%	32.2%	\$17,834	18.7%	1	\$22,139
(PSS11)	First Sergeant	Step-18	\$89,756	\$95,202	\$113,037	6.1%	25.9%	\$17,834	18.7%	1	\$22,139
(PSS11)	First Sergeant	Step-19	\$91,541	\$97,059	\$115,863	6.0%	26.6%	\$18,804	19.4%	1	\$23,343
(PSS11)	First Sergeant	Step-23	\$98,680	\$104,484	\$127,891	5.9%	29.6%	\$23,407	22.4%	1	\$29,057
(PSS11)	First Sergeant	Step-26	\$104,035	\$108,197	\$134,365	4.0%	29.2%	\$26,168	24.2%	1	\$32,486
(PSS11)	First Sergeant	Step-26	\$104,036	\$108,197	\$134,365	4.0%	29.2%	\$26,168	24.2%	1	\$32,486
(PSS12)	2nd Lieutenant	Step-16	\$88,621	\$96,064	\$115,121	8.4%	29.9%	\$19,057	19.8%	1	\$23,657
(PSS12)	2nd Lieutenant	Step-17	\$92,370	\$98,013	\$117,999	6.1%	27.7%	\$19,986	20.4%	1	\$24,810
(PSS12)	2nd Lieutenant	Step-20	\$97,992	\$103,861	\$127,072	6.0%	29.7%	\$23,211	22.3%	1	\$28,815
(PSS12)	2nd Lieutenant	Step-26	\$109,237	\$113,607	\$143,771	4.0%	31.6%	\$30,164	26.6%	2	\$74,891

County of Spotsylvania  
Summary of Sheriff Pay Scale Adjustments

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(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
GRADE	POSITION TITLE	STEP	FY2023 SALARY	FY2024 Salary in Recommended Budget	FY2024 Salary Under Proposed New Pay Scale	% Pay Increase	% Pay Increase	\$ Pay Increase	% Pay Increase	# of FT Employees	Salary & Benefit (Excluding HI) Above Recommended Budget
						FY2023 to FY2024 Recommended	FY2023 to FY2024 New Payscale	FY2024 Recommended to FY2024 New Payscale	FY2024 Recommended to FY2024 New Payscale		
(PSS14)	Captain	Step-16	\$109,998	\$116,767	\$149,612	6.2%	36.0%	\$32,845	28.1%	1	\$40,773
(PSS14)	Captain	Step-19	\$116,832	\$123,874	\$161,115	6.0%	37.9%	\$37,241	30.1%	1	\$46,231
(PSS14)	Captain	Step-22	\$123,666	\$130,982	\$173,503	5.9%	40.3%	\$42,522	32.5%	1	\$52,786
(PSS14)	Captain	Step-22	\$123,666	\$130,982	\$173,503	5.9%	40.3%	\$42,522	32.5%	1	\$52,786
(PSS14)	Captain	Step-24	\$128,222	\$135,720	\$182,287	5.8%	42.2%	\$46,567	34.3%	1	\$57,808
(PSS14)	Captain	Step-26	\$132,778	\$138,089	\$186,844	4.0%	40.7%	\$48,755	35.3%	1	\$60,524
(PSS15)	Major	Step-24	\$141,365	\$149,632	\$200,516	5.8%	41.8%	\$50,884	34.0%	1	\$63,168
(PSS15)	Major	Step-26	\$146,388	\$152,244	\$205,529	4.0%	40.4%	\$53,285	35.0%	1	\$66,148
EL	Sheriff (*Salary includes CO Supp)	Step-(blank)	\$171,259	\$181,672	\$228,365	6.1%	33.3%	\$46,694	25.7%	1	\$57,966
										274	\$2,668,058

	Averages			
Communications	6.2%	21.6%	\$8,199	14.5%
All Other Law Enforcement	6.4%	17.6%	\$10,236	10.6%