

City of Alexandria, Virginia
FY 2025 Proposed Operating Budget & CIP
Budget Questions & Answers

April 1, 2024

Question:

Can you provide updated comparator information for the Sheriff's Department employee pay? Can you provide the fiscal impact of various alternatives to address detention center vacancies? (Operating Budget Page 14.82)

Response:

In response to the FY 2024 request from the Alexandria Sheriff's Association, the City's Department of Human Resources compensation analysts in November 2023 completed a benchmarking study of Sheriff's Deputies. The City's analysis found that Alexandria Sheriff's Deputies are compensated competitively when compared to the other in the City's approved primary labor market (Arlington, Fairfax, Prince William, Montgomery, and Prince George's counties.) Each job classification midpoint is used to determine whether a classification salary range is below, within or above the market, with +/-5% considered within the market. Most Sheriff's Deputies are 1-3% below the market midpoint and, therefore, within the market.

The Alexandria Sheriff's Office in FY 2024 proposed several compensation programs. Because the City's benchmarking analysis determined that most deputies are compensated at market rate, the City did not utilize any of the \$200,000 set aside in the FY 2024 budget for targeted, market-based compensation adjustments. Separately, ASO proposed restructuring its sworn pay scale at an estimated ongoing cost of \$614,516.

However, in response to the Sheriff's recently expressed concerns about the retention and recruitment of Detention Center employees, the City Manager authorized the Sheriff's Office to immediately begin offering a \$10,000 hiring bonus for experienced, qualified candidates to work in the detention center. This pilot program will run for six months or until the Sheriff's Office has hired five certified jail deputies, whichever comes first.

The Manager's proposed employee compensation reviews of city employees will allow for consideration of additional targeted retention and recruitment efforts for employees in areas of the city government with high vacancy rates. One additional alternative to address Detention Center vacancies may be premium pay for sworn staff actively working in the Detention Center. Finally, the Manager also recently instructed City Staff to conduct a revised actuarial retirement analysis to determine the cost of aligning the City Supplemental Retirement Plan with the current Virginia Retirement System plan for deputy sheriffs. Staff expect the results of this study in summer 2024.

Sheriff's sworn positions were benchmarked last August. The data reflects current fiscal year (FY24) pay ranges for approved comparators and City of Alexandria.

Attachments:

Attachment 1- Benchmarking study

Attachment: Benchmarking Results

Classification Title	Grade	NOVA Market Deviation		
		Min	*Mid	Max
Chief Deputy Sheriff	Executive Band I	-27.7%	-15.7%	-8.9%
Deputy Sheriff - Captain	22	-16.2%	-7.5%	-2.6%
Deputy Sheriff - Lieutenant	19	-13.9%	-7.5%	-3.9%
Deputy Sheriff - Sergeant	14	-7.9%	-5.2%	-3.6%
Deputy Sheriff IV	12	-9.1%	-5.8%	-4.0%
Deputy Sheriff III	11	-9.8%	-8.2%	-7.2%
Deputy Sheriff II	10	-10.0%	-8.6%	-7.8%
Deputy Sheriff I	10	-9.5%	-7.9%	-6.9%
All		-13.0%	-8.3%	-5.6%

*Midpoint is used to determine whether a classification salary range is below, within, or above market.
 (+/-) 5% is considered within market

Classification Title	Grade	Historical Market Deviation		
		Min	*Mid	Max
Chief Deputy Sheriff	Executive Band I	-24.5%	-11.6%	-4.4%
Deputy Sheriff - Captain	22	-9.3%	-1.7%	2.6%
Deputy Sheriff - Lieutenant	19	-7.0%	-1.1%	2.3%
Deputy Sheriff - Sergeant	14	-6.6%	-3.4%	-1.6%
Deputy Sheriff IV	12	-6.7%	-2.9%	-0.8%
Deputy Sheriff III	11	-7.1%	-2.2%	0.5%
Deputy Sheriff II	10	-7.2%	-3.0%	-0.7%
Deputy Sheriff I	10	-7.3%	-0.9%	2.7%
All		-9.5%	-3.4%	0.1%

*Midpoint is used to determine whether a classification salary range is below, within, or above market.
 (+/-) 5% is considered within market

Chief Deputy Sheriff				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Sheriff Chief Deputy	\$176,030.40	\$201,464.43	\$226,898.46
Fairfax County	Chief Deputy Sheriff	\$127,331.45	\$172,556.25	\$217,781.05
Prince William County	Sheriff's Chief Deputy	\$136,760.30	\$171,811.73	\$206,863.15
Loudoun County	Sheriff Chief Deputy	\$119,162.02	\$161,014.00	\$202,865.98
Historical Comparator Average		\$139,821.04	\$176,711.60	\$213,602.16
Alexandria		\$109,464.96	\$152,796.86	\$196,128.75
Historical Comparator Deviation		-27.7%	-15.7%	-8.9%

Deputy Sheriff - Lieutenant (19)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff Lieutenant	\$117,353.60	\$144,740.09	\$172,126.57
Fairfax County	Deputy Sheriff 1st Lieutenant	\$90,492.83	\$122,632.52	\$154,772.21
Prince William County	Sheriff Lieutenant	\$88,536.20	\$117,436.85	\$146,337.50
Loudoun County	Deputy Sheriff, 1st Lieutenant	\$84,354.80	\$113,981.80	\$143,608.80
Historical Comparator Average		\$95,184.36	\$124,697.81	\$154,211.27
Alexandria		\$83,574.86	\$116,017.63	\$148,460.39
Historical Comparator Deviation		-13.9%	-7.5%	-3.9%

Deputy Sheriff IV (12)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff Corporal	\$65,017.54	\$87,371.25	\$109,724.97
Fairfax County	NCC	-	-	-
Prince William County	NCC	-	-	-
Loudoun County	NCC	-	-	-
Historical Comparator Average		\$65,017.54	\$87,371.25	\$109,724.97
Alexandria		\$59,568.69	\$82,546.68	\$105,524.67
Historical Comparator Deviation		-9.1%	-5.8%	-4.0%

Deputy Sheriff II (10)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff	\$62,490.58	\$84,009.38	\$105,528
Fairfax County	NCC	-	-	-
Prince William County	Sheriff's Deputy	\$57,500.00	\$79,163.13	\$100,826.25
Loudoun County	Deputy	\$58,411.30	\$80,875.88	\$103,340.46
Historical Comparator Average		\$59,467.29	\$81,349.46	\$103,231.63
Alexandria		\$54,037.95	\$74,882.80	\$95,727.65
Historical Comparator Deviation		-10.0%	-8.6%	-7.8%

Deputy Sheriff - Captain (22)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff Captain	\$142,178.40	\$160,487.70	\$178,797.00
Fairfax County	Deputy Sheriff Captain	\$101,338.02	\$137,330.76	\$173,323.50
Prince William County	Captain	\$104,755.69	\$141,962.31	\$179,168.92
Loudoun County	Captain	\$101,224.70	\$136,777.10	\$172,329.50
Historical Comparator Average		\$112,374.20	\$144,139.47	\$175,904.73
Alexandria		\$96,746.02	\$134,065.63	\$171,385.23
Historical Comparator Deviation		-16.2%	-7.5%	-2.6%

Deputy Sheriff - Sergeant (14)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff Sergeant	\$73,571.68	\$98,904.26	\$124,236.84
Fairfax County	Deputy Sheriff Sergeant	\$67,526.94	\$91,510.32	\$115,493.70
Prince William County	Sheriff's Sergeant	\$71,350.60	\$96,409.68	\$121,468.75
Loudoun County	Sergeant	\$70,998.80	\$95,935.30	\$120,871.80
Historical Comparator Average		\$70,862.00	\$95,689.89	\$120,517.77
Alexandria		\$65,669.35	\$91,001.26	\$116,333.16
Historical Comparator Deviation		-7.9%	-5.2%	-3.6%

Deputy Sheriff III (11)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff	\$62,490.58	\$84,009.38	\$105,528.19
Fairfax County	Deputy Sheriff II	\$61,247.99	\$83,001.84	\$104,755.69
Prince William County	Sheriff's Master Deputy	\$64,051.55	\$88,183.15	\$112,314.75
Loudoun County	Deputy Sheriff, 1st Class Specialist	\$61,331.60	\$84,919.78	\$108,507.96
Historical Comparator Average		\$62,280.43	\$85,028.54	\$107,776.65
Alexandria		\$56,734.77	\$78,619.47	\$100,504.17
Historical Comparator Deviation		-9.8%	-8.2%	-7.2%

Deputy Sheriff I (10)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff	\$62,490.58	\$84,009.38	\$105,528
Fairfax County	Deputy Sheriff I	\$58,331.52	\$79,049.42	\$99,767.33
Prince William County	Sheriff's Deputy	\$57,500.00	\$79,163.13	\$100,826.25
Loudoun County	Deputy	\$58,411.30	\$80,875.88	\$103,340.46
Historical Comparator Average		\$59,183.35	\$80,774.45	\$102,365.56
Alexandria		\$54,037.95	\$74,882.80	\$95,727.65
Historical Comparator Deviation		-9.5%	-7.9%	-6.9%

Chief Deputy Sheriff				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Sheriff Chief Deputy	\$176,030.40	\$201,464.43	\$226,898.46
Fairfax County	Chief Deputy Sheriff	\$127,331.45	\$172,556.25	\$217,781.05
Prince William County	Sheriff's Chief Deputy	\$136,760.30	\$171,811.73	\$206,863.15
Prince Georges County	Chief Assistant Sheriff*	-	-	-
Montgomery County	Chief Deputy Sheriff (Colonel)	\$104,963.00	\$136,351.00	\$167,739.00
Historical Comparator Average		\$136,271.29	\$170,545.85	\$204,820.41
Alexandria		\$109,464.96	\$152,796.86	\$196,128.75
Historical Comparator Deviation		-24%	-12%	-4%

Deputy Sheriff - Lieutenant (19)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff Lieutenant	\$117,353.60	\$144,740.09	\$172,126.57
Fairfax County	Deputy Sheriff 1st Lieutenant	\$90,492.83	\$122,632.52	\$154,772.21
Prince William County	Sheriff Lieutenant	\$88,536.20	\$117,436.85	\$146,337.50
Prince Georges County	Deputy Sheriff Lieutenant	\$73,174.00	\$101,525.00	\$129,876.00
Montgomery County	Deputy Sheriff Lieutenant	\$77,716.00	\$99,904.00	\$122,092.00
Historical Comparator Average		\$89,454.53	\$117,247.69	\$145,040.86
Alexandria		\$83,574.86	\$116,017.63	\$148,460.39
Historical Comparator Deviation		-7%	-1%	2%

Deputy Sheriff IV (12)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff Corporal	\$65,017.54	\$87,371.25	\$109,724.97
Fairfax County	NCC	-	-	-
Prince William County	NCC	-	-	-
Prince Georges County	Deputy Sheriff, Corporal	\$60,474.00	\$83,904.50	\$107,335.00
Montgomery County	Deputy Sheriff III	\$65,272.00	\$83,605.50	\$101,939.00
Historical Comparator Average		\$63,587.85	\$84,960.42	\$106,332.99
Alexandria		\$59,568.69	\$82,546.68	\$105,524.67
Historical Comparator Deviation		-7%	-3%	-1%

Deputy Sheriff II (10)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff	\$62,490.58	\$84,009.38	\$105,528
Fairfax County	NCC	-	-	-
Prince William County	Sheriff's Deputy	\$57,500.00	\$79,163.13	\$100,826.25
Prince Georges County	Deputy Sheriff Private	\$53,761.00	\$68,311.50	\$82,862.00
Montgomery County	NCC	-	-	-
Historical Comparator Average		\$57,917.19	\$77,161.34	\$96,405.48
Alexandria		\$54,037.95	\$74,882.80	\$95,727.65
Historical Comparator Deviation		-7%	-3%	-1%

Deputy Sheriff - Captain (22)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff Captain	\$142,178.40	\$160,487.70	\$178,797.00
Fairfax County	Deputy Sheriff Captain	\$101,338.02	\$137,330.76	\$173,323.50
Prince William County	Captain	\$104,755.69	\$141,962.31	\$179,168.92
Prince Georges County	Deputy Sheriff Captain	\$88,431.00	\$122,693.00	\$156,955.00
Montgomery County	Deputy Sheriff Captain	\$92,057.00	\$119,130.50	\$146,204.00
Historical Comparator Average		\$105,752.02	\$136,320.85	\$166,889.68
Alexandria		\$96,746.02	\$134,065.63	\$171,385.23
Historical Comparator Deviation		-9%	-2%	3%

Deputy Sheriff - Sergeant (14)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff Sergeant	\$73,571.68	\$98,904.26	\$124,236.84
Fairfax County	Deputy Sheriff Sergeant	\$67,526.94	\$91,510.32	\$115,493.70
Prince William County	Sheriff's Sergeant	\$71,350.60	\$96,409.68	\$121,468.75
Prince Georges County	Deputy Sheriff Sergeant	\$66,522.00	\$92,295.50	\$118,069.00
Montgomery County	Deputy Sheriff Sergeant	\$71,196.00	\$91,363.50	\$111,531.00
Historical Comparator Average		\$70,033.44	\$94,096.65	\$118,159.86
Alexandria		\$65,669.35	\$91,001.26	\$116,333.16
Historical Comparator Deviation		-7%	-3%	-2%

Deputy Sheriff III (11)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff	\$62,490.58	\$84,009.38	\$105,528.19
Fairfax County	Deputy Sheriff II	\$61,247.99	\$83,001.84	\$104,755.69
Prince William County	Sheriff's Master Deputy Deputy Sheriff First Class	\$64,051.55	\$88,183.15	\$112,314.75
Prince Georges County		\$54,545.00	\$72,522.50	\$90,500.00
Montgomery County	Deputy Sheriff II	\$61,395.00	\$74,135.50	\$86,876.00
Historical Comparator Average		\$60,746.02	\$80,370.47	\$99,994.93
Alexandria		\$56,734.77	\$78,619.47	\$100,504.17
Historical Comparator Deviation		-7%	-2%	1%

Deputy Sheriff I (10)				
Jurisdiction	Classification Title	Salary		
		Min	Mid	Max
Arlington County	Deputy Sheriff	\$62,490.58	\$84,009.38	\$105,528
Fairfax County	Deputy Sheriff I	\$58,331.52	\$79,049.42	\$99,767.33
Prince William County	Sheriff's Deputy	\$57,500.00	\$79,163.13	\$100,826.25
Prince Georges County	Deputy Sheriff Private	\$53,761.00	\$68,311.50	\$82,862.00
Montgomery County	Deputy Sheriff I	\$57,772.00	\$67,165.50	\$76,559.00
Historical Comparator Average		\$57,971.02	\$75,539.79	\$93,108.55
Alexandria		\$54,037.95	\$74,882.80	\$95,727.65
Historical Comparator Deviation		-7.3%	-0.9%	2.7%