

Virginia Sheriffs' Association



Deputy Sheriff Pay Issues



- ❖ Starting Compensation Board Pay - \$28,234
- ❖ Deputy Sheriffs Treated Equal:
Law Enforcement; Corrections; Court Services
- ❖ Last State Funded Pay Raise – December 1, 2007
- ❖ No Bonuses

Virginia Law Enforcement Salary Comparison



| | Starting Salary |
|---|--------------------|
| Deputy Sheriff | \$28,234.00 |
| South Boston Police Officer | \$28,433.37 |
| Pulaski Police Officer | \$28,495.00 |
| Capitol Police Officer | \$34,184.00 |
| Law Enforcement Officer (Marine Resources Commission) | \$34,272.00 |
| Law Enforcement Officer (Dept. Game & Inland Fisheries) | \$35,214.00 |
| Town of Louisa Police Officer | \$36,000.00 |
| State Police Trooper | \$36,207.00 |
| Albemarle County Police Officer | \$38,344.00 |
| Henrico County Police Officer | \$43,032.00 |

***Based on 2011 Salary Information

Facts



❧ Per the *2012 Virginia Sheriffs' Association Annual Salary Supplement Survey*:

❧ 61% - Sheriff's Offices receive some type of salary supplement

❧ 39% - Sheriff's Offices do not

❧ Older survey conducted by the Compensation Board indicates that 9% of localities do not provide any type of salary supplement.

Facts (cont.)



- ❧ Deputy Sheriffs qualify for SNAP (Supplemental Nutrition Assistance Program) and other government assistance programs to help low-income households
- ❧ Deputy Sheriff making \$28,234 is making \$13.57/hr.
 - ❧ Per the National Compensation Survey completed by the U.S. Department of Labor (December 2009-January 2011),
 - ❧ 10% of police and sheriff's patrol officers make \$15.26/hr. (\$31,740.80) or less
 - ❧ **90% make more money!**

Facts (cont.)



- ❧ Average cost to recruit, train and equip a Deputy Sheriff is \$26,995

Recent Actions Reducing Deputy Sheriff Take Home Pay



- Recent actions by the General Assembly require Deputy Sheriffs (*all local employees*) to pay 5% for retirement, if hired after July 1, 2012
- Recent imposition of additional 2% Federal Payroll Tax reduced take home pay

Snap Shot – Real Time Sheriff's Office Salary Schedule



| DATE OF HIRE | EMPLOYEE INITIALS | COMP SALARY | EXPERIENCE |
|--------------|-------------------|-------------|---------------------------------|
| 12/2012 | TJ | \$28,868 | New Hire |
| 12/2012 | SG | \$28,868 | New Hire |
| 12/2012 | DB | \$28,868 | New Hire |
| 12/2012 | TE | \$28,868 | New Hire |
| 1/2007 | TD | \$30,863 | 5 Years |
| 3/2007 | JL | \$30,863 | 5 Years |
| 5/2007 | MT | \$31,634 | 5 Years |
| 8/2006 | JT | \$30,863 | 6 Years |
| 11/2003 | CB | \$30,863 | 9 Years |
| 8/2003 | KB | \$34,712 | 9 Years |
| 8/2003 | JE | \$33,731 | 9 Years |
| 3/2003 | LS | \$30,863 | 9 Years |
| 2/2002 | JC | \$34,712 | 10 Years |
| 10/2001 | CC | \$30,863 | 11 Years |
| 11/2001 | SF | \$30,863 | 11 Years |
| 11/2001 | TM | \$30,863 | 11 Years |
| 8/2001 | AR | \$33,734 | 11 Years - <i>Master Deputy</i> |
| 6/2001 | JB | \$30,863 | 11 Years |
| 11/1999 | GE | \$30,863 | 13 Years |
| 9/1999 | RE | \$35,492 | 13 Years |
| 5/1998 | TG | \$30,863 | 14 Years |
| 5/1998 | RW | \$33,734 | 14 Years - <i>Master Deputy</i> |
| 7/1997 | KL | \$35,268 | 15 Years |
| 7/1997 | BK | \$33,734 | 15 Years - <i>Master Deputy</i> |
| 7/1997 | JG | \$33,734 | 15 Years - <i>Master Deputy</i> |
| 11/1977 | DC | \$30,863 | 15 Years |
| 4/1995 | JW | \$31,557 | 17 Years |
| 1/1989 | NC | \$36,874 | 23 Years |
| 12/1988 | HH | \$40,560 | 24 Years |
| 1/1988 | RF | \$38,553 | 24 Years |
| 6/1988 | DL | \$39,829 | 24 Years |
| 6/1987 | DL | \$44,337 | 25 Years |

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Budget amendments have been introduced to provide 5% pay increase across the board for all Constitutional Officers and their staff members.

The membership of the Virginia Sheriffs' Association encourages you to support those amendments.