

Attachment: Sheriff Benchmark 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%