


## City of Alexandria, Virginia

## MEMORANDUM

DATE: JUNE 9, 2006

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: JAMES K. HARTMANN, CITY MANAGER 

SUBJECT: PAY PARITY FOR SWORN PUBLIC SAFETY EMPLOYEES

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**ISSUE:** Pay Parity for sworn public safety employees.

**RECOMMENDATION:** That City Council hold the public hearing on June 13 and following the hearing:

- (1) Change its policy adopted in 1997 that there will be parity in pay for sworn Police, Sheriff and Fire employees and instead let each department and its representatives justify the need for pay adjustments based on comparisons with like jobs in our comparator jurisdictions;
- (2) Approve three separate pay scales for sworn public safety employees, one each for Police, Deputy Sheriffs and Fire (**new** Attachment 1); and
- (3) If Council determines it does not wish to approve three separate pay scales, approve the attached single pay scale for public safety (**new** Attachment 2) .

The pay scales presented in Attachment 1 and 2 include two additional grades (21 and 22) to address top management positions in sworn public safety. The Police Chief, Fire Chief and Sheriff will continue to be on the City's general pay scale with other City department heads.

**DISCUSSION:** Since we provided Council with the background material on pay parity at the May 23 Council meeting, staff has determined that it is necessary to add two grades to the public safety pay scales to enable us to transition the Deputy and Assistant Chiefs and Undersheriff to the public safety pay scale from the City's general scale. The attached pay scales implement this change. The pay scales reflect the salaries that will be in effect on July 1, 2006.

Representatives of the Office of Sheriff have provided some additional material that they wish to present to Council, which is included as Attachment 3.

**ATTACHMENTS:**

Attachment 1: Revised Separate Pay Scales for Police, Fire and Sheriff for FY 2007

Attachment 2: Single Pay Scale for Public Safety for FY 2007

Attachment 3: Material Provided by Representatives of the Office of Sheriff

**STAFF:**

Michele R. Evans, Deputy City Manager

Henry Howard, Personnel Services Director

Terry Robinson, Personnel Services Division Chief

## POLICE -- PUBLIC SAFETY SCALE -- FY 2007

Year	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step Increase		5.0%				3.5%					2.3%					
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Grade																
1	29,483.32	30,957.49	32,505.36	34,130.63	35,837.16	37,091.48	38,389.66	39,733.30	41,123.97	42,563.31	43,542.27	44,543.74	45,568.25	46,616.32	47,688.50	48,785.34
2	30,773.94	32,312.64	33,928.27	35,624.68	37,405.91	38,715.12	40,070.15	41,472.61	42,924.15	44,428.50	45,448.31	46,493.82	47,562.97	48,656.92	49,776.03	50,920.88
3	32,226.93	33,838.28	35,530.19	37,306.70	39,172.04	40,543.06	41,962.07	43,430.74	44,950.82	46,524.10	47,594.15	48,688.82	49,808.66	50,954.26	52,126.21	53,325.11
4	33,745.80	35,433.09	37,204.74	39,064.98	41,018.23	42,453.87	43,939.78	45,477.65	47,069.37	48,716.80	49,837.29	50,983.55	52,156.17	53,355.76	54,582.94	55,838.35
5	35,341.27	37,108.33	38,963.75	40,911.94	42,957.54	44,461.05	46,017.19	47,627.79	49,294.76	51,020.08	52,193.54	53,393.99	54,622.05	55,878.36	57,163.56	58,478.32
6	37,125.77	38,982.06	40,931.16	42,977.72	45,126.61	46,706.04	48,340.75	50,032.68	51,783.82	53,596.25	54,828.96	56,090.03	57,380.10	58,699.84	60,049.94	61,431.09
7	38,976.72	40,925.56	42,971.84	45,120.43	47,376.45	49,034.63	50,750.84	52,527.12	54,365.57	56,268.36	57,562.53	58,886.47	60,240.86	61,626.40	63,043.81	64,493.82
8	40,929.17	42,975.83	45,124.41	47,380.63	49,749.66	51,490.90	53,293.08	55,158.34	57,088.88	59,086.99	60,445.99	61,836.25	63,258.48	64,713.43	66,201.84	67,724.48
9	42,973.00	45,121.65	47,377.73	49,748.62	52,233.95	54,062.14	55,954.31	57,912.71	59,939.65	62,037.54	63,464.40	64,924.08	66,417.33	67,944.93	69,507.66	71,106.34
10	45,125.13	47,381.39	49,750.46	52,237.98	54,849.88	56,789.63	58,758.57	60,813.05	62,941.51	65,144.46	66,642.78	68,175.56	69,743.60	71,347.70	72,988.70	74,667.44
11	47,377.09	49,745.94	52,233.24	54,844.90	57,587.15	59,602.70	61,688.79	63,847.90	66,082.58	68,395.47	69,968.57	71,577.85	73,224.14	74,908.30	76,631.19	78,393.71
12	49,743.25	52,230.41	54,841.93	57,584.03	60,463.23	62,579.44	64,769.72	67,036.66	69,382.94	71,811.34	73,463.00	75,152.65	76,881.16	78,649.43	80,458.37	82,308.91
13	52,230.93	54,842.48	57,584.60	60,463.83	63,487.02	65,709.07	68,008.89	70,389.20	72,852.82	75,402.67	77,136.93	78,911.08	80,726.03	82,582.73	84,482.13	86,425.22
14	54,838.46	57,580.38	60,459.40	63,482.37	66,656.49	68,989.47	71,404.10	73,903.24	76,489.85	79,166.99	80,987.83	82,850.55	84,756.11	86,705.50	88,699.73	90,739.82
15	57,581.64	60,460.72	63,483.76	66,657.95	69,990.85	72,440.53	74,975.95	77,600.11	80,316.11	83,127.17	85,039.09	86,994.99	88,995.87	91,042.78	93,136.76	95,278.91
16	60,457.85	63,480.74	66,654.78	69,987.52	73,486.90	76,058.94	78,721.00	81,476.24	84,327.91	87,279.39	89,286.82	91,340.42	93,441.25	95,590.40	97,788.98	100,038.13
17	63,474.24	66,647.95	69,980.35	73,479.37	77,153.34	79,853.71	82,648.59	85,541.29	88,535.24	91,633.97	93,741.55	95,897.81	98,103.26	100,359.63	102,667.90	105,029.26
18	66,650.25	69,982.76	73,481.90	77,156.00	81,013.80	83,849.28	86,784.00	89,821.44	92,965.19	96,218.97	98,432.01	100,895.95	103,011.96	105,381.24	107,805.01	110,284.53
19	69,790.26	73,279.77	76,943.76	80,790.95	84,830.50	87,799.57	90,872.55	94,053.09	97,344.95	100,752.02	103,069.32	105,439.91	107,865.03	110,345.93	112,883.89	115,480.22
20	73,279.74	76,943.73	80,790.92	84,830.47	89,071.99	92,189.51	95,416.14	98,755.70	102,212.15	105,789.58	108,222.74	110,711.86	113,258.23	115,863.17	118,528.02	121,254.16
21	76,946.58	80,793.91	84,833.61	89,075.29	93,529.05	96,802.57	100,190.66	103,697.33	107,326.74	111,083.18	113,838.09	116,251.77	118,925.56	121,860.85	124,459.05	127,321.61
22	80,789.77	84,829.26	89,070.72	93,524.26	98,200.47	101,637.49	105,194.80	108,876.62	112,687.30	116,631.36	119,313.88	122,058.10	124,865.44	127,737.35	130,675.31	133,680.84

Effective Pay Period beginning: 7/1/2006

Attachment 1

## FIRE -- PUBLIC SAFETY SCALE -- FY 2007

Year	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step Increase		5.0%				3.5%					2.3%					
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Grade																
1	29,483.32	30,957.49	32,505.36	34,130.63	35,837.16	37,091.46	38,389.66	39,733.30	41,123.97	42,563.31	43,542.27	44,543.74	45,568.25	46,616.32	47,688.50	48,785.34
2	30,773.94	32,312.64	33,928.27	35,624.68	37,405.91	38,715.12	40,070.15	41,472.61	42,924.15	44,426.50	45,448.31	46,493.62	47,562.97	48,656.92	49,776.03	50,920.88
3	32,226.93	33,838.28	35,530.19	37,306.70	39,172.04	40,543.08	41,962.07	43,430.74	44,950.82	46,524.10	47,594.15	48,688.82	49,808.66	50,954.26	52,126.21	53,325.11
4	33,745.80	35,433.09	37,204.74	39,064.98	41,018.23	42,453.87	43,939.76	45,477.65	47,069.37	48,716.80	49,837.29	50,983.55	52,156.17	53,355.76	54,582.94	55,838.35
5	35,341.27	37,108.33	38,963.75	40,911.94	42,957.54	44,461.05	46,017.19	47,627.79	49,294.76	51,020.08	52,193.54	53,393.99	54,622.05	55,878.36	57,163.56	58,478.32
6	37,125.77	38,982.06	40,931.16	42,977.72	45,126.61	46,706.04	48,340.75	50,032.68	51,783.82	53,596.25	54,828.96	56,090.03	57,380.10	58,699.84	60,049.94	61,431.09
7	38,976.72	40,925.56	42,971.84	45,120.43	47,376.45	49,034.63	50,750.84	52,527.12	54,365.57	56,268.36	57,562.53	58,886.47	60,240.86	61,626.40	63,043.81	64,493.82
8	40,929.17	42,975.63	45,124.41	47,380.63	49,749.66	51,490.90	53,293.08	55,158.34	57,088.88	59,086.99	60,445.99	61,836.25	63,258.48	64,713.43	66,201.84	67,724.48
9	42,973.00	45,121.65	47,377.73	49,746.62	52,233.95	54,062.14	55,954.31	57,912.71	59,939.65	62,037.54	63,464.40	64,924.08	66,417.33	67,944.93	69,507.66	71,106.34
10	45,125.13	47,381.39	49,750.46	52,237.98	54,849.88	56,769.63	58,756.57	60,813.05	62,941.51	65,144.46	66,842.76	68,175.56	69,743.60	71,347.70	72,988.70	74,667.44
11	47,377.09	49,745.94	52,233.24	54,844.90	57,587.15	59,602.70	61,688.79	63,847.90	66,082.58	68,395.47	69,968.57	71,577.85	73,224.14	74,908.30	76,631.19	78,393.71
12	49,743.25	52,230.41	54,841.93	57,584.03	60,463.23	62,579.44	64,789.72	67,036.66	69,382.94	71,811.34	73,463.00	75,152.65	76,881.16	78,649.43	80,458.37	82,308.91
13	52,239.93	54,842.48	57,584.60	60,463.83	63,487.02	65,709.07	68,008.89	70,389.20	72,852.82	75,402.67	77,136.93	78,911.08	80,726.03	82,582.73	84,482.13	86,425.22
14	54,838.46	57,580.38	60,459.40	63,482.37	66,656.49	68,989.47	71,404.10	73,903.24	76,489.85	79,166.99	80,987.83	82,850.55	84,756.11	86,705.50	88,699.73	90,739.82
15	57,581.64	60,460.72	63,483.76	66,657.95	69,990.85	72,440.53	74,975.95	77,600.11	80,316.11	83,127.17	85,039.09	86,994.99	88,995.87	91,042.78	93,136.76	95,278.91
16	60,457.85	63,480.74	66,654.78	69,987.52	73,486.90	76,058.94	78,721.00	81,476.24	84,327.91	87,279.39	89,286.82	91,340.42	93,441.25	95,590.40	97,788.98	100,038.13
17	63,474.24	66,647.95	69,980.35	73,479.37	77,153.34	79,853.71	82,648.59	85,541.29	88,535.24	91,633.97	93,741.55	95,897.61	98,103.26	100,359.63	102,667.90	105,029.26
18	66,650.25	69,982.76	73,481.90	77,156.00	81,013.80	83,849.28	86,784.00	89,821.44	92,965.19	96,218.97	98,432.01	100,695.95	103,011.96	105,381.24	107,805.01	110,284.53
19	69,790.26	73,279.77	76,943.76	80,790.95	84,830.50	87,799.57	90,872.55	94,053.09	97,344.95	100,752.02	103,069.32	105,439.91	107,865.03	110,345.93	112,883.89	115,480.22
20	73,279.74	76,943.73	80,790.92	84,830.47	89,071.99	92,189.51	95,416.14	98,755.70	102,212.15	105,789.58	108,222.74	110,711.86	113,258.23	115,863.17	118,528.02	121,254.16
21	76,946.58	80,793.91	84,833.61	89,075.29	93,529.05	96,802.57	100,190.66	103,697.33	107,326.74	111,083.18	113,638.09	116,251.77	118,925.56	121,660.85	124,459.05	127,321.61
22	80,789.77	84,829.26	89,070.72	93,524.26	98,200.47	101,637.49	105,194.80	108,876.62	112,687.30	116,631.36	119,313.88	122,058.10	124,865.44	127,737.35	130,675.31	133,680.84

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Effective Pay Period beginning: 7/1/2006

## SHERIFF -- PUBLIC SAFETY SCALE -- FY 2007

Year	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step Increase		5.0%				3.5%					2.3%					
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Grade																
1	29,483.32	30,957.49	32,505.36	34,130.63	35,837.16	37,091.46	38,389.66	39,733.30	41,123.97	42,563.31	43,542.27	44,543.74	45,568.25	46,616.32	47,688.50	48,785.34
2	30,773.94	32,312.64	33,928.27	35,624.68	37,405.91	38,715.12	40,070.15	41,472.61	42,924.15	44,426.50	45,448.31	46,493.82	47,562.97	48,656.92	49,776.03	50,920.88
3	32,226.93	33,838.28	35,530.19	37,306.70	39,172.04	40,543.06	41,962.07	43,430.74	44,950.82	46,524.10	47,594.15	48,668.82	49,808.66	50,954.26	52,126.21	53,325.11
4	33,745.80	35,433.09	37,204.74	39,064.98	41,018.23	42,453.87	43,939.78	45,477.65	47,069.37	48,716.80	49,837.29	50,983.55	52,156.17	53,355.76	54,582.94	55,838.35
5	35,341.27	37,108.33	38,983.75	40,911.94	42,957.54	44,461.05	46,017.19	47,627.79	49,294.76	51,020.08	52,193.54	53,393.99	54,622.05	55,878.36	57,163.56	58,478.32
6	37,125.77	38,982.06	40,931.16	42,977.72	45,126.61	46,706.04	48,340.75	50,032.68	51,783.82	53,596.25	54,828.96	56,090.03	57,380.10	58,699.84	60,049.94	61,431.09
7	38,976.72	40,925.56	42,971.84	45,120.43	47,376.45	49,034.63	50,750.84	52,527.12	54,365.57	56,268.36	57,562.53	58,888.47	60,240.86	61,626.40	63,043.81	64,493.82
8	40,929.17	42,975.83	45,124.41	47,380.63	49,749.66	51,490.90	53,293.08	55,158.34	57,088.88	59,086.99	60,445.99	61,836.25	63,258.48	64,713.43	66,201.84	67,724.48
9	42,973.00	45,121.65	47,377.73	49,746.62	52,233.95	54,062.14	55,954.31	57,912.71	59,939.65	62,037.54	63,464.40	64,924.08	66,417.33	67,944.93	69,507.66	71,106.34
10	45,125.13	47,381.39	49,750.46	52,237.98	54,849.88	56,769.63	58,756.57	60,813.05	62,941.51	65,144.46	66,642.78	68,175.56	69,743.60	71,347.70	72,988.70	74,667.44
11	47,377.09	49,745.94	52,233.24	54,844.90	57,587.15	59,602.70	61,688.79	63,847.90	66,082.58	68,395.47	69,968.57	71,577.85	73,224.14	74,908.30	76,631.19	78,393.71
12	49,743.25	52,230.41	54,841.93	57,584.03	60,463.23	62,579.44	64,769.72	67,036.66	69,382.94	71,811.34	73,463.00	75,152.85	76,881.16	78,649.43	80,458.37	82,308.91
13	52,230.93	54,842.48	57,584.60	60,463.83	63,487.02	65,709.07	68,008.89	70,389.20	72,852.82	75,402.67	77,136.93	78,911.08	80,726.03	82,582.73	84,482.13	86,425.22
14	54,838.46	57,580.38	60,459.40	63,482.37	66,656.49	68,989.47	71,404.10	73,903.24	76,489.85	79,166.99	80,987.83	82,850.55	84,756.11	86,705.50	88,699.73	90,739.82
15	57,581.64	60,460.72	63,483.76	66,657.95	69,990.85	72,440.53	74,975.95	77,600.11	80,316.11	83,127.17	85,039.09	86,994.99	88,995.87	91,042.78	93,136.76	95,278.91
16	60,457.85	63,480.74	66,654.78	69,987.52	73,486.90	76,058.94	78,721.00	81,476.24	84,327.91	87,279.39	89,286.82	91,340.42	93,441.25	95,590.40	97,788.98	100,038.13
17	63,474.24	66,647.95	69,980.35	73,479.37	77,153.34	79,853.71	82,648.59	85,541.29	88,535.24	91,633.97	93,741.55	95,897.81	98,103.26	100,359.63	102,667.90	105,029.26
18	66,650.25	69,982.76	73,481.90	77,156.00	81,013.80	83,849.28	86,784.00	89,821.44	92,965.19	96,218.87	98,432.01	100,695.95	103,011.96	105,381.24	107,805.01	110,284.53
19	69,790.26	73,279.77	76,943.76	80,790.95	84,830.50	87,799.57	90,872.55	94,053.09	97,344.95	100,752.02	103,089.32	105,439.91	107,865.03	110,345.93	112,883.89	115,480.22
20	73,279.74	76,943.73	80,790.92	84,830.47	89,071.99	92,189.51	95,416.14	98,755.70	102,212.15	105,789.58	108,222.74	110,711.86	113,258.23	115,863.17	118,528.02	121,254.16
21	76,946.58	80,793.91	84,833.61	89,075.29	93,529.05	96,802.57	100,190.66	103,697.33	107,326.74	111,083.18	113,638.09	116,251.77	118,925.56	121,660.85	124,459.05	127,321.61
22	80,789.77	84,829.26	89,070.72	93,524.26	98,200.47	101,637.49	105,194.80	108,876.62	112,687.30	116,631.36	119,313.88	122,058.10	124,865.44	127,737.35	130,675.31	133,680.84

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## PUBLIC SAFETY SCALE -- FY 2007

Year	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step Increase		5.0%				3.5%					2.3%					
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Grade																
1	29,483.32	30,957.49	32,505.36	34,130.63	35,837.16	37,091.46	38,389.66	39,733.30	41,123.97	42,563.31	43,542.27	44,543.74	45,568.25	46,616.32	47,688.50	48,785.34
2	30,773.94	32,312.64	33,928.27	35,624.88	37,405.91	38,715.12	40,070.15	41,472.61	42,924.15	44,426.50	45,448.31	46,493.62	47,562.97	48,656.92	49,776.03	50,920.88
3	32,226.93	33,838.28	35,530.19	37,306.70	39,172.04	40,543.06	41,962.07	43,430.74	44,950.82	46,524.10	47,594.15	48,688.82	49,808.66	50,954.26	52,126.21	53,325.11
4	33,745.80	35,433.09	37,204.74	39,064.98	41,018.23	42,453.87	43,939.76	45,477.65	47,069.37	48,716.80	49,837.29	50,983.55	52,156.17	53,355.76	54,582.94	55,838.35
5	35,341.27	37,108.33	38,963.75	40,911.94	42,957.54	44,461.05	46,017.19	47,627.79	49,294.76	51,020.08	52,193.54	53,393.99	54,622.05	55,878.36	57,163.56	58,478.32
6	37,125.77	38,982.06	40,931.16	42,977.72	45,126.61	46,706.04	48,340.75	50,032.68	51,783.82	53,596.25	54,828.96	56,090.03	57,380.10	58,699.84	60,049.94	61,431.09
7	38,976.72	40,925.56	42,971.84	45,120.43	47,376.45	49,034.63	50,750.84	52,527.12	54,365.57	56,268.36	57,562.53	58,886.47	60,240.86	61,626.40	63,043.81	64,493.82
8	40,929.17	42,975.63	45,124.41	47,380.63	49,749.66	51,490.90	53,293.08	55,158.34	57,088.88	59,086.99	60,445.99	61,836.25	63,258.48	64,713.43	66,201.84	67,724.48
9	42,973.00	45,121.65	47,377.73	49,746.62	52,233.95	54,062.14	55,954.31	57,912.71	59,939.65	62,037.54	63,464.40	64,924.08	66,417.33	67,944.93	69,507.66	71,106.34
10	45,125.13	47,381.39	49,750.46	52,237.98	54,849.88	56,769.63	58,756.57	60,813.05	62,941.51	65,144.46	66,642.78	68,175.56	69,743.60	71,347.70	72,988.70	74,667.44
11	47,377.09	49,745.94	52,233.24	54,844.90	57,587.15	59,602.70	61,688.79	63,847.90	66,082.58	68,395.47	69,968.57	71,577.85	73,224.14	74,908.30	76,631.19	78,393.71
12	49,743.25	52,230.41	54,841.93	57,584.03	60,463.23	62,579.44	64,769.72	67,036.66	69,382.94	71,811.34	73,463.00	75,152.65	76,881.16	78,649.43	80,458.37	82,308.91
13	52,230.93	54,842.48	57,584.60	60,463.83	63,487.02	65,709.07	68,008.89	70,389.20	72,852.82	75,402.67	77,136.93	78,911.08	80,726.03	82,582.73	84,482.13	86,425.22
14	54,838.46	57,580.38	60,459.40	63,482.37	66,656.49	68,989.47	71,404.10	73,903.24	76,489.85	79,166.99	80,987.83	82,850.55	84,756.11	86,705.50	88,699.73	90,739.82
15	57,581.64	60,460.72	63,483.76	66,657.95	69,990.85	72,440.53	74,975.95	77,600.11	80,316.11	83,127.17	85,039.09	86,994.99	88,995.87	91,042.78	93,136.76	95,278.91
16	60,457.85	63,480.74	66,654.78	69,987.52	73,486.90	76,058.94	78,721.00	81,476.24	84,327.91	87,279.39	89,286.82	91,340.42	93,441.25	95,590.40	97,788.98	100,038.13
17	63,474.24	66,647.95	69,980.35	73,479.37	77,153.34	79,853.71	82,648.59	85,541.29	88,535.24	91,633.97	93,741.55	95,897.61	98,103.26	100,359.63	102,667.90	105,029.26
18	66,650.25	69,982.76	73,481.90	77,156.00	81,013.80	83,849.28	86,784.00	89,821.44	92,965.19	96,218.97	98,432.01	100,695.95	103,011.96	105,381.24	107,805.01	110,284.53
19	69,790.26	73,279.77	76,943.76	80,790.95	84,830.50	87,798.57	90,872.55	94,053.09	97,344.95	100,752.02	103,069.32	105,439.91	107,865.03	110,345.93	112,883.89	115,480.22
20	73,279.74	76,943.73	80,790.92	84,830.47	89,071.99	92,189.51	95,416.14	98,755.70	102,212.15	105,789.58	108,222.74	110,711.86	113,258.23	115,863.17	118,528.02	121,254.16
21	76,946.58	80,793.91	84,833.61	89,075.29	93,529.05	96,802.57	100,190.66	103,697.33	107,326.74	111,083.18	113,638.09	116,251.77	118,925.56	121,660.85	124,459.05	127,321.61
22	80,789.77	84,829.28	89,070.72	93,524.26	98,200.47	101,637.49	105,194.80	108,876.62	112,687.30	116,631.36	119,313.88	122,058.10	124,865.44	127,737.35	130,675.31	133,680.84

Effective Pay Period beginning: 7/1/2006

Attachment 2

## Alexandria Sheriff's Office National Accreditation

The Alexandria Sheriff's Office is the only criminal justice agency in the Commonwealth of Virginia and one of only twenty-two criminal justice agencies in the United States that is nationally accredited by:

- Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) since 1990,
- Commission on Accreditation for Corrections (CAC) since 1989, and
- National Commission on Correctional Health Care (NCCHC) since 1989.

### Commission on Accreditation for Corrections (CAC), Adult Local Detention Facilities Accreditation Standards:

4-ALDF-7E-03 Compensation and benefit levels for all facility personnel are comparable to those for similar occupational groups in the state or region. Compensation and benefits for correctional officers are at least equal to those for law enforcement officers working in the same organization or same level of government.

3-ALDF-1C-06 The facility administrator can document that the overall vacancy rate among the staff positions authorized for working directly with inmates does not exceed 10 percent of any 18-month period.

### Attrition for Sheriff's Office sworn staff 1986-2005: (minus retirements)

Year	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
%	21	24	19	24	12	6	9	8	11	13	8	8	9	10	6	6	3	6	4	9

(1990 - implementation of Public Safety Retirement Contribution Parity)

(1998 - implementation of Public Safety Pay Parity)

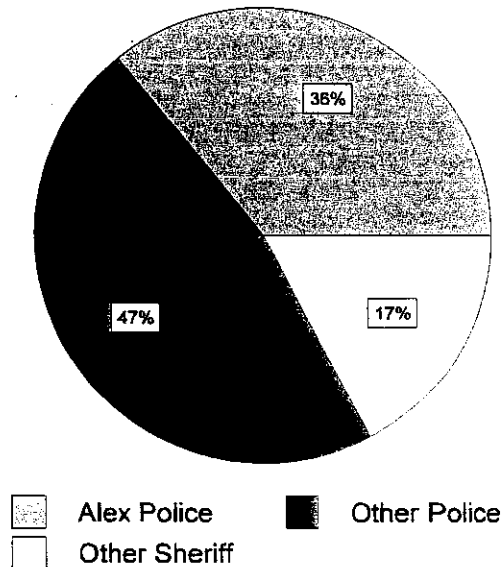
Attachment 3

## Deputy Sheriff Attrition 1986 - 2005

From 1986 through 2005, there was a total of 136 Alexandria deputy sheriffs who were hired by another criminal justice agency (police and sheriff). This number represents 43% of the total number (318) of deputy sheriffs who left employment from the Alexandria Sheriff's Office.

Of the 136 deputy sheriffs:

- There was a total of 64 (47%) Alexandria deputy sheriffs who were hired by an outside police department
- There was a total of 49 (36%) Alexandria deputy sheriffs who were hired by the Alexandria Police Department
- There was a total of 23 (17%) Alexandria deputy sheriffs who were hired by an outside Sheriff agency



The data demonstrates that the Alexandria Sheriff's Office is in competition with the Alexandria Police Department and other police agencies in the region for the hiring and retaining of deputy sheriffs.



## Deputy Sheriff Attrition and Related Costs

### Related Costs Per Deputy Sheriff to Hire, Equip and Train

Recruitment, testing, background investigation, selection process	\$10,000
Uniforms, equipment	\$ 5,800
Training*	<u>\$40,000</u>
Total	\$55,800

\* Training costs only includes salary and benefits for one deputy sheriff. It does not include NVCJTA fees, Office of Sheriff staff assigned to the NVCJTA nor staff assigned as in-house trainers.

### Total Actual Attrition Average's and Cost

<u>Years</u>	<u>Attrition Average</u>	<u>Average Number</u>	<u>Annual Cost</u>
1986-1990	average attrition per year	24	\$1,339,200
1990	retirement parity with Police		
1991-1998	average attrition per year	15	\$ 837,000
1998	salary parity with Police		
1999-2005	average attrition per year	11	\$ 613,800

### Deputy Sheriff's Hired By Alexandria Police Department

<u>Years</u>	<u>Hired By Police</u>	<u>Average Number</u>	<u>Annual Cost</u>
1991-1998	average per year	4	\$ 223,200
1998	salary parity with Police		
1999-2005	average per year	1	\$ 55,800

### In-Direct Costs of High Attrition/Compensation Not Reflected Above

- High attrition hinders the Office from operating with a full complement of comprehensively trained staff (a minimum of eight months of training is required).
- High attrition places the Office in a position where it is always hiring to fill vacancies and train those deputy sheriffs hired.
- Lower compensation makes it more difficult to attract and retain the highest caliber candidates which results in an increased number of Academy failures.
- High attrition perpetuates the use of a sizable number of new recruits who, until completion of training, add no benefit to the Office, resulting in a loss of operational flexibility and increased use of overtime.
- High attrition attacks the morale of trained deputy sheriffs who have made a commitment to the Office and to a career in corrections.
- Deputy sheriffs accept police officer positions for higher pay and shorter retirement obligations.

-

24  
6-13-06


~~19~~  
~~5-23-06~~

City of Alexandria, Virginia

MEMORANDUM

DATE: MAY 19, 2006

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: JAMES K. HARTMANN, CITY MANAGER 

SUBJECT: RECEIPT OF REPORT ON PAY PARITY FOR SWORN PUBLIC SAFETY EMPLOYEES AND SETTING THE REPORT FOR PUBLIC HEARING

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**ISSUE:** Receipt of Report on Pay Parity for Sworn Public Safety employees and setting the report for public hearing.

**RECOMMENDATION:** That City Council receive this report and set it for public hearing on Tuesday, June 13.

Following the public hearing, I recommend that City Council:

- (1) Change its policy adopted in 1997 that there will be parity in pay for sworn police, sheriff and fire employees and instead let each department and its representatives justify the need for pay adjustments based on comparisons with like jobs in our comparator jurisdictions and conditions within the individual departments such as employee retention and work conditions; and
- (2) Approve three separate pay scales for sworn public safety employees, one each for police, deputy sheriffs and fire. For FY 2007 each of the pay scales would be the same except for their titles (Attachment 2).

**DISCUSSION:** Beginning in the late 1980's City Council had a series of discussions with the then sheriff about pay parity for deputy sheriffs with police officers. In 1990 City Council agreed to increase the City's retirement contribution for deputy sheriff and emergency medical services employees to provide a total City pension contribution equal to the City contribution to the Police Officer/Firefighter Pension Plan.

In 1997 a City Council subcommittee (Vice Mayor Pepper, then Councilman Euille and Councilmember Walker) served as a Council committee to look at pay parity. A major concern at that time was the high turnover in the Office of Sheriff. After a series of discussions by the committee, Council discussed pay parity at a budget work session in March, 1997. It was a

subject of testimony at the April 1997 budget public hearing. During adoption of the FY 1998 budget (on May 1, 1997) Council approved a reallocation of deputy sheriff and fire fighters positions to grade them the same as police positions effective January 1, 1998.

In May, 1997 City Council also approved the City's compensation philosophy. One aspect of the pay philosophy that affects the setting of pay for sworn public safety employees is the principle that:

Pay programs are intended to be competitive at a minimum with the minimum, mid-point, and maximum salaries, with emphasis on the mid point, of comparator organizations in the primary labor market (defined as the Counties of Arlington, Fairfax, Prince William, Montgomery and Prince George's).

As the Personnel Services staff has implemented the City's benchmark job analysis (which is based on the compensation philosophy), we have found that when certain Sheriff and Fire jobs are compared to those in the other jurisdictions, some individual Alexandria classes are paid at levels higher than those in the comparator jurisdictions. Normally this would not call for increased pay for that City position. However as a result of the pay parity policy, the pay for the sworn positions in all three departments go up, if one goes up.

This is one of the reasons I believe that the pay parity policy needs to be changed. I also believe that each department's pay for sworn jobs should be able to be justified on its own. The consultant report provides added justification for a change in policy.

As the City has demonstrated since the pay parity policy was adopted in 1997, we are concerned about how pay for our sworn public safety jobs compares to other similar jobs in the local market. We have taken steps over the years since then to adjust pay to address market conditions. We will continue to do so when this is warranted, and we are able to do so.

We have been meeting regularly with representatives of the three departments to talk about a variety of pay concerns. Council approved a pay adjustment for public safety employees for FY 2006 that addressed some of the issues that the employee/staff compensation group had discussed.

One of the matters of discussion over the last year was pay parity. The attached consultant report was prepared to address pay parity issues. The report was discussed with both the employee/staff group and the Council Subcommittee (Mayor Euille and Councilman Smedberg). As I told both groups, my recommendation is that Council change its policy on pay parity. I believe it is fair to say that the employees for the most part agree that the representatives of each department should be able to make their own case on compensation issues directly affecting their department.

As the consultant report notes, both Montgomery and Fairfax Counties have separate pay scales for each of the three groups (police, sheriff and fire). I also recommend that Council adopt this approach for public safety. There is no plan to make changes in jobs or pay at this time, but the use of three pay scales would give us flexibility if the need ever arises.

**FISCAL IMPACT:** It is difficult to project fiscal impact in the future, since no changes are projected at this time. The change to the three separate pay scales has no fiscal impact in FY 2007, since the scales are identical.

**ATTACHMENTS:**

Attachment 1: Survey of Pay Parity Practices and Issues conducted for the City of Alexandria by  
Analytic Solutions, January 2006

Attachment 2: Proposed Pay Scales

**STAFF:**

Michele Evans, Deputy City Manager

## **Survey of Pay Parity Practices and Issues**

Conducted for  
The City of Alexandria

By  
Analytic Solutions  
January 2006

The City of Alexandria has asked Analytic Solutions to report on the status of pay parity among Public Safety occupations (Police, Fire, and Sheriff) in five jurisdictions in the region and to report on any other information we have through our consulting efforts and other research concerning pay parity beyond the Washington, D. C. region.

### **Background:**

Effective FY 1998, the Alexandria City Council approved a reallocation of Deputy Sheriff and sworn Fire Fighter positions that resulted in pay parity among the City's public safety positions (Deputy Sheriff, Fire, and Police). This decision followed a decade of review of the issue. In 1987, the issue of pay parity in other jurisdictions was reviewed by City staff and the consulting firm of Hallcrest Craver. At that time, they found that pay parity was not the norm, but recommended that the City schedule further discussions on the issue during the 1987 budget issue. The Sheriff's Office of the City of Alexandria has been a strong proponent of pay parity. In a 1988 memo, the Sheriff facing high turnover and overtime burnout among correctional facility staff stated, "The principle of pay parity is supported by the leading professionals in criminal justice as the essential first step in attaining a qualified stable work force in a correctional environment."

### **Methodology:**

To conduct this study Analytic Solutions performed the following tasks:

- 1) Reviewed existing information provided by the City of Alexandria, including:
  1. Salary Survey of Public Safety positions conducted by the City of Alexandria in September 2005.
  2. Historical and background information on the pay parity issue in the City of Alexandria.
  3. Current pay and classification plans.
- 2) Reviewed current salaries paid by the five area jurisdictions as well as job descriptions. [Source: Jurisdictions' web sites.]
- 3) Called representatives of each of five area jurisdictions, Arlington, Fairfax, and Prince William Counties in Virginia and Prince Georges and Montgomery Counties in Maryland. The purpose of these telephone interviews was to update and/or confirm current salary information and to obtain answers to the following questions:

Do any of the surveyed jurisdictions have a policy of internal pay parity across public safety occupations (Fire, Police, and Sheriff/Corrections)? Is pay parity ever been a policy in the jurisdictions surveyed? Are there current efforts to establish pay parity?

If internal pay parity is not a policy, what policies and procedures are followed to determine the relative pay levels of public safety classes? Have there been any recent changes in the way pay levels are determined for these classes as a result of 9/11 or for any other reason.

Whether a pay parity policy exists or not, do any of the jurisdictions have internal public safety pay parity in fact? In other words, are positions in all areas of public safety (Fire, Police, Sheriff/Corrections) that are at an equivalent level in the organizational structure or career ladder (e.g., entry, full performance, supervisory) have the same pay grade or range of pay?

- 4) Searched the internet to identify other jurisdictions outside of the Washington, D.C. area that are addressing the issue of pay parity.

## **Findings:**

### Internal Pay Parity

Four of the five jurisdictions, Arlington County, Fairfax County, Prince Georges County, and Montgomery County, responded that they do not have a policy of internal pay parity for public safety positions. In other words, these jurisdictions do not have a policy of setting pay so that Police Officer, Firefighter, and Deputy Sheriff classes at equivalent organizational and/or career levels have the same pay range. Prince William County, the exception, does have a policy of pay parity in public safety. Police and Sheriff job classes in Prince William have the same pay grade for the same rank. Firefighter classes also have pay parity for most ranks.

### Comparison of Public Safety Pay Relationships in Surveyed Jurisdictions:

To ensure that internal pay parity, even though not an official policy, is not in fact a consideration in determining pay grades we decided to compare pay range midpoints of selected classes to see if in fact comparable job classes across occupational groups have similar pay ranges.

The results of this analysis (see charts in Attachment I) show that with the exception of Prince William County, there are differences in levels of pay for roughly equivalent job classes in Fire, Police, and Sheriff/Corrections within any one jurisdiction. In most cases, Deputy Sheriff/Corrections classes have the lowest pay grades. Police and Fire pay grades are very close. Police most often have the higher midpoint pay. In Fairfax County, however, Firefighter classes have a higher midpoint salary than Police. Fairfax County told us that the apparently high level of pay for firefighters is because the County decided to compare hourly rates of pay. Since Firefighters work more hours, the annual pay rates are high relative to Police.

Methods Used for Determining Internal Pay Relationships of Public Safety Job Classes

As further confirmation, that internal pay parity is not a factor in surveyed jurisdictions, and rates for public safety job classes, we asked each survey participant to tell us how internal pay relationships are set.

Two jurisdictions, Prince William County and Prince George's County, use job evaluation to determine internal pay relationships among public safety job classes. The level and nature of duties and responsibilities of classes of jobs are analyzed and job classes are assigned to pay grades accordingly. Prince William County has one pay schedule for all public safety job classes.

Although Arlington County no longer uses the point-factor job evaluation system it had in place for several years, differences in duties and responsibilities are still considered in determining the pay grade of a job class. Market data (survey data from area jurisdictions) is also considered. All Arlington county public safety pay ranges are tied to the General Schedule.

Fairfax and Montgomery Counties no longer use a job evaluation system to determine pay grades of firefighter, police, and sheriff uniformed job classes, but rather use external market comparisons (survey of data of area jurisdictions) to set pay rates for these jobs. In these jurisdictions, each public safety occupational group (Fire, Police, and Sheriff) has its own pay schedule. Based on the market data, any one occupational group and even any one job class (title) could receive a pay adjustment different from other public safety occupational groups and/or job classes within the same occupational group in order to maintain a competitive relationship with the market. Even in these two jurisdictions, however, differences in level and nature of duties and responsibilities are reflected in the current internal pay relationships of public safety job classes. This is true, in part, because internal pay alignment established when a job evaluation system was used has not changed significantly. Secondly, since many jurisdictions included in their market surveys do have job evaluation systems, these differences are reflected in the market data. Finally, there are widely recognized differences in the duties, responsibilities, and hazards encountered by the different occupations that management believes should still be reflected in pay levels.

(Note: Correctional Officers in Montgomery County are still on their general schedule and the County's QES system (Quantitative Evaluation System) is still used to determine internal grade alignment of these classes.)

Pay Parity with Other Jurisdictions (External Pay Parity)

All except one jurisdiction surveyed (Prince George's County) use market either to determine the pay of their public safety classes (Fairfax and Montgomery Counties, and to some extent Arlington County) or, as a guide in making across the board annual adjustments to their pay schedules used for public safety job classes in order to maintain pay levels that

## Pay Parity Survey

January 2006

are competitive with area jurisdictions. Only Prince George's County stated in this survey that only cost of living data, not market data, is used in determining these annual pay scale adjustments.

### Pay Parity in the Region and Beyond

The issue of pay parity among public safety occupations has been an issue for many years both in the Washington, D. C. area and nationally. Prince William County has pay parity at the entry level and, based on our matches, at several higher levels in the career ladders.

According to a Washington Post article, dated March 3, 2005, Fairfax County had pay parity between Sheriff's Deputies and Police Officers from 1970 until 1998 and again in 2000 until 2005. ["Sheriff's Pay, Police Increases Held Back; Tom Jackman; Washington Post; 3/3/2005"]

Our survey participants stated that at one time or another, the issue of internal pay parity was raised. Historically both Firefighters and Deputy Sheriffs have argued that their pay levels should be the same as police. In this area, pay of firefighters has been catching up to pay given to police officers, but according to survey participants this increase has been independent of any pay parity policy and more a result of market comparisons with area jurisdictions. The norm in large counties in this area, however, is for pay of Deputy Sheriffs and Corrections officers to be lower than that of either Firefighters or Police.

The IAFF (International Association of Firefighters) has made pay parity a major issue and has provided support to numerous local Firefighter Associations to request pay parity with Police Officers. As an example, the Firefighters in Atlanta, Georgia, won a major initiative to bring Firefighter pay more in line with that of Police Officers when the City Council approved a 4 percent pay raise for firefighters. An article posted on the Atlanta Professional Firefighters web site dated February 22, 2005, states, "All those marches and demonstrations paid off for Atlanta's firefighters.....The firefighters, who staged another protest outside City Hall before the 1 p.m. meeting ...said they were satisfied with the outcome, though they were still unhappy that employees with the same experience level and rank in the Police Department earn about \$2,000 more a year."

Firefighters in New York City have similar issues. The United Firefighters Association in New York City issued the following press release on September 1, 2005:

"Today the Uniformed Firefighters Association of Greater New York (UFA) representing 8,900 New York City Firefighters declared a contract impasse in the Public Employee Relations Board (PERB) Mediation process with the City, moving the process into binding arbitration between the parties.

"Firefighters are outraged. For the twenty-two months we have tried to negotiate in good faith, but the city has refused to act fairly towards New York's Bravest and has been doing nothing more than foot dragging," said UFA President Steve Cassidy. "The Bloomberg Administration behind the scenes has also been seeking to break 100 years of pay parity between New York's firefighters and police, refusing to even offer our members the current PBA wage agreement."

Less information of organized, large scale efforts by Sheriff Deputies and local Corrections Officers is readily available, but many interviews of political candidates cited in newspaper articles show that candidates for the office of Sheriff throughout the country



Pay Parity Survey  
January 2006

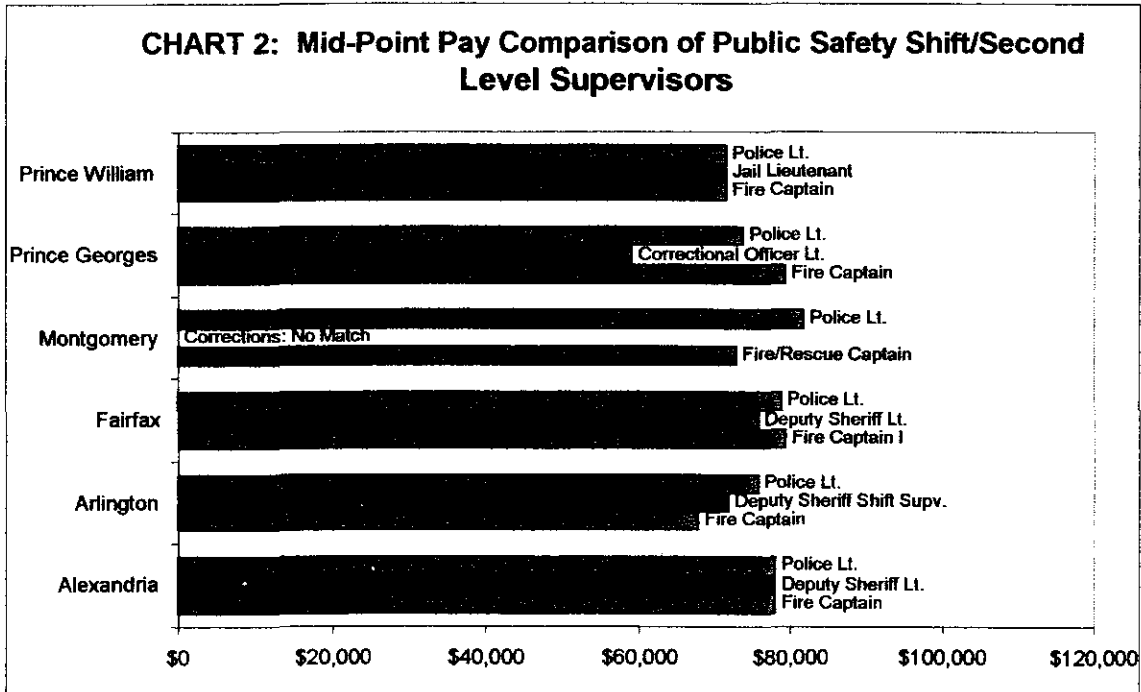
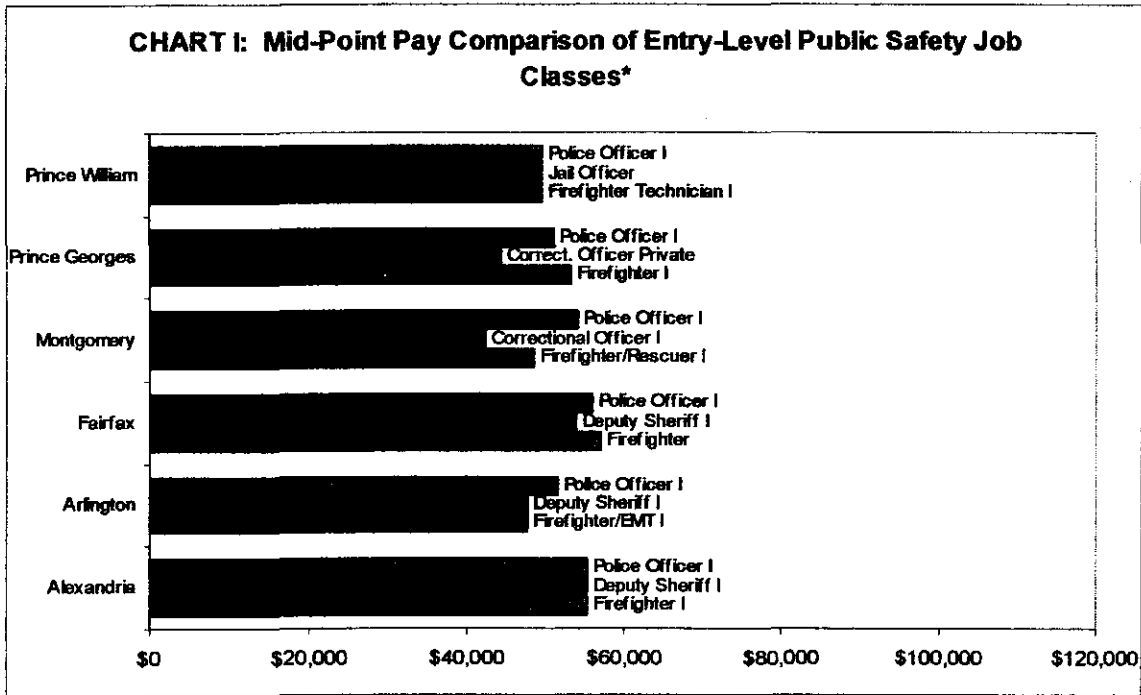
appear to be campaigning on this issue. Typically, candidates cite high turnover of Sheriff Deputies and Correctional Officers and difficult working conditions in jails as justification for pay parity. In places such as New York City and Fairfax County, Virginia, Sheriff Deputies are pushing hard for pay parity with police officers. Pay for police officers, however, has been increasing at a faster rate than pay for sheriff deputies, putting more pressure on local jurisdictions to increase police pay than deputies' pay.

**Conclusion:**

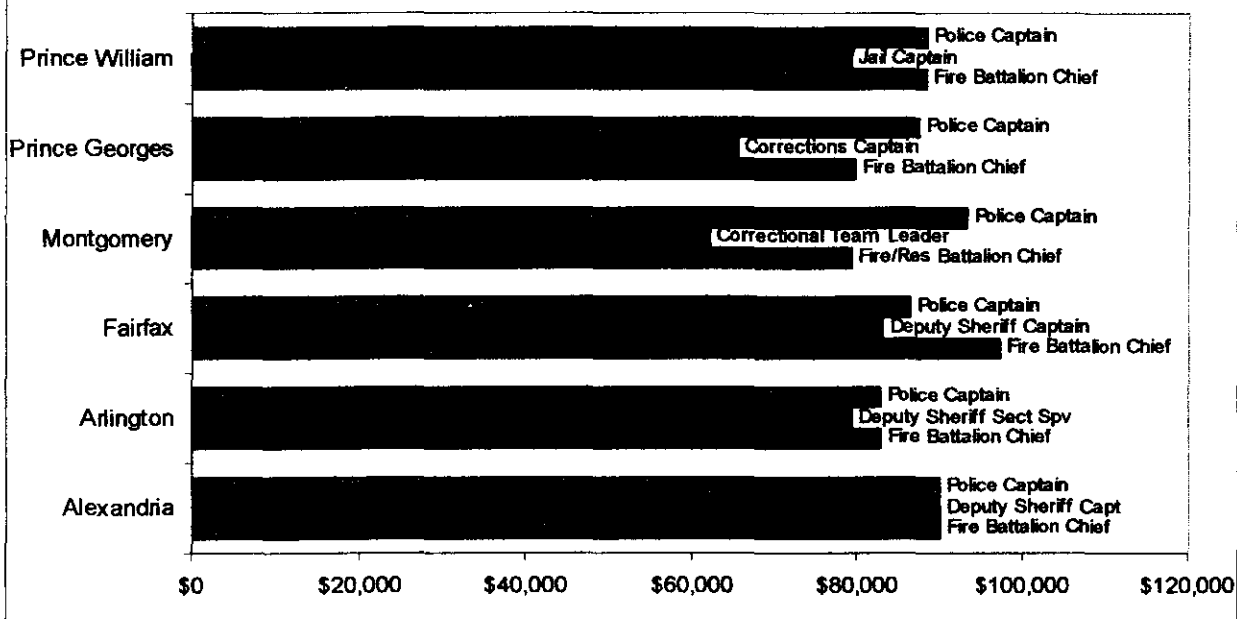
Pay parity among public safety occupations in the jurisdictions surveyed is not the norm. At this time, pay of police officers and firefighters is higher and more closely aligned than the pay of Deputy Sheriffs and Correctional Officers. In most jurisdictions, Deputy Sheriff and Correctional Officer pay is still significantly lower than that of either police or fire. In this region, firefighter jobs have become increasingly professionalized. The University of Maryland, for example, offers both a bachelor's and a master's degree program in fire science. The increased opportunity for job-specific education of firefighters combined with active associations/unions and a shift in some jurisdictions away from formal job evaluation systems (such as QES) toward market based pay have contributed to the increase in firefighter pay. (A high school diploma is still the standard requirement in this area for entry into firefighting work. Completion of college level work is required in some jurisdictions for fire management jobs.)

Historically pay parity especially between fire and police has come, gone, and come back again. An interesting insight into this history of pay parity in public safety is provided in an article in the Monthly Labor Review, April 1996. The authors state, "...Wage parity between the two professions [fire and police] is as old as their creation....Wage parity is documented to nearly the inception of these departments – for example, in New York since 1898 and in Detroit since 1907."["The Erosion of Police and Firefighter Wage Parity," Monthly Labor Review, Bureau of Labor Statistics. 1996]. According to the authors, pay parity between fire and police has eroded since 1950. They claim that this change is the result of several factors including: better fire fighting equipment and fire retardant materials reduced the threat of fire while fear of crime increased; and, a push for professionalism of the police force motivated in part by the President's Commission on Law Enforcement and Administration of Justice in the 1960's which led to college level programs in criminal justice. [p. 19] This article also explains that the pay relationship of public safety positions is related to taxpayers' views of the need for the service. "Parity is a function of what a society believes the monetary worth of the two agencies should be. In some' municipalities, sentiment dictates that public safety overall should be paid one wage rate. In other jurisdictions, the police have been successful in achieving public support for higher wages. In a lesser number of jurisdictions, firefighters receive the higher salary." [p19]

## Attachment I Comparisons of Midpoint Pay



**CHART 3: Mid-Point Pay Comparison of Public Safety Officers  
First Level Management**



[Notes: Making accurate comparisons of Firefighter jobs classes with Sheriff/Corrections classes and with Police jobs even within one jurisdiction is difficult. Each department has its own organizational structure and different career ladders with differing numbers of job titles. As a result, we limited this analysis to a few job classes: Entry, Shift/Second-Level Supervisor, and First Level Management. The data we used in this analysis is from the FY 2006 Benchmark Salary Survey that the City of Alexandria provided us. The data from that survey had input from a representative of each jurisdiction to ensure accurate job matches within each public safety occupation. To determine whether we selected a Firefighter title that is generally equivalent with a Police title and a Sheriff/Corrections title, we used the City of Alexandria data as our basis of comparison; if the City's grade levels were the same across the three public safety occupations, we assumed that the titles from other jurisdictions were roughly equivalent. We supplemented this data with a review of the corresponding job descriptions from each jurisdiction.

Chart 3 Note: Prince William County does have a policy of pay parity between Police and Sheriff's office, but the best match for City of Alexandria's Deputy Sheriff Capt is Prince William's Jail Captain – this match results in differences in pay among public safety classes in Prince William. ]

# PROPOSED

## POLICE -- PUBLIC SAFETY SCALE -- FY 2007

Year	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step Increase		5.0%				3.5%					2.3%					
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Grade																
1	29,483.32	30,957.49	32,505.36	34,130.63	35,837.16	37,091.46	38,389.66	39,733.30	41,123.97	42,563.31	43,542.27	44,543.74	45,568.25	46,616.32	47,688.50	48,785.34
2	30,773.94	32,312.64	33,928.27	35,624.68	37,405.91	38,715.12	40,070.15	41,472.61	42,924.15	44,426.50	45,448.31	46,493.62	47,562.97	48,656.92	49,776.03	50,920.88
3	32,226.93	33,838.28	35,530.19	37,306.70	39,172.04	40,543.06	41,962.07	43,430.74	44,950.82	46,524.10	47,594.15	48,688.82	49,808.66	50,954.26	52,126.21	53,325.11
4	33,745.80	35,433.09	37,204.74	39,064.98	41,018.23	42,453.87	43,938.76	45,477.65	47,069.37	48,716.80	49,837.29	50,983.55	52,156.17	53,355.76	54,582.94	55,838.35
5	35,341.27	37,108.33	38,963.75	40,911.94	42,957.54	44,461.05	46,017.19	47,627.79	49,294.76	51,020.08	52,193.54	53,393.99	54,622.05	55,878.36	57,163.56	58,478.32
6	37,125.77	38,982.06	40,931.16	42,977.72	45,126.61	46,706.04	48,340.75	50,032.68	51,783.82	53,596.25	54,828.96	56,090.03	57,380.10	58,699.84	60,049.94	61,431.09
7	38,976.72	40,925.56	42,971.84	45,120.43	47,376.45	49,034.63	50,750.84	52,527.12	54,365.57	56,268.36	57,562.53	58,886.47	60,240.86	61,626.40	63,043.81	64,493.82
8	40,929.17	42,975.63	45,124.41	47,380.63	49,749.66	51,490.90	53,293.08	55,158.34	57,088.88	59,086.99	60,445.99	61,836.25	63,258.48	64,713.43	66,201.84	67,724.48
9	42,973.00	45,121.65	47,377.73	49,746.62	52,233.95	54,062.14	55,954.31	57,912.71	59,939.65	62,037.54	63,464.40	64,924.08	66,417.33	67,944.93	69,507.86	71,106.34
10	45,125.13	47,381.39	49,750.46	52,237.98	54,849.88	56,769.63	58,756.57	60,813.05	62,941.51	65,144.46	66,642.78	68,175.56	69,743.60	71,347.70	72,988.70	74,667.44
11	47,377.09	49,745.94	52,233.24	54,844.90	57,587.15	59,602.70	61,688.79	63,847.90	66,082.58	68,395.47	69,968.57	71,577.85	73,224.14	74,908.30	76,631.19	78,393.71
12	49,743.25	52,230.41	54,841.93	57,584.03	60,463.23	62,579.44	64,769.72	67,036.66	69,382.94	71,811.34	73,463.00	75,152.65	76,881.16	78,649.43	80,458.37	82,308.91
13	52,230.93	54,842.48	57,584.60	60,463.83	63,487.02	65,709.07	68,008.89	70,389.20	72,852.82	75,402.67	77,136.93	78,911.08	80,726.03	82,582.73	84,482.13	86,425.22
14	54,838.46	57,580.38	60,459.40	63,482.37	66,656.49	68,989.47	71,404.10	73,903.24	76,489.85	79,166.99	80,987.83	82,850.55	84,756.11	86,705.50	88,699.73	90,739.82
15	57,581.64	60,460.72	63,483.76	66,657.95	69,990.85	72,440.53	74,975.95	77,600.11	80,316.11	83,127.17	85,039.09	86,994.99	88,995.87	91,042.78	93,136.76	95,278.91
16	60,457.85	63,480.74	66,654.78	69,987.52	73,486.90	76,058.94	78,721.00	81,476.24	84,327.91	87,279.39	89,286.82	91,340.42	93,441.25	95,590.40	97,788.98	100,038.13
17	63,474.24	66,647.95	69,980.35	73,479.37	77,153.34	79,853.71	82,648.59	85,541.29	88,535.24	91,633.97	93,741.55	95,897.61	98,103.26	100,359.63	102,667.90	105,029.26
18	66,650.25	69,982.76	73,481.90	77,156.00	81,013.80	83,849.28	86,784.00	89,821.44	92,965.19	96,218.97	98,432.01	100,695.95	103,011.96	105,381.24	107,805.01	110,284.53
19	69,790.26	73,279.77	76,943.76	80,790.95	84,830.50	87,799.57	90,872.55	94,053.09	97,344.95	100,752.02	103,069.32	105,439.91	107,865.03	110,345.93	112,883.89	115,480.22
20	73,279.74	76,943.73	80,790.92	84,830.47	89,071.99	92,189.51	95,416.14	98,755.70	102,212.15	105,789.58	108,222.74	110,711.86	113,258.23	115,863.17	118,528.02	121,254.16

Effective Pay Period beginning: 7/1/2006

Attachment 2

# PROPOSED

## FIRE -- PUBLIC SAFETY SCALE -- FY 2007

Year	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step Increase		5.0%				3.5%					2.3%					
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Grade																
1	29,483.32	30,957.49	32,505.36	34,130.63	35,837.16	37,091.46	38,389.66	39,733.30	41,123.97	42,563.31	43,542.27	44,543.74	45,568.25	46,616.32	47,688.50	48,785.34
2	30,773.94	32,312.64	33,928.27	35,624.68	37,405.91	38,715.12	40,070.15	41,472.61	42,924.15	44,426.50	45,448.31	46,493.62	47,562.97	48,656.92	49,776.03	50,920.88
3	32,226.93	33,838.28	35,530.19	37,306.70	39,172.04	40,543.08	41,962.07	43,430.74	44,950.82	46,524.10	47,594.15	48,688.82	49,808.66	50,954.26	52,126.21	53,325.11
4	33,745.80	35,433.09	37,204.74	39,064.98	41,018.23	42,453.87	43,939.76	45,477.65	47,069.37	48,716.80	49,837.29	50,983.55	52,156.17	53,355.76	54,582.94	55,838.35
5	35,341.27	37,108.33	38,963.75	40,911.94	42,957.54	44,461.05	46,017.19	47,627.79	49,294.76	51,020.08	52,193.54	53,393.99	54,622.05	55,878.36	57,163.56	58,478.32
6	37,125.77	38,982.06	40,931.16	42,977.72	45,126.61	46,706.04	48,340.75	50,032.68	51,783.82	53,596.25	54,826.96	56,090.03	57,380.10	58,699.84	60,049.94	61,431.09
7	38,976.72	40,925.56	42,971.84	45,120.43	47,376.45	49,034.63	50,750.84	52,527.12	54,365.57	56,268.36	57,562.53	58,886.47	60,240.66	61,626.40	63,043.81	64,493.82
8	40,929.17	42,975.63	45,124.41	47,380.63	49,749.66	51,490.90	53,293.08	55,158.34	57,088.88	59,086.99	60,445.99	61,836.25	63,258.48	64,713.43	66,201.84	67,724.48
9	42,973.00	45,121.65	47,377.73	49,746.62	52,233.95	54,062.14	55,954.31	57,912.71	59,939.65	62,037.54	63,464.40	64,924.08	66,417.33	67,944.93	69,507.66	71,106.34
10	45,125.13	47,381.39	49,750.46	52,237.98	54,849.88	56,769.63	58,756.57	60,813.05	62,941.51	65,144.46	66,642.78	68,175.56	69,743.60	71,347.70	72,988.70	74,667.44
11	47,377.09	49,745.94	52,233.24	54,844.90	57,587.15	59,602.70	61,688.79	63,847.90	66,082.58	68,395.47	69,968.57	71,577.85	73,224.14	74,908.30	76,631.19	78,393.71
12	49,743.25	52,230.41	54,841.93	57,584.03	60,463.23	62,579.44	64,769.72	67,036.66	69,382.94	71,811.34	73,463.00	75,152.65	76,881.16	78,649.43	80,458.37	82,308.91
13	52,230.93	54,842.48	57,584.60	60,463.83	63,487.02	65,709.07	68,008.89	70,389.20	72,852.82	75,402.67	77,136.93	78,911.08	80,726.03	82,582.73	84,482.13	86,425.22
14	54,838.46	57,580.38	60,459.40	63,482.37	66,656.49	68,989.47	71,404.10	73,903.24	76,489.85	79,166.99	80,987.83	82,850.55	84,756.11	86,705.50	88,699.73	90,739.62
15	57,581.64	60,460.72	63,483.76	66,657.95	69,990.85	72,440.53	74,975.95	77,600.11	80,316.11	83,127.17	85,039.09	86,994.99	88,995.87	91,042.78	93,136.76	95,278.91
16	60,457.85	63,480.74	66,654.78	69,987.52	73,486.90	76,058.94	78,721.00	81,476.24	84,327.91	87,279.39	89,286.62	91,340.42	93,441.25	95,590.40	97,788.98	100,038.13
17	63,474.24	66,647.95	69,980.35	73,479.37	77,153.34	79,853.71	82,648.59	85,541.29	88,535.24	91,633.97	93,741.55	95,897.61	98,103.26	100,359.63	102,667.90	105,029.26
18	66,650.25	69,982.76	73,481.90	77,156.00	81,013.80	83,849.28	86,784.00	89,821.44	92,965.19	96,218.97	98,432.01	100,695.95	103,011.96	105,381.24	107,805.01	110,284.53
19	69,790.26	73,279.77	76,943.76	80,790.95	84,830.50	87,799.57	90,872.55	94,053.09	97,344.95	100,752.02	103,069.32	105,439.91	107,865.03	110,345.93	112,883.89	115,480.22
20	73,279.74	76,943.73	80,790.92	84,830.47	89,071.99	92,189.51	95,416.14	98,755.70	102,212.15	105,789.58	108,222.74	110,711.86	113,258.23	115,863.17	118,528.02	121,254.16

# PROPOSED

## SHERIFF -- PUBLIC SAFETY SCALE -- FY 2007

Year	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step Increase		5.0%				3.5%					2.3%					
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Grade																
1	29,483.32	30,957.49	32,505.36	34,130.63	35,837.16	37,091.46	38,389.66	39,733.30	41,123.97	42,563.31	43,542.27	44,543.74	45,568.25	46,616.32	47,688.50	48,785.34
2	30,773.94	32,312.64	33,928.27	35,624.68	37,405.91	38,715.12	40,070.15	41,472.61	42,924.15	44,426.50	45,448.31	46,493.62	47,562.97	48,656.92	49,776.03	50,920.88
3	32,226.93	33,838.28	35,530.19	37,306.70	39,172.04	40,543.06	41,962.07	43,430.74	44,950.82	46,524.10	47,594.15	48,688.82	49,808.66	50,954.26	52,126.21	53,325.11
4	33,745.80	35,433.09	37,204.74	39,064.98	41,018.23	42,453.87	43,939.76	45,477.65	47,069.37	48,716.80	49,837.29	50,983.55	52,156.17	53,355.76	54,582.94	55,838.35
5	35,341.27	37,108.33	38,963.75	40,911.94	42,957.54	44,461.05	46,017.19	47,627.79	49,294.76	51,020.08	52,193.54	53,393.99	54,622.05	55,878.36	57,163.56	58,478.32
6	37,125.77	38,982.06	40,931.16	42,977.72	45,126.61	46,706.04	48,340.75	50,032.68	51,783.62	53,596.25	54,828.96	56,090.03	57,380.10	58,699.84	60,049.94	61,431.09
7	38,976.72	40,925.56	42,971.84	45,120.43	47,376.45	49,034.63	50,750.84	52,527.12	54,365.57	56,268.36	57,562.53	58,886.47	60,240.86	61,626.40	63,043.81	64,493.82
8	40,929.17	42,975.63	45,124.41	47,380.63	49,749.66	51,490.90	53,293.08	55,158.34	57,088.88	59,086.99	60,445.99	61,836.25	63,258.48	64,713.43	66,201.84	67,724.48
9	42,973.00	45,121.65	47,377.73	49,746.62	52,233.95	54,062.14	55,954.31	57,912.71	59,939.65	62,037.54	63,464.40	64,924.08	66,417.33	67,944.93	69,507.66	71,106.34
10	45,125.13	47,381.39	49,750.46	52,237.98	54,849.88	56,769.63	58,756.57	60,813.05	62,941.51	65,144.46	66,642.78	68,175.56	69,743.60	71,347.70	72,988.70	74,667.44
11	47,377.09	49,745.94	52,233.24	54,844.90	57,587.15	59,602.70	61,688.79	63,847.90	66,082.56	68,395.47	69,968.57	71,577.85	73,224.14	74,908.30	76,631.19	78,393.71
12	49,743.25	52,230.41	54,841.93	57,584.03	60,463.23	62,579.44	64,769.72	67,036.66	69,382.94	71,811.34	73,463.00	75,152.65	76,881.16	78,649.43	80,458.37	82,308.91
13	52,230.93	54,842.48	57,584.60	60,463.83	63,487.02	65,709.07	68,008.89	70,389.20	72,852.62	75,402.67	77,136.93	78,911.08	80,726.03	82,582.73	84,482.13	86,425.22
14	54,838.46	57,580.38	60,459.40	63,482.37	66,656.49	68,989.47	71,404.10	73,903.24	76,489.85	79,166.99	80,987.83	82,850.55	84,756.11	86,705.50	88,699.73	90,739.82
15	57,581.64	60,460.72	63,483.76	66,657.95	69,990.85	72,440.53	74,975.95	77,600.11	80,316.11	83,127.17	85,039.09	86,994.99	88,995.87	91,042.78	93,136.76	95,278.91
16	60,457.85	63,480.74	66,654.78	69,987.52	73,486.90	76,058.94	78,721.00	81,476.24	84,327.91	87,279.39	89,286.82	91,340.42	93,441.25	95,590.40	97,788.98	100,038.13
17	63,474.24	66,647.95	69,980.35	73,479.37	77,153.34	79,853.71	82,648.59	85,541.29	88,535.24	91,633.97	93,741.55	95,897.61	98,103.26	100,359.63	102,667.90	105,029.26
18	66,650.25	69,982.76	73,481.90	77,156.00	81,013.80	83,849.28	86,784.00	89,821.44	92,965.19	96,218.97	98,432.01	100,695.95	103,011.96	105,381.24	107,805.01	110,284.53
19	69,790.26	73,279.77	76,943.76	80,790.95	84,830.50	87,799.57	90,872.55	94,053.09	97,344.95	100,752.02	103,069.32	105,439.91	107,865.03	110,345.93	112,883.89	115,480.22
20	73,279.74	76,943.73	80,790.92	84,830.47	89,071.99	92,189.51	95,416.14	98,755.70	102,212.15	105,789.56	108,222.74	110,711.86	113,258.23	115,863.17	118,528.02	121,254.16

Effective Pay Period beginning: 7/1/2006

24  
6-13-06



City of Alexandria, Virginia  
Sheriff's Office



MEMORANDUM

DATE: JUNE 5, 2006  
TO: PAY PARITY COMMITTEE  
FROM: DEPUTY II HALL, D. (605), DEPUTY IV CALHOUN, A. (355)  
SUBJECT: EQUAL COMP SPEECH TO BE DELIVERED BY D/S IV CALHOUN, A. ON 061306

IT IS WITHIN THE BEST INTEREST OF THE CITY OF ALEXANDRIA TO CONTINUE THE EQUAL COMPENSATION AMONG ALL PUBLIC SAFETY DEPARTMENTS. ALL PUBLIC SAFETY JOBS ARE OF EQUAL IMPORTANCE TO THE CITY OF ALEXANDRIA AND IT'S CITIZENS' SAFETY.

EACH DEPARTMENT SERVES A PURPOSE WITH EQUAL IMPORTANCE TO THIS CITY. EACH DEPARTMENT IS TASKED TO PERFORM THEIR DUTIES AS FIRST RESPONDERS DURING A CRISIS. EACH SWORN LAW ENFORCEMENT OFFICER (SHERIFF'S DEPUTIES & POLICE OFFICER), FIREMEN, AND EMT IS CERTIFIED THROUGH A NATIONAL RECOGNIZED ACADEMY. THE SHERIFF'S DEPUTY AND THE POLICE OFFICER ATTEND THE SAME ACADEMY (NORTHERN VIRGINIA CRIMINAL JUSTICE ACADEMY) AND ARE TRAINED SIDE- BY- SIDE DURING THE LAW ENFORCEMENT SESSION WHICH IS APPROXIMATELY 5 MONTHS LONG. DEPUTY SHERIFFS RECEIVE AN ADDITIONAL MONTH OF TRAINING, WHICH INCLUDES (COURT SECURITY, CIVIL PROCESSING, JAIL SECURITY, AND INMATE TRANSPORTS).

IF WE PUT THINGS IN PERSPECTIVE, THIS CLEARLY SHOWS THAT THE SHERIFFS OFFICE IS AT A MINIMUM EQUALLY AS QUALIFIED AT HANDLING ALL ASPECTS OF LAW ENFORCEMENT WITHIN THE CITY.

IF THE CITY NEED TO LOOK FOR A CLEAR CUT EXAMPLE OF WHY WE SHOULD KEEP PAY PARITY, YOU WOULD NOT HAVE TO LOOK FAR. THE DEPARTMENT OF DEFENSE IS A PERFECT EXAMPLE: OUR NATIONS POLICE (Army, Air Force, Navy, Marine, and Coast Guard), ARE ALL ON THE SAME PAY SCALE . NO ONE BRANCH IS BETTER THAN THE OTHER, EACH SERVE SIDE- BY- SIDE TO COMPLIMENT EACH OTHER IN TIMES OF PEACE AND WAR. BY KEEPING ALL OF THEM TOGETHER ENFORCES THE TEAM CONCEPT THAT WE ARE FIGHTING THE SAME WAR TOGETHER AND ONE CAN NOT WIN WITHOUT THE OTHER.

THIS IS WHY WE SHOULD KEEP EQUAL COMPENSATION. WE HAVE TO WIN THIS WAR ON CRIME WITHIN OUR CITY AND SURROUNDING AREAS AS A TEAM AND NOT AS SEPARATE ENTITIES FIGHTING A SEPARATE WAR. I AM SURE IF THE AVERAGE CITIZEN WAS BEING ASSAULTED, HE /SHE WOULD NOT CARE IF THE UNIFORM IS BROWN OR BLUE.

EACH AGENCY SHOULD BE PROUD TO SERVE ALONG SIDE THE OTHER. THERE IS NOT A BROWN -vs- BLUE OR A BLUE -vs- BROWN. WE SHOULD ALL BE PROUD TO SERVE THE CITY OF ALEXANDRIA AS PUBLIC SAFETY FIGURES. THE APD AND FIRE ARE TWO OF THE THREE OUTSTANDING AGENCIES OF THE CITY, AND WITH THE NEW LEADERSHIP WITHIN THE SHERIFF'S OFFICE OUR FUTURE LOOKS AS BRIGHT AS EVER. ALL THREE PUBLIC AGENCIES, EACH WITH DIFFERENT JOB DESCRIPTIONS, BUT ALL HAVE THE SAME PURPOSE TO SERVE THE CITIZENS OF THE CITY OF ALEXANDRIA.

OVER THE YEARS THAT I HAVE BEEN HERE, WE HAVE HELD MANY HIGH PROFILE INMATES AT THE DETENTION CENTER. WE HAVE HELD TERRORIST, SPIES, SNIPERS, ESCAPEES FROM OTHER FACILITIES, EVEN A PRESIDENTIAL CANDIDATE, TO SOME OF THE MOST VIOLENT DRUG DEALERS THAT THIS AREA HAS EVER SEEN. MANY OF THESE INMATES HOUSED HERE ARE DIRECT DEPOSIT FROM THE U.S. MARSHAL SERVICE, THAT THE SHERIFF OFFICE HAS A CONTRACT WITH TO PROVIDE TEMPORARY HOUSING. THE MAJORITY OF THESE INMATES HAVE A VERY VIOLENT HISTORY, AND ALL HAVE BEEN HANDLED WITH THE UTMOST PROFESSIONALISM.

I GUESS IF YOU HEARD OF RIOTS, MURDERS, SUICIDES IN THE JAIL IT WOULD MAKE FOR A **GOOD** REASON TO KEEP EQUAL COMPENSATION. AS A MATTER OF FACT THE REASON YOU DON'T HEAR OF THESE THINGS IS THE **BEST** REASON TO KEEP EQUAL COMPENSATION.

LET US NOW DECIDE TO KEEP EQUAL COMPENSATION. PUBLIC SAFETY IS STRONGEST WHEN WORKING TOGETHER AND EQUAL COMPENSATION IS THE GLUE THAT KEEPS PUBLIC SAFETY TOGETHER.