

Response to Questions on the FY 2007 Advertised Budget Plan

Request By: Supervisor Bulova

Question: What is the status on the study concerning the Sheriff's Department request for pay parity with the Police Department?

Response:

As part of the FY 2007 market study, the pay levels of the Sheriff classes were compared to other classes with similar and comparable responsibilities in the surrounding jurisdictions. As part of this study, a Public Safety Forum was held in May 2005. The Forum included both uniform (Police, Sheriff, and Fire and Rescue) and Human Resources representatives from these jurisdictions. Responsibilities and duties for each of the survey classes were reviewed with agreement that the matches were sound and that duties and responsibilities were comparable among the jurisdictions surveyed.

As a result of the market survey, it was determined that the pay levels of our Sheriff classes are between 101 percent and 113 percent of the market average, with Deputy Sheriff I and Deputy Sheriff II classes being 111 percent and 105 percent above market respectively. The jurisdictions surveyed are also the same jurisdictions that are surveyed for our Police and Fire and Rescue classes. Considering the market position of the Sheriff classes, to recommend parity with the Police pay ranges would result in significant overstatement of the Sheriff pay ranges.

However, the Sheriff Department has stated that this lack of parity with the Police Department has resulted in recruitment and retention issues. A review of turnover data has revealed that while the Sheriff Department has lost some personnel to other Police Departments, the main reason for leaving appears to be related to type of work (patrol work vs. work performed by Deputy Sheriffs) rather than for pay. To assist them in their recruiting efforts, \$50,000 has been provided in the budget to the Office of the Sheriff to enhance their recruitment program. Additionally, the Department of Human Resources has held a series of meetings with the Sheriff and his recruitment officers to review and modify recruitment initiatives. Modifications include: job fairs at Virginia colleges/universities with criminal justice programs; revamping of the selection process; and strengthening of the recruitment communications programs.