

# Response to Questions on the FY 2007 Advertised Budget Plan

**Request By:** Supervisor Hyland

**Question:** How many Sheriff's employees have recently moved to the Police Department?

**Response:**

During calendar year 2005, the Sheriff's Office lost two employees to the Fairfax County Police Department.

A summary of employee departures (for calendar year 2005 and thus far in calendar year 2006) and a discussion of the reasons for these movements provided by the Office of the Sheriff is included below.

### Calendar Year 2005

<b>Departures to:</b>	<b>Number of Employees</b>
Alexandria Police Department	1
Fairfax City Police Department	1
Fairfax County Police Department	2
Loudoun County Sheriff's Office	4
Manassas City Police Department	1
Prince William County Police Department	4

Turnover for the agency during calendar year 2005 was 43. This included the 13 departures above, retirements, resignations for family reasons and resignations or dismissals from the academy.

### To-date Calendar Year 2006

<b>Departures to:</b>	<b>Number of Employees</b>
Alexandria Police Department	1
Herndon Police Department	3
Manassas Park Police Department	1
Prince William County Police Department	1

It should be noted that the Herndon Police Department instituted changes in 1999 to try to mirror the pay structure of the Fairfax County Police Department. These changes were implemented to significantly improve their chances of recruiting from agencies that do not benefit from having a competitive pay scale.

According to the Office of the Sheriff, employees are recruited by Fairfax's "market" competitors for four fundamental reasons:

- Local law enforcement agencies view the Sheriff's Office as being in their "market"
- Sheriff's deputies meet or exceed their hiring/training requirements
- Sheriff's deputies require minimal training after employment
- Cost savings due to training received at the Fairfax County Criminal Justice Academy