



County of Fairfax, Virginia

**Supervisor Pat Herrity
Budget Consideration Item
March 8, 2022
Increase Police Compensation**

Background: Recruitment and retention are critical challenges facing our police department, as well as others across the nation. While many factors have contributed to this challenge, including the national climate, competitive compensation is a key factor that remains unaddressed in Fairfax County. Resignation in our police force in 2021 were more than double what they were in either 2017, 2018 or 2019.

In his most recent State of the Union address, President Biden specifically called out the need for us to increase funding for the police and I quote “the answer is not to defund the police but to fund the police”. In Virginia, Senate Democrats have supported almost \$100 million more in funding for law enforcement than the House. Our surrounding jurisdictions have also invested more in law enforcement compensation to address retention and recruitment and many of our younger officers are leaving for other jurisdictions. Our pension plan remains superior to surrounding jurisdictions and is successfully retaining some of our officers until retirement but is unsuccessful in attracting new recruits or encouraging officers to stay past retirement.

For the at least the last three years, this Board has talked about the issues with police compensation. The compensation increases in the current package are a step in the right direction but more needs to be done to stay competitive and attract and retain the best officers. Due to staffing shortages, we have eliminated many of the programs that have taken our department from good to great, our officers are stretched thin and increasingly held over, which can cause performance issues and burnout. I strongly believe we must take action in this budget to address this critical personnel and public safety issue.

Mister Chairman, I propose a budget consideration item of \$20 million in the FY 2023 budget to provide for a 10 percent salary increase in police officers at the rank of Second Lieutenant and below including APPOs. I will be presenting cost reductions to offset this amount in the near future.

Compensation – Analysis of MRA, 10%, or 5%, increase for APPO, 2nd Lieutenant, and below:

10 % Increase	\$12,342,704.66
Fringe - 62.66%	\$7,733,938.74
Grand Total 10% increase; incl MRA	\$20,076,643.41

**SUPERVISOR PAT HERRITY
SPRINGFIELD DISTRICT
FAIRFAX COUNTY BOARD OF SUPERVISORS**
6140 Rolling Road
Springfield, VA 22152
703-451-8873 TTY 711 Fax 703-451-3047
Springfield@fairfaxcounty.gov
www.fairfaxcounty.gov/springfield