



PAY & BENEFITS

BENEFITS

HEALTH

- Health, vision & dental insurance
- Flexible spending account (FSA) or health savings account
- Life insurance
- Long-term care
- Short- & long-term disability
- Employee Assistance Program (EAP)

LEAVE

- Paid time off
- Six weeks of paid parental leave
- Court & jury leave
- Family medical leave
- Funeral Leave
- 14 paid holidays (11 state/federal holidays & 3 flex holidays)
- Military leave with pay

RETIREMENT

- Virginia Retirement System
- Deferred Compensation

ADDITIONAL

- Tuition reimbursement
- Education incentive
- Language & fitness stipends
- Credit union
- Legal resources & identity theft protection
- Veterans reemployment rights
- Veterans benefit (GI Bill), if qualified
- Uniforms & equipment supplied

PAY

Deputy recruits are paid **\$49,542** and receive an automatic **5% pay increase to \$52,020** when they graduate from the Basic Academy. City Council provides regular annual pay increases (amount varies). Deputies are eligible for career progression increases (from Deputy I to Deputy II after three years).

RANK	MIN. SALARY	MAX. SALARY
Deputy Recruit	\$49,542	\$52,020
Deputy I	\$52,020	\$80,631
Deputy II	\$54,621	\$84,662
Master Deputy	\$60,219	\$93,340
Master Deputy II	\$63,230	\$98,007
Sergeant	\$69,711	\$108,053
Lieutenant	\$76,857	\$119,128
Captain	\$88,971	\$137,906
Chief Deputy	\$108,145	\$167,625