



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
- Language, education & fitness stip
- Credit union
- Legal resources & identity theft protection
- Veterans reemployment rights
- Veterans benefit (GI Bill), if qualified
- Uniforms & equipment supplied

PAY

Deputy recruits are paid **\$43,264** and receive an automatic **5% pay increase to \$45,448** 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	\$43,264	\$63,398.40
Deputy I	\$45,448	\$66,601.60
Deputy II	\$47,715.20	\$69,929.60
Master Deputy	\$52,707.20	\$77,230.40
Sergeant	\$61,131.20	\$89,564.80
Lieutenant	\$67,454.40	\$102,273.60
Captain	\$78,228.80	\$118,601.60
Chief Deputy	\$95,097.60	\$144,164.80