



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 & longevity incentives
- 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 **\$45,656** and receive an automatic **5% pay increase to \$47,964** 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	\$45,656	\$66,892.80
Deputy I	\$47,964.80	\$70,283.20
Deputy II	\$50,356.80	\$73,777.60
Master Deputy	\$55,619.20	\$81,494.40
Sergeant	\$64,500.80	\$94,494.40
Lieutenant	\$71,177.60	\$107,910.40
Captain	\$82,534.40	\$125,132.80
Chief Deputy	\$100,339.20	\$152,110.40