



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 **\$49,790** and receive an automatic **5% pay increase to \$52,280** 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	\$49,790	\$52,282
Deputy I	\$52,280	\$81,034
Deputy II	\$54,894	\$85,085
Master Deputy	\$60,520	\$93,807
Master Deputy II	\$63,546	\$98,497
Sergeant	\$70,060	\$108,593
Lieutenant	\$77,241	\$119,724
Captain	\$89,416	\$138,595
Chief Deputy	\$108,686	\$168,464