Jurisdiction	Minimum Hiring Base	Midpoint	Maximum Hiring Base	Hiring Bonues	Other Hiring	Additional Incentives	Facility
ADC	$57,500	$79,163	$100,827	$5,000	Up to 60% Years of Service Credit	$1,700 Language Stipend, $1.00 Shift Differential, Military Bonus, Education Bonus. Education Bonus: Min SH01 times percent: 1.5% AS; 3% BS; 4.5% MS; 6% PhD ($750-$3,000). Military Experience Bonus: Min SH01 times percent: 1.5% E4-E6/W1-W3; 3% E7-E9/W4-O1 ($750-$1,500)	Regional Jail
Rappahannock	$45,945	$67,093	$88,240	$1,500	Starting salary determined by years of service	n/a	Regional Jail
Fauquier	$49,440	$62,747	$76,054	$0	n/a	n/a	SO Jail
Culpeper	$55,000	$70,327	$85,655	$0	DCJS Certified Law Enforcement pay increase determined by yrs. of service/review.	n/a	SO Jail
Fairfax	$58,332	$79,050	$99,768	$15,000	Longevity Pay-5% increase received at 15, 20 and 25 yrs. of service	Language Stipend $1,300/yr. Field Training Instructor (FTI) additiona $6.00/hourly, Shift differential for evening/nights-$157.50 month for evenings and $332.50 month for night shifts. $700.00 annual uniform allowance	SO Jail
Loudoun	$58,411	$80,876	$103,341	$0	Increased salary for each year of service. Deputies with 2 or more yrs. of service will receive a 5% increase after successful field training.	$3,000 stipend, annual, spanish only. New hires will automatically be promoted to Deputy First Class after 3rd year and receive a 5 % increase in pay. Education-increase in salary for associate's, bachelor's, master's and doctoral degrees based on scale. Military-increased salary for each year of service based on scale.	SO Jail
Alexandria	$59,576	$77,652	$95,728	$0	Current VA DCJS Law Enforcement Certified Officers Minimum Salary $62,556.44 upon review may result in additional salary increase. (4-year contract)	$6,000 overtime averaged in entry level salary for detention center deputies.	SO Jail
Arlington	$62,504	$84,022	$105,539	$4,000	n/a	1.75 OT for who employees who work more than 1 OT shift during their monthly schedule—only for extra OT shifts in the Jail. $4000 bonus for those assigned to Jail (being paid in 3 installments of $1333 for each period covered, through the end of FY24) $1.00 per hour shift differential for Shift B $1.30 per hour shift differential for Shift C	SO Jail

Average Min / Midpoint / Average Max - ALL	$55,601.21	$74,538.01	$93,474.80
Rank Order Min / Rank oreder Max - ALL	5 of 8	3 of 8	3 of 8
PWC difference from Jurisdictions - ALL	3.30%	5.84%	7.29%
Average Min / Midpoint / Average Max - NOVA	$59,705.84	$80,399.85	$101,093.86
Rank Order Min / Rank oreder Max - NOVA	5 of 5	3 of 5	3 of 5
PWC difference from Jurisdictions - ALL	-3.84%	-1.56%	-0.27%

Jail Officer Salary Range Data
Prince-Wiliam Manassas ADC vs. Surrounding Jurisdictions

Legend: ■ Maximum Hiring Base ■ Minimum Hiring Base
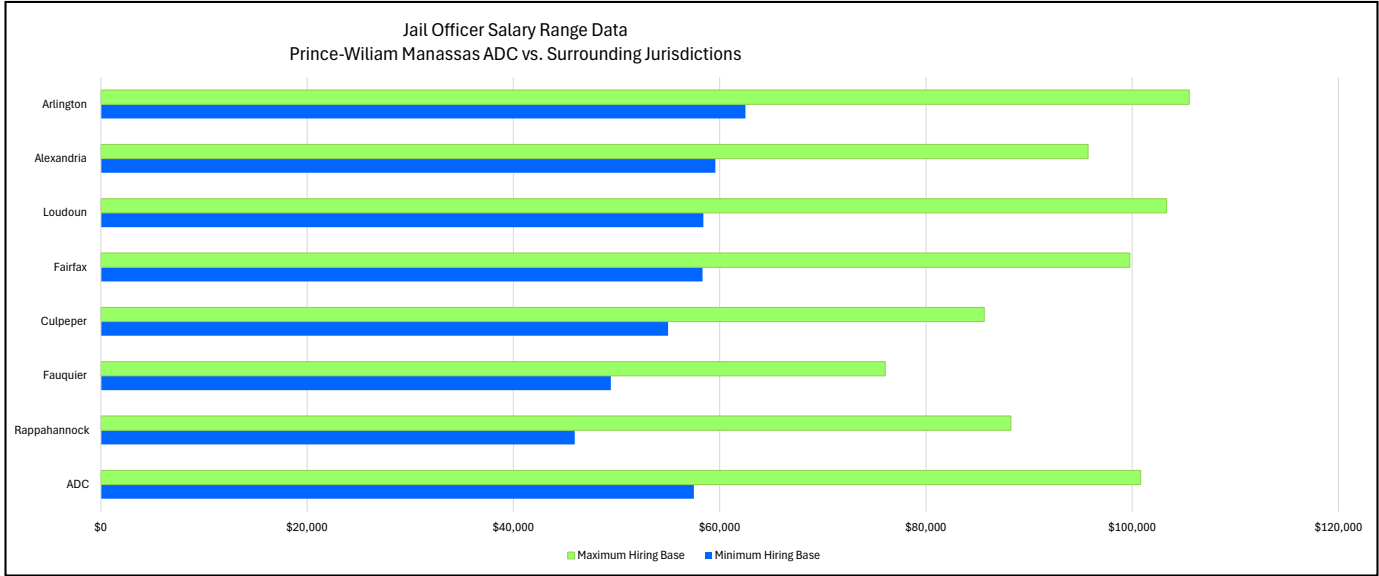
Prince-William Manassas ADC vs. Highest Surrounding Jurisdiction (Arlington):

ADC	$	57,500	
Minimum Hiring Gap	$	(5,004)	(8.7%)
Maximum Hiring Gap	$	(4,713)	(4.7%)

Prince-William Manassas ADC vs. **Average** Surrounding Jurisdictions:

	Minimum Hiring Base		$ GAP	
ADC	$	57,500		
Average Surrounding-ALL	$	55,601	$	1,899
Average Surrounding-NOVA	$	59,706	$	(2,206)

FY 2024 YTD Snapshot:

	FYE 2023	Hires	Terms	Feb FY24**	Authorized FTEs*	Vacancies***	FY24 Vacancy Rate	FY24 Turnover Rate
Sworn	247.80	17.60	19.00	246.40	309.40	63.00	20.4%	7.7%
Non-Sworn	82.00	13.00	16.00	79.00	92.00	13.00	14.1%	19.5%
Total ADC	**329.80**	**30.60**	**35.00**	**325.40**	**401.40**	**76.00**	**18.9%**	**10.6%**

FTEs = Full-Time Equivalent (Full-Time = 1 FTE, Part-Time = 0.6 FTE)

* Authorized ADC has 399 Full-Time and 4 Part-Time Authorized Employees

** FY 2024 YTD as of 2/29/2024: ADC has 323 and 4 part-time FTEs filled.

*** FY 2024 YTD as of 2/29/2024: ADC has 76 Full-Time FTE positions vacant (63 Sworn & 13 Non-Sworn) - all Part-Time positions filled.

Sworn Terminations
- **31.6% To Other Jurisdictions**
- 31.6% Service Retirements
- 36.8% Other