

FIRE DEPARTMENT - APPROVED COMPARATORS

APPROVED COMPARATORS

Classification Title	Source	FY19		
		Minimum	Midpoint	Maximum
FIRE CHIEF	Comparator AVG	\$115,746	\$163,437	\$210,103
ASSISTANT FIRE CHIEF	Comparator AVG	\$102,459	\$140,718	\$178,978
DEPUTY FIRE CHIEF	Comparator AVG	\$90,620	\$125,635	\$160,649
FIRE BATTALION CHIEF	Comparator AVG	\$82,573	\$114,190	\$145,806
FIRE CAPTAIN	Comparator AVG	\$69,493	\$95,804	\$122,115
FIRE LIEUTENANT	Comparator AVG	\$62,092	\$85,472	\$108,852
FIRE FIGHTER IV	Comparator AVG	\$55,247	\$76,597	\$97,947
FIRE FIGHTER III	Comparator AVG	\$52,149	\$72,605	\$93,062
FIRE FIGHTER II	Comparator AVG	\$48,924	\$68,899	\$88,874
FIRE FIGHTER I	Comparator AVG	\$48,873	\$65,795	\$82,718
EMS OPERATONS MANAGER	Comparator AVG	\$64,117	\$98,857	\$133,596
EMS CAPTAIN	Comparator AVG	\$58,500	\$89,862	\$121,224
EMS LIEUTENANT	Comparator AVG	\$53,473	\$81,098	\$108,722
MEDIC IV	Comparator AVG	\$46,202	\$73,165	\$100,128
MEDIC III	Comparator AVG	\$44,142	\$65,601	\$87,060
MEDIC II	Comparator AVG	\$42,082	\$60,244	\$78,406
		\$64,793	\$92,374	\$119,890

ALEXANDRIA

Classification Title	Source	FY19		
		Minimum	Midpoint	Maximum
FIRE CHIEF	Alexandria	\$101,757	\$143,084	\$184,411
ASSISTANT FIRE CHIEF	Alexandria	\$92,308	\$129,786	\$167,265
DEPUTY FIRE CHIEF	Alexandria	\$84,052	\$116,475	\$148,897
FIRE BATTALION CHIEF	Alexandria	\$80,052	\$110,933	\$141,813
FIRE CAPTAIN	Alexandria	\$66,037	\$91,511	\$116,984
FIRE LIEUTENANT	Alexandria	\$59,907	\$83,016	\$106,125
FIRE FIGHTER IV	Alexandria	\$54,341	\$75,301	\$96,262
FIRE FIGHTER III	Alexandria	\$51,752	\$71,715	\$91,678
FIRE FIGHTER II	Alexandria	\$49,290	\$68,304	\$87,318
FIRE FIGHTER I	Alexandria	\$46,947	\$65,057	\$83,167
EMS OPERATONS MANAGER	Alexandria	\$76,238	\$105,647	\$135,056
EMS CAPTAIN	Alexandria	\$64,495	\$89,374	\$114,253
EMS LIEUTENANT	Alexandria	\$58,501	\$81,067	\$103,633
MEDIC IV	Alexandria	\$55,718	\$77,211	\$98,705
MEDIC III	Alexandria	\$53,065	\$73,535	\$94,004
MEDIC II	Alexandria	\$50,541	\$70,037	\$89,532
		\$65,313	\$90,753	\$116,194

DEVIATION

Classification Title	Source	FY19		
		Minimum	Midpoint	Maximum
FIRE CHIEF	ALL	-13.75%	-14.22%	-13.93%
ASSISTANT FIRE CHIEF	ALL	-11.00%	-8.42%	-7.00%
DEPUTY FIRE CHIEF	ALL	-7.81%	-7.86%	-7.89%
FIRE BATTALION CHIEF	ALL	-3.5%	-2.94%	-2.82%
FIRE CAPTAIN	ALL	-5.23%	-4.69%	-4.39%
FIRE LIEUTENANT	ALL	-3.65%	-2.96%	-2.57%
FIRE FIGHTER IV	ALL	-1.67%	-1.72%	-1.75%
FIRE FIGHTER III	ALL	-0.77%	-1.24%	-1.51%
FIRE FIGHTER II	ALL	0.74%	-0.87%	-1.78%
FIRE FIGHTER I	ALL	-4.10%	-1.44%	0.54%
EMS OPERATONS MANAGER	ALL			
EMS CAPTAIN	ALL	9.29%	-0.55%	-6.10%
EMS LIEUTENANT	ALL	8.59%	-0.04%	-4.91%
MEDIC IV	ALL	17.08%	5.24%	-1.44%
MEDIC III	ALL	16.82%	10.79%	7.39%
MEDIC II	ALL	16.74%	13.98%	12.43%

Alexandria Deviation-Fire & Medic Classifications 16 Jobs Surveyed 1.21% -1.11% -2.38%

POLICE DEPARTMENT - APPROVED COMPARATORS

APPROVED COMPARATORS				
Classification Title	Source	Minimum	Midpoint	Maximum
POLICE CHIEF	Comparator AVG	\$120,094	\$165,611	\$216,816
ASSISTANT POLICE CHIEF	Comparator AVG	\$106,619	\$144,336	\$181,173
POLICE CAPTAIN	Comparator AVG	\$87,941	\$119,570	\$151,200
POLICE LIEUTENANT	Comparator AVG	\$78,807	\$105,413	\$132,019
POLICE SERGEANT	Comparator AVG	\$64,903	\$86,029	\$107,155
DETECTIVE III	Comparator AVG			
DETECTIVE II	Comparator AVG	\$60,522	\$82,046	\$103,569
DETECTIVE I	Comparator AVG	\$48,256	\$71,600	\$94,944
POLICE OFFICER IV	Comparator AVG	\$58,496	\$76,892	\$95,288
POLICE OFFICER III	Comparator AVG			
POLICE OFFICER II	Comparator AVG	\$53,734	\$72,477	\$90,595
POLICE OFFICER I	Comparator AVG	\$51,206	\$69,138	\$86,325
		\$73,058	\$99,311	\$125,908

ALEXANDRIA

Classification Title	Source	Minimum	Average Midpoint	Maximum
POLICE CHIEF	Alexandria	\$101,757	\$143,084	\$184,411
ASSISTANT POLICE CHIEF	Alexandria	\$92,308	\$129,787	\$167,265
POLICE CAPTAIN	Alexandria	\$77,726	\$107,709	\$137,691
POLICE LIEUTENANT	Alexandria	\$67,325	\$93,296	\$119,267
POLICE SERGEANT	Alexandria	\$58,166	\$80,604	\$103,041
DETECTIVE III	Alexandria	\$52,762	\$73,114	\$93,466
DETECTIVE II	Alexandria	\$52,762	\$73,114	\$93,466
DETECTIVE I	Alexandria	\$50,252	\$69,637	\$89,022
POLICE OFFICER IV	Alexandria	\$52,762	\$73,114	\$93,466
POLICE OFFICER III	Alexandria	\$50,252	\$69,637	\$89,022
POLICE OFFICER II	Alexandria	\$47,863	\$66,327	\$84,790
POLICE OFFICER I	Alexandria	\$47,863	\$66,326	\$84,790
		\$62,650	\$87,146	\$111,642

DEVIATION

Classification Title	Source	Minimum	Average Midpoint	Maximum
POLICE CHIEF	ALL	-18.02%	-15.74%	-17.57%
ASSISTANT POLICE CHIEF	ALL	-15.50%	-11.21%	-8.31%
POLICE CAPTAIN	ALL	-13.14%	-11.01%	-9.31%
POLICE LIEUTENANT	ALL	-17.05%	-12.99%	-10.69%
POLICE SERGEANT	ALL	-11.58%	-6.73%	-3.99%
DETECTIVE III	ALL			
DETECTIVE II	ALL	-14.71%	-12.22%	-10.31%
DETECTIVE I	ALL	3.97%	-2.32%	-6.65%
POLICE OFFICER IV	ALL	-10.37%	-5.17%	-1.95%
POLICE OFFICER III	ALL			
POLICE OFFICER II	ALL	-12.27%	-9.27%	-6.35%
POLICE OFFICER I	ALL	-6.99%	-4.24%	-1.31%

Alexandria Deviation-Police Classifications	12 Jobs Surveyed	-11.62%	-9.14%	-7.34%
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SHERIFF'S OFFICE - APPROVED COMPARATORS

APPROVED COMPARATORS				
Classification Title	Source	Minimum	Midpoint	Maximum
CHIEF DEPUTY SHERIFF	Comparator AVG	\$99,231	\$134,350	\$170,543
DEPUTY SHERIFF - CAPTAIN	Comparator AVG	\$88,826	\$120,312	\$151,799
DEPUTY SHERIFF - LIEUTENANT	Comparator AVG	\$76,789	\$102,214	\$127,640
DEPUTY SHERIFF - SERGEANT	Comparator AVG	\$60,620	\$81,075	\$101,530
DEPUTY SHERIFF IV	Comparator AVG	\$54,538	\$73,310	\$92,082
DEPUTY SHERIFF III	Comparator AVG	\$53,234	\$74,089	\$94,944
DEPUTY SHERIFF II	Comparator AVG	\$53,871	\$71,233	\$88,595
DEPUTY SHERIFF I	Comparator AVG	\$49,400	\$64,178	\$78,957
		\$67,063	\$90,095	\$113,261
ALEXANDRIA				
Classification Title	Source	Minimum	Midpoint	Maximum
CHIEF DEPUTY SHERIFF	Alexandria	\$86,184	\$119,430	\$152,675
DEPUTY SHERIFF - CAPTAIN	Alexandria	\$78,173	\$108,328	\$138,482
DEPUTY SHERIFF - LIEUTENANT	Alexandria	\$64,495	\$89,374	\$114,253
DEPUTY SHERIFF - SERGEANT	Alexandria	\$58,501	\$81,067	\$103,633
DEPUTY SHERIFF IV	Alexandria	\$53,065	\$73,535	\$94,004
DEPUTY SHERIFF III	Alexandria	\$50,541	\$70,037	\$89,532
DEPUTY SHERIFF II	Alexandria	\$45,841	\$63,526	\$81,210
DEPUTY SHERIFF I	Alexandria	\$45,841	\$63,526	\$81,210
		\$60,330	\$83,603	\$106,875
DEVIATION				
Classification Title	Source	Minimum	Midpoint	Maximum
CHIEF DEPUTY SHERIFF	ALL	-15.14%	-12.49%	-11.70%
DEPUTY SHERIFF - CAPTAIN	ALL	-13.63%	-11.06%	-9.62%
DEPUTY SHERIFF - LIEUTENANT	ALL	-19.06%	-14.37%	-11.72%
DEPUTY SHERIFF - SERGEANT	ALL	-3.62%	-0.01%	2.03%
DEPUTY SHERIFF IV	ALL	-2.77%	0.31%	2.05%
DEPUTY SHERIFF III	ALL	-5.33%	-5.79%	-6.04%
DEPUTY SHERIFF II	ALL	-17.52%	-12.13%	-9.09%
DEPUTY SHERIFF I	ALL	-7.76%	-1.03%	2.77%
Alexandria Deviation-Sheriff Classifications	8 Jobs Surveyed	-10.60%	-7.67%	-5.17%