

FIRE DEPARTMENT - NOVA COMPARATORS

NORTHERN VIRGINIA COMPARATORS

Classification Title	Source	FY19		
		Minimum	Midpoint	Maximum
FIRE CHIEF	Comparator AVG	\$117,946	\$164,333	\$210,720
ASSISTANT FIRE CHIEF	Comparator AVG	\$102,786	\$140,227	\$177,667
DEPUTY FIRE CHIEF	Comparator AVG	\$94,096	\$129,542	\$164,988
FIRE BATTALION CHIEF	Comparator AVG	\$85,003	\$116,146	\$147,289
FIRE CAPTAIN	Comparator AVG	\$69,693	\$95,328	\$120,964
FIRE LIEUTENANT	Comparator AVG	\$62,538	\$85,444	\$108,351
FIRE FIGHTER IV	Comparator AVG	\$54,393	\$72,630	\$90,868
FIRE FIGHTER III	Comparator AVG	\$58,327	\$76,669	\$95,010
FIRE FIGHTER II	Comparator AVG	\$53,706	\$72,197	\$90,688
FIRE FIGHTER I	Comparator AVG	\$53,160	\$70,639	\$88,118
EMS OPERATONS MANAGER	Comparator AVG			
EMS CAPTAIN	Comparator AVG	\$60,648	\$84,917	\$109,185
EMS LIEUTENANT	Comparator AVG	\$55,989	\$77,778	\$99,568
MEDIC IV	Comparator AVG	\$42,785	\$59,446	\$76,108
MEDIC III	Comparator AVG			
MEDIC II	Comparator AVG			
		\$70,082	\$95,792	\$121,502

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	-15.91%	-14.85%	-14.27%
ASSISTANT FIRE CHIEF	ALL	-11.35%	-8.04%	-6.22%
DEPUTY FIRE CHIEF	ALL	-11.95%	-11.22%	-10.81%
FIRE BATTALION CHIEF	ALL	-6.19%	-4.70%	-3.86%
FIRE CAPTAIN	ALL	-5.54%	-4.17%	-3.40%
FIRE LIEUTENANT	ALL	-4.39%	-2.93%	-2.10%
FIRE FIGHTER IV	ALL	-0.10%	3.55%	5.60%
FIRE FIGHTER III	ALL	-12.70%	-6.91%	-3.64%
FIRE FIGHTER II	ALL	-8.96%	-5.70%	-3.86%
FIRE FIGHTER I	ALL	-13.23%	-8.58%	-5.95%
EMS OPERATONS MANAGER	ALL			
EMS CAPTAIN	ALL	5.96%	4.99%	4.44%
EMS LIEUTENANT	ALL	4.29%	4.06%	3.92%
MEDIC IV	ALL	23.21%	23.01%	22.89%
MEDIC III	ALL			
MEDIC II	ALL			
Alexandria Deviation-Fire & Medic Classifications	16 Jobs Surveyed	-4.37%	-2.42%	-1.33%

POLICE DEPARTMENT - APPROVED COMPARATORS

NORTHERN VIRGINIA COMPARATORS

Classification Title	Source	Minimum	Midpoint	Maximum
POLICE CHIEF	Comparator AVG	\$123,743	\$167,232	\$210,720
ASSISTANT POLICE CHIEF	Comparator AVG	\$110,730	\$146,161	\$181,592
POLICE CAPTAIN	Comparator AVG	\$89,254	\$119,310	\$149,367
POLICE LIEUTENANT	Comparator AVG	\$76,993	\$102,677	\$128,360
POLICE SERGEANT	Comparator AVG	\$63,142	\$84,324	\$105,505
DETECTIVE III	Comparator AVG	\$57,420	\$78,712	\$100,002
DETECTIVE II	Comparator AVG	\$56,361	\$75,555	\$94,747
DETECTIVE I	Comparator AVG	\$48,256	\$71,600	\$94,944
POLICE OFFICER IV	Comparator AVG	\$57,678	\$76,710	\$95,742
POLICE OFFICER III	Comparator AVG	\$52,200	\$70,609	\$89,016
POLICE OFFICER II	Comparator AVG	\$51,406	\$70,218	\$89,031
POLICE OFFICER I	Comparator AVG	\$47,925	\$66,186	\$84,448
		\$69,593	\$94,108	\$118,623

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	-21.61%	-16.88%	-14.27%
ASSISTANT POLICE CHIEF	ALL	-19.96%	-12.62%	-8.57%
POLICE CAPTAIN	ALL	-14.83%	-10.77%	-8.48%
POLICE LIEUTENANT	ALL	-14.36%	-10.05%	-7.62%
POLICE SERGEANT	ALL	-8.56%	-4.62%	-2.39%
DETECTIVE III	ALL	-8.83%	-7.66%	-6.99%
DETECTIVE II	ALL	-6.82%	-3.34%	-1.37%
DETECTIVE I	ALL	3.97%	-2.82%	-6.65%
POLICE OFFICER IV	ALL	-9.32%	-4.92%	-2.44%
POLICE OFFICER III	ALL	-3.88%	-1.40%	0.01%
POLICE OFFICER II	ALL	-7.40%	-5.87%	-5.00%
POLICE OFFICER I	ALL	-0.13%	0.21%	0.40%
Alexandria Deviation-Police Classifications	12 Jobs Surveyed	-9.31%	-6.73%	-5.28%

SHERIFF'S OFFICE - NOVA COMPARATORS

NORTHERN VIRGINIA COMPARATORS

Classification Title	Source	Minimum	Midpoint	Maximum
CHIEF DEPUTY SHERIFF	Comparator AVG	\$100,528	\$137,273	\$174,018
DEPUTY SHERIFF - CAPTAIN	Comparator AVG	\$86,589	\$117,245	\$147,902
DEPUTY SHERIFF - LIEUTENANT	Comparator AVG	\$75,308	\$101,201	\$127,094
DEPUTY SHERIFF - SERGEANT	Comparator AVG	\$59,958	\$80,858	\$101,758
DEPUTY SHERIFF IV	Comparator AVG	\$54,538	\$73,310	\$92,082
DEPUTY SHERIFF III	Comparator AVG	\$52,717	\$71,576	\$90,435
DEPUTY SHERIFF II	Comparator AVG	\$50,657	\$67,709	\$84,760
DEPUTY SHERIFF I	Comparator AVG	\$47,157	\$63,990	\$80,822
		\$65,932	\$89,145	\$112,359

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	-16.64%	-14.94%	-13.98%
DEPUTY SHERIFF - CAPTAIN	ALL	-10.77%	-8.23%	-6.80%
DEPUTY SHERIFF - LIEUTENANT	ALL	-16.77%	-13.23%	-11.24%
DEPUTY SHERIFF - SERGEANT	ALL	-2.49%	0.26%	1.81%
DEPUTY SHERIFF IV	ALL	-2.77%	0.31%	2.05%
DEPUTY SHERIFF III	ALL	-4.31%	-2.20%	-1.01%
DEPUTY SHERIFF II	ALL	-10.50%	-6.58%	-4.37%
DEPUTY SHERIFF I	ALL	-2.87%	-0.73%	0.48%
Alexandria Deviation-Sheriff Classifications	8 Jobs Surveyed	-8.39%	-5.67%	-4.13%