

# Issue Analysis Form



**Date:** November 22, 2022  
Approval of Public Safety  
Salary Increases, Changes to  
Public Safety Salary Scales  
and Appropriation from  
Contingency of \$361,225  
**Item:** County Administration /  
County Finance  
**Lead Department(s):** Jeffrey D. Stoke & Betsy  
**Contact Person(s):** Drewry

## Description and Current Status

Staff provided to the Board a report on Police Officer, Fire and EMS staff and Sheriff salary comparisons on October 25, 2022. The October 25 Power Point is provided as **Attachment A**.

Salary comparisons revealed that the police officer starting salary is the lowest within the comparison employers, and that pay for Fire/Medics is also below average. Sheriff staff salaries were competitive, and staff does not recommend a mid-year increase for the Sheriff or his deputies.

Staff requested a mid-year January 1 increase to bring Police and Fire & EMS salaries to at least the average of surrounding localities and other workplace competitors. The increase is needed in order to attract and retain high-quality employees. The half-year budget impact of the recommended increases, if approved, is \$361,225, and staff recommended a transfer from the General Fund Contingency to fund this in FY2023. The full year impact is \$722,450 for FY2024 and beyond.

The Board requested information on FY2024 revenue projections to see if the increases are affordable on an ongoing basis.

**Attachment B** shows a FY2024 General Fund Revenue Overview. Keeping the Real Estate Rate at \$0.82 in FY2024 will be necessary, and will result in an "effective tax increase" (not equalizing) in order to generate Real Estate Tax revenues reflected on the FY2024 overview. In other words, the increase in taxes, net of new construction, new parcels, and discovery will be greater than 1%.

General Fund Contingency Summary for FY2023 provided as **Attachment C**.

Updated Pay Ranges for Police and Fire & EMS provided as **Attachment D**.

### Board Action Requested:

- Approve pay increases as requested for Police Officers and Fire & EMS Direct response staff effective January 1, 2023

- Approve requested scale changes for Police Officers and Fire & EMS Direct response staff effective January 1, 2023
- Approve a transfer of \$361,225 from General Fund Contingency to Police and Fire/EMS Salary and Benefit line items to cover increased salaries and benefits January 1, 2023 – June 30, 2023

A draft resolution for budget amendment / appropriation is attached for Board consideration and possible approval.

### Government Path

- |  |   |  |
|--|---|--|
| Does this require IDA action?                  | <input type="checkbox"/> Yes            | <input checked="" type="checkbox"/> No |
| Does this require BZA action?                  | <input type="checkbox"/> Yes            | <input checked="" type="checkbox"/> No |
| Does This require Planning Commission Action?  | <input checked="" type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Does this require Board of Supervisors action? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| Does this require a public hearing?            | <input type="checkbox"/> Yes            | <input checked="" type="checkbox"/> No |
| If so, before what date?                       | <input type="checkbox"/> Yes            | <input type="checkbox"/> No            |

### Fiscal Impact Statement

Approval of these January 1, 2023 increases would use \$361,225 of General Fund Contingency  
 The General Fund Contingency balance prior to this action, if approved, is \$554,495.50. \$193,270.50 will remain if the requested \$361,225 transfer is approved (see **Attachment C**).  
 The full-year impact of these increases is \$722,450 for FY2024 and beyond.

### County Impact

Approval will improve the starting salary, and make the starting salary for police officers slightly above the average salary of comparison employer group. Approval will improve recruitment and retention within the Police Department and within Fire & EMS.

### Notes

# Public Safety Research & Recommendations

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October 25, 2022

Board of Supervisors Work Session

## Salary Study History

- Evergreen Solutions conducted a compensation study in FY18 that resulted in the following:
  - **7/1/18** - Police officers received phase 1 - \$2,000 for 0-5 yrs. Service/\$4,000 for 5-10 yrs. Service/ \$6,000 for 10-15 yrs. Service/ \$8,000 for 15+ yrs. Of service and were placed on their own pay grades (based on Evergreen Solutions recommendations).
  - Fire & EMS and Sheriff employees received the same raise as all other employees \$1,000 if they made up to \$50k; 2% if they made \$50,001 - \$100,000 and \$2,000 if they made \$100,001+
  - **7/1/19** – Phase 2 increases implemented at 25% to address compression across the board for all employees; those not compressed received \$1,000 if they made up to \$50k; 2% if they made \$50,001 - \$100,000 and \$2,000 if they made \$100,001+
  - Fire & EMS moved to a similar and separate pay plan like the Police did the year prior.

## Salary Study History Cont...

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- 7/1/20 – No increases given to employees
- 7/1/21 – All Public safety employees placed on step plan based on years of service (at 65%); average raise was 11.33%; high was 36.99%; those exceeding their step received a one time bonus of 2%
- Sheriff's Office moved to a separate pay plan similar to Police and Fire & EMS
- 7/1/22 – Pay Plan adjustment of 5% to the minimum salary (to adjust minimum wage issues and to adjust to be more competitive in the market). Public Safety employees received the 5% scale adjustment and a step increase, and qualifying Sworn Police Officers received a career development adjustment (all public service credit through June 2022); those who exceeded their step received a one-time bonus of 2%

## The Search Begins

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- HR discussed the need to do a salary study to bring our numbers up to date from the FY18 study and to be more in line with employers to whom we are losing our people.
- The data was received and compiled by the HR Director (all positions within the county) – tonight we are only focusing on Public Safety and will focus on all others as a part of the FY24 budget process. Public Safety is the most critical due to the hiring challenges and competitiveness in the market. Many public sector employers have provided significant increases to Public Safety employees, and we lag behind.

## Localities Polled

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- Petersburg
- Hopewell
- Ashland
- Colonial Heights
- Dinwiddie
- Henrico
- Hanover
- Chesterfield
- City of Richmond
- Powhatan
- Goochland
- Emporia
- Capitol Police \*\*
- James City County
- New Kent
- VCU Police \*\*
- Richard Bland College \*\*
- VSU Police \*\*
- VA State Police \*\*
- Isle of Wight

\*\* Only polled for Police Purposes

*Sussex and Surry were polled but they don't have pay ranges available for positions so they are excluded*

## Police Data Received

Locality	Classification Title:	Grade:	FLSA Status	Salary Min	Salary Mid	Salary Max	Range Spread
VCU Police				\$ 58,000.00		\$ 77,300.00	33%
New Kent				\$ 56,981.00	\$ 66,953.00	\$ 76,925.00	35%
Va State Police				\$ 56,747.00		\$ 86,115.00	52%
Petersburg				\$ 56,139.00			-100%
Ashland				\$ 55,199.00			-100%
VSU Police				\$ 55,000.00			-100%
Hanover				\$ 53,325.00		\$ 66,075.00	24%
Capitol Police				\$ 53,312.00		\$ 70,000.00	31%
Henrico				\$ 53,277.00	\$ 75,642.00	\$ 98,006.00	84%
Chesterfield				\$ 53,214.00	\$ 69,500.00	\$ 90,771.00	71%
Goochland				\$ 53,066.00		\$ 90,212.00	70%
Richard Bland College				\$ 52,000.00			-100%
City of Richmond				\$ 51,913.00			-100%
James City County				\$ 50,700.00			-100%
Powhatan				\$ 50,403.00			-100%
Colonial Heights				\$ 50,388.00		\$ 74,875.00	49%
Hopewell				\$ 50,303.00		\$ 80,948.00	61%
Emporia				\$ 50,000.00			-100%
Isle of Wight				\$ 48,042.00	\$ 63,709.00	\$ 79,336.00	65%
Dinwiddie				\$ 47,715.00		\$ 71,131.00	49%
Prince George	Police Officer	P101	Non-Exempt	\$ 47,250.00	\$ 60,244.00	\$ 73,238.00	55%
<b>AVERAGE SALARY</b>				<b>\$ 62,786.20</b>			

Prince George is in last place! The average is \$52,786 for the starting salary. We are paying 12% less than our competitors.



## Fire & EMS Data Received

- Many polled don't have a recruit position & require a minimum of BLS

Locality	Classification Title:	Salary Min					
New Kent		\$54,268	Hanover		\$55,991	Henrico	\$ 89,234.00
Hanover		\$53,325	Henrico		\$53,277	Goochland	\$ 86,180.00
Hopewell		\$49,059	Chesterfield		\$53,214	New Kent	\$ 85,274.00
Colonial Heights		\$47,989	Goochland		\$51,520	Hanover	\$ 81,993.00
Goochland		\$47,398	Colonial Heights		\$49,189	Chesterfield	\$ 80,913.00
Prince George	Fire Medic 1	\$45,150	James City County		\$48,347	Colonial Heights	Batallion Chief \$ 71,400.00
James City County		\$45,074	Dinwiddie		\$47,802	Prince George	Fire Captain 1 \$ 70,377.00
Powhatan		\$42,620	Prince George	Fire Medic 2	\$47,408	Hopewell	Batallion Chief \$ 69,591.84
Petersburg			Isle of Wight	Medic I	\$45,793	Isle of Wight	\$ 69,263.00
Dinwiddie			Petersburg			James City County	Batallion Chief \$ 68,803.00
Henrico			Hopewell			Petersburg	
Chesterfield			City of Richmond			Dinwiddie	
City of Richmond			Powhatan			City of Richmond	
Emporia			Emporia			Powhatan	
Isle of Wight			New Kent			Emporia	
AVERAGE SALARY		\$48,533	AVERAGE SALARY		\$50,642	AVERAGE SALARY	\$78,072

A Medic 1 is on average 7% below our competitors for medic and 11% for Captains. (Not all localities responded with data) –

## Sheriff Data Received

Locality	Classification Title:	Grade:	FLSA Status	Salary Min
Chesterfield				\$51,006
Henrico				\$48,509
Dinwiddie				\$45,526
Prince George	Deputy Sheriff	S101	Non-Exempt	\$45,150
Colonial Heights				\$43,297
Powhatan				\$42,620
James City County				\$42,028
Hopewell				\$41,191
Petersburg				
Hanover				
City of Richmond				
Goochland				
Emporia				
New Kent				
Isle of Wight				
<b>AVERAGE SALARY</b>				<b>\$44,882</b>

Prince George is above on average by 1%. There is no request for adjustments to these employees – this is for information purposes only.

## What is necessary to fix this?

- We are recommending that the Police officer starting salary {range minimum} increase to \$53,000 which is 12.17% higher than the current starting salary – makes us competitive with the market / average.
- The Progression between grades would not change for police, nor would the range spread for the 30 year progression.
- The progressions are important to maintain the integrity of the compensation plan.

## Fire & EMS Recommendation

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- The Fire/Medic 1 recommended starting salary {range minimum} is \$50,000 which is 10.74% higher than the current starting salary.
- We are recommending a change in the progression between grades for Fire & EMS, but the range spread for the 30 year progression would remain the same.
- The reason for the recommended change is to be more methodical with the range progression as certifications are obtained. (This logic is explained on the following slides).

## Range Spread and Grade Progression (Police)

	1	range spread	BTWN GR
<b>Officer P101</b>	47,250	55%	
<b>First Class P102</b>	49,613	55%	5.00%
<b>Senior P103</b>	52,094	55%	5.00%
<b>Master P104</b>	54,699	55%	5.00%
<b>Career P105</b>	57,434	55%	5.00%
<b>Sergeant P111</b>	63,177	60%	10.00%
<b>Lieutenant P113</b>	69,495	60%	10.00%
<b>Captain P115</b>	76,445	60%	10.00%
<b>Major P117</b>	84,090	60%	10.00%
<b>Chief P122</b>	105,113	60%	25.00%

Current: Police Officer range  
spread and grade progressions

	1	range spread	BTWN GR
<b>Officer P101</b>	53,000	55%	
<b>First Class P102</b>	55,651	55%	5.00%
<b>Senior P103</b>	58,434	55%	5.00%
<b>Master P104</b>	61,356	55%	5.00%
<b>Career P105</b>	64,424	55%	5.00%
<b>Sergeant P111</b>	70,866	60%	10.00%
<b>Lieutenant P113</b>	77,953	60%	10.00%
<b>Captain P115</b>	85,748	60%	10.00%
<b>Major P117</b>	94,324	60%	10.00%
<b>Chief P122</b>	117,905	60%	25.00%

Recommended: Police Officer  
range spread and grade  
progressions

## Range Spread and Grade Progression (Fire & EMS)

	1	Range spread	BTWN GRADE
Medic 1	45,150	55.00%	
Medic 2	47,408	55.00%	5.00%
Medic 3	52,148	55.00%	10.00%
Medic 4	54,519	55.00%	4.55%
Lieutenant 1	64,044	60.00%	17.47%
Lieutenant 2	67,296	60.00%	5.08%
Captain 1	70,377	60.00%	4.58%
Captain 2	73,962	60.00%	5.09%
Fire & EMS Chief	103,155	60.00%	39.47%

Current: Fire & EMS range spread and grade progressions

	1	range spread	BTWN GR
Medic 1	50,000	55%	
Medic 2	52,500	55%	5.00%
Medic 3	55,125	55%	5.00%
Medic 4	57,881	55%	5.00%
Lieutenant 1	66,563	60%	15.00%
Lieutenant 2	69,892	60%	5.00%
Captain 1	76,881	60%	10.00%
Captain 2	80,725	60%	5.00%
Fire & EMS Chief	107,364	60%	33.00%

Recommended: Fire & EMS range spread and grade progressions

		percent of increase from current scale
45,150	50,000	10.74%
47,408	52,500	10.74%
52,148	55,125	5.71%
54,519	57,881	6.17%
64,044	66,563	3.93%
67,296	69,892	3.86%
70,377	76,881	9.24%
73,962	80,725	9.14%
103,155	107,364	4.08%

Note: We would be fixing this to have a 5% spread between medic grades and then creating distance of 15% to Lt 1 and a total of 15% distance to Cptn 1 and leaving room for a future Deputy to be absorbed in the grade progression.

## Why Now and What is the Cost?

### WHY NOW?

- As Chief Early has stated, many recruits have to take a pay cut to come to Prince George
- We are an attractive employer, **but cannot remain in last place** and expect to attract the best and brightest
- We are recommending to increase the starting pay for Police Officers and Fire/EMS response staff effective January 1, 2023 and not wait until the FY2024 budget process
  - Enhanced recruitment in short-term
  - Other Public Safety employers will make pay improvement actions in FY2024 too {and we are already trailing behind}

# Why Now and What is the Cost?

## THE COST

Department	# Positions	# Filled Positions	Full Year Cost of Recommended Salary Improvements*	Half Year Impact if Implemented January 1, 2023	Raise Information
Police {Sworn}	60	57	\$ 549,160.00	\$ 274,580.00	12.17% for 56 officers; 0.08% Increase for Officer above step
Fire/EMS {Direct Service}	32	31	\$ 173,290.00	\$ 86,645.00	3.86% - 10.74% increase; average increase 7.4%
<b>TOTAL</b>	<b>92</b>	<b>88</b>	<b>\$ 722,450.00</b>	<b>\$ 361,225.00</b>	

FY2023 Funding Source – One time transfer from GF Contingency or Fund Balance of \$361,225; FY2024 permanent funding source – General Fund tax revenues of \$722,450 {full year impact}

Value of \$0.01 in RE Taxes is \$348,000



## Next Steps?

- If the majority of the Board is in favor a mid-year increase for Public Safety employees **at the recommended starting salaries:**
  - November 9, 2022 – Approval of Scale Changes and Transfer from General Fund Contingency OR Fund Balance of \$361,225
  - FY2024 – Public Safety pay improvements become permanent part of pay ranges with a full-year impact of \$722,450
- Last feasible date for Board action for a January 1 increase is December 13 meeting

**Preliminary FY2024 General Fund Revenue Overview**

<b>Revenue Category</b>	<b>FY2023 Adopted</b>	<b>FY2024 Projected</b>	<b>Change {Increase / (Decrease)}</b>	<b>% Change</b>
<b>Total General Fund Revenues</b>	68,951,487	71,074,664	2,123,177	3.08%

**Assumptions:**

Using preliminary Land Book estimates provided by Assessor on 11/04/2022 - 6.74% growth  
 Value of \$0.01 RE (for Transfer to Apparatus and FEMS Equipment) - \$369,000 (was \$348,000); growth of \$21,000  
 Leaving Personal Property Tax Revenues flat - unknown - January at the earliest before estimates available  
 Used prior year actual collections; trend to date as of 9/30/2022 and known changes  
 Budgeted BPOL at 80% of actual FY2022 collections  
 Social Services Revenues left at FY23 levels for preliminary estimates  
 Using school sharing percentage for FY2023 (Fall Membership for 2022-23 & population estimate not yet available)

### Preliminary FY2024 General Fund Revenue Overview

<u>General Fund Revenue Highlights:</u>	<u>FY2023 Adopted</u>	<u>FY2024 Projected</u>	<u>Change (Increase / (Decrease))</u>	<u>% Change</u>	
Preliminary Real Estate Revenues	28,621,000	30,500,000	1,879,000	6.57%	
Preliminary Personal Property Tax Revenues	12,052,201	12,052,201	-	0.00%	
Local Sales & Use Tax	4,300,000	4,300,000	-	0.00%	
Mobile Home Taxes	151,848	165,000	13,152	8.66%	
Taxes on Recordations / Wills	450,000	625,000	175,000	38.89%	
BPOL Taxes (prior year actual)	1,682,900	1,775,900	93,000	5.53%	
Permits & Planning Fee Revenue	636,900	716,900	80,000	12.56%	
General Fund Portion Lodging Tax Revenue	257,143	320,000	62,857	24.44%	
Machinery & Tools Tax	740,203	760,000	19,797	2.67%	
HB599 Revenues (Police)	1,017,788	1,070,832	53,044	5.21%	left at FY23 levels
PSAP Wireless Payments	145,000	177,000	32,000	22.07%	
Recreation Fees	105,000	113,000	8,000	7.62%	
In-House EMS Transport Fees	800,000	810,000	10,000	1.25%	
Admin Fees on Delinquent Taxes	40,000	110,000	70,000	175.00%	
Delinquent PPT Tax Revenues	750,000	500,000	(250,000)	-33.33%	
School Resource Officer Grant Revenue (3 Expiring)	159,789	70,000	(89,789)	-56.19%	
State Communication Taxes	912,000	900,000	(12,000)	-1.32%	
Interest Revenue	150,000	100,000	(50,000)	-33.33%	

### Preliminary FY2024 General Fund Revenue Overview

<u>Revenue Sources Shared with Schools</u>	<u>FY2023 Adopted</u>	<u>FY2024 Projected</u>	<u>Change {Increase / (Decrease)}</u>	<u>% Change</u>	
Real Estate Revenue	28,621,000	30,500,000	1,879,000	6.57%	
Personal Property Tax	12,052,201	12,052,201	-	0.00%	
PPTRA (State Recovery)	3,622,664	3,622,664	-	0.00%	
Local Sales and Use Tax	4,300,000	4,300,000	-	0.00%	
Consumer Utility Taxes	905,000	895,500	(9,500)	-1.05%	
Motor Vehicle License Fee	-	-	-	0.00%	Eliminated
<b>TOTAL</b>	<b>49,500,865</b>	<b>51,370,365</b>	<b>1,869,500</b>		
Previous Carveouts + \$0.03 RE Value growth	(3,314,246)	(3,377,246)	(63,000)		
	46,186,619	47,993,119			
	40.17%	40.17%			
<b>School Transfer</b>	<b>18,553,165</b>	<b>19,278,836</b>	<b>725,671</b>	<b>3.91%</b>	
Preliminary Projected General Fund Revenue Growth			\$ 2,123,177		
Preliminary Increase in Transfer to Schools			725,671		
Preliminary Increase in \$0.03 Devoted to Apparatus and FEMS Equipment			63,000		
<b>General Fund Revenue Growth Available for General Fund Expenditure Use</b>			<b>\$ 1,334,506</b>		
Public Safety Salary Increase Estimate - Full Year			722,450		
Increase for Public Safety Radio Maintenance (new for FY2024) - \$566,639 / year			392,444	\$174,195 RCV FY23 Budget	
Next Gen 911 - VDEM will stop offsetting with "Delta Funds"			66,000		
<b>Known Obligations if PS Salary Increase Approved</b>			<b>\$ 1,180,894</b>		
<b>Remaining Revenue Growth Available for Other Uses</b>			<b>\$ 153,612</b>		
<b>Remaining Revenue Growth Available for Other Uses - If LD or savings used for Year 1 Radio Maintenance</b>			<b>\$ 546,056</b>		

**Liquidated Damages and/or Savings in Capital Radio Project Budget likely available to pay FY2024 Maintenance Payment**

**FY2023 Adopted General Fund Contingency was \$725,143; normally \$300,000-\$400,000 {could reduce for other General Fund Use in FY2024}; Adopted FY2022 Contingency = \$360,322; FY2021 = \$343,999**

**Prince George County  
FY2023 - General Fund Contingency Action Summary**

ATTACHMENT C

General Fund Contingency - Fiscal Year 2023:

0100-09-401-0917-49199

#	Description:	BOS Date - Contingency Use Approved	Cost / Transfer Approved	Contingency Available - Running Total
	<b>Adopted</b>			\$ 725,143.00
1	Transfer for card reader purchases - Third Party Processor Change	7/12/2022 Approved; R-22-140	(5,990.00)	719,153.00
2	Conversion of Planning Adm Assoc II to Planning & Zoning Technician	7/12/2022 Approved; R-22-145	(15,939.00)	703,214.00
3	Conversion of Apparatus Technician to Fleet Supervisor	8/09/2022 Approved; R-22-152	(10,641.00)	692,573.00
4	Change Emergency Management Coordinator PT to FT	8/09/2022 Approved; R-22-151	(11,411.00)	681,162.00
5	Increased funding for School Buses (School Request)	8/09/2022 Approved; R-22-150	(66,033.00)	615,129.00
6	Increase for State revenue Changes	9/13/2022 Approved; R-22-173	50,716.50	665,845.50
7	Transfer for Organizational Review and Staffing Level Study - Phase 1	9/27/2022 Approved; R-22-178	(111,350.00)	554,495.50
8	Pay Increases for Public Safety - January 1, 2023 (Police & Fire & EMS)	11/22/2022; Consideration	(361,225.00)	193,270.50
9				193,270.50
10				193,270.50
11				193,270.50
12				193,270.50
13				193,270.50
14				193,270.50
15				193,270.50
16				193,270.50
17				193,270.50
18				193,270.50
19				193,270.50
20				193,270.50
21				193,270.50

Contingency Used - FY2023 [Net Increases / Decreases]

\$ (531,872.50)

Contingency Remaining - FY2023

\$ 193,270.50

FY2022 Adopted Contingency was	\$	360,322.00
FY2022 Year-End Contingency Balance at 6/30/22 was	\$	49,299.25
Contingency Used FY2022	\$	311,022.75

FY2021 Adopted Contingency was \$ 343,999.00

**PRINCE GEORGE COUNTY PAY SCHEDULE**

**Sworn Police Officers Only**

Grade Adjustment: Salary Improvements Recommended (12.17%)  
 Minimum Salary: \$53,000.00  
 Effective Date: January 1, 2023

<b>ANNUAL SALARY</b>			
<u>Salary Grade:</u>	<u>Minimum of Salary Grade</u>	<u>Mid-point of Salary Grade</u>	<u>Maximum of Salary Grade</u>
P101	\$53,000	\$67,575	\$82,150
P102	\$55,651	\$70,955	\$86,259
P103	\$58,434	\$74,504	\$90,573
P104	\$61,356	\$78,229	\$95,102
P105	\$64,424	\$82,141	\$99,857
P111	\$70,866	\$92,126	\$113,386
P113	\$77,953	\$101,339	\$124,725
P115	\$85,748	\$111,473	\$137,197
P117	\$94,324	\$122,621	\$150,918
P122	\$117,905	\$153,277	\$188,648

<b>HOURLY WAGE</b>			
<u>Salary Grade:</u>	<u>Minimum of Salary Grade</u>	<u>Mid-point of Salary Grade</u>	<u>Maximum of Salary Grade</u>
P101	\$25.48	\$32.49	\$39.50
P102	\$26.76	\$34.11	\$41.47
P103	\$28.09	\$35.82	\$43.54
P104	\$29.50	\$37.61	\$45.72
P105	\$30.97	\$39.49	\$48.01
P111	\$34.07	\$44.29	\$54.51
P113	\$37.48	\$48.72	\$59.96
P115	\$41.23	\$53.59	\$65.96
P117	\$45.35	\$58.95	\$72.56
P122	\$56.69	\$73.69	\$90.70

**PRINCE GEORGE COUNTY PAY SCHEDULE**

**Fire/EMS Personnel Only**

Grade Adjustment: Range Spread and Progression Adjustments  
 Recommended  
 Minimum Salary: \$50,000.00  
 Effective Date: January 1, 2023

<b>ANNUAL SALARY</b>			
<u>Salary Grade:</u>	<u>Minimum of Salary Grade</u>	<u>Mid-point of Salary Grade</u>	<u>Maximum of Salary Grade</u>
F101	\$50,000	\$63,750	\$77,500
F102	\$52,500	\$66,938	\$81,375
F103	\$55,125	\$70,285	\$85,444
F104	\$57,881	\$73,799	\$89,716
F112	\$66,563	\$86,533	\$106,502
F113	\$69,892	\$90,860	\$111,827
F114	\$76,881	\$99,945	\$123,009
F115	\$80,725	\$104,943	\$129,160
F122	\$107,364	\$139,573	\$171,782

**Part Time Medic Hourly Rates**

Recruit	\$24.04	\$30.65	\$37.26
BLS	\$25.24	\$32.18	\$39.12
ALS/Int	\$26.50	\$33.79	\$41.08
Paramedic	\$27.83	\$35.48	\$43.13

**CURRENT PRINCE GEORGE COUNTY PAY SCHEDULE**

**Sworn Police Officers Only**

Grade Adjustment: 5% adjustment to minimum salary July 1, 2022  
 Minimum Salary: \$47,250.00  
 Effective Date: FY22-23

<b>ANNUAL SALARY</b>			
<u>Salary Grade:</u>	<u>Minimum of Salary Grade</u>	<u>Mid-point of Salary Grade</u>	<u>Maximum of Salary Grade</u>
P101	\$47,250	\$60,244	\$73,238
P102	\$49,613	\$63,257	\$76,900
P103	\$52,094	\$66,420	\$80,746
P104	\$54,699	\$69,741	\$84,783
P105	\$57,434	\$73,229	\$89,023
P111	\$63,177	\$82,130	\$101,083
P113	\$69,495	\$90,344	\$111,192
P115	\$76,445	\$99,379	\$122,312
P117	\$84,090	\$109,317	\$134,544
P122	\$105,113	\$136,647	\$168,181

<b>HOURLY WAGE</b>			
<u>Salary Grade:</u>	<u>Minimum of Salary Grade</u>	<u>Mid-point of Salary Grade</u>	<u>Maximum of Salary Grade</u>
P101	\$22.72	\$28.96	\$35.21
P102	\$23.85	\$30.41	\$36.97
P103	\$25.05	\$31.93	\$38.82
P104	\$26.30	\$33.53	\$40.76
P105	\$27.61	\$35.21	\$42.80
P111	\$30.37	\$39.49	\$48.60
P113	\$33.41	\$43.43	\$53.46
P115	\$36.75	\$47.78	\$58.80
P117	\$40.43	\$52.56	\$64.68
P122	\$50.54	\$65.70	\$80.86



**CURRENT PRINCE GEORGE COUNTY PAY SCHEDULE**

**Fire/EMS Personnel Only**

Grade Adjustment: 5% adjustment to minimum salary July 1, 2022  
 Minimum Salary: \$45,150.00  
 Effective Date: FY22-23

<b>ANNUAL SALARY</b>			
<u>Salary Grade:</u>	<u>Minimum of Salary Grade</u>	<u>Mid-point of Salary Grade</u>	<u>Maximum of Salary Grade</u>
F101	\$45,150	\$57,567	\$69,983
F102	\$47,408	\$60,445	\$73,482
F103	\$52,148	\$66,489	\$80,830
F104	\$54,519	\$69,512	\$84,505
F112	\$64,044	\$83,257	\$102,470
F113	\$67,296	\$87,485	\$107,673
F114	\$70,377	\$91,491	\$112,604
F115	\$73,962	\$96,151	\$118,339
F122	\$103,155	\$134,102	\$165,048

**Part Time Medic Hourly Rates**

Recruit	\$21.71	\$27.68	\$33.65
BLS	\$22.79	\$29.06	\$35.33
ALS/Int	\$25.07	\$31.97	\$38.86
Paramedic	\$26.21	\$33.42	\$40.63

Board of Supervisors  
County of Prince George, Virginia

Resolution

At a regular meeting of the Board of Supervisors of the County of Prince George held in the Boardroom, Third Floor, County Administration Building, 6602 Courts Drive, Prince George, Virginia this 22<sup>nd</sup> day of November, 2022:

Present:

Vote:

Marlene J. Waymack, Chair  
Donald R. Hunter, Vice-Chair  
Floyd M. Brown, Jr.  
Alan R. Carmichael  
T. J. Webb

A-5

On motion of \_\_\_\_\_, seconded by \_\_\_\_\_, which carried unanimously, the following Resolution was adopted:

**RESOLUTION; APPROVAL OF PUBLIC SAFETY SALARY INCREASES, SCALE CHANGES AND FY 2022-2023 BUDGET APPROPRIATION FROM GENERAL FUND CONTINGENCY (\$361,225)**

BE IT RESOLVED That the Board of Supervisors of the County of Prince George this 22<sup>nd</sup> day of November, 2022 hereby approves the requested pay increases and changes to the Police and Fire & EMS Salary Scales, effective January 1, 2023.

BE IT FURTHER RESOLVED That the Board of Supervisors of the County of Prince George this 22<sup>nd</sup> day of November, 2022, does hereby authorize the following amendment within the 2022-2023 Budget, such line items increased and changed as follows, which monies to be expended for purposes authorized and approved by the Board of Supervisors of the County of Prince George;

FUND/ORGANIZATION

AMOUNT

**Budget Amendment:**

**General Fund**

**Expenditure – Changes:**

0100-03-100-0601-41100	Police Salaries	\$218,911.00
0100-03-100-0601-42100	Police FICA SS/Medicare	\$ 16,747.00
0100-03-100-0601-42210	Police VRS Retirement	\$ 35,989.00
0100-03-100-0601-42400	Police Group Life Insur	\$ 2,933.00
0100-03-200-0610-41100	Fire & EMS Salaries	\$ 69,078.00
0100-03-200-0610-42100	Fire & EMS FICA	\$ 5,285.00
0100-03-200-0610-42210	Fire & EMS VRS Retirement	\$ 11,356.00
0100-03-200-0610-42400	Fire & EMS Group Life Insur	\$ 926.00
0100-09-401-0917-49199	General Fund Contingency	(\$361,225.00)

A Copy Teste:

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Jeffrey D. Stoke  
County Administrator