Virginia Sheriffs' Association

COMPENSATION CRISIS

DECEMBER 16, 2016

Virginia Sheriffs' Association Workload Snapshot

- For the twelve-month period ending June 30, 2015, there were approximately two million calls for service with some Sheriffs' offices receiving over 150,000 calls for service.
- Patrol sizes for Sheriffs' Offices ranged up to 28 deputies. On average, four deputies were on patrol at any given time.
- In general, approximately 75% of the calls for service to Sheriffs' Offices required that a deputy be dispatched. Of those dispatched calls, approximately 20% required the back up of another deputy.

Virginia Sheriffs' Association Executive Summary

- Approximately 70% of all Sheriffs' Offices report a School Resource Officer (SRO) program.
- Approximately 50% of all Sheriffs' Offices reported at least one Spanish-Speaking Deputy.

- **Courts**
  - Sheriffs' serve and secure all courts and serve over 3 million court process/papers per year.

Virginia Sheriffs' Association Executive Summary

- **Jails**
  - Sheriffs' manage all local jails and serve on the board of regional jails. Currently 28,000 inmates.

- **Mental Health Challenges**
  - Sheriffs responsibilities for mental health transportation drains law enforcement services.
    - Drop off centers work well.
    - Alternative transportation pilot reduces drain on law enforcement.
  - Mental health patients in local jails drain jail resources, jails have become mental health institutions.

Virginia Sheriffs' Association Crime Report 2015:

Sheriffs are the primary law enforcement agency in 86 counties.

	Group A Arrests	Group B Arrests	Total
Sheriffs' Offices	33,744	40,194	73,938
Police Departments	86,762	101,877	188,639
State Police	4,631	4,410	9,041
Other Agencies	955	9,991	10,946
Total	126,092	156,472	282,564

Virginia Sheriffs' Association Crime Report 2015:

2015 Officers Assaulted Report

Agency	Number of Assaults
Sheriffs' Offices*	244
Police Departments	963
State Police	26
Other Agencies	5
Total	1,238

*This report does not include crime data or assault information in sheriffs' offices that do not separately report crime statistics to the State Police in 28 cities and 7 counties with police departments.

History of Pay Raises

- No pay raises from 2007 to 2013
- 3% pay raise in 2013
- 2% pay raise in 2015
- No Bonuses

Salary Increases included in FY16 Appropriation Act for Public Safety Agencies Effective August 10, 2015/ September 1, 2015 Passed and Awarded

Deputy Sheriffs

Rank	Special Increase	Across the Board	Compression
C, LE, CS 7	$0-$1346 (1%-4.63%)	2%	$0
C, LE, CS 8	$0	2%	$0
C, LE, CS 9+	$0	2%	$0
Non-Sworn	$	2%	$

*automatic regrade from grade 7 to grade 7 at 1 year anniversary of date of hire will be accompanied by a 4.75% increase after September 1, 2015 instead of the former 9.31% increase.

Salary Increases included in FY16 Appropriation Act for Public Safety Agencies
Effective August 10, 2015/ September 1, 2015
Passed and Awarded

- State Police
  - 2% across the board
  - $240-$2400 based on $80/yr for 3-30 yrs of service (Compression)
- Department of Corrections
  - 2% across the board
  - $1,000 special raise for Grade 7 & 8
  - $325-$1950 based on $65/yr for 5-30 yrs of service (Compression)
- Other, Non-VSP, State funded LE Officers
  - 2% across the board
  - 2% special raise for Grade 8
  - $325-$1950 based on $65/yr for 5-30 yrs of service (Compression)

Lost Pay Raises for Sheriffs Because of Revenue Trigger

- Compression at $80.00 per year for sworn and $65.00 per year for non-sworn.
- Across the board 2%
- Career Development Program for constitutional officers including deputy sheriffs.

FY16 vs. FY15 Turnover Rates

Class	FY16	FY15
C7	28.31%	21.79%
C11	20.99%	14.29%
L10	24.06%	10.61%
C12	24.73%	15.56%
Overall Total	**18.40%**	**14.15%**

Qualified Federal Assistance SNAP Program for a Family of Four

Starting Deputy Salary (Unsupplemented)
$31,009 per year*
$2,584.08 per month

In order to qualify you must have a monthly house income per below

Household Size	Gross Income Maximum
*4	$2,628

SNAP (Virginia Supplemental Nutrition Assistance Program): Supplemental Nutrition Assistance Program (SNAP) serves as the first line of defense against hunger for Virginia residents. It enables low-income families to buy nutritious food with coupons and Electronic Benefits Transfer (EBT) cards.

*Dickenson County, VA

Recommendation: Restore what was Lost on Trigger

- 2% Salary Increase
- Compression Funding
- Career Development Program Funding