

**Public Safety Pay Plan
Market Data**

Locality	Police Officer	Firefighter/EMT	Sheriff Deputy	Public Communications Officer
Augusta County		\$34,423		
Buckingham County				
Chesterfield County	\$44,289	\$42,800	\$38,012	\$36,500
City of Charlottesville	\$40,310	\$40,310		
City of Chesapeake	\$42,396	\$42,396	\$42,396	\$34,934
City of Danville				\$23,187
City of Harrisonburg	\$38,688	\$36,517		
City of Lynchburg	\$38,555	\$36,795	\$31,269	\$32,843
City of Roanoke	\$37,738	\$37,738	\$36,504	\$38,984
City of Staunton				
City of Virginia Beach	\$44,886	\$49,525	\$41,683	\$35,568
City of Williamsburg			\$32,994	
Fauquier County		\$35,818		\$34,091
Fluvanna County				
Greene County				
Hanover County		\$44,263		\$35,983
James City County	\$37,251	\$35,477		\$32,995
Loudoun County		\$42,370		
Louisa County		\$35,576		
Madison County				
Montgomery County				
Nelson County				
Orange County		\$48,882		
Prince William County	\$48,256	\$48,256	\$48,256	\$39,978
Roanoke County	\$37,884	\$34,645		\$29,927
Rockingham County		\$33,000		
Spotsylvania County		\$46,975		\$36,100
Market Median	\$39,499	\$39,024	\$38,012	\$35,251
Notes	Matches based on job functions of police officer	Matches based on career firefighter/emt positions	Matches based on accreditation and job functions of sheriff deputy	Matches based on size of Call Center and number of operators per VITA