

Fairfax County Sheriff's Office
Mandatory Overtime and Increased Costs to Staff the Adult Detention Center, Courts, and Civil Enforcement

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Mandating Sworn Staff Overtime (OT)

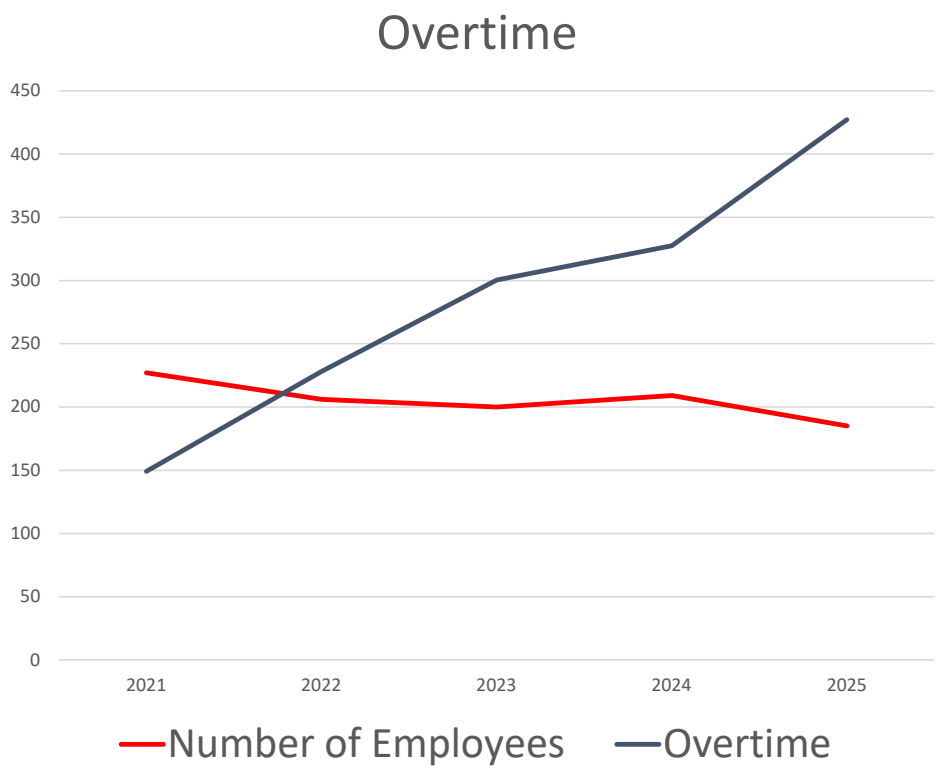
Mandatory OT – Started January 2023

- Mandated
  - 7 OT staff on day shifts &
  - 5 OT staff on night shifts

  - **Currently (Per Deputy)**
    - **Day Shift 1-2 x per 2 weeks**
    - **Night Shift 2-3 x per 2 weeks**

    (sometimes twice on weekends)

- <u>This is not sustainable since "Hire and Separation" data shows a staff deficit of **15** annually.</u>



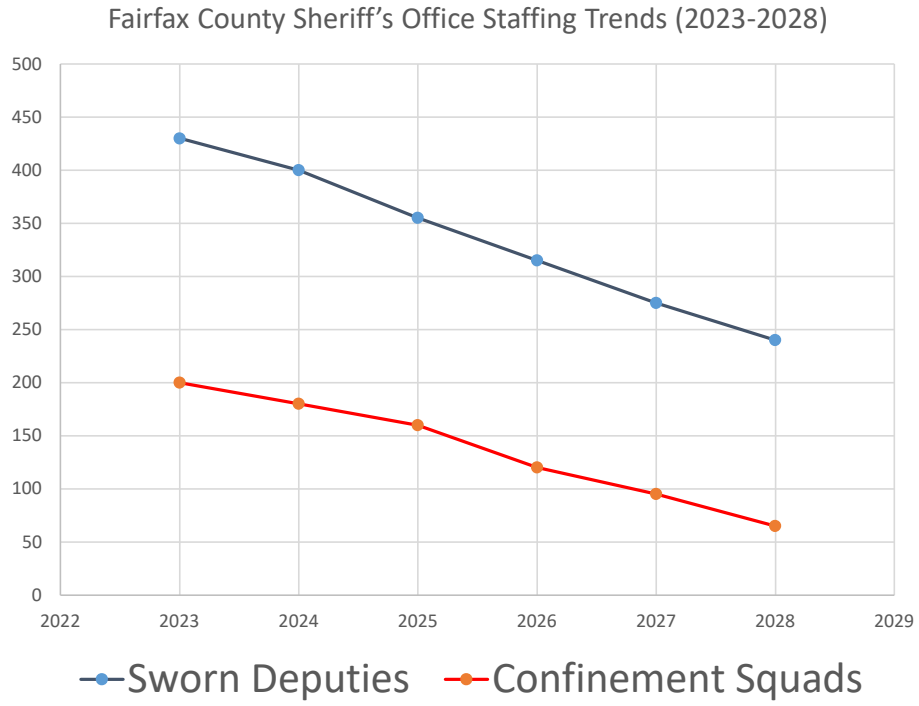
Sheriff's Office Vacancy Rates

Sheriff's Office Vacancy Rate: 18%

Civil Enforcement: 8%
Court Security: 2.6%
Confinement: 36%
(Adult Detention Center)

To operate the Adult Detention Center, 200 sworn deputies are required to facilitate our current operations without mandatory overtime.

- 50 – Sworn Required per Shift
- 32 – Approximate Squad Strength
- **18 – Approximate Deficit per Squad**

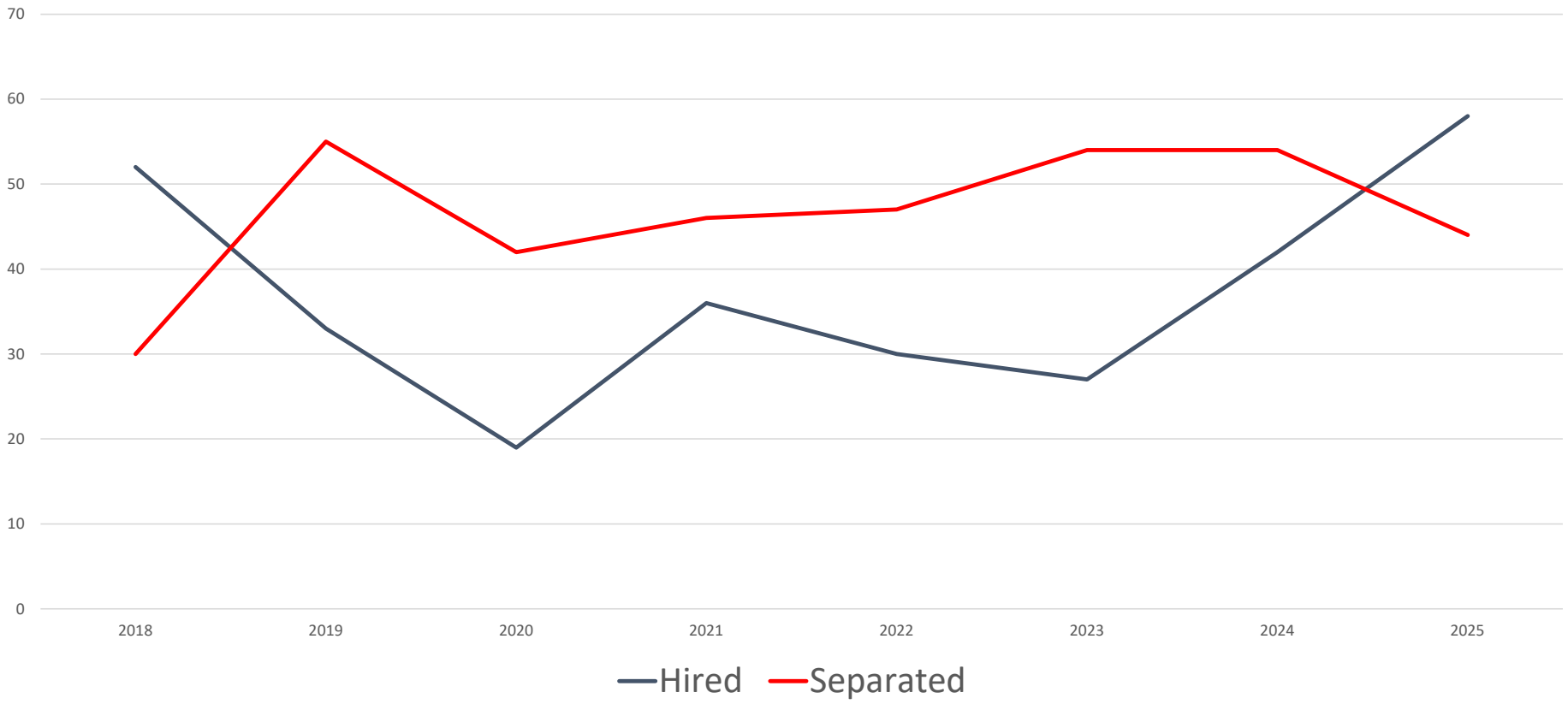


Since 2023 overall sworn staffing dropped by 18%. Confinement squad strength dropped by 27%.

Separation Data

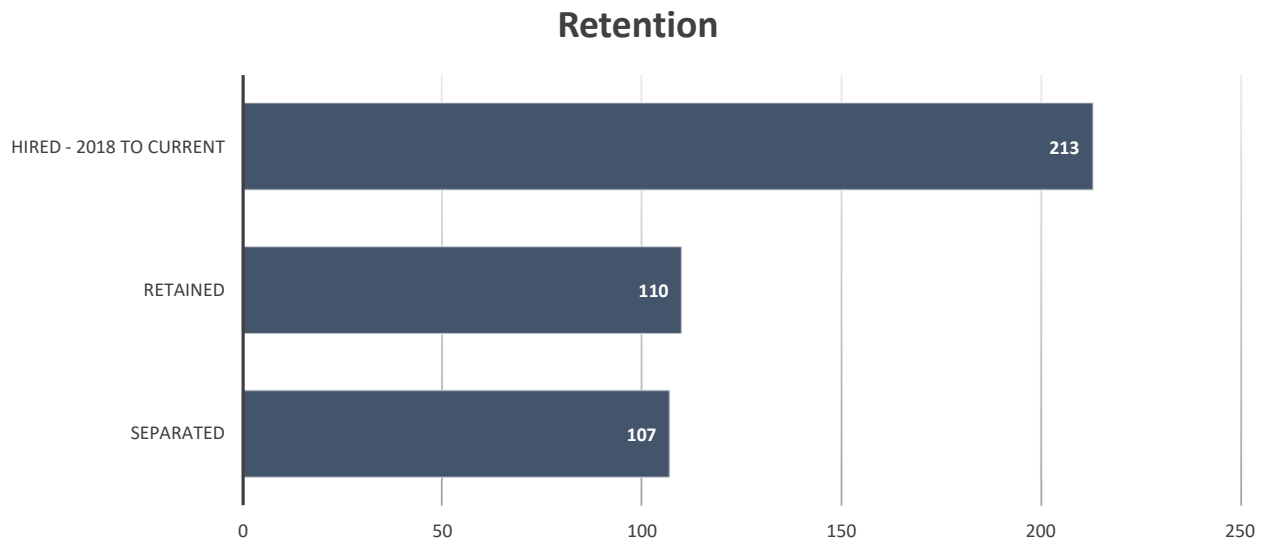


Hire vs. Separation Data



Retention issues continue to overpower recruitment gains

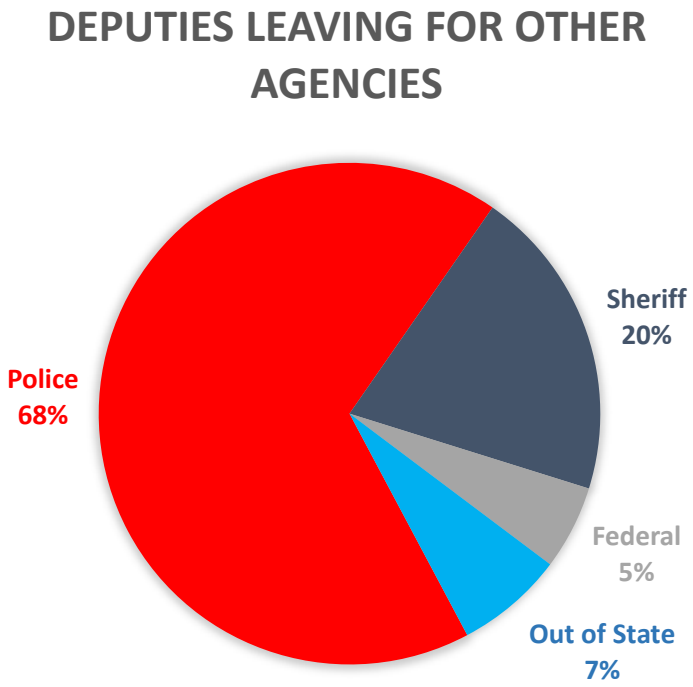
Retention Data



Category	Count	Percentage
Hired - 2018 to Current	221	N/A
Retained	**110**	**49.8%**
Separated	**111**	**50.2%**
Average retention of separated in months	16	N/A

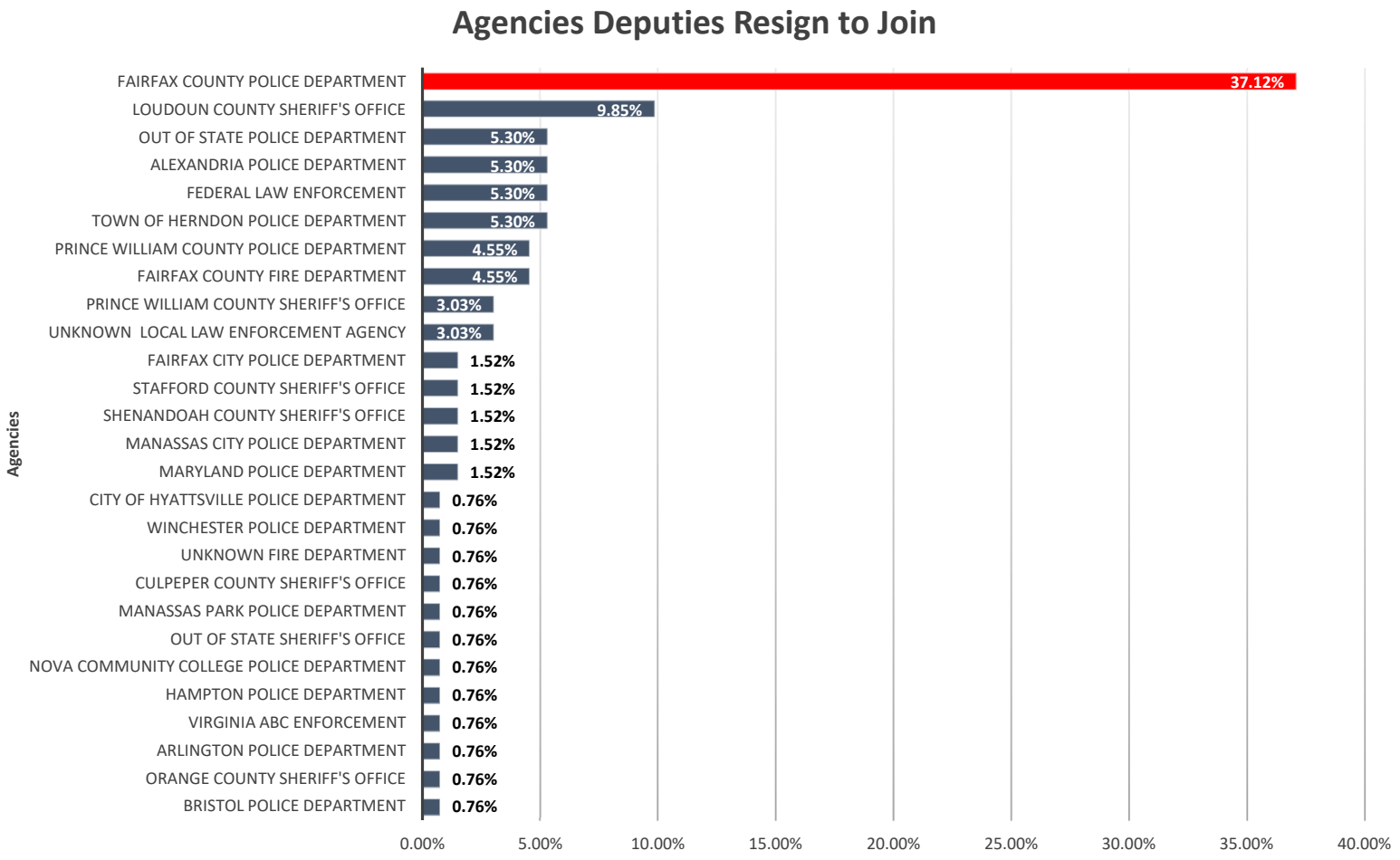
Benchmarks

Fairfax Job Title	Jurisdiction
Deputy Sheriff	Alexandria City
Deputy Sheriff	Arlington County
Deputy Sheriff	Loudoun County
Deputy Sheriff	Montomery County
Deputy Sheriff	Prince Georges County
Deputy Sheriff	Prince William County



The current county benchmark limits our comparators exclusively to Sheriff's Offices.

Where are they going?



Compensation Challenges

Compensation is directly tied to our ability to attract high-quality applicants and retain the talent we hire.

Fairfax County Sheriff's Office
- Starting Salary: **$63,722.67**
- Vacancy: **18%**

Fairfax County Police Department
- Starting Salary: **$71,864.62**
- Vacancy: **6.1%**

12% difference in pay across the pay scale

Fairfax County Sheriff's Office
- Sergeant : **$89,66485**

(C-Plan Step 6)

Fairfax County Police Department
- Sergeant: **$111,485.30**

(O-Plan Step 6)

24% difference in pay between front line supervisors

Regardless of the pay plan step, the difference remains the same across the pay scale.

Recommendations

1. Address Pay Competitiveness

Immediate action is needed to be competitive with peer agencies.

2. Change Peer Comparators

Highlight accurate, relevant agencies to reinforce competitive analysis.

3. Support Reorganization for Retention

Structural changes are essential to stabilize staffing and retain talent.

The Sheriff's Office faces a critical inflection point:
Reduce services or **support pay competitiveness** to maintain and restore operational capability.