

FY 2026 PAY SCALES RESOLUTION

WHEREAS, the County's budget for the Fiscal Year beginning on July 1, 2025, includes funding for compensation based on the pay scales for the County as described in the attached COUNTY OF ALBEMARLE Classified Salary Scale Effective July 1, 2025 through June 30, 2026, and the attached COUNTY OF ALBEMARLE Classified Public Safety Pay Scales Effective July 1, 2025 through June 30, 2026, for each of the Police Department, Fire Rescue Department and Sheriff's Office (collectively, the "FY 2026 Salary Scales"); and

WHEREAS, County staff have recommended to the Board of Supervisors of Albemarle County (the "Board") that the Board approve the Salary Scales.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of Albemarle County approves the FY 2026 Salary Scales effective on July 1, 2025, for employees on the 14-day pay cycle and July 1, 2025, for employees on the 28-day pay cycle.

I, Claudette K. Borgersen, do hereby certify that the foregoing writing is a true and correct copy of a resolution duly adopted by the Board of Supervisors of Albemarle County by a vote of _____ to _____, as recorded below, at a meeting held on May 7, 2025.

Clerk, Board of Supervisors

	<u>Aye</u>	<u>Nay</u>
Mr. Andrews	_____	_____
Mr. Gallaway	_____	_____
Ms. LaPisto-Kirtley	_____	_____
Ms. Mallek	_____	_____
Ms. McKeel	_____	_____
Mr. Pruitt	_____	_____

COUNTY OF ALBEMARLE Classified Salary Scale

Effective July 1, 2025 through June 30, 2026

Pay Grade	Minimum Annual	Midpoint Annual	Maximum Annual	Range Spread
25	\$34,503	\$41,403	\$48,304	40%
26	\$37,263	\$44,715	\$52,168	40%
27	\$40,244	\$48,292	\$56,341	40%
28	\$43,463	\$52,156	\$60,848	40%
29	\$43,329	\$56,328	\$69,327	60%
30	\$46,796	\$60,835	\$74,873	60%
31	\$50,540	\$65,701	\$80,863	60%
32	\$54,583	\$70,957	\$87,332	60%
33	\$58,949	\$76,634	\$94,319	60%
34	\$63,665	\$82,765	\$101,864	60%
35	\$68,758	\$89,386	\$110,014	60%
36	\$74,259	\$96,537	\$118,815	60%
37	\$80,200	\$104,260	\$128,320	60%
38	\$86,616	\$112,601	\$138,585	60%
39	\$93,545	\$121,609	\$149,672	60%
40	\$101,029	\$131,337	\$161,646	60%
41	\$109,111	\$141,844	\$174,578	60%
DLB	\$117,838		\$237,507	NA

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale

Police Department July 1, 2025 - June 30, 2026

Hourly Rate Step Scale *2% increase between steps

Police Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Police Captain	10%								\$46.48	\$47.43	\$48.37	\$49.34	\$50.33	\$51.33	\$52.36	\$53.41	\$54.48	\$55.57	\$56.68	\$57.81	\$58.97	\$60.15	\$61.35	\$62.58	\$63.83	\$65.10	\$66.41	\$67.73	\$69.09	\$70.47	\$71.88	\$73.32	
Police Lieutenant	10%							\$41.41	\$42.25	\$43.11	\$43.98	\$44.86	\$45.75	\$46.67	\$47.60	\$48.55	\$49.52	\$50.51	\$51.52	\$52.56	\$53.61	\$54.68	\$55.77	\$56.89	\$58.03	\$59.19	\$60.37	\$61.58	\$62.81	\$64.06	\$65.35	\$66.65	
Police Sergeant	10% (above Master Police Officer)				\$35.43	\$36.15	\$36.89	\$37.64	\$38.41	\$39.19	\$39.98	\$40.78	\$41.59	\$42.43	\$43.27	\$44.14	\$45.02	\$45.92	\$46.84	\$47.78	\$48.73	\$49.71	\$50.70	\$51.72	\$52.75	\$53.81	\$54.88	\$55.98	\$57.10	\$58.24	\$59.41	\$60.59	
Animal Protection Supervisor	5%			\$33.14	\$33.82	\$34.51	\$35.21	\$35.93	\$36.66	\$37.41	\$38.16	\$38.92	\$39.70	\$40.50	\$41.31	\$42.13	\$42.98	\$43.83	\$44.71	\$45.61	\$46.52	\$47.45	\$48.40	\$49.37	\$50.35	\$51.36	\$52.39	\$53.43	\$54.50	\$55.59	\$56.71	\$57.84	
Master Police Officer	5%									\$35.63	\$36.34	\$37.07	\$37.81	\$38.57	\$39.34	\$40.13	\$40.93	\$41.75	\$42.58	\$43.43	\$44.30	\$45.19	\$46.09	\$47.01	\$47.95	\$48.91	\$49.89	\$50.89	\$51.91	\$52.95	\$54.00	\$55.08	
Senior Police Officer	5%						\$31.98	\$32.62	\$33.27	\$33.93	\$34.61	\$35.31	\$36.01	\$36.73	\$37.47	\$38.22	\$38.98	\$39.76	\$40.55	\$41.37	\$42.19	\$43.04	\$43.90	\$44.78	\$45.67	\$46.58	\$47.52	\$48.47	\$49.44	\$50.42	\$51.43	\$52.46	
Police Officer First Class	5%				\$28.70	\$29.27	\$29.86	\$30.45	\$31.06	\$31.68	\$32.32	\$32.96	\$33.62	\$34.30	\$34.98	\$35.68	\$36.40	\$37.12	\$37.87	\$38.62	\$39.40	\$40.18	\$40.99	\$41.81	\$42.64	\$43.50	\$44.37	\$45.25	\$46.16	\$47.08	\$48.02	\$48.98	\$49.96
Police Officer		\$26.27	\$26.80	\$27.33	\$27.88	\$28.44	\$29.00	\$29.58	\$30.18	\$30.78	\$31.40	\$32.02	\$32.66	\$33.32	\$33.98	\$34.66	\$35.36	\$36.06	\$36.78	\$37.52	\$38.27	\$39.04	\$39.82	\$40.61	\$41.43	\$42.25	\$43.10	\$43.96	\$44.84	\$45.74	\$46.65	\$47.58	

Estimated Salary Annualized at 2080 Hours

Police Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Police Captain	10%								\$96,671	\$98,644	\$100,617	\$102,629	\$104,682	\$106,775	\$108,911	\$111,089	\$113,311	\$115,577	\$117,889	\$120,247	\$122,651	\$125,104	\$127,607	\$130,159	\$132,762	\$135,417	\$138,125	\$140,888	\$143,706	\$146,580	\$149,511	\$152,502	
Police Lieutenant	10%							\$86,125	\$87,883	\$89,676	\$91,470	\$93,299	\$95,165	\$97,069	\$99,010	\$100,990	\$103,010	\$105,070	\$107,172	\$109,315	\$111,501	\$113,731	\$116,006	\$118,326	\$120,693	\$123,106	\$125,569	\$128,080	\$130,642	\$133,254	\$135,919	\$138,638	
Police Sergeant	10% (above Master Police Officer)				\$73,691	\$75,195	\$76,730	\$78,296	\$79,893	\$81,524	\$83,154	\$84,818	\$86,514	\$88,244	\$90,009	\$91,809	\$93,645	\$95,518	\$97,429	\$99,377	\$101,365	\$103,392	\$105,460	\$107,569	\$109,721	\$111,915	\$114,153	\$116,436	\$118,765	\$121,140	\$123,563	\$126,034	
Animal Protection Supervisor	5%			\$68,935	\$70,342	\$71,777	\$73,242	\$74,737	\$76,262	\$77,818	\$79,375	\$80,962	\$82,581	\$84,233	\$85,918	\$87,636	\$89,389	\$91,177	\$93,000	\$94,860	\$96,757	\$98,692	\$100,666	\$102,680	\$104,733	\$106,828	\$108,964	\$111,144	\$113,367	\$115,634	\$117,947	\$120,306	
Master Police Officer	5%									\$74,113	\$75,595	\$77,107	\$78,649	\$80,222	\$81,826	\$83,463	\$85,132	\$86,835	\$88,572	\$90,343	\$92,150	\$93,993	\$95,873	\$97,790	\$99,746	\$101,741	\$103,776	\$105,851	\$107,968	\$110,128	\$112,330	\$114,577	
Senior Police Officer	5%						\$66,512	\$67,843	\$69,200	\$70,584	\$71,995	\$73,435	\$74,904	\$76,402	\$77,930	\$79,489	\$81,078	\$82,700	\$84,354	\$86,041	\$87,762	\$89,517	\$91,307	\$93,133	\$94,996	\$96,896	\$98,834	\$100,811	\$102,827	\$104,883	\$106,981	\$109,121	
Police Officer First Class	5%				\$59,692	\$60,885	\$62,103	\$63,345	\$64,612	\$65,904	\$67,222	\$68,567	\$69,938	\$71,337	\$72,764	\$74,219	\$75,703	\$77,217	\$78,762	\$80,337	\$81,944	\$83,583	\$85,254	\$86,959	\$88,699	\$90,473	\$92,282	\$94,128	\$96,010	\$97,930	\$99,889	\$101,887	\$103,924
Police Officer		\$54,642	\$55,734	\$56,849	\$57,986	\$59,146	\$60,329	\$61,535	\$62,766	\$64,021	\$65,302	\$66,608	\$67,940	\$69,299	\$70,685	\$72,098	\$73,540	\$75,011	\$76,511	\$78,042	\$79,602	\$81,195	\$82,818	\$84,475	\$86,164	\$87,888	\$89,645	\$91,438	\$93,267	\$95,132	\$97,035	\$98,976	

For employees on this pay scale with the following degrees, certifications, or working in the following capacities, increase salary by:

\$1000 for Associates or \$2000 for Bachelors degree
\$1500 for Detective Certification

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale

Fire Rescue July 1, 2025 - June 30, 2026

Base Annual Salary for 2080 & 2496 Schedule

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Fire Rescue Battalion Chief	15%										\$99,955	\$101,954	\$103,993	\$106,073	\$108,194	\$110,358	\$112,565	\$114,817	\$117,113	\$119,455	\$121,845	\$124,281	\$126,767	\$129,302	\$131,888	\$134,526	\$137,217	\$139,961	\$142,760	\$145,615	\$148,528	\$151,498
Fire Captain II	5%									\$85,213	\$86,917	\$88,656	\$90,429	\$92,237	\$94,082	\$95,964	\$97,883	\$99,841	\$101,838	\$103,874	\$105,952	\$108,071	\$110,232	\$112,437	\$114,686	\$116,979	\$119,319	\$121,705	\$124,139	\$126,622	\$129,155	\$131,738
Fire Captain	15% from Fire Tech II								\$79,564	\$81,155	\$82,778	\$84,434	\$86,123	\$87,845	\$89,602	\$91,394	\$93,222	\$95,086	\$96,988	\$98,928	\$100,906	\$102,925	\$104,983	\$107,083	\$109,224	\$111,409	\$113,637	\$115,910	\$118,228	\$120,593	\$123,004	\$125,464
Lieutenant	5%							\$71,221	\$72,645	\$74,098	\$75,580	\$77,092	\$78,634	\$80,206	\$81,811	\$83,447	\$85,116	\$86,818	\$88,554	\$90,325	\$92,132	\$93,975	\$95,854	\$97,771	\$99,727	\$101,721	\$103,756	\$105,831	\$107,947	\$110,106	\$112,308	\$114,555
Fire Technician II	5%							\$67,830	\$69,186	\$70,570	\$71,981	\$73,421	\$74,889	\$76,387	\$77,915	\$79,473	\$81,063	\$82,684	\$84,337	\$86,024	\$87,745	\$89,500	\$91,290	\$93,115	\$94,978	\$96,877	\$98,815	\$100,791	\$102,807	\$104,863	\$106,960	\$109,100
Fire Technician I	5%						\$63,333	\$64,600	\$65,892	\$67,209	\$68,554	\$69,925	\$71,323	\$72,750	\$74,205	\$75,689	\$77,202	\$78,746	\$80,321	\$81,928	\$83,566	\$85,238	\$86,942	\$88,681	\$90,455	\$92,264	\$94,109	\$95,992	\$97,911	\$99,870	\$101,867	\$103,904
Fire Fighter		\$54,631	\$55,724	\$56,838	\$57,975	\$59,134	\$60,317	\$61,523	\$62,754	\$64,009	\$65,289	\$66,595	\$67,927	\$69,285	\$70,671	\$72,084	\$73,526	\$74,997	\$76,497	\$78,027	\$79,587	\$81,179	\$82,802	\$84,458	\$86,148	\$87,871	\$89,628	\$91,421	\$93,249	\$95,114	\$97,016	\$98,956

Hourly Rate at 2080 Annual Hours

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Fire Rescue Battalion Chief	15%										\$48.06	\$49.02	\$50.00	\$51.00	\$52.02	\$53.06	\$54.12	\$55.20	\$56.30	\$57.43	\$58.58	\$59.75	\$60.95	\$62.16	\$63.41	\$64.68	\$65.97	\$67.29	\$68.63	\$70.01	\$71.41	\$72.84
Fire Captain II	5%									\$40.97	\$41.79	\$42.62	\$43.48	\$44.34	\$45.23	\$46.14	\$47.06	\$48.00	\$48.96	\$49.94	\$50.94	\$51.96	\$53.00	\$54.06	\$55.14	\$56.24	\$57.36	\$58.51	\$59.68	\$60.88	\$62.09	\$63.34
Fire Captain	15% from Fire Tech II								\$38.25	\$39.02	\$39.80	\$40.59	\$41.41	\$42.23	\$43.08	\$43.94	\$44.82	\$45.71	\$46.63	\$47.56	\$48.51	\$49.48	\$50.47	\$51.48	\$52.51	\$53.56	\$54.63	\$55.73	\$56.84	\$57.98	\$59.14	\$60.32
Lieutenant	5%							\$34.24	\$34.93	\$35.62	\$36.34	\$37.06	\$37.80	\$38.56	\$39.33	\$40.12	\$40.92	\$41.74	\$42.57	\$43.43	\$44.29	\$45.18	\$46.08	\$47.01	\$47.95	\$48.90	\$49.88	\$50.88	\$51.90	\$52.94	\$53.99	\$55.07
Fire Technician II	5%							\$32.61	\$33.26	\$33.93	\$34.61	\$35.30	\$36.00	\$36.72	\$37.46	\$38.21	\$38.97	\$39.75	\$40.55	\$41.36	\$42.18	\$43.03	\$43.89	\$44.77	\$45.66	\$46.58	\$47.51	\$48.46	\$49.43	\$50.41	\$51.42	\$52.45
Fire Technician I	5%						\$30.45	\$31.06	\$31.68	\$32.31	\$32.96	\$33.62	\$34.29	\$34.98	\$35.68	\$36.39	\$37.12	\$37.86	\$38.62	\$39.39	\$40.18	\$40.98	\$41.80	\$42.64	\$43.49	\$44.36	\$45.24	\$46.15	\$47.07	\$48.01	\$48.97	\$49.95
Fire Fighter		\$26.26	\$26.79	\$27.33	\$27.87	\$28.43	\$29.00	\$29.58	\$30.17	\$30.77	\$31.39	\$32.02	\$32.66	\$33.31	\$33.98	\$34.66	\$35.35	\$36.06	\$36.78	\$37.51	\$38.26	\$39.03	\$39.81	\$40.61	\$41.42	\$42.25	\$43.09	\$43.95	\$44.83	\$45.73	\$46.64	\$47.58

Hourly Rate at 2496 Annual Hours

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Fire Rescue Battalion Chief	15%										\$40.05	\$40.85	\$41.66	\$42.50	\$43.35	\$44.21	\$45.10	\$46.00	\$46.92	\$47.86	\$48.82	\$49.79	\$50.79	\$51.80	\$52.84	\$53.90	\$54.97	\$56.07	\$57.20	\$58.34	\$59.51	\$60.70	
Fire Captain II	5%										\$34.14	\$34.82	\$35.52	\$36.23	\$36.95	\$37.69	\$38.45	\$39.22	\$40.00	\$40.80	\$41.62	\$42.45	\$43.30	\$44.16	\$45.05	\$45.95	\$46.87	\$47.80	\$48.76	\$49.74	\$50.73	\$51.74	\$52.78
Fire Captain	15% from Fire Tech II								\$31.88	\$32.51	\$33.16	\$33.83	\$34.50	\$35.19	\$35.90	\$36.62	\$37.35	\$38.10	\$38.86	\$39.63	\$40.43	\$41.24	\$42.06	\$42.90	\$43.76	\$44.63	\$45.53	\$46.44	\$47.37	\$48.31	\$49.28	\$50.27	
Lieutenant	5%								\$28.53	\$29.10	\$29.69	\$30.28	\$30.89	\$31.50	\$32.13	\$32.78	\$33.43	\$34.10	\$34.78	\$35.48	\$36.19	\$36.91	\$37.65	\$38.40	\$39.17	\$39.95	\$40.75	\$41.57	\$42.40	\$43.25	\$44.11	\$45.00	\$45.90
Fire Technician II	5%								\$27.18	\$27.72	\$28.27	\$28.84	\$29.42	\$30.00	\$30.60	\$31.22	\$31.84	\$32.48	\$33.13	\$33.79	\$34.46	\$35.15	\$35.86	\$36.57	\$37.31	\$38.05	\$38.81	\$39.59	\$40.38	\$41.19	\$42.01	\$42.85	\$43.71
Fire Technician I	5%						\$25.37	\$25.88	\$26.40	\$26.93	\$27.47	\$28.01	\$28.57	\$29.15	\$29.73	\$30.32	\$30.93	\$31.55	\$32.18	\$32.82	\$33.48	\$34.15	\$34.83	\$35.53	\$36.24	\$36.96	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63	
Fire Fighter		\$21.89	\$22.33	\$22.77	\$23.23	\$23.69	\$24.17	\$24.65	\$25.14	\$25.64	\$26.16	\$26.68	\$27.21	\$27.76	\$28.31	\$28.88	\$29.46	\$30.05	\$30.65	\$31.26	\$31.89	\$32.52	\$33.17	\$33.84	\$34.51	\$35.20	\$35.91	\$36.63	\$37.36	\$38.11	\$38.87	\$39.65	

Approx Annual Salary w/ FLSA Scheduled OT for 2912 Schedule																																	
Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Fire Rescue Battalion Chief	15%										\$104,246	\$106,331	\$108,457	\$110,626	\$112,839	\$115,096	\$117,397	\$119,745	\$122,140	\$124,583	\$127,075	\$129,616	\$132,209	\$134,853	\$137,550	\$140,301	\$143,107	\$145,969	\$148,888	\$151,866	\$154,903	\$158,002	
Fire Captain II	5%									\$88,871	\$90,648	\$92,461	\$94,311	\$96,197	\$98,121	\$100,083	\$102,085	\$104,126	\$106,209	\$108,333	\$110,500	\$112,710	\$114,964	\$117,263	\$119,609	\$122,001	\$124,441	\$126,930	\$129,468	\$132,058	\$134,699	\$137,393	
Fire Captain	15% from Fire Tech II								\$82,979	\$84,639	\$86,332	\$88,058	\$89,820	\$91,616	\$93,448	\$95,317	\$97,224	\$99,168	\$101,151	\$103,174	\$105,238	\$107,343	\$109,480	\$111,679	\$113,913	\$116,191	\$118,515	\$120,885	\$123,303	\$125,769	\$128,284	\$130,850	
Lieutenant	5%							\$74,278	\$75,764	\$77,279	\$78,825	\$80,401	\$82,009	\$83,649	\$85,322	\$87,029	\$88,769	\$90,545	\$92,356	\$94,203	\$96,087	\$98,009	\$99,969	\$101,968	\$104,007	\$106,088	\$108,209	\$110,374	\$112,581	\$114,833	\$117,129	\$119,472	
Fire Technician II	5%							\$70,741	\$72,156	\$73,599	\$75,071	\$76,573	\$78,104	\$79,666	\$81,259	\$82,885	\$84,542	\$86,233	\$87,958	\$89,717	\$91,511	\$93,341	\$95,208	\$97,112	\$99,055	\$101,036	\$103,057	\$105,118	\$107,220	\$109,364	\$111,552	\$113,783	
Fire Technician I	5%							\$66,052	\$67,373	\$68,720	\$70,094	\$71,496	\$72,926	\$74,385	\$75,872	\$77,390	\$78,938	\$80,516	\$82,127	\$83,769	\$85,445	\$87,154	\$88,897	\$90,675	\$92,488	\$94,338	\$96,225	\$98,149	\$100,112	\$102,114	\$104,157	\$106,240	\$108,364
Fire Fighter		\$56,976	\$58,116	\$59,278	\$60,463	\$61,673	\$62,906	\$64,164	\$65,448	\$66,757	\$68,092	\$69,454	\$70,843	\$72,259	\$73,705	\$75,179	\$76,682	\$78,216	\$79,780	\$81,376	\$83,003	\$84,663	\$86,357	\$88,084	\$89,846	\$91,642	\$93,475	\$95,345	\$97,252	\$99,197	\$101,181	\$103,204	
Base Hourly Rate at 2912 Annual Hours																																	
Fire Rescue Department	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Fire Rescue Battalion Chief	15%										\$34.33	\$35.01	\$35.71	\$36.43	\$37.15	\$37.90	\$38.66	\$39.43	\$40.22	\$41.02	\$41.84	\$42.68	\$43.53	\$44.40	\$45.29	\$46.20	\$47.12	\$48.06	\$49.02	\$50.01	\$51.01	\$52.03	
Fire Captain II	5%									\$29.26	\$29.85	\$30.44	\$31.05	\$31.67	\$32.31	\$32.95	\$33.61	\$34.29	\$34.97	\$35.67	\$36.38	\$37.11	\$37.85	\$38.61	\$39.38	\$40.17	\$40.97	\$41.79	\$42.63	\$43.48	\$44.35	\$45.24	
Fire Captain	15% from Fire Tech II								\$27.32	\$27.87	\$28.43	\$29.00	\$29.58	\$30.17	\$30.77	\$31.39	\$32.01	\$32.65	\$33.31	\$33.97	\$34.65	\$35.34	\$36.05	\$36.77	\$37.51	\$38.26	\$39.02	\$39.80	\$40.60	\$41.41	\$42.24	\$43.09	
Lieutenant	5%							\$24.46	\$24.95	\$25.45	\$25.95	\$26.47	\$27.00	\$27.54	\$28.09	\$28.66	\$29.23	\$29.81	\$30.41	\$31.02	\$31.64	\$32.27	\$32.92	\$33.58	\$34.25	\$34.93	\$35.63	\$36.34	\$37.07	\$37.81	\$38.57	\$39.34	
Fire Technician II	5%							\$23.29	\$23.76	\$24.23	\$24.72	\$25.21	\$25.72	\$26.23	\$26.76	\$27.29	\$27.84	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.35	\$31.98	\$32.62	\$33.27	\$33.93	\$34.61	\$35.30	\$36.01	\$36.73	\$37.47	
Fire Technician I	5%							\$21.75	\$22.18	\$22.63	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.99	\$26.51	\$27.04	\$27.58	\$28.13	\$28.70	\$29.27	\$29.86	\$30.45	\$31.06	\$31.68	\$32.32	\$32.96	\$33.62	\$34.30	\$34.98	\$35.68
Fire Fighter		\$18.76	\$19.14	\$19.52	\$19.91	\$20.31	\$20.71	\$21.13	\$21.55	\$21.98	\$22.42	\$22.87	\$23.33	\$23.79	\$24.27	\$24.75	\$25.25	\$25.75	\$26.27	\$26.79	\$27.33	\$27.88	\$28.43	\$29.00	\$29.58	\$30.18	\$30.78	\$31.39	\$32.02	\$32.66	\$33.32	\$33.98	

For employees on this pay scale with the following degrees, certifications, or working in the following capacities, increase annual salary by:

\$1000 for Associates or \$2000 for Bachelors degree
Fire Rescue Dept. specific:

\$10,000 for Advanced Life Support (ALS)

\$1000 for Driver Pump Operator (DPO)

\$1000 for Technical Rescue Technician (TRT)

\$1000 for Hazardous Materials Technician (HAZMAT)

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale

Sheriff's Office July 1, 2025 - June 30, 2026

Hourly Rate Step Scale *2% increase between steps

Sheriff's Office Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Lieutenant	10%							\$39.31	\$40.11	\$40.93	\$41.77	\$42.62	\$43.47	\$44.34	\$45.23	\$46.13	\$47.06	\$48.00	\$48.96	\$49.94	\$50.94	\$51.95	\$52.99	\$54.05	\$55.13	\$56.24	\$57.36	\$58.51	\$59.68	\$60.87	\$62.09	\$63.33
Sergeant	10%				\$33.64	\$34.32	\$35.02	\$35.74	\$36.47	\$37.21	\$37.97	\$38.75	\$39.52	\$40.31	\$41.12	\$41.94	\$42.78	\$43.63	\$44.51	\$45.40	\$46.30	\$47.23	\$48.18	\$49.14	\$50.12	\$51.12	\$52.15	\$53.19	\$54.25	\$55.34	\$56.45	\$57.57
Master Deputy	5%											\$35.22	\$35.93	\$36.65	\$37.38	\$38.13	\$38.89	\$39.67	\$40.46	\$41.27	\$42.10	\$42.94	\$43.80	\$44.67	\$45.57	\$46.48	\$47.41	\$48.35	\$49.32	\$50.31	\$51.31	\$52.34
Senior Deputy	5%								\$31.61	\$32.24	\$32.89	\$33.55	\$34.22	\$34.90	\$35.60	\$36.31	\$37.04	\$37.78	\$38.53	\$39.30	\$40.09	\$40.89	\$41.71	\$42.54	\$43.40	\$44.26	\$45.15	\$46.05	\$46.97	\$47.91	\$48.87	\$49.85
Deputy First Class	5%					\$28.37	\$28.94	\$29.52	\$30.11	\$30.71	\$31.32	\$31.95	\$32.59	\$33.24	\$33.90	\$34.58	\$35.27	\$35.98	\$36.70	\$37.43	\$38.18	\$38.95	\$39.72	\$40.52	\$41.33	\$42.16	\$43.00	\$43.86	\$44.74	\$45.63	\$46.54	\$47.47
Deputy	5%	\$24.96	\$25.46	\$25.97	\$26.49	\$27.02	\$27.56	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95	\$35.65	\$36.36	\$37.09	\$37.83	\$38.59	\$39.36	\$40.15	\$40.95	\$41.77	\$42.61	\$43.46	\$44.33	\$45.21
Deputy Non LEO and/or Recruit		\$23.77	\$24.25	\$24.73	\$25.23	\$25.73	\$26.25	\$26.77	\$27.31	\$27.85	\$28.41	\$28.98	\$29.56	\$30.15	\$30.75	\$31.37	\$31.99	\$32.63	\$33.29	\$33.95	\$34.63	\$35.32	\$36.03	\$36.75	\$37.49	\$38.24	\$39.00	\$39.78	\$40.58	\$41.39	\$42.22	\$43.06

Estimated Salary Annualized at 2080 Hours

Sheriff's Office Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Lieutenant	10%							\$81,768	\$83,437	\$85,140	\$86,877	\$88,650	\$90,423	\$92,232	\$94,077	\$95,958	\$97,877	\$99,835	\$101,831	\$103,868	\$105,945	\$108,064	\$110,226	\$112,430	\$114,679	\$116,972	\$119,312	\$121,698	\$124,132	\$126,615	\$129,147	\$131,730
Sergeant	10%				\$69,963	\$71,391	\$72,848	\$74,335	\$75,852	\$77,400	\$78,979	\$80,591	\$82,203	\$83,847	\$85,524	\$87,235	\$88,979	\$90,759	\$92,574	\$94,426	\$96,314	\$98,240	\$100,205	\$102,209	\$104,253	\$106,338	\$108,465	\$110,635	\$112,847	\$115,104	\$117,406	\$119,754
Master Deputy	5%											\$73,265	\$74,730	\$76,225	\$77,749	\$79,304	\$80,890	\$82,508	\$84,158	\$85,841	\$87,558	\$89,309	\$91,096	\$92,917	\$94,776	\$96,671	\$98,605	\$100,577	\$102,588	\$104,640	\$106,733	\$108,868
Senior Deputy	5%								\$65,751	\$67,066	\$68,408	\$69,776	\$71,172	\$72,595	\$74,047	\$75,528	\$77,038	\$78,579	\$80,151	\$81,754	\$83,389	\$85,057	\$86,758	\$88,493	\$90,263	\$92,068	\$93,909	\$95,787	\$97,703	\$99,657	\$101,650	\$103,683
Deputy First Class	5%					\$59,009	\$60,189	\$61,393	\$62,620	\$63,873	\$65,150	\$66,453	\$67,782	\$69,138	\$70,521	\$71,931	\$73,370	\$74,837	\$76,334	\$77,861	\$79,418	\$81,006	\$82,626	\$84,279	\$85,964	\$87,684	\$89,437	\$91,226	\$93,051	\$94,912	\$96,810	\$98,746
Deputy	5%	\$51,919	\$52,957	\$54,016	\$55,097	\$56,199	\$57,323	\$58,469	\$59,639	\$60,831	\$62,048	\$63,289	\$64,555	\$65,846	\$67,163	\$68,506	\$69,876	\$71,274	\$72,699	\$74,153	\$75,636	\$77,149	\$78,692	\$80,266	\$81,871	\$83,508	\$85,178	\$86,882	\$88,620	\$90,392	\$92,200	\$94,044
Deputy Non LEO and/or Recruit		\$49,447	\$50,436	\$51,444	\$52,473	\$53,523	\$54,593	\$55,685	\$56,799	\$57,935	\$59,093	\$60,275	\$61,481	\$62,710	\$63,964	\$65,244	\$66,549	\$67,880	\$69,237	\$70,622	\$72,034	\$73,475	\$74,945	\$76,443	\$77,972	\$79,532	\$81,122	\$82,745	\$84,400	\$86,088	\$87,809	\$89,566

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\$1000 for Associates or \$2000 for Bachelors degree