

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale

Police Department July 1, 2024 - June 30, 2025

Hourly Rate Step Scale		*2% increase between steps																										
Police Department Position	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
Police Captain	10.00%								\$45.10	\$46.10	\$46.92	\$47.85	\$48.81	\$49.79	\$50.79	\$51.80	\$52.84	\$53.89	\$54.97	\$56.07	\$57.19	\$58.34	\$59.50	\$60.69	\$61.91	\$63.15	\$64.41	\$65.70
Police Lieutenant	10.00%						\$40.19	\$41.00	\$41.83	\$42.65	\$43.51	\$44.38	\$45.26	\$46.17	\$47.09	\$48.03	\$48.99	\$49.97	\$50.97	\$51.99	\$53.03	\$54.09	\$55.18	\$56.28	\$57.41	\$58.55	\$59.72	
Police Sergeant	10% (above Master Police Officer)			\$34.39	\$35.09	\$35.81	\$36.54	\$37.28	\$38.05	\$38.81	\$39.58	\$40.37	\$41.18	\$42.01	\$42.85	\$43.70	\$44.58	\$45.47	\$46.38	\$47.30	\$48.25	\$49.22	\$50.20	\$51.20	\$52.23	\$53.27	\$54.34	
Animal Protection Supervisor	5.00%		\$32.17	\$32.83	\$33.50	\$34.18	\$34.88	\$35.59	\$36.32	\$37.04	\$37.78	\$38.54	\$39.31	\$40.10	\$40.90	\$41.72	\$42.55	\$43.40	\$44.27	\$45.15	\$46.06	\$46.98	\$47.92	\$48.88	\$49.85	\$50.85	\$51.87	
Minor Police Officer	5.00%						\$31.04	\$31.66	\$32.29	\$32.94	\$33.60	\$34.27	\$34.96	\$35.66	\$36.37	\$37.10	\$37.84	\$38.59	\$39.37	\$40.15	\$40.96	\$41.78	\$42.61	\$43.46	\$44.33	\$45.22	\$46.12	\$47.05
Senior Police Officer	5.00%						\$31.04	\$31.66	\$32.29	\$32.94	\$33.60	\$34.27	\$34.96	\$35.66	\$36.37	\$37.10	\$37.84	\$38.59	\$39.37	\$40.15	\$40.96	\$41.78	\$42.61	\$43.46	\$44.33	\$45.22	\$46.12	\$47.05
Police Officer First Class	5.00%		\$27.85	\$28.41	\$28.98	\$29.56	\$30.15	\$30.76	\$31.37	\$32.00	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.49	\$38.24	\$39.01	\$39.79	\$40.58	\$41.39	\$42.22	\$43.07	\$43.93	\$44.81	
Police Officer		\$25.50	\$26.01	\$26.53	\$27.06	\$27.60	\$28.15	\$28.72	\$29.29	\$29.88	\$30.47	\$31.08	\$31.71	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.70	\$36.42	\$37.15	\$37.89	\$38.65	\$39.42	\$40.21	\$41.02	\$41.84	\$42.67

For employees on this pay scale with the following degrees, certifications, or working in the following capacities, increase salary by:
 \$1000 for Associates degree
 \$2000 for Bachelors degree

Estimated Salary Annualized at 2080 Hours																												
Police Department Position	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
Police Captain									\$93,800	\$95,676	\$97,590	\$99,541	\$101,532	\$103,563	\$105,634	\$107,747	\$109,902	\$112,100	\$114,342	\$116,629	\$118,961	\$121,340	\$123,767	\$126,243	\$128,767	\$131,341	\$133,970	\$136,649
Police Lieutenant								\$83,601	\$85,271	\$86,978	\$88,718	\$90,492	\$92,302	\$94,148	\$96,031	\$97,952	\$99,911	\$101,909	\$103,947	\$106,026	\$108,147	\$110,309	\$112,516	\$114,766	\$117,061	\$119,402	\$121,791	\$124,226
Police Sergeant				\$71,131	\$72,991	\$74,481	\$76,001	\$77,552	\$79,134	\$80,747	\$82,391	\$84,078	\$85,808	\$87,571	\$89,368	\$91,201	\$93,079	\$94,993	\$96,944	\$98,934	\$100,962	\$103,039	\$105,166	\$107,344	\$109,572	\$111,851	\$114,181	
Animal Protection Supervisor	5.00%		\$66,914	\$68,280	\$69,673	\$71,095	\$72,546	\$74,027	\$75,537	\$77,088	\$78,689	\$80,331	\$81,964	\$83,639	\$85,367	\$87,149	\$88,986	\$90,879	\$92,829	\$94,837	\$96,904	\$99,041	\$101,259	\$103,558	\$105,939	\$108,402	\$110,857	
Minor Police Officer	5.00%							\$71,940	\$73,379	\$74,847	\$76,344	\$77,871	\$79,428	\$81,017	\$82,637	\$84,290	\$85,975	\$87,695	\$89,449	\$91,238	\$93,063	\$94,924	\$96,822	\$98,759	\$100,734	\$102,749		
Senior Police Officer	5.00%						\$64,563	\$65,854	\$67,171	\$68,515	\$69,885	\$71,283	\$72,708	\$74,162	\$75,646	\$77,159	\$78,702	\$80,276	\$81,881	\$83,519	\$85,189	\$86,893	\$88,631	\$90,404	\$92,212	\$94,056	\$95,937	\$97,856
Police Officer First Class	5.00%		\$57,942	\$59,101	\$60,283	\$61,488	\$62,718	\$63,973	\$65,252	\$66,557	\$67,888	\$69,246	\$70,631	\$72,044	\$73,484	\$74,954	\$76,453	\$77,982	\$79,542	\$81,133	\$82,755	\$84,410	\$86,099	\$87,821	\$89,577	\$91,369	\$93,196	
Police Officer		\$53,040	\$54,101	\$55,183	\$56,286	\$57,412	\$58,560	\$59,732	\$60,926	\$62,145	\$63,388	\$64,655	\$65,949	\$67,268	\$68,613	\$69,985	\$71,385	\$72,813	\$74,269	\$75,754	\$77,269	\$78,815	\$80,393	\$81,999	\$83,630	\$85,212	\$86,858	

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale
Fire Rescue July 1, 2024 - June 30, 2025

Salary Step Scale		*2% increase between steps																															
Fire Rescue Department Position	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					
Fire Rescue Battalion Chief	15.00%											\$97,044	\$98,985	\$100,965	\$102,984	\$105,044	\$107,144	\$109,287	\$111,473	\$113,702	\$115,977	\$118,296	\$120,662	\$123,075	\$125,537	\$128,047	\$130,608	\$133,221	\$135,885				
Fire Captain II	5.00%												\$82,731	\$84,386	\$86,074	\$87,795	\$89,551	\$91,342	\$93,169	\$95,032	\$96,933	\$98,872	\$100,849	\$102,866	\$104,921	\$107,022	\$109,169	\$111,364	\$113,617	\$115,944			
Fire Captain	15.00%											\$77,247	\$79,792	\$82,348	\$84,915	\$87,503	\$90,112	\$92,742	\$95,393	\$98,065	\$100,768	\$103,502	\$106,267	\$109,063	\$111,890	\$114,748	\$117,637	\$120,557	\$123,508	\$126,490			
Master Fire Fighter/EMT	5.00%											\$65,854	\$67,171	\$68,515	\$69,885	\$71,283	\$72,708	\$74,162	\$75,646	\$77,159	\$78,702	\$80,276	\$81,881	\$83,519	\$85,189	\$86,893	\$88,631	\$90,404	\$92,212	\$94,056	\$95,937	\$97,856	
Senior Fire Fighter/EMT	5.00%											\$61,488	\$62,718	\$63,979	\$65,252	\$66,557	\$67,888	\$69,246	\$70,631	\$72,044	\$73,484	\$74,954	\$76,453	\$77,982	\$79,542	\$81,133	\$82,755	\$84,407	\$86,090	\$87,813	\$89,577	\$91,381	\$93,226
Fire Fighter/EMT	5.00%	\$53,040	\$54,101	\$55,183	\$56,286	\$57,412	\$58,560	\$59,732	\$60,926	\$62,145	\$63,388	\$64,655	\$65,946	\$67,268	\$68,613	\$69,985	\$71,385	\$72,813	\$74,269	\$75,754	\$77,269	\$78,815	\$80,391	\$81,999	\$83,639	\$85,312	\$87,018	\$88,756					

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

Hourly Rate at 2080 Annual Hours																																	
Fire Rescue Department Position	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					
Fire Rescue Battalion Chief	15.00%											\$46.66	\$47.59	\$48.54	\$49.51	\$50.50	\$51.51	\$52.54	\$53.59	\$54.66	\$55.76	\$56.87	\$58.01	\$59.17	\$60.35	\$61.56	\$62.79	\$64.05	\$65.33				
Fire Captain II	5.00%											\$39.77	\$40.57	\$41.38	\$42.21	\$43.05	\$43.91	\$44.79	\$45.69	\$46.60	\$47.53	\$48.49	\$49.45	\$50.44	\$51.45	\$52.48	\$53.53	\$54.60	\$55.69	\$56.81			
Fire Captain	15.00%											\$37.14	\$37.98	\$38.84	\$39.74	\$40.67	\$41.62	\$42.59	\$43.59	\$44.61	\$45.65	\$46.72	\$47.82	\$48.94	\$50.09	\$51.27	\$52.48	\$53.71	\$54.97	\$56.26	\$57.58		
Master Fire Fighter/EMT	5.00%											\$31.66	\$32.29	\$32.94	\$33.60	\$34.27	\$34.96	\$35.66	\$36.37	\$37.10	\$37.84	\$38.60	\$39.37	\$40.15	\$40.96	\$41.78	\$42.61	\$43.46	\$44.33	\$45.22	\$46.13	\$47.05	
Senior Fire Fighter/EMT	5.00%											\$29.56	\$30.15	\$30.76	\$31.37	\$32.00	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.49	\$38.24	\$39.01	\$39.79	\$40.58	\$41.39	\$42.22	\$43.07	\$43.93	\$44.81
Fire Fighter/EMT	5.00%	\$25.90	\$26.01	\$26.53	\$27.06	\$27.60	\$28.15	\$28.72	\$29.29	\$29.88	\$30.47	\$31.08	\$31.71	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15	\$37.89	\$38.65	\$39.42	\$40.21	\$41.02	\$41.84	\$42.67					

Hourly Rate at 2496 Annual Hours																																
Fire Rescue Department Position	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				
Fire Rescue Battalion Chief	15.00%											\$38.88	\$39.66	\$40.45	\$41.26	\$42.08	\$42.93	\$43.78	\$44.66	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.30	\$51.30	\$52.33	\$53.37	\$54.44			
Fire Captain II	5.00%											\$33.15	\$33.81	\$34.48	\$35.17	\$35.88	\$36.60	\$37.33	\$38.07	\$38.84	\$39.61	\$40.40	\$41.21	\$42.04	\$42.88	\$43.73	\$44.61	\$45.50	\$46.41	\$47.34		
Fire Captain	15.00%											\$30.95	\$31.57	\$32.20	\$32.84	\$33.50	\$34.17	\$34.85	\$35.55	\$36.26	\$36.99	\$37.73	\$38.48	\$39.25	\$40.03	\$40.83	\$41.65	\$42.49	\$43.34	\$44.20	\$45.08	
Master Fire Fighter/EMT	5.00%											\$26.38	\$26.92	\$27.48	\$28.05	\$28.64	\$29.23	\$29.79	\$30.38	\$30.99	\$31.59	\$32.18	\$32.82	\$33.46	\$34.12	\$34.80	\$35.51	\$36.23	\$36.94	\$37.68	\$38.44	\$39.21
Senior Fire Fighter/EMT	5.00%											\$24.83	\$25.13	\$25.63	\$26.14	\$26.67	\$27.20	\$27.74	\$28.28	\$28.84	\$29.40	\$30.03	\$30.63	\$31.24	\$31.87	\$32.51	\$33.18	\$33.87	\$34.59	\$35.31	\$36.01	\$36.74
Fire Fighter/EMT	5.00%	\$21.21	\$21.64	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.90	\$26.42	\$26.95	\$27.49	\$28.04	\$28.60	\$29.17	\$29.76	\$30.35	\$30.96	\$31.58	\$32.21	\$32.85	\$33.51	\$34.18	\$34.86	\$35.56				

Hourly Rate at 2912 Annual Hours																																
Fire Rescue Department Position	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				
Fire Rescue Battalion Chief	15.00%											\$33.33	\$33.99	\$34.67	\$35.37	\$36.07	\$36.79	\$37.53	\$38.28	\$39.05	\$39.83	\$40.62	\$41.44	\$42.28	\$43.11	\$43.97	\$44.85	\$45.75	\$46.66			
Fire Captain II	5.00%											\$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		
Fire Captain	15.00%											\$26.53	\$27.06	\$27.60	\$28.15	\$28.71	\$29.29	\$29.87	\$30.47	\$31.08	\$31.70	\$32.34	\$32.98	\$33.64	\$34.31	\$35.00	\$35.70	\$36.42	\$37.14	\$37.88	\$38.64	
Master Fire Fighter/EMT	5.00%											\$22.61	\$23.07	\$23.53	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98	\$26.50	\$27.03	\$27.57	\$28.12	\$28.68	\$29.25	\$29.84	\$30.44	\$31.05	\$31.67	\$32.30	\$32.95	\$33.60
Senior Fire Fighter/EMT	5.00%											\$21.52	\$21.94	\$22.37	\$22.81	\$23.26	\$23.74	\$24.22	\$24.74	\$25.24	\$25.74	\$26.25	\$26.78	\$27.32	\$27.86	\$28.42	\$28.99	\$29.57	\$30.16	\$30.76	\$31.38	\$32.00
Fire Fighter/EMT	5.00%	\$18.21	\$18.58	\$18.95	\$19.33	\$19.72	\$20.11	\$20.51	\$20.92	\$21.34	\$21.77	\$22.20	\$22.65	\$23.10	\$23.56	\$24.03	\$24.51	\$25.00	\$25.50	\$26.01	\$26.53	\$27.07	\$27.61	\$28.16	\$28.72	\$29.30	\$29.88	\$30.48				

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale

Sheriff's Office July 1, 2024 - June 30, 2025

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	
Sheriff's Office Sergeant	10.00%				\$32.63	\$33.29	\$33.97	\$34.66	\$35.37	\$36.09	\$36.83	\$37.58	\$38.35	\$39.13	\$39.91	\$40.71	\$41.53	\$42.36	\$43.20	\$44.07	\$44.95	\$45.85	\$46.76	\$47.70	\$48.65	\$49.63	\$50.62	\$51.63	\$52.66	\$53.72	\$54.79	\$55.89	
Sheriff's Office Master Deputy	5.00%											\$34.19	\$34.88	\$35.57	\$36.28	\$37.01	\$37.75	\$38.51	\$39.28	\$40.06	\$40.86	\$41.68	\$42.51	\$43.36	\$44.23	\$45.12	\$46.02	\$46.94	\$47.88	\$48.83	\$49.81	\$50.81	
Sheriff's Office Senior Deputy	5.00%									\$30.69	\$31.30	\$31.93	\$32.56	\$33.21	\$33.88	\$34.56	\$35.25	\$35.95	\$36.67	\$37.41	\$38.15	\$38.92	\$39.69	\$40.49	\$41.30	\$42.12	\$42.97	\$43.83	\$44.70	\$45.60	\$46.51	\$47.44	\$48.39
Sheriff's Office Deputy First Class	5.00%					\$27.54	\$28.09	\$28.65	\$29.22	\$29.81	\$30.40	\$31.01	\$31.63	\$32.27	\$32.91	\$33.57	\$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	
Sheriff's Office Deputy	5.00%	\$24.23	\$24.71	\$25.21	\$25.71	\$26.23	\$26.75	\$27.29	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$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	\$42.19	\$43.03	\$43.89	
Sheriff's Office Deputy Non LEO and/or Recruit		\$23.01	\$23.47	\$23.94	\$24.42	\$24.91	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18	\$29.77	\$30.36	\$30.97	\$31.59	\$32.22	\$32.86	\$33.52	\$34.19	\$34.88	\$35.57	\$36.28	\$37.01	\$37.75	\$38.51	\$39.28	\$40.06	\$40.86	\$41.68	

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

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	
Sheriff's Office Sergeant	10.00%				\$67,860	\$69,245	\$70,658	\$72,100	\$73,572	\$75,073	\$76,605	\$78,168	\$79,764	\$81,392	\$83,019	\$84,680	\$86,373	\$88,101	\$89,863	\$91,660	\$93,493	\$95,363	\$97,270	\$99,216	\$101,200	\$103,224	\$105,289	\$107,394	\$109,542	\$111,733	\$113,968	\$116,247	
Sheriff's Office Master Deputy	5.00%										\$71,119	\$72,542	\$73,992	\$75,472	\$76,982	\$78,521	\$80,092	\$81,694	\$83,327	\$84,994	\$86,694	\$88,428	\$90,196	\$92,000	\$93,840	\$95,717	\$97,631	\$99,584	\$101,576	\$103,607	\$105,679		
Sheriff's Office Senior Deputy	5.00%									\$63,826	\$65,102	\$66,404	\$67,732	\$69,087	\$70,469	\$71,878	\$73,316	\$74,782	\$76,278	\$77,803	\$79,359	\$80,947	\$82,566	\$84,217	\$85,901	\$87,619	\$89,372	\$91,159	\$92,982	\$94,842	\$96,739	\$98,673	\$100,647
Sheriff's Office Deputy First Class	5.00%					\$57,280	\$58,426	\$59,595	\$60,787	\$62,002	\$63,242	\$64,507	\$65,797	\$67,113	\$68,455	\$69,825	\$71,221	\$72,646	\$74,098	\$75,580	\$77,092	\$78,634	\$80,207	\$81,811	\$83,447	\$85,116	\$86,818	\$88,554	\$90,326	\$92,132	\$93,975	\$95,854	
Sheriff's Office Deputy	5.00%	\$50,398	\$51,406	\$52,434	\$53,483	\$54,553	\$55,644	\$56,757	\$57,892	\$59,050	\$60,231	\$61,435	\$62,664	\$63,917	\$65,196	\$66,500	\$67,830	\$69,186	\$70,570	\$71,981	\$73,421	\$74,889	\$76,387	\$77,915	\$79,473	\$81,063	\$82,684	\$84,338	\$86,024	\$87,745	\$89,500	\$91,290	
Sheriff's Office Deputy Non LEO and/or Recruit		\$47,861	\$48,818	\$49,794	\$50,790	\$51,806	\$52,842	\$53,899	\$54,977	\$56,077	\$57,198	\$58,342	\$59,509	\$60,699	\$61,913	\$63,151	\$64,414	\$65,703	\$67,017	\$68,357	\$69,724	\$71,119	\$72,541	\$73,992	\$75,472	\$76,981	\$78,521	\$80,091	\$81,693	\$83,327	\$84,993	\$86,693	