

# Constitutional Officers

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HOUSE COMPENSATION AND  
RETIREMENT SUB COMMITTEE

JANUARY 19, 2017



# Turnover Rates

(based on FY16 position count & vacancy occurrences)

<u>Constitutional Officer</u>	<u>Overall Turnover Rate</u>
Sheriffs	18.40%
Regional Jails	24.82%
<b>Combined Sheriff/Regional Jails</b>	<b>20.65%</b>
Commonwealth's Attorneys	23.45%
Assistant Attorneys	28.96%
Administrative Staff	16.95%
Circuit Court Clerks	21.27%
Treasurers	17.26%
Commissioner of Revenue	15.18%

# Annual Turnover Rates by Law Enforcement Group or Role

Deputy Sheriffs	<b>18.10%</b>
Military Affairs	<b>17.38%</b>
Law Enforcement Officer I	<b>14.90%</b>
Law Enforcement Officer II	<b>9.00%</b>
Virginia State Police	<b>7.44%</b>

# Entry Level Salaries

## Sheriffs/Regional Jails

Class	Entry Salary
C7/L7/CS7/RC7	\$31,009
SECI	\$20,861
Partially Funded	\$19,432

## Commonwealth Attorneys

Class	Entry Salary
ATTI/JATTI	\$53,967
SEC/JSEC	\$24,924

## Clerks

Class	Entry Salary
DCI	\$24,924

## Treasurers/Commissioners/Finance Directors

Class	Entry Salary
DI	\$20,861

# Qualified Federal Assistance SNAP Program for a Family of Four

Average Starting Salary of Constitutional Officer Non Attorney Deputy

**\$24,414.00**

Monthly Gross Income

**\$2,034.50**

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.

## Recommendation:

- ▶ Compression Funding
  - ▶ Career Development Program Funding
  - ▶ Options
    - ▶ 3% increase (July 1, 2017)
    - ▶ Restoration of Compensation as passed by the 2016 Session
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