

# Compensation

## Attracting and Retaining Quality County Employees

The County's compensation policy is as follows:

Prince William County (PWC) will have a combination of salaries, benefits, employee development, and workplace environment that will attract and retain the most qualified employees to implement the County's vision. To accomplish this, the County recognizes the importance of maintaining salaries that are competitive with other Northern Virginia jurisdictions. Success in implementing this strategy will be measured by the ability to attract quality applicants, retain quality employees, and maintain employee satisfaction.

To implement this compensation policy, PWC will make every effort, within the County's position classification structures, to maintain salaries comparable to salaries of similar positions in Fairfax, Loudoun, and Arlington counties, and the City of Alexandria. The County will annually benchmark position classifications at the midpoint and adjust when necessary to maintain market competitiveness.

## General Overview

- A. Budgeted Salary Lapse** – This reflects anticipated savings from employee vacancies that are expected within a fiscal year. These savings represent a planned reduction in costs and contribute directly to taxpayer savings. Generally, not all positions within an agency are filled for the entire year due to normal employee turnover resulting in actual salary and benefits expenditures lower than the budgeted amount. Budgeted salary lapse is shown as a negative line item, reducing an agency's overall expenditure authority, effectively netting vacancy savings against the salaries and benefits budget. The total required agency savings in budgeted salary lapse is \$17.8 million in FY27.
- B. Position Reclassifications and Salary Structure Updates** – The County implemented a new classification and compensation structure during FY21 to more accurately reflect the work performed by employees while allowing the flexibility needed to effectively attract, manage, and retain employees.

Organizational changes require establishing new classifications, abolishing classifications, and changing existing classifications, as shown below, effective July 1, 2026. The salary structure will change based on changes related to budget initiatives as outlined below.

DBM Changes in FY2027 Budget			
Department	Title / Code	Current DBM	New DBM
Elections	Chief Deputy Registrar	C41	D61
Executive Management	Clerk to the Board of County Supervisors	D62	D63
Multiple Agencies	Deputy Director (Aging, Criminal Justice Services, Development Services, Facilities & Fleet Management, Human Resources, Library, Management & Budget, Planning, Procurement, and Public Works)	D71	D72
Executive Management	Deputy Director (Communications)	D64	D72
Multiple Agencies	Deputy Director (Community Services, Information Technology, Parks & Recreation, and Social Services)	D72	E81
Transportation & Capital Construction	Deputy Director (Transportation & Capital Construction)	D71	E81
Youth Services	Deputy Director (Youth Services)	D62	D72
Multiple Agencies	Director (Aging, Communications, and Procurement)	E81	E82
Economic Development	Director (Economic Development)	E91	Exempt
Fire & Rescue	Emergency Management Specialist	B23	B24
Fire & Rescue	Fire Service Equipment Supervisor	C41	C42

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Abolish Classifications in FY2027 Budget			
Department	Title	Grade (DBM)	Code
Executive Management	Deputy Director of Community Safety	D71	S31171
Finance	Director of Finance/Chief Financial Officer	E91	S313
Transportation & Capital Construction	Director of Transportation	E82	S31282
Fire & Rescue	Assistant Director of Human Services - Public Safety Resilience Center Manager	D62	X428
Fire & Rescue	Emergency Management Coordinator	D62	Y313
Regional Adult Detention Center	Jail Superintendent	AD08	6055

New Classifications in FY2027 Budget			
Department	Title	Grade (DBM)	Code
County Attorney	Lead Paralegal	B31	R734
Countywide	Lead Administrative Specialist	B24	R115
Countywide	Principal Public Safety Analyst	C43	Y716
Development Services	Senior Development Project Manager	C44	U423
Economic Development & Tourism	Lead Business Services Development Officer	C44	R214
Executive Management	Assistant Director	D71	S319
Executive Management	Chief Financial Officer (CFO)	E92	S318
Transportation & Capital Construction	Director of Transportation & Capital Construction	E83	S31283
Executive Management	Program Officer	D64	S332
Muliple Agencies	Director (Emergency Management, Environmental Sustainability, Public Safety Resilience, and Community Safety)	E81	S31281
Facilities & Fleet Management	Apprentice	B21	U603
Facilities & Fleet Management	Safety and Security Analyst	C41	V252
Facilities & Fleet Management	Safety and Security Senior Analyst	C42	V253
Facilities & Fleet Management	Safety and Security Supervisor	C43	V254
Facilities & Fleet Management	Safety and Security Technician	B32	V251
Finance	Fiscal Coordinator	B32	T221
Finance	Senior Fiscal Specialist	B25	T219
Fire & Rescue	Emergency Management Technician	B21	Y315
Fire & Rescue	Senior Emergency Management Technician	B23	Y316
Human Resources	Assistant Director of Human Resources	D62	R617
Information Technology	Principal IT Architect	D64	T644
Library	Library Specialist	B22	W121
Planning	Planning Analyst	B32	U458
Planning	Planning Technician	B23	U456
Planning	Senior Planning Analyst	C41	U459
Planning	Senior Planning Technician	B24	U457
Regional Adult Detention Center	Jail Lieutenant Colonel	AD08	6056
Regional Adult Detention Center	Jail Superintendent	E91	S331

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**C. Pay Plan Updates** – In conjunction with FY27 budget adoption, the County will update pay plans to incorporate adjustments to pay scales across all general services, medical services, and public safety classifications. Consistent with the County's compensation policy, these adjustments are intended to maintain market competitiveness, support employee recruitment and retention, and ensure compensation structures remain aligned with regional labor market conditions.

The General Service, Medical Service, Sheriff, and Adult Detention Center pay plans will be adjusted based on completed classification and compensation studies. The Fire & Rescue and Police pay plans will be adjusted based on individual collective bargaining agreements.

## Budget Initiatives

### A. Budget Initiatives

#### 1. Collective Bargaining

Expenditure	\$22,068,407
Revenue	\$0
General Fund Impact	\$22,068,407
FTE Positions	0.00

**a. Overview** – On January 16, 2024, the PWC Board of County Supervisors (BOCS) ratified the Collective Bargaining Agreement (CBA) between PWC and the International Association of Fire Fighters (IAFF) and PWC Police Association via [BOCS Resolution 24-050](#). Each agreement of the approved CBA provides for the CBA to automatically reopen on July 1, 2026, for the limited purpose of engaging in good faith collective bargaining negotiations over market adjustments, merit increases, and other forms of monetary compensation.

After negotiations, the County reached agreement with both bargaining groups and the BOCS ratified the amended agreements as follows:

■ **Fire & Rescue** – On October 7, 2025, the PWC BOCS ratified the amended CBA between PWC and the IAFF via [BOCS Resolution 25-522](#). The funding supports Fire & Rescue pay scale modifications, in addition to changes to both on call and specialty pay. The FY27 funding necessary to support the ratified CBA with the IAFF is \$3,028,407.

■ **Police** – On February 3, 2026, the PWC BOCS ratified the amended CBA between PWC and the PWCPA via [BOCS Resolution 26-057](#). The amended articles increase FY27 starting Police Officer salaries from \$62,000 to \$74,000 while maintaining current rank differential percentages between steps and grades throughout the pay scale. The FY27 funding necessary to support the ratified CBA with the PWC Police Association is \$19,040,000.

#### 2. General Services Market Adjustments

Expenditure	\$15,404,520
Revenue	\$0
General Fund Impact	\$15,404,520
FTE Positions	0.00

**a. Market Adjustment** – Funding is included to support strategic market adjustment increases for general service employees. These recommended adjustments are the result of an independent classification and compensation study reviewing County pay. To evaluate compensation competitiveness, the County's compensation package and pay structures were benchmarked against a comparison group of regional Northern Virginia employers, as well as three large Maryland counties in the Washington-Baltimore-Arlington statistical area. The primary goals of the study were to ensure competitive compensation, address salary compression and internal equity, incorporate market data to inform decisions and support stakeholders throughout the process.

The County will implement market adjustments over the next two fiscal years. Adjustments are structured by group (pay band) to reflect varying market conditions. Group A positions, which include many entry-level and frontline operational roles, will receive the largest adjustment totaling 12 percent (6 percent in FY27 and 6 percent in FY28). Group B positions will receive a total adjustment of 6 percent (3 percent in FY27 and 3 percent in FY28). Groups C through E and Medical positions will receive a total adjustment of 3 percent (1.5 percent in FY27 and 1.5 percent in FY28). This phased approach prioritizes the most impacted job groups while maintaining a fiscally responsible implementation plan.

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Market adjustments help to maintain competitiveness between PWC and other Northern Virginia jurisdictions. Individuals within the pay scale will receive an increased salary based on the percentages identified for their group up to the maximum of the pay scale. The market adjustments are planned to be effective on July 1 each year, beginning in 2026.

The following table details the planned increases by group or salary band.

General Service Market Adjustment Two-Year Implementation				
Group (Pay Band)	FY27 Increase	FY28 Increase	Total Increase	Position Examples
A	6.0%	6.0%	12.0%	Entry roles: Administrative Assistant, Fiscal Assistant, Custodian, Solid Waste Operator
B	3.0%	3.0%	6.0%	Admin. Specialist, Paralegal, Financial Technician, Fleet, Code Inspector
C	1.5%	1.5%	3.0%	Analyst (Fiscal, Human Resources, Information Technology, Procurement), Caseworker, Engineer, Planner, Nursing
D	1.5%	1.5%	3.0%	Program Manager, Assistant Director, Deputy Director
E	1.5%	1.5%	3.0%	Executive roles: Department Director, Public Safety Chief
Medical	1.5%	1.5%	3.0%	Medical Doctor, Psychiatrist, Veterinarian

## 3. Step/Merit Adjustment

Expenditure	\$12,744,389
Revenue	\$0
General Fund Impact	\$12,744,389
FTE Positions	0.00

- a. Step/Merit Adjustment** – Funding is included to support a 3.0% merit increase for General Service personnel and a step increase for sworn and uniform personnel in FY27. Annual step/merit adjustments of 3.0% are included in each remaining year of the Five-Year Plan (FY28-31). Individuals receive this increase on their annual employment anniversary date (also referred to as the 'adjustment date').

For General Service personnel, the basic pay increase is calculated on the employee's current salary/pay as a percentage increase until the employee reaches the maximum salary/pay for that position. The County classification system establishes the pay scale (minimum/maximum) for each position classification and those scales are not extended beyond the maximum due to merit adjustments. Individuals receive their pay adjustment on their adjustment date. Most General Service personnel have an adjustment date of November 1 each fiscal year.

For sworn personnel, their step is credited annually on their individual adjustment date. Each step is generally equal to a 3% increase in pay until the individual has achieved the maximum salary in the pay scale for their job classification.

- b. Future Compensation Rollover** – Each year compensation actions are rolled over into the next budget year. This includes positions which were initially funded for a partial year and require a full year budget in the next fiscal year. Pay rollovers are necessary because not all employees receive pay increases at the beginning of the fiscal year. Therefore, a pay increase given halfway through a fiscal year needs to be funded for the entire next fiscal year. This rollover captures the full cost of providing step/merit increases to employees. When no pay increase is authorized, little if any compensation rollover funds are added to the budget in the next budget year. The total general fund cost of compensation rollover is \$50,572,972 in FY27-31.

## 4. Adult Detention Center and Sheriff Uniform and Sworn Market Adjustments

Expenditure	\$4,807,500
Revenue	\$0
General Fund Impact	\$4,807,500
FTE Positions	0.00

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- a. Market Adjustment** – Funding is included to support market adjustment increases for uniformed and sworn personnel in the Adult Detention Center and Sheriff's Office. These recommended adjustments are the result of two independent studies that examined County pay with other jurisdictions. To evaluate compensation competitiveness, the County's compensation package and pay structures were benchmarked against a comparison group of regional Northern Virginia employers, as well as three large Maryland counties in the Washington-Baltimore-Arlington Combined Statistical Area.

Market adjustments help to maintain competitiveness between PWC and other Northern Virginia jurisdictions. Individuals within the pay scale will receive an increased salary based on the percentages identified for their group up to the maximum of the pay scale. The market adjustments are planned to be effective on July 1, 2026.

- **Adult Detention Center Uniformed Personnel** – Funding is provided to support an 8.20% pay scale adjustment or increase depending on rank. The cumulative market adjustments for these positions since FY23 have been 30.17% to 33.79%.

- **Sheriff Sworn Personnel** – Funding is provided to support an 8.20% pay scale adjustment or increase for all ranks. The cumulative market adjustments for these positions since FY23 have been 30.17%.

## 5. Health and Dental Insurance Adjustments

Expenditure	\$5,496,127
Revenue	\$0
General Fund Impact	\$5,496,127
FTE Positions	0.00

- a. Health and Dental Insurance** – This initiative funds County employer contributions for health and dental insurance increases required to maintain the stability of the County's self-insurance fund. The expenditure increase supports the County's employer insurance contributions. The health insurance amount is due to increase either 10.5% or 8.5% depending on the employee choice of health care provider. The increase for dental insurance in FY27 is 7.5%.

The Five-Year Plan contains 10% annual increases to insurance rates in FY28-31.

## 6. Pension and Retirement Benefits Adjustments

Expenditure	(\$11,448,775)
Revenue	\$0
General Fund Impact	(\$11,448,775)
FTE Positions	0.00

- a. Virginia Retirement System (VRS)** – The certified VRS employer contribution rate for PWC will be 12.53% of employee salaries and become effective July 1, 2026. VRS rates are evaluated and certified by the VRS Board of Trustees every two years coinciding with the State's biennium budget. This represents a 3.36% reduction to the current rate of 15.89% at a savings of \$11,039,564 per year. This rate reduction represents the most significant adjustment downward ever received by the County.

- b. Group Life Insurance** – This program provides life insurance coverage to eligible employees, which provides a death benefit payable to beneficiaries if the member dies. VRS provides rate adjustments every two years and has determined a new rate of 1.06% for this benefit which is a 0.12% reduction of the rate. The total general fund savings due to the reduced rate is \$487,548 per year.

- c. Retiree Health Credit** – County employees are not provided health insurance coverage upon retirement. The County Retiree Health Credit program is available to employees upon separation and retirement from County service. Retirees with a minimum of 15 years of County service receive \$6.50 per month for each year of service, up to a maximum of \$195 per month for 30 years of County service. When the \$45 maximum per month currently offered as part of the Virginia Retirement System (VRS) is added, the maximum for 30 years of County service increases to \$240 per month.

The Retiree Health Credit Program is separate from and in addition to the existing VRS Health Credit program, which is also completely funded by County contributions. A 1% cost increase of \$78,337 in the retiree health credit budget is projected to cover growth in this benefit due to additional retirees.

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Summary of Compensation Adjustments in FY2027-2031 Five-Year Plan (Amounts are Cumulative)						
	FY27	FY28	FY29	FY30	FY31	Total
<b>Market Pay Adjustment:</b>						
Market Pay Adjustment - General Services (1.5% to 12% Increase in FY27 and 1.5% to 12% increase in FY28)	\$ 15.4 M	\$ 26.4 M	\$ 26.4 M	\$ 26.4 M	\$ 26.4 M	<b>\$ 120.9 M</b>
Market Pay Adjustment - Adult Detention Center (8.2% increase in FY27) - Uniform	\$ 3.5 M	<b>17.4 M</b>				
Market Pay Adjustment - Sheriff (8.2% increase in FY27) - Sworn	1.3 M	<b>6.7 M</b>				
<b>Subtotal (Market Pay Adjustment)</b>	<b>\$ 20.2 M</b>	<b>\$ 31.2 M</b>	<b>\$ 31.2 M</b>	<b>\$ 31.2 M</b>	<b>\$ 31.2 M</b>	<b>\$ 144.9 M</b>
<b>Step/Merit:</b>						
Step/Merit Adjustment (3% increase in FY27; 3% annual increase in FY28-31)	\$ 12.7 M	\$ 25.5 M	\$ 38.2 M	\$ 51.0 M	\$ 63.7 M	<b>\$ 191.2 M</b>
Compensation Rollover	0.0 M	5.1 M	10.1 M	15.2 M	20.2 M	<b>50.6 M</b>
<b>Subtotal (Step/Merit)</b>	<b>\$ 12.7 M</b>	<b>\$ 30.5 M</b>	<b>\$ 48.3 M</b>	<b>\$ 66.1 M</b>	<b>\$ 84.0 M</b>	<b>\$ 241.7 M</b>
<b>Collective Bargaining:</b>						
Police (Rated by BOCS on Feb 3, 2026 via Res. No. 26-057)	\$ 19.0 M	\$ 23.1 M	\$ 23.1 M	\$ 23.1 M	\$ 23.1 M	<b>\$ 111.5 M</b>
Fire & Rescue (Rated by BOCS on Oct 7, 2025 via Res. No. 25-522)	3.0 M	5.8 M	5.8 M	5.8 M	5.8 M	<b>26.4 M</b>
<b>Subtotal (Collective Bargaining)</b>	<b>\$ 22.1 M</b>	<b>\$ 28.9 M</b>	<b>\$ 28.9 M</b>	<b>\$ 28.9 M</b>	<b>\$ 28.9 M</b>	<b>\$ 137.8 M</b>
<b>Pension and Retirement Benefits:</b>						
Virginia Retirement System (VRS) (3.34% rate decrease to 12.53% Rate in FY27-31)	(\$ 11.0) M	<b>(\$ 55.2) M</b>				
Retiree Health Credit (1% increase in FY27; 5% annual increases in FY28-31)	0.1 M	0.2 M	0.2 M	0.2 M	0.2 M	<b>0.8 M</b>
Group Life Insurance (0.12% decrease to a rate of 1.06% in FY27-31)	(\$ 0.5) M	<b>(\$ 2.4) M</b>				
<b>Subtotal (Pension and Retirement)</b>	<b>(\$ 11.4) M</b>	<b>(\$ 11.4) M</b>	<b>(\$ 11.4) M</b>	<b>(\$ 11.4) M</b>	<b>(\$ 11.3) M</b>	<b>(\$ 56.9) M</b>
<b>Health and Dental Insurance:</b>						
Health Insurance (10.5% or 8.5% increase in FY27; 10% annual increases in FY28-31)	\$ 5.4 M	\$ 11.2 M	\$ 17.5 M	\$ 24.6 M	\$ 32.3 M	<b>\$ 90.9 M</b>
Dental Insurance (7.5% increase in FY27; 10% annual increases in FY28-31)	0.1 M	0.3 M	0.4 M	0.6 M	0.8 M	<b>2.3 M</b>
<b>Subtotal (Health and Dental Insurance)</b>	<b>\$ 5.5 M</b>	<b>\$ 11.4 M</b>	<b>\$ 18.0 M</b>	<b>\$ 25.2 M</b>	<b>\$ 33.1 M</b>	<b>\$ 93.2 M</b>
<b>Grand Total</b>	<b>\$ 49.1 M</b>	<b>\$ 90.7 M</b>	<b>\$ 115.1 M</b>	<b>\$ 140.1 M</b>	<b>\$ 165.8 M</b>	<b>\$ 560.8 M</b>

Totals may not add due to rounding.