

	<b>FREDERICKSBURG POLICE DEPARTMENT DIRECTIVES</b>	
	<b>ADMINISTRATION</b>	
<b>132.00</b>	<b>APPROVED:</b> <i>Brian F. Layton, Chief of Police</i>	<b>Initiated:</b> 10/01/2007
		<b>Revised:</b> 04/02/2025  <b>Reviewed:</b> 04/02/2025

## EMPLOYEE COMPENSATION AND BENEFITS

**132.00 – Compensation** – The following provisions encompass the Department’s salary program:

- Entrance Salary – The Fredericksburg City Council is the sole authority for setting salary scales for City employees, including police officers. Entry-level salaries are posted in pre-employment information, as authorized by the City Council. [22.1.1, a]
- Salary Differential Within Ranks – There is no established differential (automatic step increase) in salaries within ranks. [22.1.1, b]
- Salary Differential Between Ranks – Except for the Chief of Police, salaries between ranks differ based on the rank of the employee and the starting salary for a particular rank. After an officer is promoted and his or her salary is adjusted to reflect the achieved rank. [22.1.1, c]
- Salary Levels for Those with Special Skills – The Department offers a pay incentive to sworn employees for:
  1. College education
  2. Additional language skills (22.1.1,d)
- Assignment to the Detective Division (Detectives receive a 5% increase in pay once assigned to the Detective Division. The 5% increase is relinquished if the employee is transferred to another division) [22.1.1, d]
- Salary Augmentation – A clothing allowance is provided to sworn personnel assigned to the Detective Division (except the Division Commander) for the duration of the assignment. When an employee serves in an acting capacity for a higher graded position for more than one pay period, it is the policy of the City to pay that individual a temporary adjustment in pay for the duration of that assignment. [22.1.1, g]