



# 2023 Police Compensation and Benefits Survey

## Summary Results

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*August, 2023*

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*“people really matter”*

# Executive Summary – Compensation and Benefits

- MWAA is competitive on cash compensation opportunity at the following Police positions:
  - Police Officer
  - Police Corporal
  - Police Sergeant
- MWAA begins to lag behind in terms of salary range midpoint comparisons, at the following positions:
  - Police Lieutenant
  - Police Major
  - Deputy Police Chief
  - Chief of Police
- Employee Benefits at MWAA for all Police positions are at the top of the market overall.
- Details, by position, and overall, are provided in this report, in the following slides.

# Compensation Study Methodology

## Study Scope

- Update to 2020 Study
- Tailored Survey of Local Jurisdictions
- Solicited Input from Police Chief on Jurisdictions to Survey
- Collected information from Websites
- Supplemented information from Websites with questionnaire and phone calls
- Surveyed pay ranges and pay practices

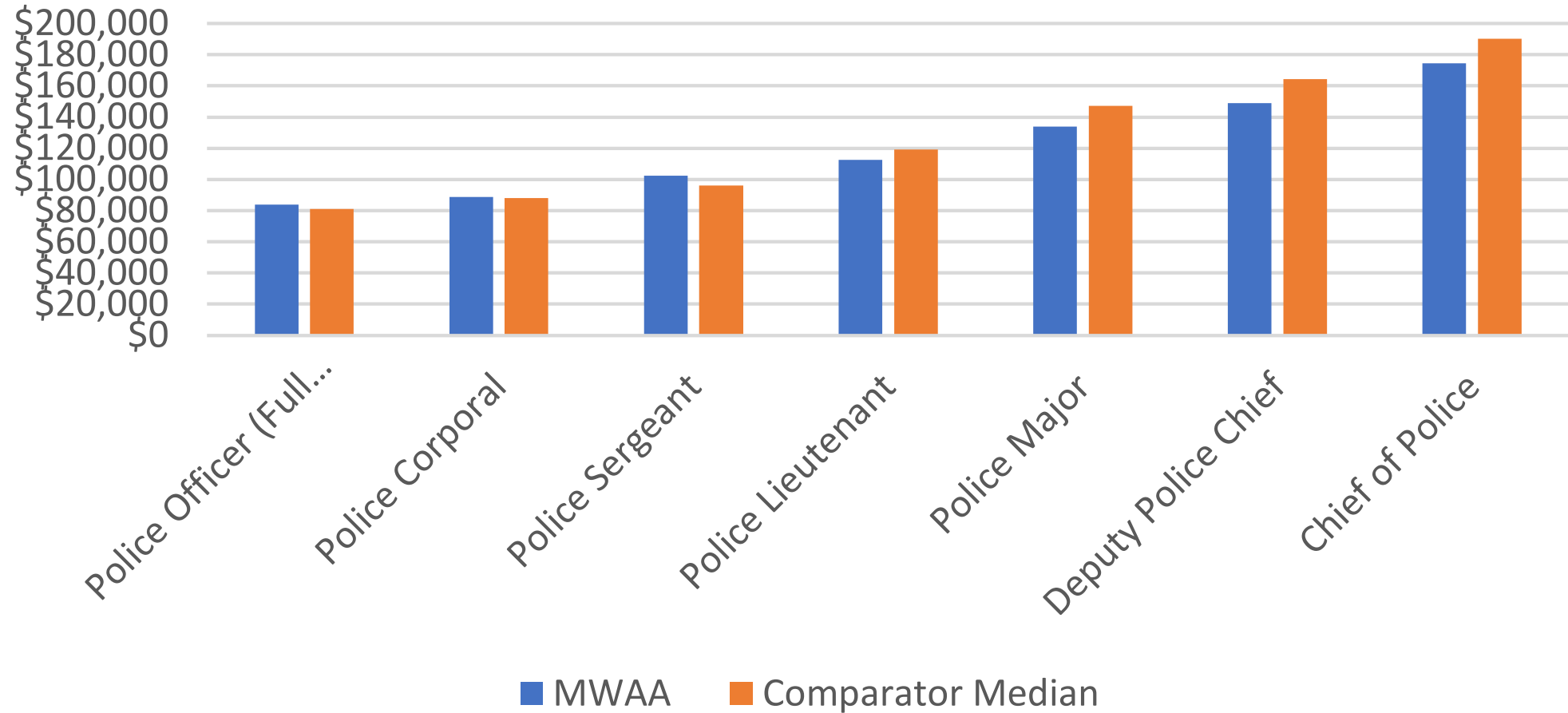
## Positions Surveyed

- Police Officer
- Police Corporal
- Police Sergeant
- Police Lieutenant
- Police Major
- Deputy Police Chief
- Chief of Police

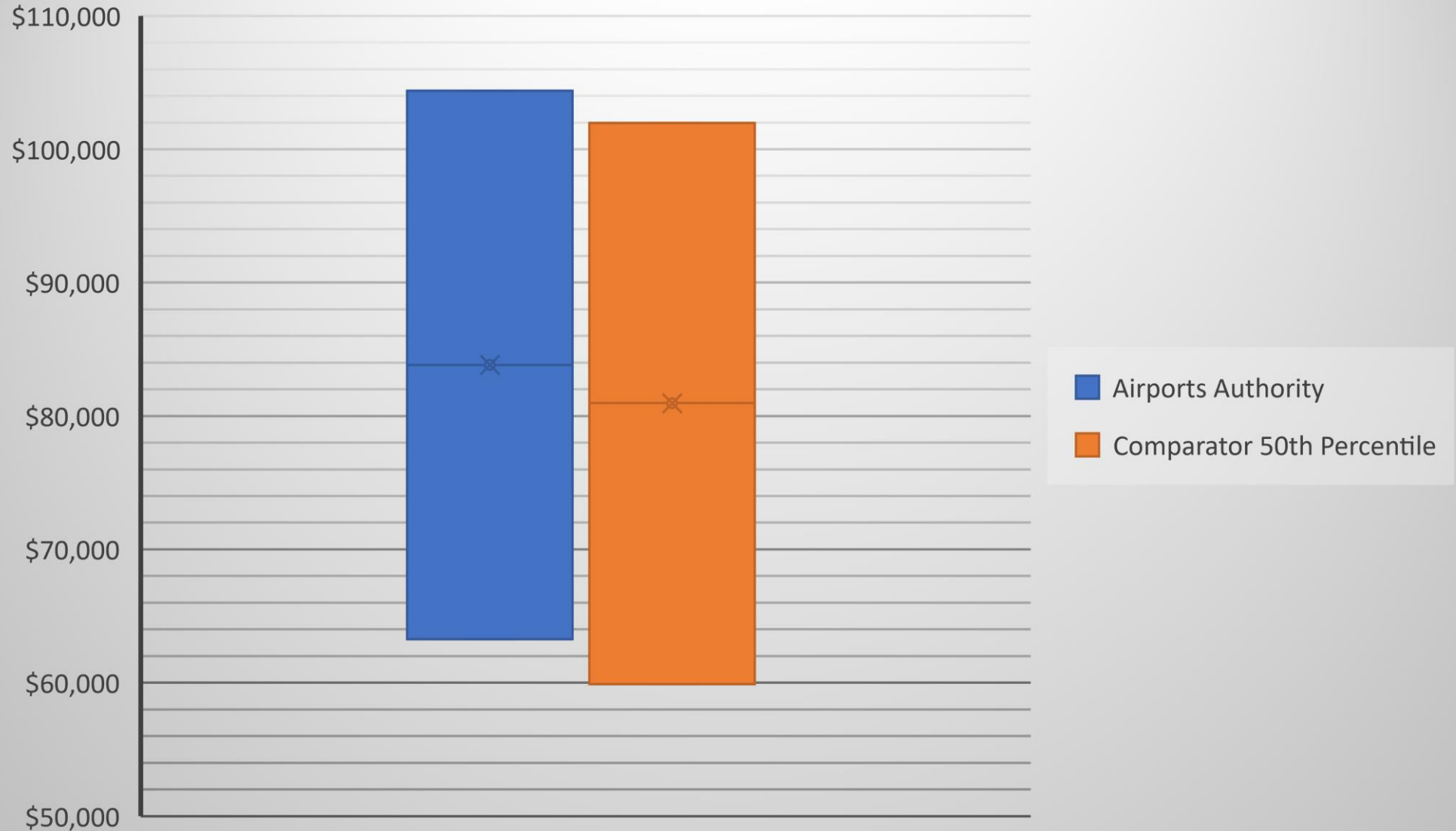
## Jurisdictions Surveyed

- Alexandria City
- Arlington County
- Fairfax City
- Fairfax County
- Loudoun County
- Manassas City
- Montgomery County
- Prince Georges County
- Prince William County
- US Capitol Police
- WMATA

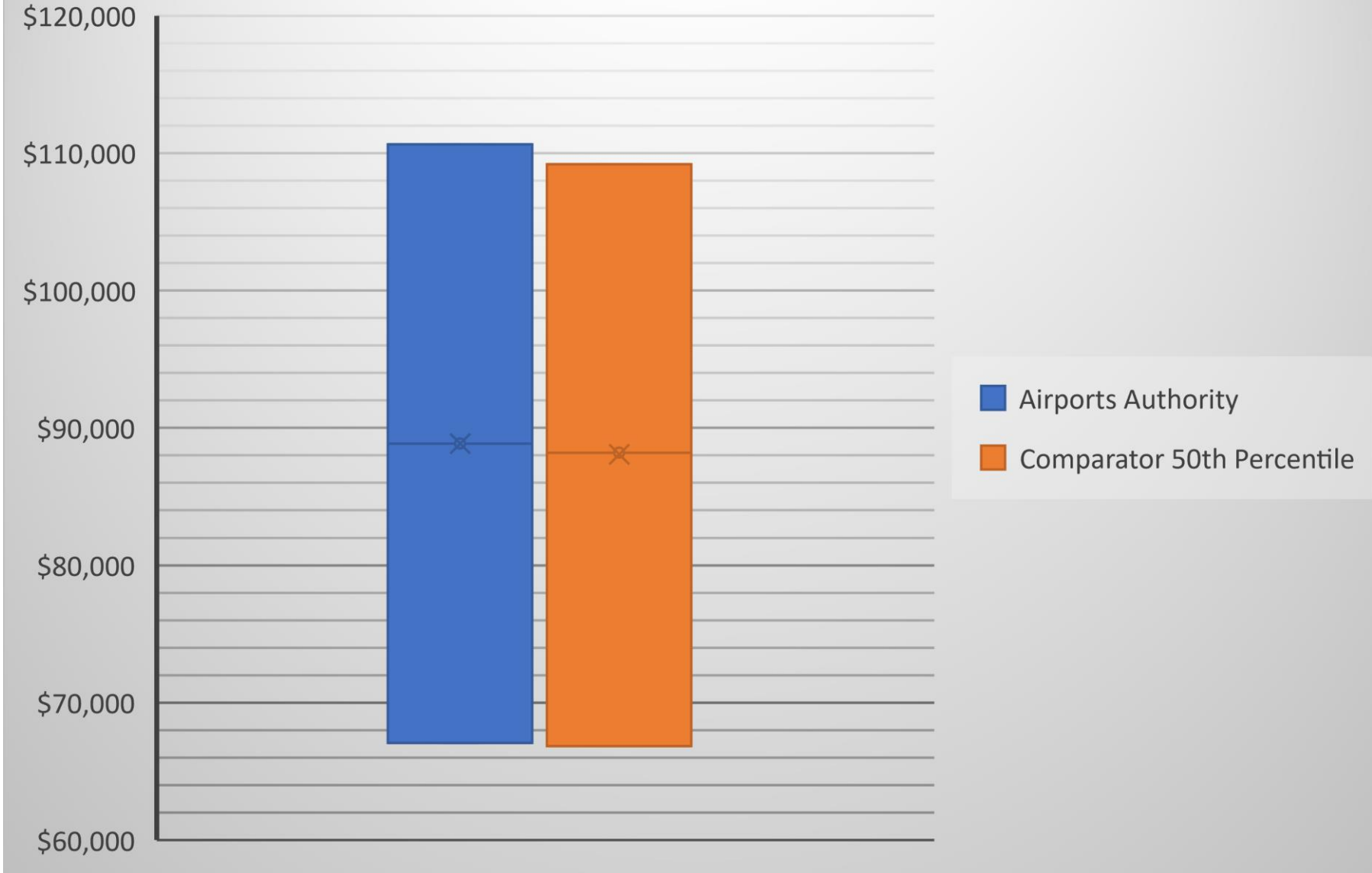
# Police Salary Range Midpoint Comparison by Position



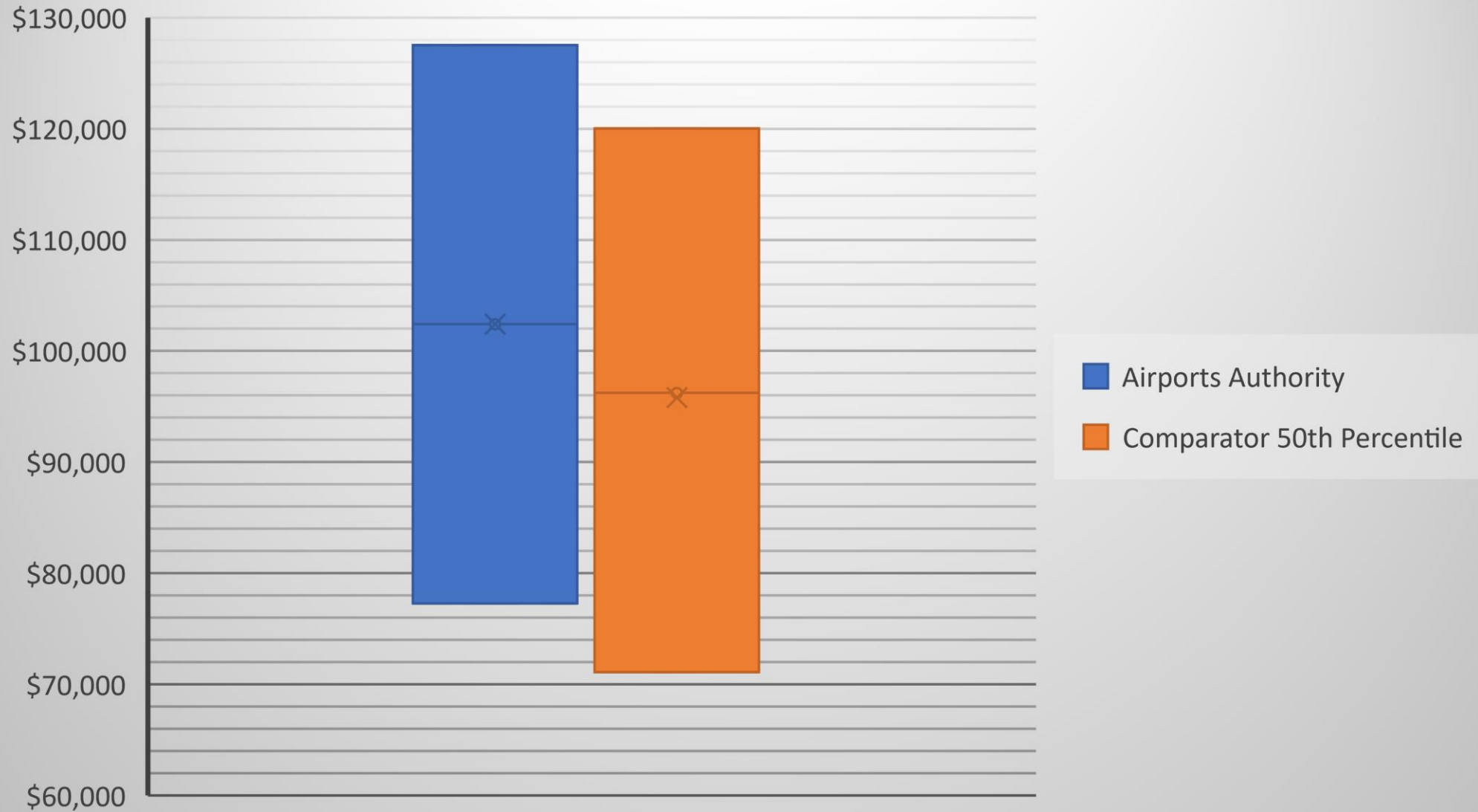
# Police Officer Salary Range Comparison



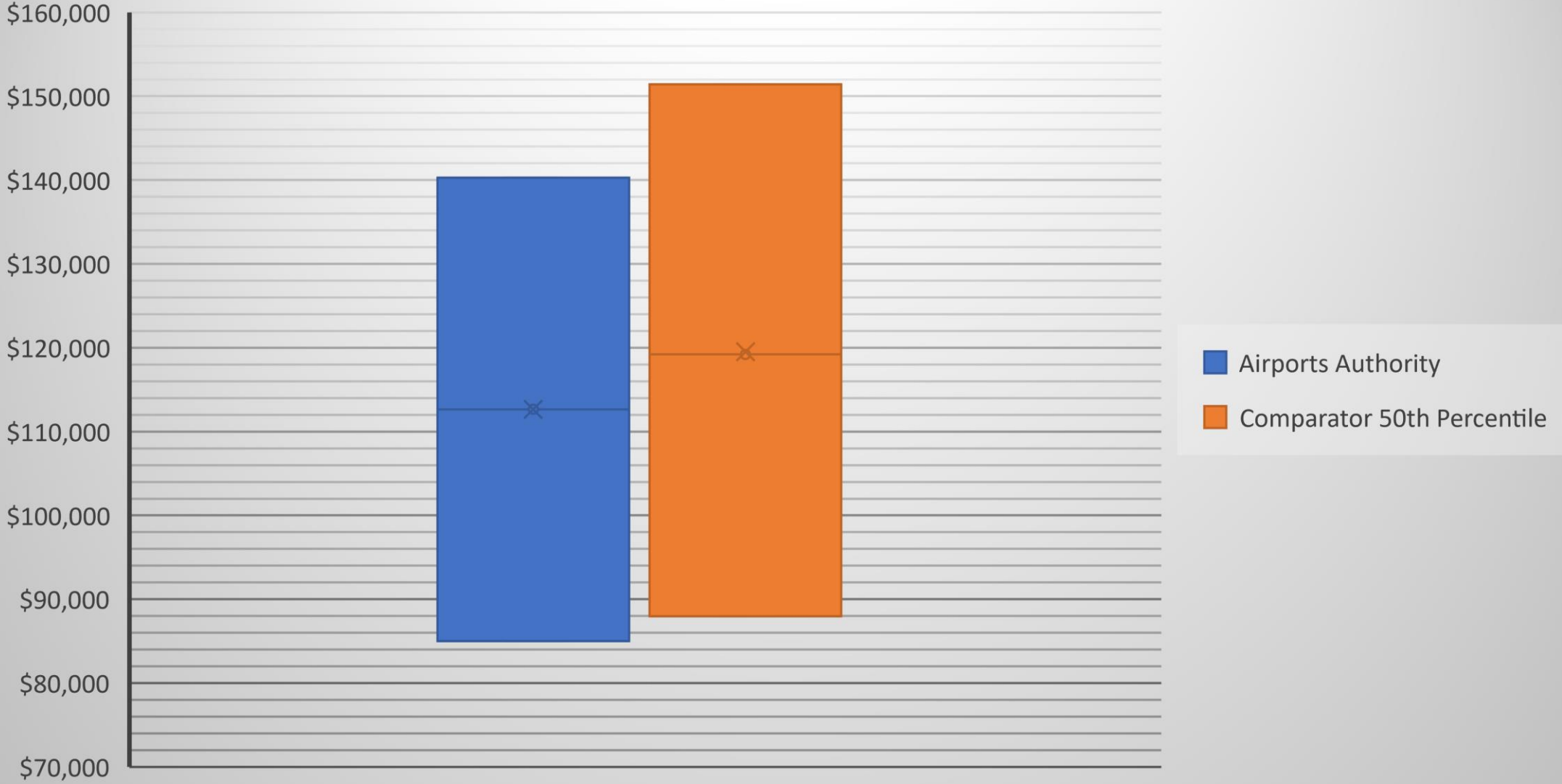
# Police Corporal Salary Range Comparison



# Police Sergeant Salary Range Comparison

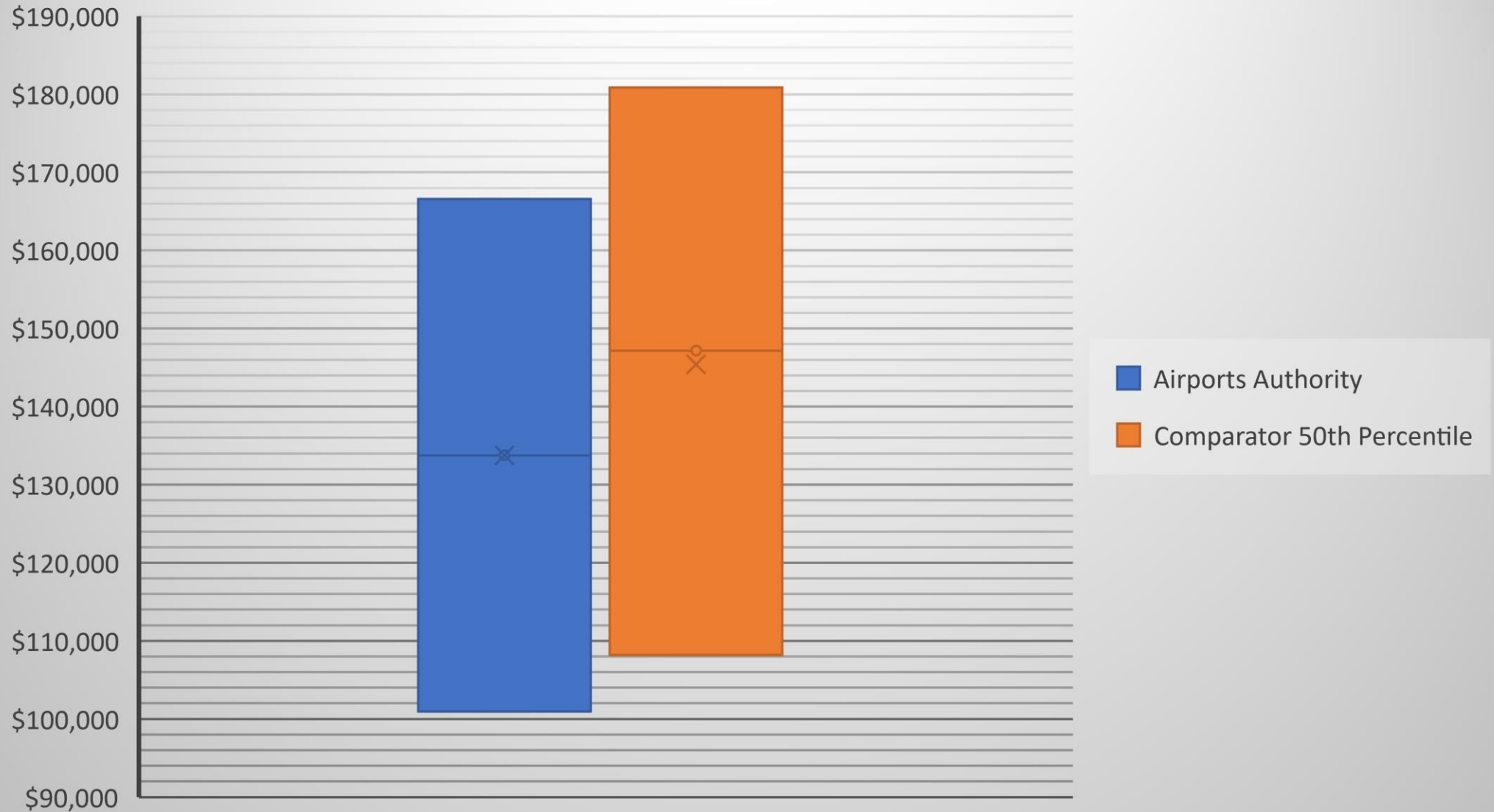


# Police Lieutenant Salary Range Comparison

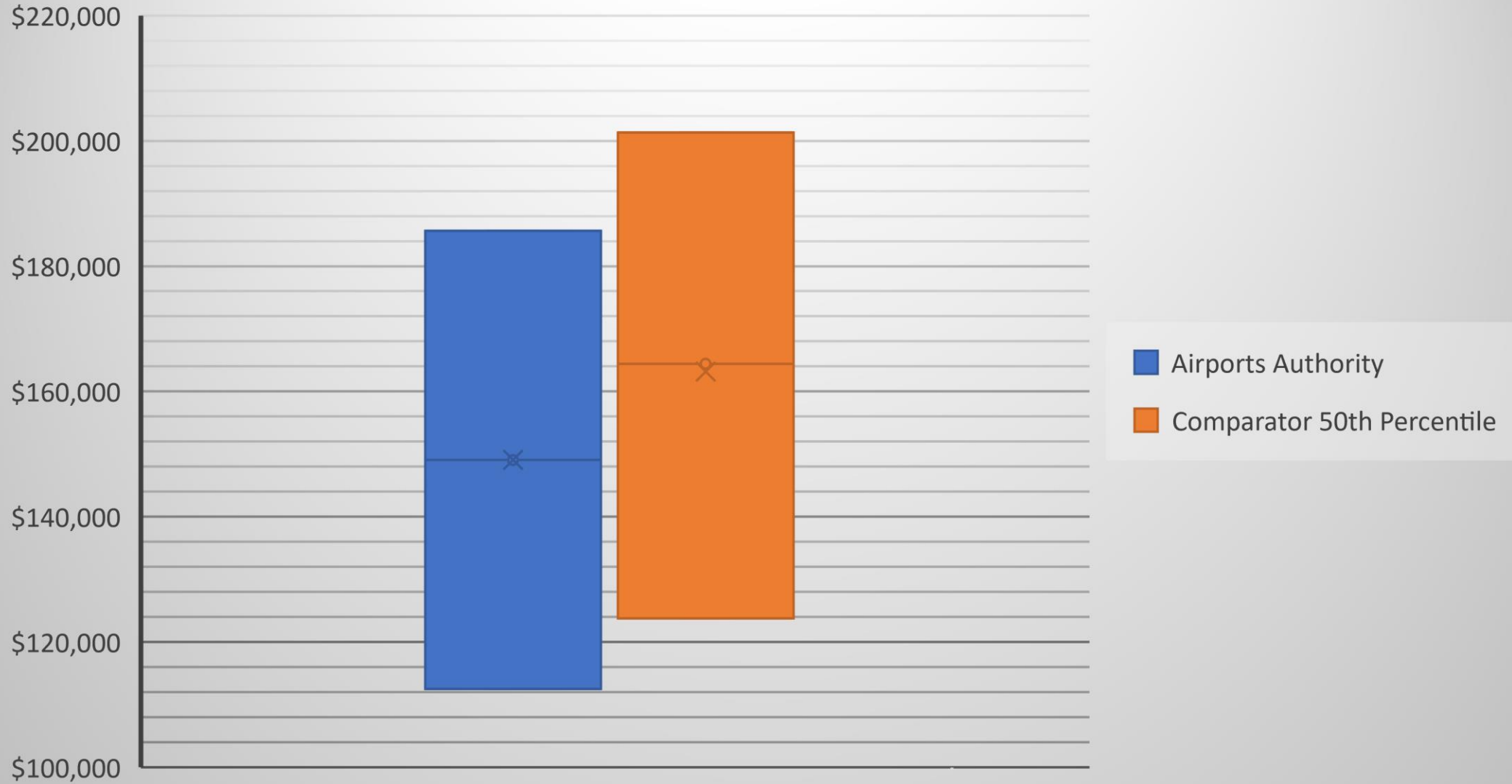




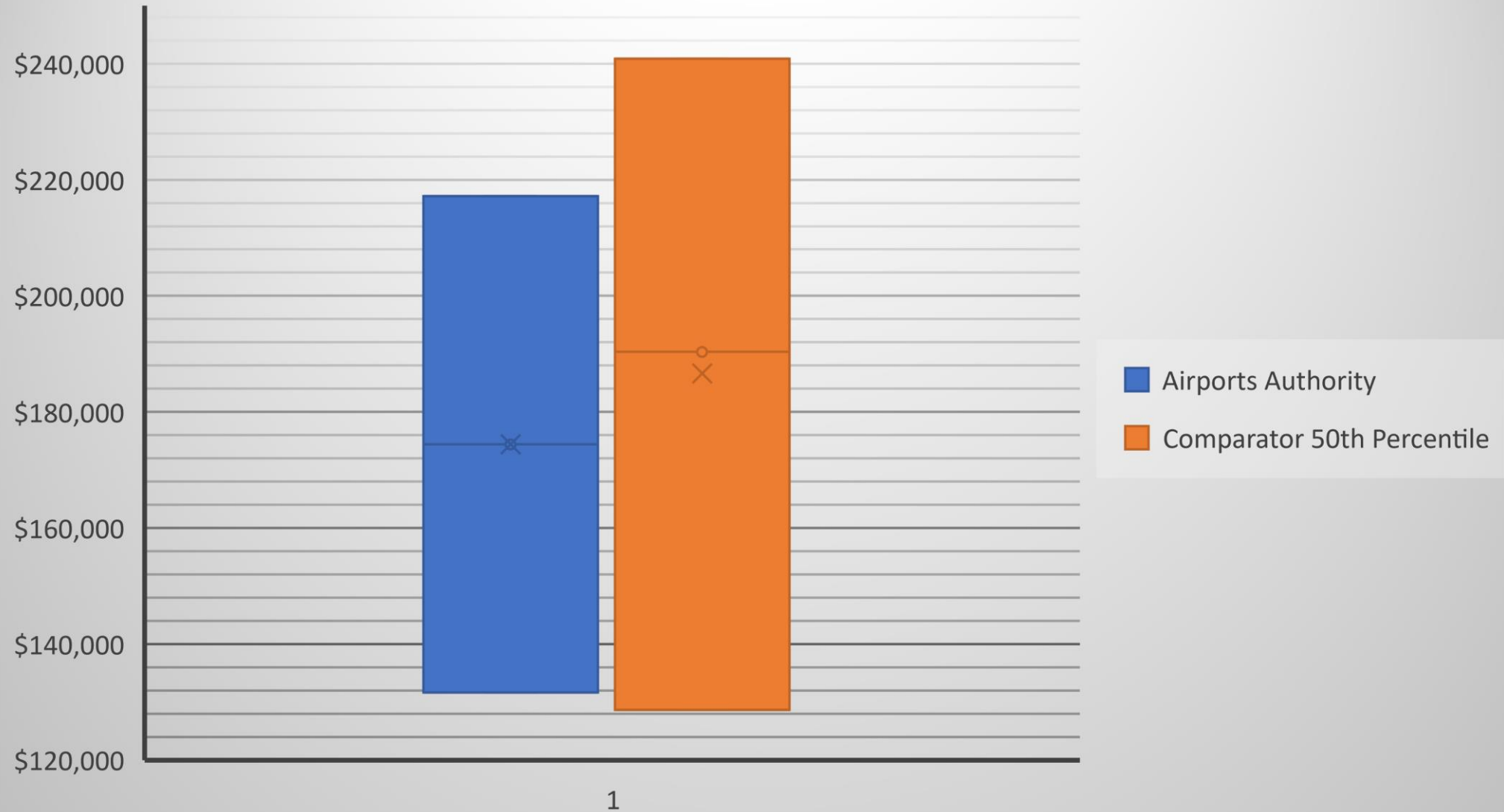
# Police Major Salary Range Comparison



# Deputy Police Chief Salary Range Comparison



# Police Chief Salary Range Comparison



# Police Benefits Study Results

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*Summary of Results from Full Study*

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# 2022 Benefits Benchmarking Study Methodology

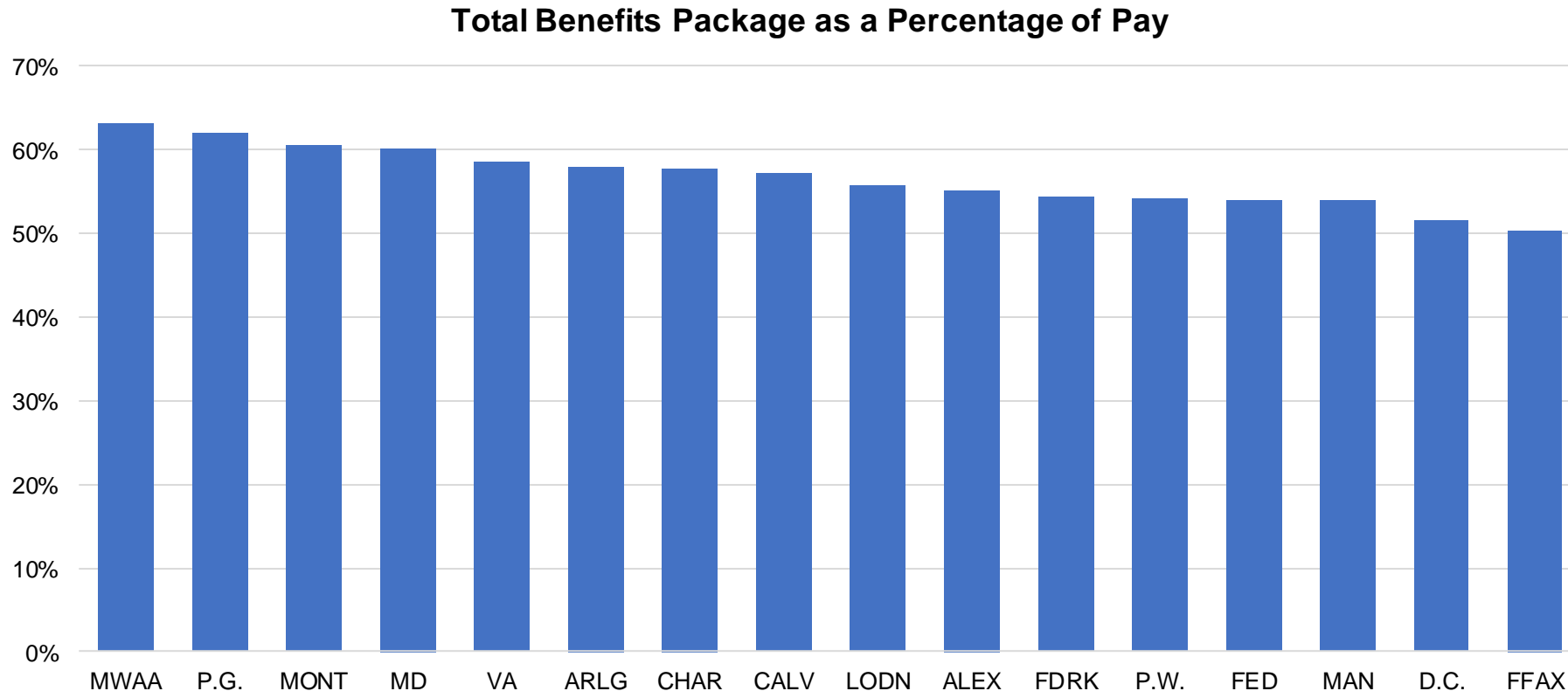
- Update to 2020 study
- Focused on local jurisdictions only
- Same list of local jurisdiction comparators as 2020
- Same methodology as 2020 study – updated for 2022 assumptions
  - Reflect changes in benefits and updated measurement assumptions

Benefits Included
Employee Healthcare
Retiree Healthcare
Employee Dental
Employee Life Insurance
Retiree Life Insurance
Line-of-Duty Benefits
Defined Benefit
Defined Contribution
Social Security & Medicare
Paid Leave Programs

Jurisdictions	
City of Alexandria	Loudoun County
Arlington County	State of Maryland
Calvert County	Montgomery County
Charles County	Prince George's County
City of Manassas	Prince William County
D.C. Government	Commonwealth of Virginia
Fairfax County	
Federal Government	
Frederick County	

# 2022 Benefits Benchmarking Results

## *Employer Provided Value – Total Benefits Package*



- Looking at all benefits taken together, the value provided by MWAA to its Police, at 63.1% of pay, exceeds that of all other jurisdictions surveyed as shown in the bar chart above.
- The breakdown, by benefit, is shown in the next slide

# 2022 Benefits Benchmarking Results

## *Employer Provided Value – Percentage of Pay*

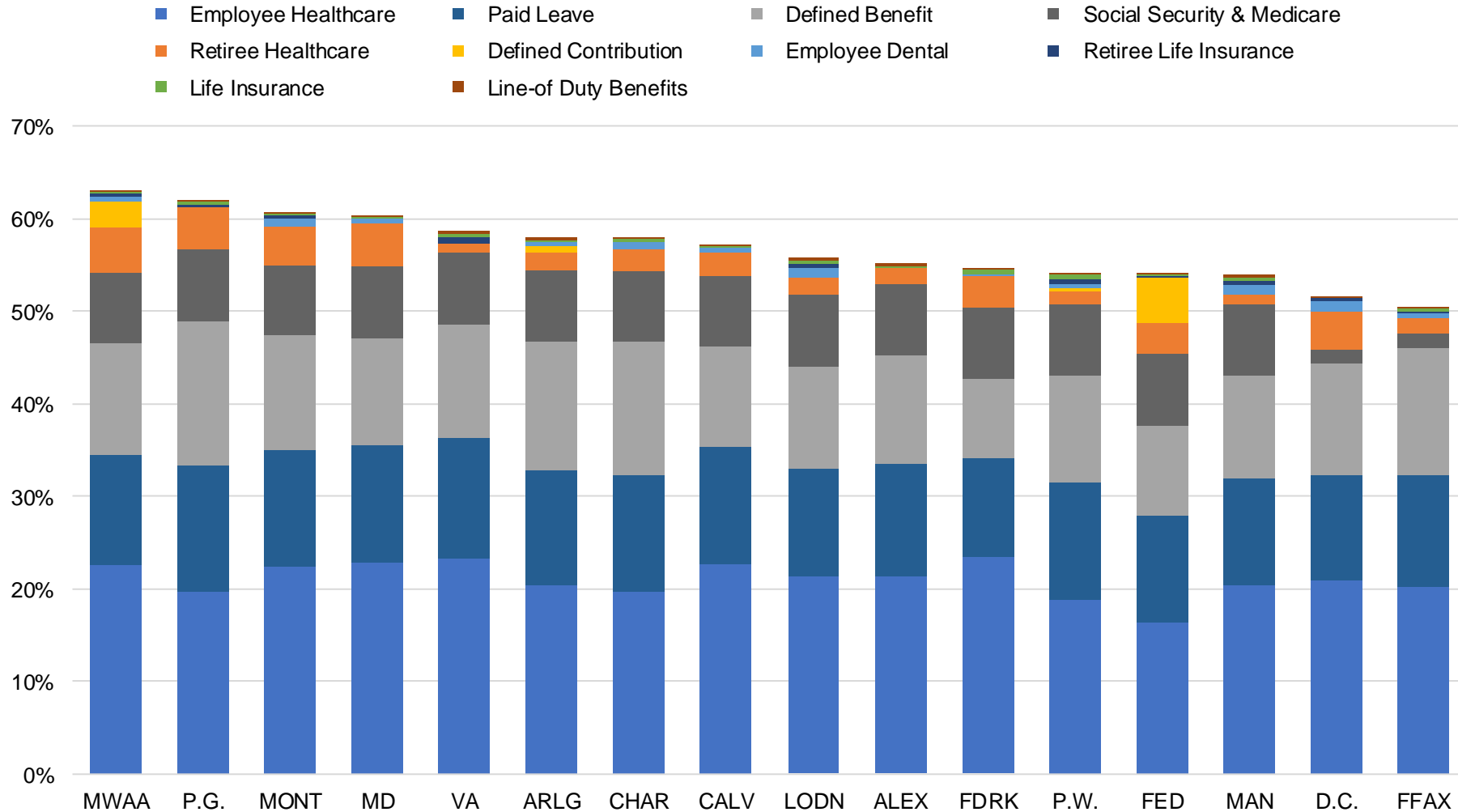
	Police Officers Average Pay \$78,236															
Benefit Program	MWAA	P.G.	MONT	MD	VA	ARLG	CHAR	CALV	LODN	ALEX	FDRK	P.W.	FED	MAN	D.C.	FFAX
Employee Healthcare	22.5%	19.7%	22.3%	22.8%	23.2%	20.4%	19.7%	22.7%	21.3%	21.4%	23.5%	18.9%	16.3%	20.4%	20.8%	20.1%
Retiree Healthcare	4.7%	4.6%	4.2%	4.7%	1.2%	1.9%	2.3%	2.6%	1.9%	1.8%	3.4%	1.3%	3.3%	1.2%	4.1%	1.6%
Defined Benefit	12.1%	15.7%	12.4%	11.5%	12.2%	14.0%	14.4%	10.8%	11.2%	11.8%	8.6%	11.5%	9.8%	11.2%	12.1%	13.8%
Defined Contribution	3.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	5.0%	0.0%	0.0%	0.0%
Employee Dental	0.5%	0.0%	0.8%	0.6%	0.0%	0.6%	0.8%	0.5%	0.9%	0.0%	0.1%	0.4%	0.0%	0.9%	1.1%	0.6%
Life Insurance	0.2%	0.4%	0.2%	0.1%	0.4%	0.2%	0.3%	0.2%	0.4%	0.2%	0.4%	0.4%	0.1%	0.4%	0.1%	0.2%
Retiree Life Insurance	0.3%	0.3%	0.3%	0.0%	0.6%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.6%	0.1%	0.6%	0.3%	0.2%
Line-of-Duty Benefits	0.2%	0.0%	0.0%	0.0%	0.2%	0.2%	0.0%	0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	0.2%	0.0%	0.2%
Social Security & Medicare	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	7.7%	1.5%	1.5%
<b>Total</b>	<b>51.1%</b>	<b>48.4%</b>	<b>47.9%</b>	<b>47.4%</b>	<b>45.5%</b>	<b>45.6%</b>	<b>45.1%</b>	<b>44.4%</b>	<b>44.1%</b>	<b>43.1%</b>	<b>43.7%</b>	<b>41.5%</b>	<b>42.3%</b>	<b>42.5%</b>	<b>40.0%</b>	<b>38.3%</b>
Paid Leave	12.0%	13.6%	12.7%	12.7%	13.1%	12.4%	12.7%	12.7%	11.7%	12.0%	10.7%	12.6%	11.6%	11.5%	11.5%	12.1%
<b>Total with Paid Leave</b>	<b>63.1%</b>	<b>61.9%</b>	<b>60.6%</b>	<b>60.2%</b>	<b>58.6%</b>	<b>58.0%</b>	<b>57.8%</b>	<b>57.1%</b>	<b>55.8%</b>	<b>55.1%</b>	<b>54.4%</b>	<b>54.2%</b>	<b>54.0%</b>	<b>53.9%</b>	<b>51.5%</b>	<b>50.4%</b>

- Looking at the comparison with other jurisdictions on a benefit- by- benefit basis, MWAA ranks at or near the top on the employer provided value of nearly every benefit, in particular with respect to the top value benefits such as employee and retiree healthcare and retirement benefits.
- This is clear graphically in the following slide which shows how much of the total employer provided value is represented by each benefit at MWAA in relation to the other jurisdictions.

# 2022 Benefits Benchmarking Results

## *Employer Provided Value – Total Benefits Package*

**Total Benefits Package as a Percentage of Pay**







# Police Department Pay Study

## Compensation & Benefits

August 11th, 2023



# Police Department Allowance Plans

Allowance	Amount	Frequency	Eligible Positions
Uniform Shoes	\$120.00	Annual	Any employee in the Police Department
Canine Care and Grooming	\$160.00	Biweekly	Airport Police Officer Canine, Corporal Canine, Police Lieutenant, Police Sergeant Canine
Police Special Response Team	\$50.00	Biweekly	Only those who are selected members of the Special Response Team are eligible.
Plainclothes	\$375.00	Every 6 months	Any eligible Police Department Employee
Police FTO Incentive	\$153.85	Biweekly	Incentive for employees who train other officers
Language Proficiency	2.5% of base pay	Biweekly	Any employee in the Police Department



# Police Department Average Benefit Elections

## Healthcare

Benefit Plan	Your Contribution	MWAA's Contribution
Medical - United Healthcare	\$2,386.70	\$9,616.87
Dental – United Concordia	\$304.64	\$258.87
Health care FSA	\$306.03	Employee Contribution Only
Dependent care FSA	\$103.30	Employee Contribution Only
Commuter FSA	\$ 0.00	\$ 0.00
<b>Total Amount</b>	<b>\$3,100.66</b>	<b>\$9,875.74</b>

## Income Protection

Benefit Plan	Your Contribution	MWAA's Contribution
Long Term Disability	\$ 52.82	\$426.26
Basic life Insurance	\$101.08	\$101.08
Supplemental Life Insurance	\$256.83	Employee Contribution Only
Dependent Life Insurance	\$ 11.12	Employee Contribution Only
<b>Total Amount</b>	<b>\$421.84</b>	<b>\$527.34</b>

\*Annual average taken for all Police Department positions ***not*** including the Chief of Police



# Police Department Average Benefit Elections

(continued)

## Leave Used 2023

Absence Type	Accrued Hours	Used Hours	MWAA's Contribution (Used Hours)
Annual Leave	107	98	\$3,605.13
Sick Leave	76	61	\$2,260.49
Holiday Leave	0	38	\$1,401.83
Military Leave	120	0	\$ 0.00
			<b>\$7,267.45</b>
*Line of Duty Program ( <u>no cost to employee</u> ):			

## Retirement

Benefit Type	Your Contribution	MWAA's Contribution
457(b)	\$5,321.91	Employee Contribution Only
457 Roth	\$397.77	Employee Contribution Only
401(a) – Employer Match	MWAA Contribution Only	\$1,647.20
Retirement Plan (Police & Fire)	\$810.46	\$2,424.69
<b>Total Amount</b>	<b>\$6,530.14</b>	<b>\$4,071.89</b>

Police officers and firefighters participate in the Line of Duty program covering them at a benefit of \$100,000 should you pass in the line of duty. This program can also provide Health Benefit coverage for your dependents upon death.



# Police Department Compensation Changes

- **11/6/2022 – Updated Police Personnel Pay Schedule by 2% across the board (P10-P16)**
- **11/6/2022 – Updated APO (VA-Certified Lateral) Incentive Bonus Agreement from \$5,000 to \$7,500**
- **11/6/2022 – Updated APO Retention Bonus Agreement from \$5,000 to \$7,500**
- **1/1/2023 – Updated Police Personnel Pay Schedules by 3.5% across the board (P10-P16)**
- **1/1/2023 – Position in Range (PIR)**
  - Quartile 1: +1.25 percent PIR pay adjustment
  - Quartile 2: +1.00 percent PIR pay adjustment
  - Quartile 3: +0.75 percent PIR pay adjustment
  - Quartile 4: +0.50 percent PIR pay adjustment
- **1/1/2023 – 4.75% target Merit Pay Program (MPP) and Performance Management Partnership (PMP) payout**
- **4/9/2023 – Education Incentive involving a 5% base salary increase for Bachelor’s or Master’s degree from an accredited institution**
- **4/9/2023 – Field Training Officer allowance of \$4,000.00 (153.85, biweekly) supplement payment when certified and part of the Unit**
- **In progress – Language Proficiency involving a 2.5% base pay supplement payment is given for those who can fluently speak, read, and write a language other than English. Fluency may be tested at MWAA HR’s discretion.**
- **1/1/2024 – TBD**



# Police Department Pay Range Changes: Lieutenant

↓ OLD ↓

<b>P13</b>	Annual	\$	85,013	\$	98,828	\$	112,642	\$	126,457	\$	140,273
	Hourly	\$	40.8718	\$	47.5136	\$	54.1549	\$	60.7966	\$	67.4390

↓ NEW ↓

<b>P13</b>	Annual	\$	90,425	\$	105,119	\$	119,813	\$	134,507	\$	149,201
	Hourly	\$	43.4734	\$	50.5378	\$	57.6022	\$	64.6667	\$	71.7311

\*Effective the pay period beginning August 27, 2023.





# Police Department Pay Range Changes: Major

↓ OLD ↓

<b>P14</b>	Annual	\$	100,941	\$	117,343	\$	133,747	\$	150,149	\$	166,552
	Hourly	\$	48.5293	\$	56.4150	\$	64.3013	\$	72.1871	\$	80.0728

↓ NEW ↓

<b>P14</b>	Annual	\$	113,031	\$	131,398	\$	149,766	\$	168,133	\$	186,501
	Hourly	\$	54.3417	\$	63.1723	\$	72.0028	\$	80.8333	\$	89.6638

\*Effective the pay period beginning August 27, 2023.



# Police Department Pay Range Changes: Deputy Chief

↓ OLD ↓

<b>P15</b>	Annual	\$	112,503	\$	130,783	\$	149,065	\$	167,346	\$	185,629
	Hourly	\$	54.0878	\$	62.8765	\$	71.6658	\$	80.4550	\$	89.2448

↓ NEW ↓

<b>P15</b>	Annual	\$	125,973	\$	146,443	\$	166,914	\$	187,385	\$	207,855
	Hourly	\$	60.5639	\$	70.4055	\$	80.2471	\$	90.0887	\$	99.9304

\*Effective the pay period beginning August 27, 2023.





# Police Department Pay Range Changes: Chief of Police

## ↓ OLD ↓

<b>P16</b>	Annual	\$	131,627	\$	153,016	\$	174,405	\$	195,795	\$	217,184
	Hourly	\$	63.2821	\$	73.5655	\$	83.8484	\$	94.1324	\$	104.4154

## ↓ NEW ↓

<b>P16</b>	Annual	\$	147,388	\$	171,339	\$	195,289	\$	219,240	\$	243,191
	Hourly	\$	70.8597	\$	82.3744	\$	93.8891	\$	105.4038	\$	116.9185

\*Effective the pay period beginning August 27, 2023.



# Total Compensation Statement

Provide employees (and their families) the ability to review the monetary value of their year-to-date Benefits, in addition to their Total Cash Compensation. This will show the Total Compensation employees receive and emphasize the overall contribution MWAAs makes towards Compensation and Benefits. This will be mailed out to every employee at the end of the year.

## 2023 Total Compensation Statement



For the Year Ending December 31<sup>st</sup>, 2023.

### Personal Compensation Report for Joe Sample

This Personalized Statement shows contributions made by you and on your behalf by the Metropolitan Washington Airports Authority (Airports Authority) toward your Total Compensation Amount. As you review this statement, you will see the value of your benefits when added to your Cash Compensation.

Your Cash Compensation	+	MWAA's Benefits Contribution	=	Your Total Compensation Amount
\$70,319.38	+	\$23,238.53	=	\$93,557.91

Your Cash Compensation as shown in the table below includes your annual salary (base pay), allowances (incentives, value added pay, gym, tuition, etc.), and one-time payments (awards, bonuses, etc.) received throughout the year.

Base Pay	Allowances	One-time Payments	Cash Compensation
\$69,001.53	\$ 545.62	\$ 772.23	\$70,319.38

### Joe Sample, your total rewards package is more than just your paycheck.

It includes benefits such as your Medical Benefits, Dental Benefits, Flexible Spending Accounts, Income Protection Benefits, Leave, and Retirement. The information in each section below will provide you with an explanation and breakdown of this year's contributions:

#### Healthcare

Benefit Plan	Your Contribution	MWAA's Contribution
Medical - United Healthcare	\$2,828.35	\$11,396.19
Dental - United Concordia	\$ 358.04	\$ 303.34
Health care FSA	\$1,081.31	Employee Contribution Only
Dependent care FSA	\$ 0.00	Employee Contribution Only
Commuter FSA	\$ 217.16	\$ 840.93
<b>Total Amount</b>	<b>\$4,484.87</b>	<b>\$12,540.46</b>

## 2023 Total Compensation Statement



### Income Protection Benefits

In the unfortunate event that you are sick or injured and cannot work, the Airports Authority provides you with Long-Term Disability or replacement of your monthly income, up to 60% of your base pay, up to \$20,000 per month. A 90-day waiting period is provided by the Airports Authority at no cost to you.

The Airports Authority offers Basic Life Insurance equal to your base annual salary, rounded to the nearest \$1,000 multiplied by two. You and the Airports Authority share the cost of Basic Life Insurance. You may elect Supplemental Life Insurance equal to one to five times your salary. Dependent Life Insurance has two coverage options: \$10,000 for your spouse and \$5,000 for each child, as well as \$20,000 for your spouse and \$10,000 for each child.

Police officers and firefighters participate in the Line of Duty program covering them at a benefit of \$100,000 should you pass in the line of duty. This program can also provide Health Benefit coverage for your dependents upon death.

Benefit Plan	Your Contribution	MWAA's Contribution
Long Term Disability	\$ 160.38	\$ 438.02
Basic Life Insurance	\$ 133.80	\$ 133.80
Supplemental Life Insurance	\$ 707.78	Employee Contribution Only
Dependent Life Insurance	\$ 38.22	Employee Contribution Only
<b>Total Amount</b>	<b>\$1,040.18</b>	<b>\$ 571.82</b>

### Leave Used in 2023 (based on your annual salary or hourly rate)

The Airports Authority provides multiple types of paid leave. Annual Leave is encouraged to be used each year for rest and relaxation. The Sick Leave Program provides income protection for employees for short and intermediate periods of non-job-related injury or medical incapacitation. The Airports Authority provides paid Holiday Leave for MWAA observed holidays.

Employees who are members of a reserve component of the uniformed services or the National Guard are eligible for paid Military Leave if they are engaged in active duty, active-duty training, or inactive duty training.

The table below shows your current leave balance and the corresponding dollar value.

Absence Type	Accrued Hours	Used Hours	MWAA's Contribution (Used Hours)
Annual Leave	104	108	\$3,582.36
Sick Leave	76	72	\$2,388.24
Holiday Leave	0	8	\$ 265.36
Military Leave	0	0	\$ 0.00
			<b>\$6,235.96</b>

## 2023 Total Compensation Statement



### Retirement

The Airports Authority automatically covers regular career employees in one of two different defined benefit plans – either the Retirement Plan for General Employees or the Retirement Plan for Police Officers and Firefighters. Each employee is covered in their respective plan as of their date of hire. Employees in the General Plan may receive a benefit at age 60 with at least 5 years of vesting service. Police and firefighter employees contribute 1.5% of their base pay on a pre-tax basis and are eligible for their benefit at age 55 with at least 5 years of vesting service.

Through the Airports Authority 457(b) Savings Plan, you can contribute 1% to 100% of your taxable income, up to IRS limits. Roth contribution elections are also available. The Airports Authority matches 100% of the first 2% of your salary and 50% of the next 2% you contribute to the 401(a) Plan. The table below shows year-to-date contributions made by you and the Airports Authority towards your retirement.

Benefit Type	Your Contribution	MWAA's Contribution
457(b)	\$4,194.94	Employee Contribution Only
457 Roth	\$ 0.00	Employee Contribution Only
401(a) – Employer Match	MWAA Contribution Only	\$1,875.53
Retirement Plan (General)	MWAA Contribution Only	\$2,014.76
Retirement Plan (Police & Fire)	\$ 0.00	\$ 0.00
<b>Total Amount</b>	<b>\$4,194.94</b>	<b>\$3,890.29</b>

You should log in to your account ([www.lfi.com](http://www.lfi.com)) to review your account and contact the Lincoln Financial Call Center at 800-234-3500 with questions.

Social Security benefits can be an important source of retirement income. According to the Social Security Administration, the maximum benefit amount covers about 40% of an average retiree's expenses. Visit the Social Security website: [ssa.gov](http://ssa.gov) to get an estimate of your benefits.

#### You have resources when it comes to your benefits!

The Airports Authority encourages you to always evaluate your benefits to ensure you and your family are covered for things that could happen now or in the future. After you've reviewed this statement, you should log into Workday and review your Benefit Elections to understand the value and level of coverage for each element of your benefits. Things to think about:

- Do you have enough life insurance coverage?
- Do you have enough sick and/or annual leave to get you to the Long-Term Disability wait period?
- Are you saving enough money for Retirement?

How to review your benefits: Login into Workday, click Menu, click Benefits, click Benefit Elections to review your coverages.

For more information about these benefits, please use the Compass Benefits page and your Benefits Enrollment booklet as additional resources. Questions can be directed to the Compensation and Benefits Department:

[Compensation@mwa.com](mailto:Compensation@mwa.com) or [Benefits@mwa.com](mailto:Benefits@mwa.com)

# Total Compensation Checklist

## ➤ Attraction

-Attract applicants

## ➤ Education

-Is designed to assist employees in making informed decisions regarding their future

## ➤ Retention

-Reduce employee turnover

[Located on Compass](#)

Compensation & Benefits Evaluation	MWAA	Other
<b>Benefits</b>		
11 Paid Holidays (12 if Inauguration)	✓	
Flexible Spending Accounts: Healthcare, Dependent Care, Commuter	✓	
Annual Leave Exchange Program	✓	
Donated Leave Program	✓	
*Line of Duty Program	✓	
Basic Life Insurance: Employer pays 50% of premiums	✓	
Supplemental Life Insurance	✓	
Dependent Life Insurance	✓	
Commuter Transit Subsidy \$220	✓	
Medical: Employer pays 80% of Premiums	✓	
Dental: Employer pays 45% of Premiums	✓	
Employee Assistance Program (EAP)	✓	
Long-term Disability: Employer pays 100% of the 90-Day	✓	
<b>Retirement</b>		
*General Retirement Plan: 100% employer paid	✓	
*Pension Plan for Police & Fire: 98.5% employer paid	✓	
*Benefits at retirement: Retiree Medical, Retiree Dental, Retiree Life	✓	
457(b) Retirement Savings Plan	✓	
401 (a) Match- Company Match 100% of first 2% and 50% of next 2%	✓	
<b>Allowances</b>		
Gym Membership and Weight Management Reimbursement \$200	✓	
\$5,000 Tuition Reimbursement	✓	
<b>Compensation</b>		
Competitive Salary	✓	
Average Benefits Contribution (Multiply % by base pay) *42% General Employee, *51% Police & Fire	✓	

\*Line of Duty program applies to police officers and firefighters  
 \*\*Employees may receive retirement benefit with at least 5 years of vesting service  
 \*\*\*Employee must retire from MWAA with 10 years of service to receive Medical and Dental benefits  
 \*\*\*\* These are MWAA's average cost of benefits per employee



**METROPOLITAN WASHINGTON AIRPORTS AUTHORITY  
CALENDAR YEAR 2023 PAY SCHEDULE  
POLICE PERSONNEL**



<b>Pay Level</b>	<b>Rate</b>	<b>Minimum</b>	<b>Begin 2nd Quartile</b>	<b>Begin 3rd Quartile</b>	<b>Begin 4th Quartile</b>	<b>Maximum</b>
<b>P16</b>	Annual Hourly	\$ 147,388 \$ 70.8597	\$ 171,339 \$ 82.3744	\$ 195,289 \$ 93.8891	\$ 219,240 \$ 105.4038	\$ 243,191 \$ 116.9185
<b>P15</b>	Annual Hourly	\$ 125,973 \$ 60.5639	\$ 146,443 \$ 70.4055	\$ 166,914 \$ 80.2471	\$ 187,385 \$ 90.0887	\$ 207,855 \$ 99.9304
<b>P14</b>	Annual Hourly	\$ 113,031 \$ 54.3417	\$ 131,398 \$ 63.1723	\$ 149,766 \$ 72.0028	\$ 168,133 \$ 80.8333	\$ 186,501 \$ 89.6638
<b>P13</b>	Annual Hourly	\$ 90,425 \$ 43.4734	\$ 105,119 \$ 50.5378	\$ 119,813 \$ 57.6022	\$ 134,507 \$ 64.6667	\$ 149,201 \$ 71.7311
P12 (no chg)	Annual Hourly	\$ 77,286 \$ 37.1566	\$ 89,844 \$ 43.1944	\$ 102,404 \$ 49.2327	\$ 114,961 \$ 55.2699	\$ 127,521 \$ 61.3083
P11 (no chg)	Annual Hourly	\$ 67,058 \$ 32.2395	\$ 77,956 \$ 37.4788	\$ 88,853 \$ 42.7177	\$ 99,751 \$ 47.9572	\$ 110,647 \$ 53.1956
P10 (no chg)	Annual Hourly	\$ 63,263 \$ 30.4148	\$ 73,543 \$ 35.3573	\$ 83,824 \$ 40.2999	\$ 94,104 \$ 45.2423	\$ 104,384 \$ 50.1848

Located on  
compass:  
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