

**City of Alexandria, Virginia
FY 2025 Proposed Operating Budget & CIP
Budget Questions & Answers**

March 29, 2024

Question:

Please provide a summary of City and ACPS employee compensation adjustments since FY 2021.

Response:

Changes to City and ACPS compensation are detailed in the attached table (Attachment 1). City adjustments are broken out by employee group/bargaining unit, as different groups of employees have received different adjustments. Note also that the table only details organization-level changes and does not reflect targeted enhancements to individual job classes or trees (e.g. mid-year enhancements for Library staff in FY2024).

Attachment:

Attachment 1 - Changes to City and ACPS compensation

	General	Police	Fire/Medics	Sheriff	Labor & Trades	All City pay scales	ACPS
FY 2021	<ul style="list-style-type: none"> Revenue decline resulted in cancellation of 1.5% adjustment to all pay scales, certain targeted public safety improvements, as well as step increases. All of these changes (except the one-grade increase for Fire Fighters) were proposed and approved as mid-year FY 2022 adjustments (see below). 						<ul style="list-style-type: none"> 2.5% bonus paid with vacancy savings (not budgeted)
FY 2022	<ul style="list-style-type: none"> 1.5% General pay scale adjustment \$3,000 bonus \$1% bonus 	<ul style="list-style-type: none"> Two-grade increase (10%) for Police Lieutenants and Captains 1.5% Police pay scale adjustment \$3,000 bonus 1% bonus 	<ul style="list-style-type: none"> Deputy Fire Chief moved to Executive pay band (2.8%) 1.5% Fire and Medics pay scale adjustment \$3,000 bonus 1% bonus 	<ul style="list-style-type: none"> One-grade increase (5%) for Sheriff Deputy Captains and Lieutenants Chief Deputy Sheriffs moved to Executive pay band (2.8%) 1.5% Sheriff pay scale adjustment \$3,000 bonus 1% bonus 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Step increases 	<ul style="list-style-type: none"> Step increases 2.4% COLA 2.5% bonus paid with vacancy savings (not budgeted)
FY 2023	<ul style="list-style-type: none"> 4.5% pay scale adjustment 	<ul style="list-style-type: none"> 6% pay scale adjustment 	<ul style="list-style-type: none"> 7% pay scale adjustment 	<ul style="list-style-type: none"> 6% pay scale adjustment 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Step increases Addition of 3 steps to top of non-public safety City pay scales 	<ul style="list-style-type: none"> Step increases 2.5% COLA 4.5% bonus paid with vacancy savings (not budgeted)
FY 2024	<ul style="list-style-type: none"> 2% pay scale adjustment 	<ul style="list-style-type: none"> Police Officers and Detectives consolidated to one grade, for an increase of 5-10% for junior officers 2% pay scale adjustment for Police Lieutenants and Officers, and 4.5% for Police Sergeants Alignment of steps based on years of service 	<ul style="list-style-type: none"> New pay scales for collectively bargained employees, equivalent to an increase of 1-2 grades or a 5-10% pay scale adjustment 	<ul style="list-style-type: none"> 2% pay scale adjustment 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Step increases 	<ul style="list-style-type: none"> Step increases 3% COLA Targeted market rate adjustments 2% mid-year adjustment in January 2024
Proposed FY 2025	<ul style="list-style-type: none"> 2% pay scale adjustment 	<ul style="list-style-type: none"> 2% pay scale adjustment 	<ul style="list-style-type: none"> 2% pay scale adjustment 	<ul style="list-style-type: none"> 2% pay scale adjustment 	<ul style="list-style-type: none"> 2.25% pay scale adjustment \$1,000 bonuses 	<ul style="list-style-type: none"> Step increases 	<ul style="list-style-type: none"> Superintendent proposed budget: step increases and a continuation of the 2024 mid-year 2% adjustments School Board proposed budget: all adjustments included in the Superintendent's proposed budget, with additional 2% COLA for all employees, and retroactive steps granted to employees who previously had steps frozen