

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

April 26, 2024

Question:

What is the employment vacancy rate in FY23 for the City of Alexandria and as compared to prior years? What positions have remained vacant for the longest period of time and/or what departments have faced the most persistent or recurring vacancies, and in what roles, if those can be readily identified?

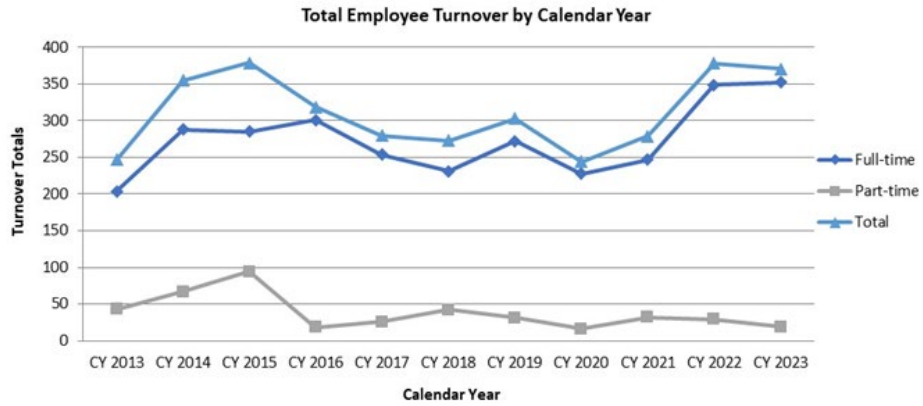
Response:

The number of vacancies in which we are currently recruiting for is 206 as of March 26th, 2024. In calendar year 2022, 378 employees left City employment, and in calendar year 2023, 371 employees left City employment. Each equates to a turnover rate of 13%. The following is the number of separations by calendar year:

- 2023 371
- 2022 378
- 2021 279
- 2020 244
- 2019 303

The following charts from page 10.3 of the FY 2025 proposed budget illustrates the number of separations from CY 2013 to 2023 and the separations by category for CY 2022 and 2023.

CY 2023 Employee Turnover Totals			
	General Scale & Public Safety	General Scale	
	Full-Time	Part-Time	Overall
Voluntary Turnover	256	15	271
Involuntary Turnover	35	3	38
Retirement	61	1	62
Total Turnover CY 2023	352	19	371
Total Turnover CY 2022	349	29	378



Looking ahead, the Department of Human Resources will partner with the Office of Performance Analytics (OPA) to centralize the recruitment function and develop a better tracking system for employee vacancies.