

**City of Alexandria, Virginia  
FY 2024 Proposed Operating Budget & CIP  
Budget Questions & Answers**

**April 4, 2023**

**Question:** Now that collective bargaining has been established, what is the schedule for other compensation studies?

**Response:**

The Department of Human Resources' Compensation Division is in the process of reviewing benchmarking for Sheriff and Library classifications and developing a schedule for other studies. By July 1, 2023, Compensation will also participate in the International Association of Fire Fighters (IAFF) Wage Committee that will be established as part of Fire's collective bargaining agreement. The committee will review the feasibility of reducing the number of steps on the pay scale, market adjustments for Deputy Fire Marshal & Medic IVs, and specialty/premium pay issues.

During the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> quarters of Fiscal Year 2024, Compensation will conduct benchmarking for non-public safety classifications and provide recommendations to the City Manager's Office for review and consideration. At this time there is no established prioritization of positions to be reviewed, though it is expected that any classifications included in the new American Federation of State, County, and Municipal Employees (AFSCME) union would be included during this period.