

**DAVID
PATILLO**
PRESIDENT

**CARLOS
CANAS**
VICE PRESIDENT



JOSEPH WALKER
SECRETARY

TRESKA LYTLE
TREASURER

Dear City Manager Parajon,

The purpose of this letter is to provide you the **Alexandria Sheriff's Association's (ASA) and the Alexandria Sheriff's Office Public Safety Workgroup's (PSWG) initial pay and compensation requests for FY2024.**

The following is an outline of initial pay and compensation requests that the ASA and ASO PSWG would respectfully ask the City to review and address during FY2024.

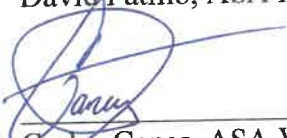
- 1) Have comprehensive salary benchmarking occur for all sworn ranks at the Alexandria Sheriff's Office, to include Chief Deputies. We would like the benchmarking to include all NOVA jurisdictions and the City's traditional comparators as it has in years past. Once benchmarking is completed, we will review our salary position and with the assistance of the City determine the cost associated with making our salaries highly competitive in the region.
- 2) Conduct a review of the Alexandria Sheriff's Office pay scale structure and how it has been affected by our current entry level deputy sheriff (DS) starting salary.
 - Currently the ASO starting salary for a DS is 58,407.96. This is a grade 10, step 2 on the City of Alexandria Sworn Sheriff Pay Scale – FY2023. All other public safety agencies in the City, (APD and AFD) start entry level sworn employees at a grade 10 step 0.
 - In April of 2015, Sheriff Lawhorne began to hire all DS at a grade 10, step 1 on the pay scale. In April of 2021, Sheriff Lawhorne began to hire all DS at a grade 10, step 2 on the pay scale.
 - He was forced to take this action because the starting salary for DS had fallen behind in the region. With no significant agency wide salary adjustments implemented by the City throughout the years, he had to find a way to remain competitive in the region. His authority to implement these adjustments can be found in City of Alexandria Administrative Regulation 6-13: Eligibility and Determination of Pay Adjustments (Formerly - Merit Increases) a City department head:
 - "...may appoint new hires from the entrance rate, the first step of a pay grade, to the midpoint of the salary range. Appointments exceeding the midpoint of the salary range require approval from the Human Resources Director."

- These department level salary increases helped keep ASO competitive, but it has caused salary compression issues among all sworn employees.
- 3) Conduct a salary compression study for all sworn staff to analyze the effects of past city pay practices and starting salary adjustments made in past years at the department head level.
 - 4) Conduct a review of the retirement for sworn staff to determine the feasibility of a 25-year retirement at any age, unreduced retirement benefit at 55 years of age if fully vested and implementing a COLA for the City Supplemental retirement plan.
 - 5) Discuss retention and longevity bonus' for sworn staff.
 - 6) Provide us equity on the following issues that were addressed in the APD Collective Bargaining Agreement (CBA): Overtime, Callback, Court Time, Specialty Pay, Language Pay, Special Event Pay, Inclement Weather Pay, Holiday Pay.

Sincerely,



David Patillo, ASA President



Carlos Canas, ASA Vice President



Dan Gordon, ASO PSWG Chair



Sean Casey, Sheriff