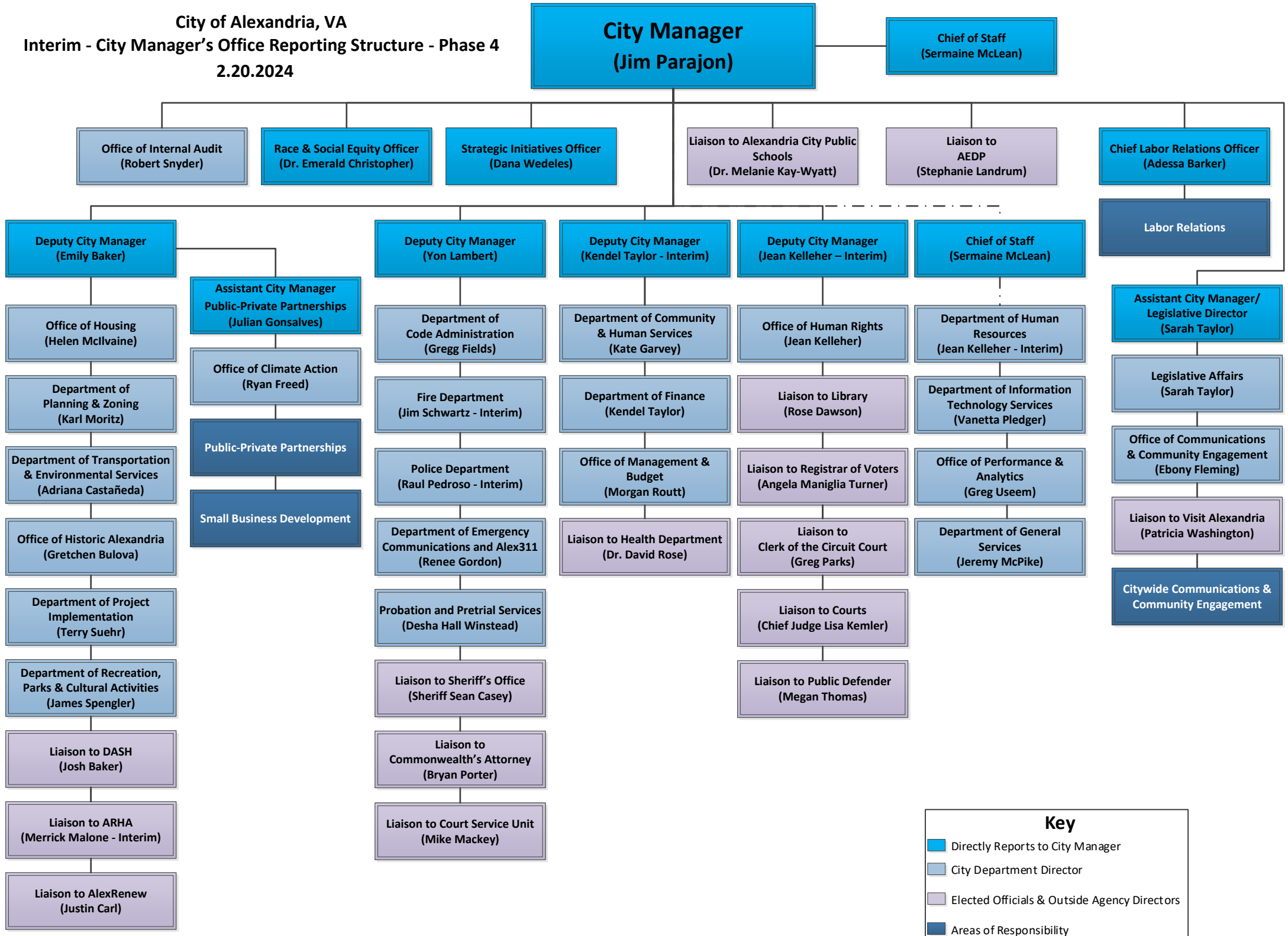


City of Alexandria, VA
Interim - City Manager's Office Reporting Structure - Phase 4
2.20.2024



Key

- Directly Reports to City Manager
- City Department Director
- Elected Officials & Outside Agency Directors
- Areas of Responsibility



City of Alexandria Compensation Philosophy

Overview

The statement of compensation philosophy is intended to provide a broad framework for the City Council, management, employees, and the citizens in order to understand and guide decisions that affect pay. It is designed to reflect the importance that public employees play in the delivery of services and programs to the community; that compensation is a clear measure of that importance; and that there is fair and equitable treatment of all employees, regardless of race, gender, or disability, and in accordance with EEO/AA goals. In addition, the statement establishes the commitment to and necessity of maintaining comparability with jurisdictions that are most likely to affect recruitment and retention of employees.

Competitiveness and Comparability

The intent of the compensation philosophy is to maintain a competitive compensation program to attract, retain, and motivate qualified employees. To that end, the following principles govern compensation programs:

- Pay programs are intended to be competitive at a minimum with the average pay of comparator organizations in the primary labor market. The primary labor market is currently defined as the Counties of Arlington, Fairfax, Prince William, Montgomery, and Prince George's.
- The City will recommend that other comparators should be used (e.g., Commonwealth of Virginia, agencies of the Federal government, or private sector employers or industry groups) where information from the primary labor market is considered insufficient to attract/retain specific positions or classification groups.
- In all instances, for benchmark jobs, information for an assessment of pay competitiveness will be ascertained through reliably published compensation survey data.
- The City will conduct a market study of benchmark positions to determine the competitive posture of the organization, and propose a plan of action. The City will ensure benchmarking is in compliance with Collective Bargaining Agreement's. The City may determine if a classification needs review in the interim.
- If an average salary falls below market averages to the extent that attracting and retaining qualified employees may be jeopardized, the City will propose action necessary to align the position or classification with the competitive marketplace for implementation in the next fiscal year or sooner, if financially feasible.

General Salary Adjustments

Annually, the City Manager will recommend a budget for general salary adjustments that is based upon:

- Overall competitive posture of the organization
- Market rate adjustments
- Comparator organizations in the primary labor market
- Financial affordability

Pay Scales

The City will promulgate pay scales for all employees that will provide information on salary increases that an employee may expect from year-to-year if performing satisfactorily. In the public safety classifications, the pay scale schedules will differ from the general employee classifications.

For City employees, the annual increases in base salaries from year to year will be based on meeting established performance standards. In all cases, employees will know performance expectations to advance in-grade and career development opportunities to advance to another grade.

The specific schedules will be competitive at 100% (Approved by City Council – Item #12 dated 12-13-06) of the average pay levels for the relevant labor market, and will be adjusted whenever necessary to maintain market competitiveness.

Salary increases from the pay scale are a function of performance-merit. Such increases are recognition of performance that meets and exceeds expectations. Merit increases are not automatic.

All employees should be made aware that such increases are recognition of performance that meets and exceeds expectations. Performance standards and supervisory evaluations should stress that merit increases are not automatic.



City of Alexandria Compensation Philosophy

Career Development Increases

The City will develop a structure to provide salary increases to recognize the attainment of career levels and developmental milestones that assure that the City's career positions are paid comparable with those in the primary labor market. Such a structure enables existing employees in career jobs within the City to receive pay increases in addition to merit, and enables the City to target its pay to those employees who grow in skill and capability.

Education and Tuition Assistance

An objective of compensation is to encourage and support advanced study, education and degree attainment for job-related courses and programs. The City will prepare and disseminate procedures for applying for and receiving education and tuition assistance, including the academic grades or measures necessary for an employee to be reimbursed and the type of course work that is authorized. The amount to be budgeted for this program will be the average of the budgets for the primary comparator jurisdictions. (A.R. 6-16, Employee Educational Tuition Assistance Program, was recently updated.)

Incentives

It is also the intent of the compensation philosophy to provide financial incentives for extraordinary and exemplary performance in two categories. First, with the recommendation of the City Manager and the approval of the City Council, an employee may be given a taxable cash award ranging from \$1,000 to \$10,000. Such awards are to be given only in those instances where performance or contributions are deemed unique, truly extraordinary, and significantly beneficial to the City.

Second, there should be a program for rewarding employees at any time who demonstrate exemplary performance significantly beyond job expectations. Taxable cash awards in this category may be given to a maximum of \$500, with typical awards being between \$100 and \$250. The City Manager should recommend a specific budget allocation to be made available for awards in this category, with procedures for determining selection of incentive awards.

In either category, these awards are one-time cash awards and should not be considered increases in base salary or benefits.

Exceptions

Nothing in this compensation philosophy statement should be construed as a required benefit in the event that the City experiences a decline in revenue or revenue growth lower than the projected increase in expenses. "Revenue" is currently defined as the two largest components of operating revenue: the real property tax base and the projected total personal property tax base. As with all budget decisions, merit increases, market rate adjustments and funds for other employee benefits are subject to annual appropriation.

Revised February 1, 2023



City of Alexandria Pay Scales

GENERAL SALARY PAY SCALE (CITY-VRS PARTICIPATING EMPLOYEES)

Effective Pay Period Beginning 6/24/2023

Pay Increase	5.0%			3.50%					2.30%		
	Step	00	01	02	03	04	05	06	07	08	09
1						32,498.44	33,635.68	34,812.96	35,612.20	36,430.68	37,270.22
2						32,803.94	33,952.36	35,141.86	36,370.36	37,207.56	38,939.68
3				32,045.52	33,167.16	34,327.80	35,528.74	36,771.80	38,058.80	38,934.74	39,829.66
4		31,929.30	33,525.70	34,699.08	35,913.80	37,170.12	38,471.16	39,818.22	40,733.94	41,670.46	42,628.30
5	31,730.14	33,400.12	35,070.10	36,296.52	37,566.88	38,881.70	40,242.54	41,652.00	42,609.84	43,587.96	44,592.08
6	33,265.18	34,928.66	36,674.56	37,958.44	39,287.56	40,661.92	42,085.42	43,557.80	44,561.92	45,586.84	46,634.64
7	34,815.04	36,556.00	38,383.28	39,725.40	41,116.40	42,556.54	44,045.04	45,586.84	46,634.64	47,707.92	48,804.60
8	36,437.96	38,260.04	40,173.12	41,580.24	43,034.16	44,541.12	46,099.04	47,712.60	48,811.62	49,933.78	51,081.16
9	38,264.98	40,179.88	42,187.86	43,664.66	45,192.42	46,773.74	48,410.70	50,105.64	51,257.96	52,437.58	53,643.72
10	39,940.94	41,937.22	44,035.16	45,574.88	47,170.24	48,823.32	50,532.04	52,298.74	53,502.28	54,733.12	55,992.04
11	41,825.94	43,917.12	46,113.08	47,728.98	49,398.44	51,127.96	52,917.54	54,767.96	56,029.48	57,318.30	58,634.94
12	43,799.08	45,987.50	48,287.98	49,977.72	51,725.96	53,536.86	55,410.16	57,350.80	58,670.04	60,019.70	61,399.00
13	45,869.46	48,162.40	50,569.22	52,340.60	54,172.04	56,068.22	58,029.92	60,061.56	61,442.94	62,857.08	64,301.64
14	48,185.54	50,594.44	53,123.98	54,983.50	56,908.28	58,899.36	60,960.64	63,093.94	64,545.26	66,028.82	67,547.74
15	50,587.94	53,117.22	55,772.34	57,724.42	59,743.58	61,835.02	64,000.04	66,239.94	67,763.28	69,321.46	70,916.30
16	53,121.64	55,776.76	58,565.78	60,615.10	62,736.70	64,932.40	67,207.14	69,557.80	71,157.58	72,794.28	74,468.42
17	55,774.68	58,563.70	61,491.82	63,643.32	65,871.52	68,176.16	70,561.66	73,030.88	74,711.78	76,430.12	78,187.46
18	58,568.12	61,496.24	64,570.74	66,828.84	69,168.06	71,591.26	74,095.32	76,689.60	78,454.22	80,257.84	82,103.32
19	61,489.48	64,563.98	67,793.44	70,165.16	72,620.60	75,161.58	77,793.04	80,515.24	82,367.48	84,261.84	86,200.14
20	64,561.38	67,788.76	71,178.64	73,668.66	76,249.16	78,917.54	81,679.00	84,537.70	86,480.68	88,470.20	90,505.74
21	67,788.76	71,178.64	74,737.52	77,352.60	80,060.76	82,863.56	85,764.12	88,764.52	90,807.08	92,895.92	95,031.56
22	71,173.96	74,732.84	78,470.34	81,215.16	84,057.74	86,999.64	90,044.24	93,197.52	95,339.66	97,532.76	99,777.60
23	74,734.92	78,470.34	82,392.96	85,277.40	88,263.24	91,352.04	94,549.00	97,857.76	100,108.84	102,410.88	104,767.00
24	78,467.48	82,390.88	86,510.84	89,539.06	92,670.76	95,914.52	99,271.90	102,747.58	105,110.20	107,528.20	109,999.76
25	82,381.52	86,501.48	90,825.54	94,004.30	97,294.08	100,700.08	104,224.12	107,873.48	110,354.40	112,893.04	115,487.58
26	86,503.82	90,829.96	95,369.56	98,708.48	102,162.84	105,738.36	109,440.76	113,271.08	115,874.72	118,541.28	121,267.64
27	90,579.84	95,108.00	99,863.14	103,359.88	106,976.48	110,720.48	114,595.00	118,606.28	121,334.72	124,126.34	126,980.36
28	95,108.00	99,863.14	104,857.48	108,527.64	112,325.20	116,256.92	120,326.44	124,536.36	127,402.34	130,330.46	133,328.52
29	99,867.56	104,861.90	110,103.76	113,957.48	117,945.10	122,074.42	126,347.78	130,769.08	133,776.24	136,852.82	140,001.16
30	104,854.88	110,097.00	115,603.54	119,649.14	123,836.70	128,172.20	132,656.16	137,300.28	140,458.24	143,687.44	146,993.60
31	110,089.98	115,594.44	121,373.98	125,623.94	130,020.28	134,571.32	139,280.18	144,155.96	147,471.48	150,863.70	154,332.10
32	115,594.44	121,373.98	127,444.20	131,904.76	136,521.32	141,299.60	146,244.80	151,364.20	154,844.30	158,406.04	162,050.20
33	121,373.98	127,444.20	133,815.76	138,498.88	143,346.84	148,364.32	153,557.56	158,931.76	162,585.80	166,325.64	170,151.28
34	127,444.20	133,815.76	140,506.60	145,424.24	150,513.48	155,783.16	161,234.06	166,877.62	170,716.52	174,642.26	178,660.30
35	133,815.76	140,506.60	147,531.80	152,695.14	158,038.92	163,571.46	169,295.88	175,221.80	179,251.54	183,375.92	187,593.38



City of Alexandria Pay Scales

GENERAL SALARY PAY SCALE-CONT. (CITY-VRS PARTICIPATING EMPLOYEES)

Effective Pay Period Beginning 6/24/2023

Pay Increase		2.30%									
Step	Grade	11	12	13	14	15	16	17	18	19	20
1		38,128.22	39,004.42	39,901.68	40,817.66	41,756.26	42,719.04	43,701.32	44,706.22	45,734.52	46,786.74
2		39,834.34	40,750.06	41,689.18	42,646.76	43,627.74	44,631.34	45,657.82	46,707.96	47,782.28	48,881.30
3		41,684.76	42,642.08	43,622.80	44,626.92	45,653.92	46,701.72	47,776.04	48,874.54	49,998.78	51,148.76
4		43,609.02	44,612.88	45,637.54	46,687.94	47,761.48	48,860.24	49,983.96	51,133.68	52,309.66	53,512.94
5		45,617.00	46,667.14	47,740.42	48,836.84	49,961.60	51,109.24	52,284.70	53,487.20	54,717.52	55,975.92
6		47,705.84	48,804.60	49,927.02	51,074.66	52,250.12	53,451.06	54,680.34	55,937.96	57,224.44	58,540.82
7		49,927.02	51,077.00	52,250.12	53,453.66	54,682.42	55,939.00	57,225.48	58,541.60	59,887.88	61,265.36
8		52,256.88	53,457.82	54,688.92	55,945.76	57,232.76	58,549.40	59,895.94	61,273.42	62,682.88	64,124.58
9		54,876.90	56,140.50	57,429.84	58,751.16	60,102.64	61,484.54	62,898.68	64,345.58	65,825.24	67,339.48
10		57,279.04	58,598.28	59,945.08	61,322.56	62,734.36	64,176.84	65,652.60	67,162.68	68,707.34	70,287.88
11		59,984.60	61,364.16	62,776.22	64,218.44	65,695.24	67,207.14	68,752.84	70,333.90	71,951.88	73,606.52
12		62,811.06	64,255.10	65,734.76	67,245.88	68,792.28	70,373.94	71,992.44	73,648.38	75,342.28	77,074.92
13		65,781.04	67,295.28	68,841.50	70,425.16	72,045.48	73,701.16	75,396.36	77,130.56	78,904.28	80,719.08
14		69,103.32	70,691.40	72,316.66	73,981.44	75,683.40	77,422.02	79,202.76	81,024.32	82,888.00	84,794.32
15		72,546.50	74,215.70	75,922.08	77,670.32	79,455.48	81,282.50	83,152.16	84,899.36	87,020.96	89,022.44
16		76,182.08	77,934.48	79,726.92	81,560.96	83,436.60	85,353.32	87,316.84	89,325.08	91,379.60	93,481.18
17		79,986.40	81,824.86	83,707.78	85,632.04	87,602.58	89,617.58	91,678.60	93,787.46	95,953.52	98,151.30
18		83,990.92	85,924.02	87,899.24	89,921.00	91,989.56	94,105.96	96,270.20	98,484.62	100,749.74	103,066.86
19		88,182.12	90,211.16	92,285.96	94,407.82	96,580.12	98,801.30	101,073.44	103,398.10	105,776.32	108,209.40
20		92,587.56	94,715.66	96,895.24	99,123.18	101,402.60	103,735.06	106,120.82	108,561.44	111,058.22	113,612.72
21		97,217.64	99,452.60	101,740.86	104,080.60	106,475.20	108,923.88	111,429.24	113,992.06	116,613.90	119,296.06
22		102,070.28	104,418.86	106,820.74	109,276.18	111,789.86	114,361.00	116,991.42	119,682.16	122,434.78	125,250.84
23		107,178.24	109,642.52	112,162.70	114,742.94	117,381.68	120,082.56	122,844.28	125,669.96	128,560.12	131,517.10
24		112,531.64	115,118.90	117,766.48	120,474.64	123,245.46	126,080.76	128,980.28	131,946.88	134,981.86	138,086.26
25		118,144.52	120,861.78	123,641.96	126,486.62	129,394.20	132,370.68	135,415.02	138,529.56	141,715.86	144,975.48
26		124,056.66	126,908.60	129,827.88	132,813.72	135,869.76	138,995.22	142,191.92	145,462.46	148,807.88	152,230.52
27		129,901.72	132,888.08	135,943.86	139,071.40	142,271.22	145,542.28	148,890.04	152,314.50	155,817.74	159,401.58
28		136,396.00	139,532.90	142,741.56	146,024.84	149,384.56	152,820.20	156,334.88	159,930.68	163,609.16	167,372.14
29		143,221.52	146,513.64	149,885.06	153,332.66	156,859.30	160,466.54	164,157.24	167,932.96	171,795.26	175,746.74
30		150,374.38	153,833.42	157,371.50	160,990.44	164,693.10	168,481.82	172,356.86	176,321.08	180,376.30	184,525.12
31		157,881.62	161,512.52	165,229.48	169,028.86	172,917.16	176,893.34	180,962.08	185,124.16	189,382.18	193,737.96
32		165,776.26	169,590.20	173,489.94	177,479.90	181,562.68	185,738.28	190,010.60	194,380.94	198,851.64	203,425.56
33		174,065.32	178,069.06	182,163.28	186,355.26	190,639.80	195,024.44	199,510.22	204,098.96	208,793.26	213,595.46
34		182,768.56	186,971.98	191,273.16	195,671.32	200,171.40	204,776.00	209,485.90	214,303.96	219,233.30	224,275.48
35		191,908.34	196,320.28	200,836.74	205,455.38	210,180.36	215,014.54	219,959.74	225,019.08	230,194.38	235,488.76



City of Alexandria Pay Scales

GENERAL SALARY PAY SCALE (NON-VRS PARTICIPATING EMPLOYEES)

Effective Pay Period Beginning 6/24/2023

Pay Increase	5.0%			3.50%				2.30%			
Step Grade	00	01	02	03	04	05	06	07	08	09	10
1							32,646.64	33,788.56	34,564.92	35,359.48	36,173.80
2					31,840.64	32,955.00	34,108.36	35,300.98	36,113.22	36,943.66	37,794.12
3				32,191.38	33,317.96	34,484.06	35,690.20	36,939.24	37,789.70	38,658.36	39,547.30
4			32,540.04	33,678.84	34,857.68	36,077.34	37,339.64	38,646.92	39,536.12	40,445.08	41,374.58
5		32,417.58	34,038.68	35,228.70	36,461.88	37,738.22	39,059.02	40,427.40	41,356.64	42,306.16	43,280.64
6	32,287.06	33,901.40	35,595.82	36,842.52	38,132.12	39,466.18	40,848.08	42,276.78	43,251.26	44,246.02	45,263.14
7	33,790.90	35,481.16	37,254.10	38,557.22	39,907.40	41,304.90	42,749.72	44,246.02	45,263.14	46,305.22	47,369.40
8	35,365.98	37,134.76	38,991.42	40,357.20	41,768.22	43,231.24	44,743.40	46,309.64	47,376.16	48,465.56	49,579.40
9	37,139.44	38,998.44	40,946.88	42,380.52	43,863.56	45,398.08	46,986.68	48,631.96	49,750.22	50,895.78	52,066.04
10	38,766.26	40,704.04	42,740.36	44,234.84	45,783.14	47,387.34	49,045.88	50,760.84	51,928.50	53,123.46	54,345.72
11	40,595.88	42,625.70	44,756.66	46,325.24	47,945.56	49,624.12	51,361.70	53,157.00	54,381.34	55,632.46	56,910.88
12	42,510.78	44,635.24	46,867.60	48,508.20	50,204.96	51,962.30	53,780.74	55,663.92	56,944.68	58,254.30	59,593.30
13	44,520.58	46,746.18	49,082.02	50,801.14	52,579.02	54,419.56	56,323.54	58,294.60	59,635.94	61,008.74	62,410.66
14	46,768.54	49,106.46	51,561.90	53,366.56	55,234.40	57,167.24	59,167.94	61,238.32	62,647.00	64,087.14	65,561.08
15	49,099.96	51,555.14	54,131.48	56,026.62	57,986.50	60,016.58	62,118.16	64,292.02	65,770.12	67,282.54	68,830.84
16	51,559.56	54,136.16	56,843.54	58,832.54	60,891.48	63,022.70	65,230.36	67,512.12	69,064.84	70,653.70	72,278.44
17	54,133.82	56,840.94	59,683.00	61,771.58	63,934.26	66,171.04	68,486.60	70,883.02	72,514.52	74,182.16	75,887.76
18	56,845.62	59,687.94	62,671.96	64,863.50	67,134.08	69,485.78	71,916.00	74,434.36	76,146.72	77,897.30	79,688.44
19	59,680.92	62,664.68	65,799.50	68,101.80	70,484.44	72,951.32	75,505.30	78,147.16	79,945.32	81,783.78	83,665.14
20	62,662.60	65,795.08	69,085.12	71,501.82	74,006.40	76,596.78	79,276.60	82,051.32	83,937.36	85,868.12	87,843.86
21	65,795.08	69,085.12	72,539.22	75,077.60	77,706.20	80,426.84	83,242.12	86,154.12	88,136.36	90,164.10	92,236.30
22	69,080.44	72,534.80	76,162.58	78,826.54	81,585.40	84,441.24	87,396.14	90,456.60	92,535.56	94,664.44	96,842.72
23	72,537.14	76,162.58	79,970.28	82,769.44	85,667.66	88,664.94	91,768.30	94,979.56	97,164.86	99,399.30	101,685.48
24	76,160.24	79,967.42	83,966.48	86,905.26	89,945.70	93,093.78	96,352.36	99,725.34	102,018.54	104,365.56	106,764.84
25	79,958.84	83,957.64	88,154.30	91,239.72	94,432.78	97,738.68	101,158.98	104,700.96	107,109.08	109,572.84	112,091.20
26	83,959.72	88,158.98	92,564.94	95,805.32	99,158.54	102,628.76	106,221.96	109,939.96	112,466.90	115,054.68	117,701.48
27	87,915.88	92,310.66	96,926.18	100,319.70	103,829.96	107,464.50	111,224.62	115,117.60	117,766.48	120,475.94	123,245.72
28	92,310.66	96,926.18	101,773.36	105,335.62	109,021.64	112,838.18	116,787.32	120,874.26	123,655.48	126,497.80	129,407.46
29	96,930.60	101,777.78	106,865.72	110,606.08	114,476.44	118,484.34	122,631.60	126,923.16	129,841.66	132,827.76	135,883.80
30	101,771.28	106,858.96	112,203.52	116,130.30	120,194.62	124,402.46	128,754.60	133,261.96	136,326.84	139,461.92	142,670.84
31	106,852.20	112,194.68	117,804.70	121,929.34	126,196.20	130,613.60	135,183.88	139,916.40	143,134.42	146,426.28	149,793.28
32	112,194.68	117,804.70	123,696.04	128,025.56	132,505.88	137,144.02	141,943.88	146,912.74	150,290.66	153,746.84	157,284.40
33	117,804.70	123,696.04	129,879.88	134,425.46	139,130.94	144,001.00	149,041.62	154,257.74	157,804.40	161,434.00	165,147.06
34	123,696.04	129,879.88	136,374.42	141,147.24	146,086.72	151,201.96	156,492.18	161,969.60	165,696.18	169,505.96	173,405.96
35	129,879.88	136,374.42	143,192.92	148,204.42	153,391.42	158,760.68	164,316.62	170,068.60	173,979.78	177,983.00	182,076.44



City of Alexandria Pay Scales

GENERAL SALARY PAY SCALE-CONT. (NON-VRS PARTICIPATING EMPLOYEES)

Effective Pay Period Beginning 6/24/2023

Pay Increase	2.30%									
Step Grade	11	12	13	14	15	16	17	18	19	20
1	37,006.84	37,857.30	38,728.30	39,617.24	40,528.54	41,462.46	42,415.88	43,391.40	44,389.54	45,410.30
2	38,662.78	39,551.72	40,463.02	41,392.52	42,344.64	43,318.86	44,315.44	45,334.64	46,377.24	47,444.02
3	40,458.60	41,388.36	42,339.96	43,314.44	44,311.28	45,328.14	46,371.00	47,437.52	48,528.74	49,644.92
4	42,326.44	43,300.92	44,295.68	45,315.14	46,356.70	47,423.48	48,514.18	49,630.10	50,771.50	51,939.16
5	44,275.40	45,294.60	46,336.68	47,400.86	48,492.08	49,606.44	50,747.32	51,914.20	53,108.12	54,330.12
6	46,302.62	47,369.40	48,458.54	49,572.38	50,713.26	51,879.10	53,072.24	54,292.68	55,541.72	56,819.10
7	48,458.54	49,574.72	50,713.26	51,881.18	53,073.80	54,293.72	55,542.24	56,819.62	58,126.64	59,463.56
8	50,720.28	51,885.86	53,080.82	54,300.48	55,549.52	56,827.42	58,134.44	59,471.62	60,839.48	62,238.80
9	53,263.08	54,489.50	55,740.88	57,023.46	58,335.16	59,676.76	61,048.78	62,452.78	63,889.54	65,358.80
10	55,594.50	56,875.00	58,182.28	59,518.94	60,889.40	62,289.24	63,721.58	65,187.20	66,686.36	68,220.36
11	58,220.50	59,559.50	60,929.96	62,329.80	63,762.92	65,230.36	66,730.56	68,265.08	69,835.48	71,441.50
12	60,963.76	62,365.42	63,801.40	65,268.84	66,769.56	68,304.34	69,875.26	71,482.58	73,126.56	74,808.50
13	63,846.38	65,315.64	66,816.88	68,353.74	69,926.74	71,533.28	73,178.56	74,861.80	76,583.52	78,344.76
14	67,071.16	68,612.44	70,190.12	71,805.50	73,457.54	75,145.20	76,873.42	78,641.42	80,450.24	82,300.66
15	70,412.94	72,033.00	73,689.46	75,385.96	77,118.86	78,892.06	80,706.60	82,562.74	84,461.78	86,404.24
16	73,941.40	75,642.58	77,381.98	79,162.20	80,982.46	82,843.80	84,749.08	86,698.30	88,692.24	90,732.20
17	77,633.92	79,418.82	81,246.10	83,113.68	85,026.50	86,981.96	88,982.40	91,028.86	93,122.90	95,264.52
18	81,520.40	83,397.08	85,314.32	87,276.80	89,284.00	91,338.52	93,439.06	95,588.22	97,786.52	100,035.78
19	85,588.88	87,558.12	89,572.08	91,631.02	93,739.62	95,895.54	98,101.12	100,357.40	102,665.68	105,027.00
20	89,864.58	91,930.28	94,045.90	96,208.06	98,420.14	100,683.96	103,000.04	105,369.16	107,792.36	110,271.72
21	94,358.68	96,527.86	98,748.78	101,019.62	103,344.28	105,720.42	108,151.94	110,639.62	113,184.24	115,787.36
22	99,068.58	101,348.26	103,679.42	106,062.58	108,501.64	110,997.64	113,550.32	116,162.02	118,833.78	121,566.90
23	104,025.74	106,418.26	108,864.08	111,368.92	113,929.40	116,551.24	119,232.10	121,974.32	124,779.72	127,649.60
24	109,221.84	111,733.44	114,303.02	116,931.62	119,620.54	122,372.90	125,187.40	128,066.64	131,012.18	134,025.32
25	114,670.14	117,307.32	120,005.60	122,766.54	125,588.58	128,477.96	131,432.86	134,455.88	137,548.32	140,712.00
26	120,408.34	123,176.30	126,009.26	128,907.74	131,873.56	134,907.24	138,010.08	141,184.42	144,431.56	147,753.58
27	126,081.54	128,979.76	131,945.58	134,981.08	138,086.78	141,262.16	144,511.12	147,834.70	151,235.24	154,713.52
28	132,384.46	135,429.32	138,543.60	141,730.16	144,991.08	148,325.84	151,737.30	155,227.28	158,797.60	162,449.82
29	139,009.52	142,204.92	145,477.02	148,823.22	152,245.86	155,747.54	159,329.56	162,994.26	166,743.20	170,578.20
30	145,952.04	149,309.16	152,743.24	156,256.10	159,849.82	163,526.74	167,288.16	171,135.90	175,072.04	179,098.40
31	153,238.28	156,762.32	160,369.56	164,058.18	167,831.56	171,691.00	175,639.88	179,679.76	183,812.46	188,040.84
32	160,900.74	164,602.36	168,387.70	172,260.40	176,223.32	180,276.20	184,422.42	188,664.06	193,003.46	197,442.44
33	168,945.40	172,831.88	176,805.72	180,874.72	185,033.16	189,288.58	193,642.28	198,096.34	202,652.58	207,313.34
34	177,393.58	181,473.24	185,647.80	189,916.22	194,284.22	198,753.36	203,324.68	208,001.30	212,785.30	217,679.28
35	186,264.26	190,546.46	194,930.06	199,412.72	203,999.12	208,691.08	213,490.68	218,401.04	223,424.50	228,563.14



City of Alexandria Pay Scales

SWORN POLICE PAY SCALE

(SOUTHERN STATES POLICE BENEVOLENT ASSOCIATION)

Effective Pay Period Beginning 07/08/2023

Step Grade	00	01	02	03	04	05	06	07
Police Officer (01)	61,503.52	64,576.72	67,576.48	71,197.36	74,757.28	78,495.04	82,419.74	86,541.00
Police Sergeant (02)	69,497.74	72,972.12	76,620.96	80,451.80	84,474.52	88,698.16	93,133.04	97,789.64
Police Lieutenant (03)	86,288.28	90,603.50	95,133.48	99,889.14	104,885.56	110,129.76	115,636.30	121,418.18



City of Alexandria Pay Scales

SWORN POLICE PAY SCALE-CONT.

(SOUTHERN STATES BENEVOLENT ASSOCIATION)

Effective Pay Period Beginning 07/08/2023

Grade \ Step	08	09	10	11	12	13	14
Police Officer (01)	89,569.74	92,704.82	95,943.38	99,307.52	102,783.46	106,380.82	110,104.28
Police Sergeant (02)	101,202.40	104,754.78	108,421.30	112,216.00	116,143.56	120,208.66	124,415.72
Police Lieutenant (03)	125,667.88	130,066.04	134,618.38	139,330.10	144,206.66	149,254.04	154,477.96

City of Alexandria Pay Scales



SWORN POLICE CAPTAIN PAY SCALE

Effective Pay Period Beginning 06/24/2023

Pay Increase	5.0%					3.50%				
Step Grade	00	01	02	03	04	05	06	07	08	09
Police Captain (22)	99,889.14	104,883.22	110,128.20	115,633.96	121,415.84	125,664.76	130,063.44	134,616.30	139,326.46	144,203.80

City of Alexandria Pay Scales



SWORN POLICE CAPTAIN PAY SCALE-CONT.

Effective Pay Period Beginning 06/24/2023

Pay Increase	2.30%								
Step	10	11	12	13	14	15	16	17	18
Grade									
Police Captain (22)	147,520.36	150,913.10	154,384.36	157,933.88	161,567.64	165,284.08	169,084.76	172,974.36	176,952.62

City of Alexandria Pay Scales



SWORN SHERIFF PAY SCALE

Effective Pay Period Beginning 6/24/2023

Pay Increase		5.0%					3.50%				
Grade	Step	00	01	02	03	04	05	06	07	08	09
1		35,305.40	37,071.06	38,925.64	40,872.26	42,914.82	44,417.88	45,971.90	47,581.56	49,246.08	50,970.92
2		36,852.14	38,695.28	40,629.16	42,661.58	44,793.32	46,361.64	47,983.26	49,664.68	51,401.74	53,201.20
3		38,591.28	40,520.74	42,548.74	44,675.28	46,907.64	48,550.84	50,249.16	52,008.06	53,828.84	55,712.28
4		40,410.24	42,430.44	44,553.08	46,780.50	49,118.68	50,838.58	52,618.80	54,459.08	56,366.96	58,339.58
5		42,322.80	44,437.12	46,660.12	48,993.88	51,442.04	53,242.02	55,106.48	57,035.94	59,029.88	61,096.36
6		44,458.96	46,681.96	49,015.20	51,466.48	54,040.48	55,931.46	57,889.52	59,915.18	62,010.52	64,183.08
7		46,674.68	49,008.18	51,459.20	54,030.60	56,732.52	58,719.44	60,773.96	62,900.76	65,104.00	67,382.12
8		49,012.60	51,463.88	54,035.80	56,739.80	59,575.88	61,661.86	63,819.34	66,052.22	68,363.88	70,757.44
9		51,459.20	54,033.46	56,734.60	59,571.20	62,549.24	64,740.78	67,004.60	69,350.58	71,777.68	74,291.10
10		54,037.88	56,739.80	59,575.88	62,556.52	65,683.80	67,981.16	70,360.94	72,823.66	75,373.74	78,010.40
11		56,734.60	59,571.20	62,549.24	65,676.52	68,960.32	71,375.72	73,872.76	76,458.72	79,134.12	81,905.20
12		59,568.60	62,546.64	65,674.44	68,957.98	72,405.32	74,938.24	77,562.94	80,276.56	83,086.12	85,995.00
13		62,546.64	65,674.44	68,957.98	72,405.32	76,025.56	78,686.66	81,440.58	84,291.48	87,240.92	90,296.44
14		65,669.50	68,953.30	72,400.64	76,021.14	79,821.82	82,615.00	85,506.46	88,499.32	91,597.74	94,801.98
15		68,955.38	72,402.98	76,023.48	79,824.42	83,815.16	86,747.96	89,783.72	92,925.30	96,177.90	99,545.94
16		72,398.56	76,018.80	79,819.48	83,811.00	88,001.42	91,080.34	94,268.20	97,568.38	100,984.52	104,518.44
17		76,011.26	79,812.46	83,801.12	87,991.54	92,391.52	95,624.62	98,973.16	102,437.66	106,021.76	109,731.18
18		79,814.54	83,805.80	87,993.88	92,394.12	97,014.84	100,409.40	103,924.34	107,561.48	111,326.80	115,223.68
19		83,574.92	87,753.38	92,141.40	96,748.34	101,585.90	105,141.40	108,819.88	112,629.92	116,570.74	120,650.40
20		87,753.38	92,141.40	96,748.34	101,585.90	106,663.96	110,397.56	114,261.16	118,261.78	122,399.42	126,683.96
21		92,143.48	96,750.68	101,588.50	106,669.16	112,002.28	115,921.52	119,979.08	124,177.56	128,524.50	133,022.76
22		96,746.00	101,583.56	106,661.88	111,995.26	117,595.40	121,711.46	125,972.08	130,381.42	134,945.20	139,667.32

City of Alexandria Pay Scales



SWORN SHERIFF PAY SCALE-CONT.

Effective Pay Period Beginning 6/24/2023

Pay Increase		2.30%								
Grade \ Step	10	11	12	13	14	15	16	17	18	
1	52,142.22	53,340.04	54,567.24	55,823.30	57,107.96	58,421.48	59,763.34	61,140.04	62,546.12	
2	54,425.54	55,676.66	56,956.12	58,267.56	59,607.34	60,978.58	62,380.76	63,814.92	65,282.36	
3	56,994.60	58,305.52	59,645.56	61,016.80	62,421.84	63,858.08	65,325.78	66,829.10	68,366.22	
4	59,679.62	61,052.94	62,457.72	63,894.22	65,364.00	66,867.32	68,404.70	69,977.96	71,587.10	
5	62,501.14	63,939.72	65,409.50	66,915.68	68,453.06	70,028.40	71,638.06	73,286.20	74,971.26	
6	65,657.28	67,168.14	68,712.28	70,293.08	71,909.50	73,564.92	75,255.96	76,988.08	78,758.68	
7	68,931.72	70,516.94	72,138.04	73,798.14	75,496.20	77,230.92	79,008.54	80,824.90	82,683.64	
8	72,383.74	74,048.26	75,751.26	77,495.86	79,278.16	81,101.54	82,966.00	84,873.62	86,825.96	
9	75,999.30	77,748.06	79,535.82	81,363.88	83,235.88	85,150.52	87,108.58	89,112.66	91,162.24	
10	79,804.92	81,640.78	83,519.54	85,439.38	87,404.20	89,415.82	91,472.42	93,575.30	95,727.58	
11	83,789.16	85,716.02	87,685.78	89,704.42	91,765.96	93,877.94	96,035.94	98,244.38	100,504.04	
12	87,972.04	89,995.36	92,066.52	94,183.70	96,348.98	98,564.44	100,832.68	103,152.14	105,524.64	
13	92,372.28	94,496.22	96,671.38	98,894.12	101,167.04	103,495.86	105,875.12	108,309.50	110,800.56	
14	96,984.16	99,213.92	101,496.72	103,830.22	106,219.10	108,661.02	111,160.40	113,717.50	116,333.10	
15	101,836.28	104,177.06	106,572.44	109,023.98	111,530.90	114,097.62	116,722.32	119,406.82	122,152.94	
16	106,921.62	109,380.18	111,896.20	114,470.20	117,102.44	119,796.56	122,551.00	125,370.96	128,254.36	
17	112,257.08	114,838.62	117,479.96	120,181.62	122,945.68	125,771.88	128,666.20	131,625.00	134,652.70	
18	117,872.30	120,583.32	123,357.00	126,195.68	129,096.76	132,065.96	135,103.80	138,211.84	141,390.86	
19	123,426.68	126,265.36	129,168.78	132,140.06	135,178.16	138,288.80	141,469.38	144,723.80	148,052.84	
20	129,597.00	132,577.64	135,627.96	138,745.88	141,938.16	145,202.72	148,541.90	151,958.04	155,452.70	
21	136,083.22	139,212.84	142,414.74	145,688.92	149,039.54	152,467.64	155,975.56	159,562.00	163,232.16	
22	142,878.84	146,164.98	149,528.34	152,965.80	156,485.42	160,084.34	163,765.16	167,532.04	171,385.24	



City of Alexandria Pay Scales

SWORN FIRE MARSHAL/ MEDIC PAY SCALE (IAFF LOCAL 2141)

Effective Pay Period Beginning 07/08/2023

Pay Increase	5.0%					3.50%				
	00	01	02	03	04	05	06	07	08	09
Medic II (02)	58,784.70	61,723.48	64,809.68	68,050.32	71,452.42	73,951.80	76,541.66	79,219.66	81,992.82	84,862.96
Medic III (03)	61,723.48	64,809.68	68,050.32	71,452.42	75,024.82	77,650.82	80,368.60	83,182.06	86,092.76	89,107.72
Medic IV (04)	64,805.00	68,045.64	71,447.48	75,020.40	78,771.16	81,527.16	84,380.92	87,334.00	90,391.86	93,553.72
Fire Lieutenant (VRS) (05)	75,010.78	78,761.80	82,697.94	86,833.24	91,175.24	94,365.96	97,670.04	101,089.04	104,626.08	108,286.62
EMS Lieutenant (VRS) (06)	75,010.78	78,761.80	82,697.94	86,833.24	91,175.24	94,365.96	97,670.04	101,089.04	104,626.08	108,286.62
EMS Captain (07)	82,474.60	86,597.94	90,927.98	95,474.60	100,248.46	103,757.42	107,387.02	111,147.66	115,035.96	119,062.06
Deputy Fire Marshal I (08)	64,805.00	68,045.64	71,447.48	75,020.40	78,771.16	81,527.16	84,380.92	87,334.00	90,391.86	93,553.72
Deputy Fire Marshal II (09)	68,047.72	71,449.56	75,022.74	78,773.24	82,712.24	85,605.78	88,601.76	91,702.26	94,911.96	98,235.02
Deputy Fire Marshal III (10)	71,445.14	75,018.06	78,769.08	82,707.04	86,842.60	89,880.96	93,026.96	96,283.98	99,655.40	103,142.52



City of Alexandria Pay Scales

SWORN FIRE MARSHAL/ MEDIC PAY SCALE-CONT. (IAFF LOCAL 2141)

Effective Pay Period Beginning 07/08/2023

Pay Increase	2.30%								
Step Grade	10	11	12	13	14	15	16	17	18
Medic II (02)	86,814.26	88,810.80	90,854.66	92,943.76	95,080.44	97,266.78	99,505.64	101,794.16	104,135.20
Medic III (03)	91,156.26	93,252.12	95,398.68	97,592.04	99,835.32	102,133.20	104,481.26	106,883.40	109,341.96
Medic IV (04)	95,707.56	97,907.68	100,160.58	102,463.40	104,820.82	107,230.50	109,697.12	112,220.42	114,801.70
Fire Lieutenant (VRS) (05)	110,779.24	113,326.98	115,933.48	118,599.52	121,327.18	124,116.20	126,972.82	129,892.36	132,879.76
EMS Lieutenant (VRS) (06)	110,779.24	113,326.98	115,933.48	118,599.52	121,327.18	124,116.20	126,972.82	129,892.36	132,879.76
EMS Captain (07)	121,801.94	124,603.18	127,468.38	130,400.40	133,398.46	136,468.28	139,607.00	142,818.52	146,103.36
Deputy Fire Marshal I (08)	95,707.56	97,907.68	100,160.58	102,463.40	104,820.82	107,230.50	109,697.12	112,220.42	114,801.70
Deputy Fire Marshal II (09)	100,495.46	102,805.82	105,169.48	107,589.04	110,062.68	112,595.34	115,185.72	117,834.86	120,545.10
Deputy Fire Marshal III (10)	105,513.98	107,940.04	110,423.56	112,963.50	115,560.90	118,219.66	120,937.96	123,720.22	126,565.66



City of Alexandria Pay Scales

SWORN FIRE MARSHAL/ MEDIC PAY SCALE (FMME)

Effective Pay Period Beginning 06/24/2023

Pay Increase	5.0%					3.50%				
Step Grade	00	01	02	03	04	05	06	07	08	09
Assistant Fire Marshal (20)	86,597.94	90,928.24	95,474.60	100,248.46	105,259.96	108,944.16	112,756.80	116,705.16	120,788.20	125,016.32
Battalion Chief - VRS (21)	90,930.84	95,476.94	100,251.06	105,264.64	110,527.56	114,395.32	118,399.84	122,542.68	126,832.42	131,271.92



City of Alexandria Pay Scales

SWORN FIRE MARSHAL/ MEDIC PAY SCALE-CONT. (FMME)

Effective Pay Period Beginning 06/24/2023

Pay Increase		2.30%								
Step	Grade	10	11	12	13	14	15	16	17	18
Assistant Fire Marshal (20)		127,891.14	130,832.52	133,842.54	136,919.38	140,069.54	143,290.94	146,586.44	149,957.34	153,406.76
Battalion Chief - VRS (21)		134,291.30	137,380.10	140,539.62	143,770.64	147,077.58	150,460.44	153,922.08	157,461.72	161,083.00



City of Alexandria Pay Scales

SWORN FIRE PAY SCALE

(IAFF LOCAL 2141)

Effective Pay Period Beginning 07/08/2023

Pay Increase	5.0%					3.50%				
	00	01	02	03	04	05	06	07	08	09
Fire Fighter I (01)	57,332.08	60,198.84	63,209.12	66,368.38	69,686.76	72,126.60	74,651.20	77,264.98	79,968.20	82,767.62
Fire Fighter II (02)	60,196.24	63,204.18	66,366.04	69,683.64	73,168.16	75,729.94	78,378.30	81,123.38	83,962.84	86,901.88
Fire Fighter III (03)	63,206.52	66,366.04	69,683.64	73,168.16	76,825.84	79,516.32	82,278.04	85,180.68	88,161.32	91,246.22
Fire Fighter IV (04)	66,360.84	69,679.22	73,163.22	76,821.16	80,662.40	83,487.04	86,407.88	89,431.16	92,563.38	95,801.94
Fire Lieutenant (F&P) (05)	76,810.76	80,652.52	84,684.60	88,920.26	93,363.92	96,632.90	100,015.24	103,514.58	107,137.16	110,889.22
EMS Lieutenant (F&P) (06)	76,810.76	80,652.52	84,684.60	88,920.26	93,363.92	96,632.90	100,015.24	103,514.58	107,137.16	110,889.22
Fire Captain (07)	84,453.98	88,677.16	93,111.20	97,765.98	102,655.80	106,249.52	109,966.74	113,815.52	117,798.20	121,921.80



City of Alexandria Pay Scales

SWORN FIRE PAY SCALE-CONT.

(IAFF LOCAL 2141)

Effective Pay Period Beginning 07/08/2023

Pay Increase		2.30%								
Grade	Step	10	11	12	13	14	15	16	17	18
Fire Fighter I	(01)	84,669.52	86,619.00	88,610.34	90,649.00	92,734.20	94,867.24	97,046.82	99,281.00	101,564.84
Fire Fighter II	(02)	88,900.50	90,943.58	93,036.84	95,174.30	97,364.28	99,603.40	101,894.52	104,238.16	106,636.14
Fire Fighter III	(03)	93,344.42	95,491.50	97,689.02	99,935.94	102,234.60	104,585.26	106,990.52	109,451.16	111,968.22
Fire Fighter IV	(04)	98,006.48	100,258.08	102,564.54	104,925.34	107,338.14	109,805.54	112,332.74	114,916.36	117,559.78
Fire Lieutenant (F&P)	(05)	113,438.52	116,047.62	118,715.74	121,448.34	124,240.74	127,097.62	130,021.32	133,012.10	136,071.00
EMS Lieutenant (F&P)	(06)	113,438.52	116,047.62	118,715.74	121,448.34	124,240.74	127,097.62	130,021.32	133,012.10	136,071.00
Fire Captain	(07)	124,726.94	127,596.04	130,529.62	133,532.88	136,602.96	139,744.80	142,958.92	146,247.40	149,610.76



City of Alexandria Pay Scales

SWORN FIRE PAY SCALE (PSFI)

Effective Pay Period Beginning 6/24/2023

Pay Increase	5.0%					3.50%				
Step Grade	00	01	02	03	04	05	06	07	08	09
Battalion Chief - F&P (21)	93,113.80	97,777.94	102,658.40	107,791.84	113,180.60	117,143.78	121,242.68	125,485.88	129,877.28	134,423.38



City of Alexandria Pay Scales

SWORN FIRE PAY SCALE-CONT. (PSFI)



Effective Pay Period Beginning 6/24/2023

Pay Increase	2.30%								
Step	10	11	12	13	14	15	16	17	18
Grade									
Battalion Chief - F&P (21)	137,515.56	140,679.76	143,913.64	147,223.96	150,611.76	154,073.40	157,617.20	161,242.64	164,951.54

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City of Alexandria Pay Scales



PHYSICIAN PAY SCALE

Effective Pay Period Beginning 6/24/2023

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	Board Eligible	\$112,404.76	\$156,730.99	\$201,057.22	\$140,740.05	\$164,866.92
	02	Board Certified	\$120,402.10	\$165,601.28	\$210,800.46	\$147,560.32	\$172,856.38
	03	Specialty Certified	\$126,441.64	\$172,569.28	\$218,696.92	\$153,087.84	\$179,331.47
Senior Clinical Psychiatrist	04	Board Eligible	\$118,024.92	\$164,567.26	\$211,109.60	\$147,776.72	\$173,109.87
	05	Board Certified	\$126,422.40	\$173,881.50	\$221,340.60	\$154,938.42	\$181,499.29
	06	Specialty Certified	\$132,763.80	\$181,198.16	\$229,632.52	\$160,742.76	\$188,298.67

Stipends of \$5,000 will be paid for each ABPN specialty certification in child psychiatry, forensic psychiatry, geriatric psychiatry, clinical psychopharmacology and geriatric medicine.

Calculating Merit Increases for Physician Scale:

Merit Increase Rate is Based Off of Position in Band:

If current salary is less than 70% of maximum salary for pay band,	then	Employee Receives 5.0% increase
If current salary is between 70% and 82% of maximum salary for pay band,	then	Employee Receives 3.5% increase
If current salary is over 82% of maximum salary for pay band,	then	Employee Receives 2.3% increase

City of Alexandria Pay Scales



EXECUTIVE PAY SCALE



Effective Pay Period Beginning 6/24/2023

		Minimum	Midpoint	Maximum
Deputy/Assistant Directors	Band III	\$97,908.46	\$137,661.16	\$177,413.86
Department Heads	Band II	\$113,328.02	\$159,354.13	\$205,380.24
Deputy City Managers	Band I	\$126,928.62	\$178,476.61	\$230,024.60



City Compensated Holidays

JANUARY 1, 2024 THROUGH DECEMBER,31 2024

The following compensated holidays are approved for the Calendar Year 2024.

Each compensated holiday costs the City the value of the time not worked as well as about \$300,000 per day in overtime paid to essential employees (mostly Police, Fire, and Sheriff’s Office) who may be assigned to work on a compensated holiday.

CITY EMPLOYEE COMPENSATED HOLIDAYS JANUARY 1, 2024 THROUGH DECEMBER 31, 2024

HOLIDAY	DAY	DATE
New Year’s Day	Monday	January 1, 2024
Martin Luther King Jr. Day	Monday	January 15, 2024
George Washington Day	Monday	February 19, 2024
Memorial Day	Monday	May 27, 2024
Juneteenth	Wednesday	June 19, 2024
Independence Day	Thursday	July 4, 2024
Labor Day	Monday	September 2, 2024
Indigenous Peoples’ Day	Monday	October 14, 2024
Veterans Day	Monday	November 11, 2024
Thanksgiving Day	Thursday	November 28, 2024
Day After Thanksgiving	Friday	November 29, 2024
Christmas Eve	Tuesday	December 24, 2024
Christmas Day	Wednesday	December 25, 2024