

**City of Alexandria, Virginia
 FY 2023 Proposed Operating Budget & CIP
 Budget Questions & Answers**

April 4, 2022

Question: On page 10.1 it is mentioned that 80% of all city employees will receive merit pay increases on top of the general pay increases included in the budget. Do we know what percentage of police, fire and EMTs will receive merit pay increases? Also, do we have a general sense of what portion of city employees will be getting their FY23 merit increases in each of the Fiscal Year Quarters?

Response: Table 1 below shows updated percentages of current active employees in regular positions who will be eligible to receive merit pay increases in FY 2023 by employee group.

**Table 1 - Merit Increase Eligibility
 Percentages by Group**

Employee Group	Eligibility Percentage
Fire Marshal/Medic	78.1%
General Schedule	78.5%
Sworn Fire	92.8%
Sworn Police	83.8%
Sworn Sheriff	84.4%
Grand Total	81.0%

Table 2 below provides the portions of current active employees in regular positions who will be eligible to receive merit pay increases in FY 2023 by the fiscal year quarter, where the period from July to September 2022 is Quarter 1, the period from October to December 2022 is Quarter 2, the period from January to March 2023 is Quarter 3, and the period from April to June 2023 is Quarter 4.

**Table 2 - Merit Increase Eligibility
 Percentages by FY 2023 Quarter**

Quarter	Eligibility Percentage
1	29.1%
2	22.8%
3	25.5%
4	22.6%