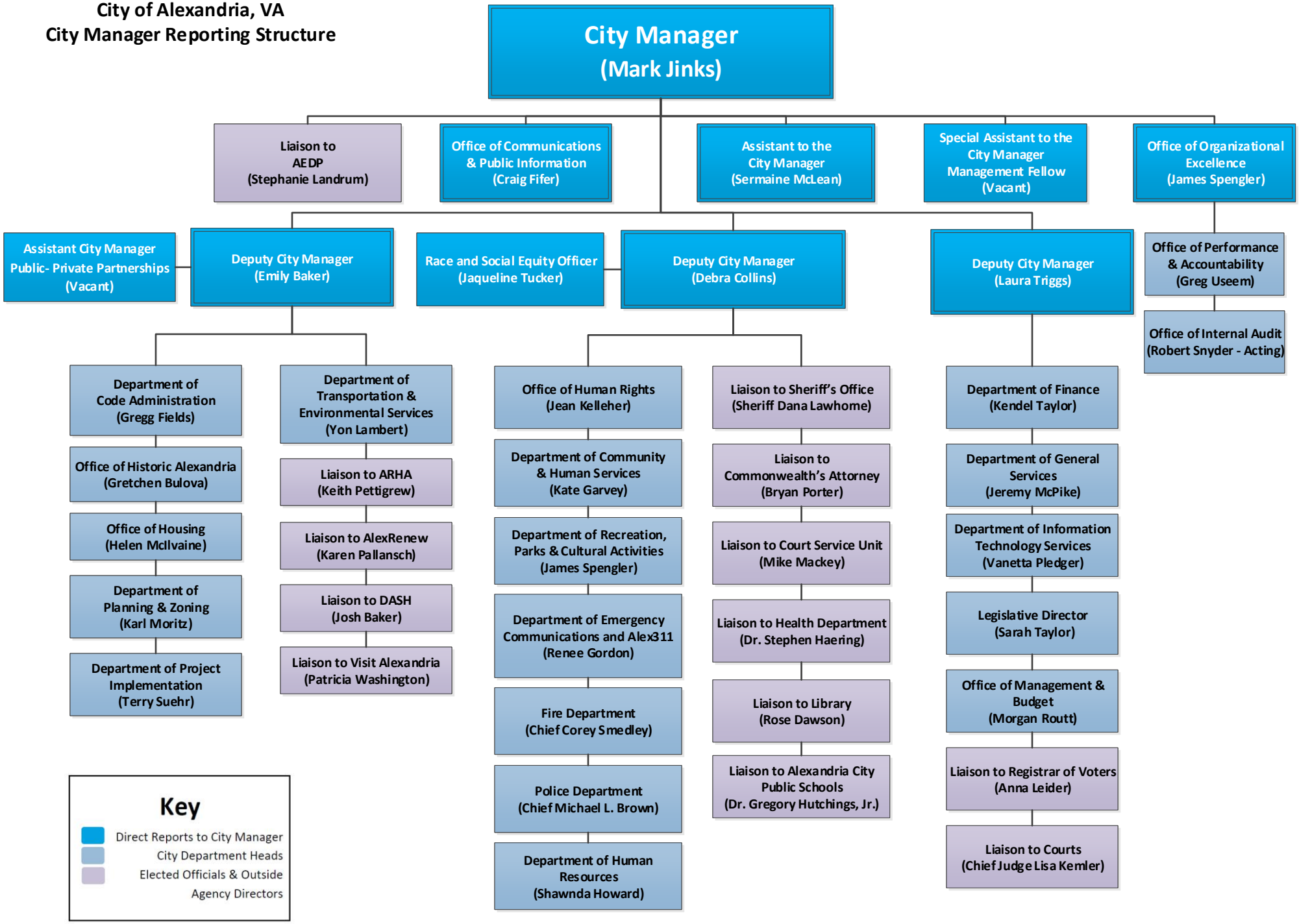
City of Alexandria, VA
City Manager Reporting Structure



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 citizens in order to understand and guide decisions that affect pay. It is designed to reflect the importance 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 and necessity to maintain 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 in order 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.
- From time-to-time, the City may 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.
- Every two years, 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 may determine if a classification needs to be reviewed 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.

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 ranging 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 June 25, 2010

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

GENERAL SALARY SCALE (VRS PARTICIPATING)

Effective Pay Period Beginning 6/27/2020

Pay Increase	5%			3.50%					2.30%
Step / Grade	**00**	**01**	**02**	**03**	**04**	**05**	**06**	**07**	**08**
1							31,555.31	32,660.53	33,410.53
2						31,853.26	32,969.03	34,121.74	34,907.11
3					32,205.56	33,332.15	34,498.33	35,705.67	36,527.45
4			31,452.92	32,553.91	33,693.17	34,872.27	36,092.55	37,356.36	38,215.36
5		31,333.37	32,901.73	34,052.34	35,244.37	36,477.84	37,754.59	39,076.99	39,975.31
6	31,209.34	32,769.25	34,407.02	35,611.99	36,858.39	38,148.06	39,483.66	40,864.92	41,806.77
7	32,662.64	34,295.92	36,010.21	37,269.54	38,574.26	39,925.43	41,321.99	42,768.16	43,751.45
8	34,185.08	35,894.62	37,689.41	39,009.17	40,373.27	41,787.25	43,248.72	44,762.72	45,793.78
9	35,899.11	37,695.74	39,579.46	40,964.93	42,398.44	43,881.82	45,417.72	47,007.72	48,088.65
10	37,471.69	39,344.59	41,312.75	42,757.34	44,253.92	45,804.86	47,407.79	49,065.34	50,194.31
11	39,240.08	41,201.92	43,262.18	44,778.02	46,344.27	47,966.99	49,645.92	51,381.86	52,565.19
12	41,091.08	43,144.48	45,302.66	46,888.17	48,528.04	50,227.03	51,984.61	53,804.99	55,042.68
13	43,033.38	45,184.69	47,442.62	49,104.66	50,822.92	52,602.13	54,442.31	56,347.93	57,644.20
14	45,206.60	47,466.64	49,839.63	51,584.27	53,389.61	55,258.02	57,191.88	59,193.03	60,554.76
15	47,460.30	49,833.29	52,323.98	54,155.45	56,049.98	58,012.08	60,043.32	62,144.76	63,573.77
16	49,837.52	52,328.20	54,944.77	56,867.81	58,857.88	60,918.15	63,051.78	65,257.19	66,758.26
17	52,326.09	54,942.66	57,690.12	59,708.43	61,798.78	63,961.18	66,199.32	68,515.57	70,092.63
18	54,946.88	57,694.35	60,578.51	62,696.83	64,891.69	67,165.19	69,514.16	71,948.11	73,603.56
19	57,687.75	60,572.18	63,602.01	65,827.22	68,130.80	70,514.61	72,983.66	75,537.15	77,275.20
20	60,569.80	63,597.79	66,777.78	69,113.83	71,535.11	74,038.46	76,629.17	79,310.92	81,133.94
21	63,597.79	66,777.78	70,116.65	72,570.12	75,110.95	77,740.72	80,461.53	83,276.55	85,192.73
22	66,773.56	70,112.42	73,618.86	76,194.00	78,860.97	81,621.10	84,477.29	87,435.61	89,445.21
23	70,114.54	73,618.86	77,298.95	80,004.98	82,806.54	85,703.90	88,703.65	91,807.64	93,919.63
24	73,616.22	77,296.84	81,162.18	84,003.06	86,941.59	89,984.62	93,134.53	96,395.02	98,611.51
25	77,288.39	81,153.47	85,210.14	88,192.48	91,278.79	94,474.35	97,780.49	101,204.07	103,531.66
26	81,155.58	85,214.63	89,473.45	92,605.68	95,846.63	99,200.80	102,674.52	106,268.04	108,710.70
27	84,979.49	89,227.76	93,688.99	96,969.26	100,362.49	103,875.26	107,510.22	111,273.17	113,833.27
28	89,227.76	93,688.99	98,374.53	101,817.63	105,380.55	109,069.34	112,887.18	116,836.97	119,525.59
29	93,693.21	98,378.75	103,296.53	106,911.70	110,653.01	114,527.06	118,535.96	122,684.21	125,505.30
30	98,372.16	103,290.20	108,456.04	112,251.98	116,180.39	120,247.62	124,454.71	128,811.44	131,774.24
31	103,283.60	108,447.59	113,870.21	117,857.21	121,981.44	126,251.34	130,669.03	135,243.74	138,353.80
32	108,447.59	113,870.21	119,564.91	123,749.84	128,080.70	132,563.57	137,203.19	142,006.17	145,271.14
33	113,870.21	119,564.91	125,542.24	129,936.18	134,484.50	139,191.42	144,063.54	149,105.88	152,533.94
34	119,564.91	125,542.24	131,819.63	136,433.13	141,207.88	146,151.78	151,265.90	156,560.26	160,162.23
35	125,542.24	131,819.63	138,410.54	143,254.68	148,268.26	153,458.38	158,829.01	164,388.59	168,169.22

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

GENERAL SALARY SCALE (VRS PARTICIPATING)

Effective Pay Period Beginning 6/27/2020

09	10	11	12	13	14	15	16	17	Grade
34,178.48	34,966.22	35,770.85	36,592.90	37,434.74	38,294.00	39,174.90	40,077.70	40,999.49	1
35,709.89	36,531.94	37,371.67	38,230.93	39,111.56	40,009.88	40,930.36	41,871.96	42,835.01	2
37,367.18	38,226.44	39,107.34	40,005.66	40,925.88	41,867.74	42,831.50	43,814.26	44,821.99	3
39,094.15	39,992.99	40,912.94	41,854.54	42,815.93	43,801.59	44,808.64	45,839.43	46,893.74	4
40,893.42	41,835.01	42,796.66	43,781.80	44,788.84	45,817.79	46,872.60	47,949.31	49,052.14	5
42,768.16	43,751.45	44,756.38	45,787.18	46,840.14	47,916.85	49,019.69	50,146.28	51,299.64	6
44,758.50	45,787.18	46,840.14	47,918.96	49,019.69	50,148.92	51,301.63	52,480.47	53,687.52	7
46,846.74	47,923.18	49,026.02	50,153.14	51,307.97	52,487.07	53,694.15	54,929.73	56,193.11	8
49,195.71	50,327.05	51,484.25	52,669.69	53,879.14	55,118.68	56,386.72	57,683.26	59,009.98	9
51,349.13	52,530.35	53,737.69	54,975.12	56,238.94	57,530.99	58,855.77	60,208.79	61,593.59	10
53,774.64	55,009.96	56,275.88	57,570.31	58,895.09	60,247.84	61,633.58	63,051.78	64,501.97	11
56,308.87	57,602.77	58,927.55	60,282.68	61,670.53	63,088.46	64,539.65	66,023.03	67,541.56	12
58,971.09	60,325.96	61,714.07	63,134.64	64,585.30	66,071.06	67,591.12	69,144.44	70,734.76	13
61,946.57	63,371.36	64,830.99	66,320.71	67,845.79	69,407.55	71,004.14	72,635.31	74,305.92	14
65,035.52	66,531.83	68,061.13	69,627.11	71,228.19	72,868.33	74,543.04	76,257.07	78,010.98	15
68,293.89	69,864.36	71,472.04	73,116.13	74,797.70	76,518.33	78,278.02	80,076.50	81,918.26	16
71,704.53	73,353.12	75,041.02	76,765.87	78,532.42	80,337.76	82,186.38	84,076.96	86,010.73	17
75,295.68	77,027.13	78,797.90	80,611.69	82,465.06	84,361.70	86,302.16	88,287.75	90,318.36	18
79,052.30	80,870.84	82,730.27	84,633.79	86,580.31	88,570.91	90,609.01	92,692.76	94,824.70	19
83,000.24	84,910.09	86,863.21	88,859.88	90,904.58	92,994.93	95,133.31	97,321.57	99,559.97	20
87,152.71	89,155.98	91,207.01	93,303.96	95,450.78	97,645.64	99,892.48	102,189.47	104,539.83	21
91,503.10	93,608.76	95,759.55	97,963.37	100,216.55	102,520.14	104,878.35	107,290.66	109,758.34	22
96,079.39	98,289.56	100,551.71	102,863.73	105,228.28	107,649.03	110,124.68	112,658.38	115,249.52	23
100,880.00	103,198.89	105,574.25	108,001.60	110,485.43	113,026.26	115,625.67	118,285.79	121,006.36	24
105,913.36	108,347.31	110,840.38	113,389.65	115,997.51	118,666.59	121,394.26	124,186.85	127,043.15	25
111,212.21	113,770.19	116,386.76	119,062.44	121,800.93	124,602.50	127,469.51	130,401.70	133,400.94	26
116,452.21	119,130.00	121,870.60	124,672.17	127,538.91	130,473.22	133,475.08	136,544.24	139,684.75	27
122,272.79	125,085.43	127,963.26	130,906.01	133,916.58	136,996.56	140,148.58	143,372.12	146,669.68	28
128,391.84	131,345.67	134,366.80	137,455.48	140,618.32	143,852.68	147,161.20	150,545.71	154,008.26	29
134,803.81	137,905.70	141,077.25	144,322.42	147,642.02	151,037.36	154,510.81	158,065.28	161,700.78	30
141,536.43	144,790.32	148,120.47	151,526.63	155,013.80	158,578.57	162,226.46	165,956.95	169,773.96	31
148,612.12	152,031.21	155,527.09	159,105.31	162,763.76	166,507.18	170,337.42	174,255.02	178,262.88	32
156,042.49	159,631.53	163,303.43	167,059.78	170,901.11	174,833.75	178,853.74	182,966.88	187,175.12	33
163,844.95	167,614.50	171,468.76	175,412.22	179,447.25	183,573.59	187,795.73	192,115.51	196,534.16	34
172,038.52	175,995.44	180,043.40	184,182.67	188,419.85	192,753.09	197,185.82	201,721.20	206,360.79	35

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

GENERAL SALARY SCALE (NON-VRS PARTICIPATING)

Effective Pay Period Beginning 6/27/2020

Pay Increase	5%			3.50%					2.30%
Step / Grade	**00**	**01**	**02**	**03**	**04**	**05**	**06**	**07**	**08**
1								31,699.67	32,428.03
2							31,999.46	33,118.39	33,880.54
3					31,258.43	32,352.03	33,483.63	34,655.35	35,453.38
4				31,596.22	32,702.49	33,846.76	35,031.14	36,257.75	37,091.67
5			31,934.01	33,050.84	34,207.77	35,404.82	36,644.10	37,927.71	38,799.63
6		31,805.23	33,394.96	34,564.57	35,774.28	37,026.23	38,322.50	39,663.11	40,577.26
7	31,701.78	33,287.29	34,950.92	36,173.30	37,440.02	38,751.08	40,106.47	41,510.41	42,464.68
8	33,179.62	34,839.02	36,580.76	37,862.26	39,185.98	40,558.26	41,976.99	43,446.38	44,447.09
9	34,843.24	36,587.10	38,415.40	39,760.23	41,151.51	42,591.35	44,081.86	45,625.14	46,674.41
10	36,369.64	38,187.39	40,098.02	41,499.86	42,952.36	44,457.65	46,013.60	47,622.34	48,718.05
11	38,086.05	39,990.35	41,989.66	43,461.16	44,981.23	46,556.18	48,186.03	49,870.77	51,019.26
12	39,882.68	41,875.65	43,969.96	45,509.03	47,100.87	48,749.72	50,455.57	52,222.64	53,423.92
13	41,767.98	43,855.96	46,047.38	47,660.34	49,328.19	51,055.15	52,841.22	54,690.64	55,948.91
14	43,877.07	46,070.61	48,373.93	50,067.11	51,819.40	53,632.92	55,509.78	57,452.09	58,773.70
15	46,064.27	48,367.59	50,784.92	52,562.55	54,401.40	56,305.70	58,277.56	60,316.98	61,704.04
16	48,371.81	50,789.14	53,328.91	55,195.21	57,126.96	59,126.27	61,197.35	63,338.11	64,794.84
17	50,787.03	53,326.80	55,993.25	57,952.44	59,981.30	62,079.84	64,252.26	66,500.69	68,031.31
18	53,331.02	55,997.47	58,796.92	60,853.23	62,983.43	65,189.63	67,469.73	69,832.16	71,438.79
19	55,991.14	58,790.59	61,731.49	63,891.25	66,127.01	68,440.88	70,837.09	73,315.64	75,002.49
20	58,788.48	61,727.27	64,813.84	67,081.27	69,431.03	71,861.03	74,375.46	76,978.57	78,747.76
21	61,727.27	64,813.84	68,054.53	70,435.97	72,901.85	75,454.29	78,095.40	80,827.29	82,687.26
22	64,809.62	68,050.31	71,453.56	73,953.22	76,541.56	79,220.67	81,992.67	84,863.91	86,814.66
23	68,052.42	71,453.56	75,025.71	77,652.05	80,371.27	83,183.39	86,094.74	89,107.42	91,157.39
24	71,451.45	75,023.60	78,775.21	81,532.43	84,384.66	87,338.23	90,395.25	93,559.94	95,711.25
25	75,015.16	78,766.76	82,704.15	85,598.60	88,594.40	91,695.75	94,904.77	98,227.80	100,486.79
26	78,768.87	82,708.37	86,842.10	89,882.23	93,027.92	96,283.39	99,654.97	103,142.68	105,513.55
27	82,480.36	86,603.54	90,933.61	94,117.30	97,410.77	100,820.36	104,348.17	108,000.55	110,485.43
28	86,603.54	90,933.61	95,481.13	98,823.16	102,281.31	105,861.90	109,567.06	113,401.00	116,010.44
29	90,937.83	95,485.35	100,258.78	103,767.59	107,398.86	111,158.90	115,049.84	119,075.90	121,814.13
30	95,479.02	100,252.44	105,266.54	108,950.59	112,763.41	116,711.36	120,794.42	125,023.15	127,898.61
31	100,246.11	105,258.10	110,521.32	114,391.15	118,393.98	122,538.27	126,826.12	131,265.97	134,284.99
32	105,258.10	110,521.32	116,048.44	120,110.39	124,313.79	128,664.97	133,168.16	137,829.69	140,998.60
33	110,521.32	116,048.44	121,850.02	126,114.64	130,529.16	135,097.80	139,826.89	144,720.65	148,047.90
34	116,048.44	121,850.02	127,942.94	132,420.80	137,054.88	141,853.64	146,817.07	151,955.73	155,451.88
35	121,850.02	127,942.94	134,339.88	139,041.52	143,907.84	148,945.16	154,157.71	159,553.94	163,223.21

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

GENERAL SALARY SCALE (NON-VRS PARTICIPATING)

Effective Pay Period Beginning 6/27/2020

09	10	11	12	13	14	15	16	17	Grade
33,173.29	33,937.54	34,718.68	35,516.72	36,333.75	37,167.68	38,022.71	38,898.86	39,793.53	1
34,659.57	35,457.60	36,272.53	37,106.45	37,961.49	38,833.41	39,726.45	40,640.60	41,575.33	2
36,268.30	37,102.23	37,957.26	38,829.19	39,722.23	40,636.38	41,571.64	42,525.90	43,504.00	3
37,944.60	38,816.52	39,709.56	40,623.71	41,556.86	42,513.23	43,490.72	44,491.43	45,514.73	4
39,690.56	40,604.71	41,537.86	42,494.23	43,471.72	44,470.32	45,494.25	46,539.29	47,609.70	5
41,510.41	42,464.68	43,440.05	44,440.76	45,462.58	46,507.62	47,578.00	48,671.60	49,791.05	6
43,442.16	44,440.76	45,462.58	46,509.74	47,578.00	48,673.72	49,792.65	50,936.92	52,108.47	7
45,468.91	46,513.96	47,584.34	48,677.94	49,798.99	50,943.26	52,114.97	53,314.13	54,540.36	8
47,749.01	48,846.83	49,969.99	51,120.60	52,294.42	53,497.81	54,728.64	55,986.91	57,274.61	9
49,839.10	50,985.48	52,157.20	53,358.47	54,585.08	55,839.13	57,124.85	58,438.02	59,782.09	10
52,193.09	53,392.25	54,620.97	55,877.13	57,162.85	58,476.02	59,820.85	61,197.35	62,604.89	11
54,652.63	55,908.80	57,194.52	58,509.80	59,856.74	61,233.24	62,641.42	64,081.25	65,555.12	12
57,236.74	58,552.02	59,898.97	61,277.58	62,685.75	64,127.70	65,603.43	67,110.83	68,654.37	13
60,124.86	61,507.70	62,924.32	64,370.49	65,850.44	67,366.28	68,915.90	70,499.30	72,120.79	14
63,122.77	64,575.27	66,059.45	67,579.51	69,133.36	70,725.20	72,350.82	74,014.45	75,716.78	15
66,285.35	67,809.63	69,369.81	70,965.88	72,597.83	74,267.79	75,975.75	77,721.72	79,509.32	16
69,595.71	71,196.00	72,834.29	74,508.47	76,222.76	77,975.06	79,769.58	81,604.21	83,481.11	17
73,081.30	74,761.81	76,480.33	78,241.07	80,039.81	81,880.78	83,763.97	85,691.50	87,662.40	18
76,727.34	78,492.30	80,297.38	82,144.68	84,034.20	85,965.95	87,944.15	89,966.68	92,035.91	19
80,559.17	82,412.80	84,308.66	86,246.74	88,231.27	90,260.13	92,335.44	94,459.31	96,631.87	20
84,589.45	86,533.87	88,524.73	90,559.92	92,643.68	94,773.88	96,954.75	99,184.18	101,465.41	21
88,811.85	90,855.49	92,943.47	95,082.11	97,269.32	99,505.08	101,793.62	104,134.94	106,530.04	22
93,253.82	95,398.79	97,594.44	99,838.65	102,133.52	104,483.29	106,885.83	109,345.38	111,860.33	23
97,913.23	100,163.77	102,469.20	104,825.30	107,236.29	109,702.17	112,225.06	114,807.06	117,447.62	24
102,798.55	105,160.98	107,580.42	110,054.74	112,586.07	115,176.52	117,823.96	120,534.74	123,307.04	25
107,941.43	110,424.20	112,963.98	115,560.75	118,218.76	120,937.98	123,720.54	126,566.44	129,477.47	26
113,027.31	115,626.20	118,286.31	121,005.54	123,788.10	126,636.11	129,549.57	132,528.47	135,576.62	27
118,676.89	121,406.67	124,199.78	127,056.24	129,978.14	132,967.60	136,026.73	139,155.53	142,356.10	28
124,615.69	127,482.70	130,415.16	133,413.06	136,482.75	139,622.10	142,833.24	146,118.26	149,478.98	29
130,839.51	133,850.08	136,928.21	140,078.12	143,299.81	146,595.39	149,966.98	153,416.68	156,945.27	30
137,373.67	140,532.03	143,764.28	147,070.41	150,454.67	153,914.92	157,455.41	161,076.12	164,780.87	31
144,241.41	147,560.21	150,952.91	154,425.84	157,976.87	161,610.25	165,328.07	169,130.34	173,020.34	32
151,453.27	154,936.75	158,500.45	162,146.49	165,874.87	169,691.92	173,593.42	177,585.70	181,670.17	33
159,026.14	162,684.85	166,425.90	170,253.50	174,169.78	178,174.72	182,272.56	186,465.41	190,754.11	34
166,979.03	170,819.30	174,748.25	178,765.86	182,878.48	187,083.99	191,386.61	195,788.47	200,291.60	35

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

POLICE SALARY SCALE

Effective Pay Period Beginning 6/27/2020

Pay Increase	5%					3.50%				
Step / Grade	**00**	**01**	**02**	**03**	**04**	**05**	**06**	**07**	**08**	**09**
1	33,714.81	35,402.19	37,171.37	39,030.02	40,982.09	42,416.12	43,899.50	45,436.72	47,028.04	48,673.19
2	35,191.33	36,951.28	38,797.79	40,738.24	42,774.50	44,272.13	45,820.96	47,426.26	49,085.66	50,803.39
3	36,852.84	38,694.60	40,630.57	42,662.07	44,794.91	46,362.48	47,986.52	49,664.40	51,403.23	53,202.77
4	38,589.04	40,520.26	42,535.67	44,672.73	46,906.11	48,548.89	50,247.88	52,005.45	53,826.36	55,710.35
5	40,414.97	42,434.86	44,557.93	46,784.19	49,122.87	50,842.97	52,624.04	54,463.42	56,371.42	58,344.60
6	42,455.97	44,576.67	46,807.68	49,146.36	51,604.59	53,411.51	55,279.13	57,215.10	59,218.63	61,289.98
7	44,572.18	46,800.55	49,139.50	51,597.46	54,177.88	56,073.74	58,035.04	60,066.81	62,169.03	64,345.68
8	46,805.30	49,143.99	51,602.48	54,182.36	56,891.56	58,883.22	60,943.48	63,075.79	65,283.05	67,568.16
9	49,141.87	51,600.10	54,177.88	56,886.81	59,731.65	61,821.74	63,987.31	66,225.44	68,543.01	70,942.65
10	51,602.48	54,182.36	56,891.56	59,736.40	62,724.28	64,917.82	67,190.52	69,543.46	71,976.09	74,495.28
11	54,177.88	56,886.81	59,731.65	62,717.15	65,852.55	68,158.51	70,544.16	73,014.27	75,568.56	78,214.15
12	56,884.44	59,726.90	62,714.78	65,850.44	69,142.86	71,563.61	74,066.70	76,660.57	79,343.65	82,120.93
13	59,729.54	62,714.78	65,850.44	69,142.86	72,599.42	75,142.09	77,771.33	80,494.51	83,311.38	86,226.42
14	62,710.29	65,845.69	69,138.11	72,594.67	76,224.61	78,893.96	81,654.35	84,511.07	87,470.97	90,531.16
15	65,848.06	69,140.48	72,597.31	76,227.25	80,037.44	82,840.32	85,739.00	88,738.49	91,846.17	95,058.89
16	69,135.99	72,592.56	76,222.50	80,035.06	84,035.52	86,976.43	90,020.51	93,172.53	96,432.23	99,809.09
17	72,585.43	76,215.38	80,025.83	84,028.40	88,227.58	91,316.26	94,512.88	97,819.55	101,243.12	104,788.88
18	76,217.75	80,028.20	84,030.51	88,232.59	92,642.89	95,886.22	99,241.71	102,714.89	106,309.74	110,030.99
19	79,807.85	83,798.81	87,988.75	92,387.43	97,008.58	100,404.19	103,916.96	107,554.03	111,317.77	115,214.78
20	83,798.81	87,988.75	92,387.43	97,008.58	101,857.22	105,423.83	109,112.36	112,932.31	116,885.53	120,974.66
21	87,991.12	92,399.04	97,011.22	101,861.71	106,954.18	110,698.92	114,572.71	118,582.41	122,732.50	127,028.00
22	92,387.43	97,006.21	101,857.22	106,949.43	112,297.37	116,227.37	120,295.38	124,506.44	128,862.90	133,374.00

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

POLICE SALARY SCALE

Effective Pay Period Beginning 6/27/2020

2.30%

10	11	12	13	14	15	16	17	18	Grade
49,793.18	50,936.66	52,108.37	53,308.33	54,533.88	55,787.93	57,071.81	58,384.18	59,726.90	1
51,972.47	53,167.93	54,391.11	55,642.26	56,921.91	58,229.54	59,570.15	60,940.84	62,342.42	2
54,426.21	55,677.62	56,959.65	58,269.38	59,610.00	60,980.69	62,382.27	63,816.30	65,284.11	3
56,992.37	58,302.37	59,642.72	61,016.06	62,417.10	63,853.77	65,323.17	66,825.29	68,362.24	4
59,684.94	61,058.28	62,464.07	63,900.75	65,369.88	66,872.00	68,411.85	69,984.17	71,593.96	5
62,698.42	64,141.95	65,616.10	67,172.05	68,669.42	70,249.12	71,865.78	73,517.79	75,208.86	6
65,824.58	67,338.31	68,887.40	70,471.33	72,093.26	73,752.13	75,449.01	77,183.10	78,958.35	7
69,121.74	70,713.06	72,339.48	74,003.37	75,704.47	77,445.68	79,226.74	81,050.02	82,914.21	8
72,573.82	74,244.57	75,950.68	77,698.76	79,484.30	81,244.52	83,184.97	85,096.93	87,054.28	9
76,208.51	77,961.34	79,756.39	81,588.91	83,466.03	85,385.11	87,349.05	89,359.44	91,414.70	10
80,011.84	81,853.60	83,735.21	85,661.68	87,632.48	89,647.89	91,707.89	93,819.09	95,977.00	11
84,009.40	85,940.62	87,918.55	89,938.70	92,007.68	94,123.89	96,289.19	98,503.84	100,769.16	12
88,208.84	90,238.49	92,314.86	94,437.93	96,610.36	98,831.87	101,104.84	103,429.54	105,808.59	13
92,614.65	94,742.48	96,922.03	99,153.04	101,433.13	103,764.95	106,152.72	108,594.59	111,092.14	14
97,245.57	99,483.17	101,770.66	104,111.45	106,506.35	108,955.34	111,462.92	114,026.44	116,649.34	15
102,103.44	104,451.09	106,855.75	109,311.60	111,826.31	114,399.33	117,028.57	119,721.40	122,474.67	16
107,197.76	109,663.12	112,184.42	114,767.21	117,405.68	120,105.38	122,868.41	125,694.78	128,585.54	17
112,562.06	115,151.45	117,799.68	120,508.62	123,280.89	126,116.49	129,017.54	131,984.31	135,019.95	18
117,865.13	120,576.44	123,348.71	126,186.69	129,087.74	132,056.88	135,094.10	138,201.26	141,379.94	19
123,759.07	126,603.91	129,516.84	132,495.22	135,541.68	138,660.98	141,850.21	145,112.01	148,449.56	20
129,950.17	132,940.42	135,996.38	139,124.91	142,325.76	145,597.32	148,946.22	152,372.17	155,876.76	21
136,441.31	139,579.35	142,789.69	146,073.14	149,433.38	152,871.20	156,386.35	159,983.57	163,663.13	22

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

SHERIFF SALARY SCALE

Effective Pay Period Beginning 6/27/2020

Pay Increase	5%			3.50%					2.30%	
Step / Grade	**00**	**01**	**02**	**03**	**04**	**05**	**06**	**07**	**08**	**09**
1	32,653.93	34,286.94	36,002.56	37,802.62	39,691.62	41,082.10	42,519.30	44,008.23	45,547.56	47,142.83
2	34,084.53	35,789.06	37,577.78	39,457.80	41,429.13	42,879.79	44,379.80	45,934.96	47,541.32	49,205.74
3	35,693.00	37,477.49	39,353.30	41,320.14	43,384.90	44,904.70	46,475.43	48,102.11	49,786.32	51,528.32
4	37,375.37	39,244.04	41,206.93	43,267.20	45,429.59	47,020.38	48,666.85	50,369.01	52,133.45	53,958.05
5	39,144.29	41,099.79	43,155.83	45,314.27	47,578.79	49,243.21	50,968.06	52,752.29	54,596.42	56,507.85
6	41,119.84	43,175.89	45,334.06	47,601.23	49,982.13	51,731.00	53,541.88	55,415.57	57,353.39	59,362.72
7	43,169.29	45,327.46	47,594.37	49,972.90	52,471.76	54,309.56	56,209.91	58,176.76	60,214.59	62,321.83
8	45,331.69	47,598.85	49,977.65	52,478.63	55,101.79	57,030.90	59,026.51	61,091.27	63,229.65	65,443.51
9	47,594.37	49,975.27	52,473.88	55,097.31	57,851.63	59,878.65	61,972.43	64,141.95	66,387.21	68,711.64
10	49,979.76	52,478.63	55,101.79	57,858.23	60,750.84	62,875.76	65,076.68	67,354.41	69,713.14	72,151.84
11	52,473.88	55,097.31	57,851.63	60,743.97	63,781.20	66,015.38	68,325.03	70,716.49	73,190.82	75,754.08
12	55,094.93	57,849.52	60,741.86	63,779.09	66,967.53	69,310.43	71,737.78	74,247.47	76,846.36	79,536.56
13	57,849.52	60,741.86	63,779.09	66,967.53	70,316.16	72,777.02	75,324.19	77,961.07	80,689.01	83,514.85
14	60,737.64	63,774.60	66,963.31	70,311.93	73,827.08	76,410.40	79,084.76	81,852.81	84,718.76	87,682.09
15	63,776.71	66,965.42	70,314.04	73,829.19	77,520.63	80,232.73	83,040.89	85,946.42	88,954.88	92,069.70
16	66,961.19	70,309.82	73,824.97	77,516.40	81,392.30	84,240.05	87,188.34	90,240.61	93,400.28	96,668.95
17	70,302.70	73,818.37	77,507.43	81,383.07	85,452.67	88,443.18	91,540.05	94,744.32	98,059.43	101,490.13
18	73,820.48	77,511.92	81,385.18	85,455.04	89,729.17	92,868.79	96,119.24	99,483.44	102,965.86	106,570.21
19	77,298.16	81,162.97	85,221.23	89,482.42	93,956.58	97,245.04	100,647.24	104,171.36	107,816.08	111,589.32
20	81,162.97	85,221.23	89,482.42	93,956.58	98,653.47	102,106.60	105,679.81	109,380.22	113,207.29	117,170.02
21	85,223.34	89,484.53	93,958.69	98,657.96	103,590.78	107,215.44	110,968.63	114,851.66	118,871.91	123,032.82
22	89,480.05	93,954.47	98,651.36	103,584.18	108,763.75	112,570.77	116,511.32	120,589.63	124,810.45	129,178.26

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

SHERIFF SALARY SCALE

Effective Pay Period Beginning 6/27/2020

10	11	12	13	14	15	16	17	18	Grade
48,226.67	49,334.26	50,469.29	51,630.98	52,819.06	54,033.79	55,274.91	56,547.96	57,848.73	1
50,337.87	51,495.07	52,678.66	53,891.28	55,130.82	56,399.12	57,695.93	59,022.29	60,379.79	2
52,714.29	53,926.91	55,166.18	56,434.22	57,733.93	59,062.40	60,419.64	61,810.13	63,231.76	3
55,197.59	56,467.74	57,767.18	59,095.65	60,455.00	61,845.49	63,267.65	64,722.53	66,210.93	4
57,807.30	59,137.61	60,497.23	61,890.36	63,312.25	64,769.24	66,257.90	67,781.92	69,340.78	5
60,726.29	62,123.64	63,552.13	65,013.88	66,509.13	68,040.02	69,604.15	71,206.03	72,843.79	6
63,754.55	65,220.77	66,720.78	68,255.62	69,826.36	71,430.87	73,074.97	74,754.95	76,474.26	7
66,947.47	68,487.06	70,062.28	71,675.77	73,324.35	75,010.67	76,735.26	78,499.43	80,305.30	8
70,291.88	71,909.06	73,562.39	75,253.20	76,984.64	78,755.68	80,566.56	82,419.93	84,315.52	9
73,811.51	75,509.44	77,247.22	79,022.74	80,840.22	82,700.45	84,602.65	86,547.59	88,538.19	10
77,496.35	79,278.46	81,100.43	82,967.52	84,874.20	86,827.59	88,823.46	90,866.31	92,956.14	11
81,365.12	83,236.44	85,152.35	87,110.22	89,112.96	91,162.14	93,260.15	95,405.13	97,599.46	12
85,434.99	87,399.46	89,410.90	91,466.95	93,569.18	95,723.39	97,923.79	100,175.38	102,479.23	13
89,700.40	91,762.78	93,873.98	96,032.42	98,242.05	100,500.25	102,812.01	105,177.08	107,596.25	14
94,188.02	96,353.06	98,568.76	100,836.19	103,154.82	105,528.60	107,956.48	110,439.25	112,979.28	15
98,891.77	101,165.54	103,492.61	105,873.51	108,307.73	110,799.73	113,347.16	115,955.02	118,622.26	16
103,826.44	106,213.94	108,657.13	111,155.74	113,712.13	116,326.33	119,003.33	121,739.71	124,539.95	17
109,019.73	111,527.31	114,092.68	116,718.22	119,401.29	122,147.17	124,957.18	127,831.84	130,772.21	18
114,157.33	116,782.61	119,468.06	122,216.05	125,026.06	127,903.36	130,844.79	133,854.83	136,933.75	19
119,863.91	122,621.14	125,442.23	128,325.86	131,278.37	134,297.65	137,386.08	140,545.75	143,778.26	20
125,862.88	128,757.60	131,719.09	134,747.34	137,846.32	141,017.08	144,261.46	147,578.69	150,972.97	21
132,148.45	135,187.79	138,298.38	141,477.58	144,733.05	148,061.62	151,465.93	154,949.94	158,513.91	22

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

FIRE MARSHAL/MEDIC SALARY SCALE

Effective Pay Period Beginning 6/27/2020

Pay Increase	5%			3.50%					2.30%	
Step Grade	**00**	**01**	**02**	**03**	**04**	**05**	**06**	**07**	**08**	**09**
1	31,922.93	33,519.26	35,196.34	36,956.03	38,803.06	40,162.41	41,567.42	43,022.83	44,527.85	46,087.50
2	33,321.60	34,987.86	36,736.46	38,574.26	40,501.79	41,919.72	43,386.22	44,906.54	46,477.01	48,104.22
3	34,893.91	36,638.29	38,472.13	40,395.17	42,413.48	43,899.24	45,435.14	47,025.13	48,671.87	50,374.82
4	36,538.80	38,365.52	40,284.34	42,298.42	44,412.79	45,967.69	47,577.48	49,241.36	50,966.48	52,749.92
5	38,267.88	40,179.83	42,189.69	44,299.84	46,513.69	48,140.90	49,826.96	51,571.34	53,374.30	55,242.98
6	40,199.36	42,209.49	44,319.10	46,535.60	48,863.20	50,572.74	52,343.25	54,174.98	56,069.51	58,033.72
7	42,202.62	44,312.50	46,529.00	48,854.22	51,297.15	53,093.78	54,951.37	56,874.14	58,866.59	60,926.59
8	44,316.73	46,533.49	48,858.71	51,303.74	53,868.06	55,754.15	57,704.90	59,723.74	61,814.09	63,978.33
9	46,529.00	48,856.60	51,299.26	53,863.57	56,556.41	58,538.03	60,584.84	62,706.07	64,900.93	67,173.63
10	48,860.82	51,303.74	53,868.06	56,563.01	59,390.70	61,468.12	63,619.69	65,846.74	68,152.44	70,536.51
11	51,299.26	53,863.57	56,556.41	59,384.36	62,353.50	64,537.54	66,795.47	69,133.36	71,552.26	74,058.26
12	53,861.46	56,554.30	59,382.25	62,351.39	65,468.31	67,758.70	70,131.69	72,585.43	75,126.00	77,756.02
13	56,554.30	59,382.25	62,351.39	65,468.31	68,741.99	71,147.97	73,638.13	76,215.90	78,882.61	81,645.12
14	59,378.03	62,346.90	65,464.09	68,737.77	72,174.27	74,699.80	77,314.26	80,020.29	82,821.85	85,719.21
15	62,349.01	65,466.20	68,739.88	72,176.39	75,785.22	78,436.62	81,181.71	84,022.33	86,963.23	90,008.37
16	65,461.98	68,735.66	72,172.16	75,781.00	79,570.07	82,354.22	85,236.27	88,220.45	91,309.40	94,504.70
17	68,728.80	72,165.57	75,772.29	79,561.10	83,539.66	86,463.14	89,490.87	92,623.09	95,864.05	99,218.22
18	72,167.68	75,776.77	79,563.21	83,541.77	87,720.36	90,789.52	93,967.40	97,256.12	100,660.43	104,184.29
19	75,567.77	79,345.76	83,313.49	87,479.16	91,853.30	95,067.86	98,394.06	101,839.54	105,402.19	109,091.25
20	79,345.76	83,313.49	87,479.16	91,853.30	96,444.89	99,820.70	103,314.21	106,931.49	110,672.80	114,546.85
21	83,315.61	87,481.27	91,855.41	96,449.12	101,271.63	104,815.27	108,484.54	112,280.48	116,210.74	120,278.49
22	87,476.78	91,851.19	96,442.78	101,265.29	106,329.00	110,050.52	113,902.93	117,889.94	122,016.28	126,286.18

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

FIRE MARSHAL/MEDIC SALARY SCALE

Effective Pay Period Beginning 6/27/2020

10	11	12	13	14	15	16	17	18	Grade
47,146.79	48,229.84	49,339.27	50,475.10	51,636.52	52,824.07	54,037.75	55,282.30	56,553.79	1
49,211.02	50,342.09	51,499.29	52,684.73	53,896.56	55,136.36	56,404.40	57,700.68	59,027.80	2
51,534.13	52,719.57	53,931.13	55,170.93	56,441.35	57,740.00	59,066.89	60,426.24	61,816.04	3
53,961.74	55,203.66	56,473.81	57,772.46	59,101.46	60,461.07	61,851.30	63,273.46	64,728.75	4
56,513.13	57,813.63	59,142.89	60,504.62	61,894.58	63,319.37	64,774.52	66,264.50	67,788.58	5
59,366.94	60,732.89	62,129.45	63,558.47	65,020.21	66,516.79	68,045.82	69,612.07	71,213.15	6
62,327.37	63,760.88	65,227.11	66,727.64	68,263.28	69,831.63	71,439.05	73,081.30	74,762.17	7
65,448.78	66,954.07	68,493.93	70,070.99	71,682.89	73,331.48	75,017.27	76,742.12	78,507.19	8
68,717.98	70,299.27	71,915.39	73,568.46	75,261.11	76,992.56	78,763.07	80,574.74	82,427.96	9
72,159.23	73,818.90	75,517.89	77,253.56	79,030.40	80,848.93	82,708.64	84,610.03	86,556.07	10
75,761.20	77,503.74	79,284.80	81,109.93	82,974.12	84,883.70	86,834.98	88,831.91	90,875.04	11
79,543.68	81,373.04	83,245.94	85,160.00	87,117.88	89,121.14	91,172.44	93,269.12	95,414.31	12
83,522.24	85,442.90	87,409.49	89,419.35	91,474.60	93,580.26	95,731.57	97,932.76	100,185.22	13
87,692.39	89,708.32	91,772.54	93,882.43	96,042.45	98,250.50	100,510.54	102,822.30	105,187.21	14
92,079.46	94,195.94	96,362.03	98,578.79	100,845.16	103,166.16	105,539.42	107,966.77	110,450.00	15
96,677.65	98,900.75	101,175.83	103,503.16	105,883.01	108,319.34	110,809.76	113,359.30	115,966.56	16
101,502.01	103,836.21	106,224.50	108,667.16	111,166.56	113,722.16	116,339.26	119,014.41	121,751.75	17
106,579.18	109,030.55	111,538.39	114,105.08	116,728.25	119,412.64	122,159.84	124,970.11	127,844.42	18
111,601.73	114,168.15	116,793.43	119,479.93	122,227.13	125,039.78	127,915.50	130,858.25	133,867.99	19
117,180.57	119,875.78	122,633.80	125,453.05	128,339.32	131,291.04	134,310.32	137,399.27	140,559.45	20
123,045.22	125,875.02	128,770.01	131,730.70	134,760.54	137,860.04	141,031.85	144,274.66	147,592.97	21
129,190.13	132,161.38	135,202.30	138,310.52	141,492.89	144,746.77	148,074.82	151,481.24	154,965.31	22

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

FIRE SALARY SCALE

Effective Pay Period Beginning 6/27/2020

Pay Increase	5%					3.50%				
Step / Grade	**00**	**01**	**02**	**03**	**04**	**05**	**06**	**07**	**08**	**09**
1	32,691.40	34,325.74	36,041.35	37,843.26	39,735.95	41,126.44	42,564.69	44,055.20	45,598.23	47,193.24
2	34,121.21	35,827.59	37,618.15	39,499.50	41,474.00	42,925.97	44,427.83	45,984.58	47,593.31	49,258.78
3	35,732.59	37,518.14	39,395.26	41,365.01	43,432.66	44,952.73	46,527.15	48,154.10	49,840.42	51,585.32
4	37,416.01	39,288.38	41,242.29	43,314.70	45,480.00	47,072.63	48,720.16	50,424.16	52,189.66	54,016.64
5	39,186.25	41,144.65	43,203.33	45,361.77	47,629.46	49,297.05	51,024.01	52,807.71	54,657.38	56,570.40
6	41,164.97	43,221.54	45,384.73	47,652.16	50,035.70	51,787.47	53,598.35	55,475.47	57,418.04	59,426.59
7	43,216.79	45,377.61	47,645.30	50,028.84	52,530.61	54,368.68	56,270.34	58,240.35	60,278.45	62,389.65
8	45,382.09	47,650.05	50,033.33	52,535.10	55,161.70	57,093.18	59,090.38	61,157.77	63,298.53	65,513.70
9	47,647.67	50,031.22	52,530.61	55,157.21	57,915.49	59,942.25	62,041.83	64,211.62	66,458.99	68,785.54
10	50,033.33	52,535.10	55,161.70	57,920.24	60,817.34	62,943.84	65,147.94	67,429.09	69,787.83	72,230.22
11	52,530.61	55,157.21	57,915.49	60,810.48	63,850.61	66,086.37	68,399.45	70,794.34	73,271.04	75,836.15
12	55,154.84	57,911.01	60,808.37	63,848.23	67,040.63	69,388.02	71,814.58	74,329.55	76,931.60	79,624.17
13	57,913.38	60,808.37	63,848.23	67,040.63	70,392.16	72,857.25	75,406.79	78,047.11	80,778.21	83,604.84
14	60,803.62	63,843.74	67,036.14	70,387.67	73,907.31	76,495.37	79,171.85	81,941.48	84,811.65	87,778.95
15	63,846.12	67,038.52	70,390.05	73,909.42	77,604.02	80,321.66	83,132.19	86,040.64	89,053.32	92,168.66
16	67,034.03	70,385.30	73,905.20	77,601.64	81,480.18	84,331.88	87,283.61	90,339.83	93,500.30	96,774.51
17	70,378.44	73,898.07	77,592.41	81,473.58	85,545.30	88,540.03	91,639.28	94,845.40	98,164.99	101,602.82
18	73,900.44	77,595.04	81,475.96	85,549.78	89,826.02	92,970.65	96,224.54	99,591.90	103,077.49	106,685.53
19	77,381.29	81,251.12	85,313.59	89,578.48	94,058.97	97,351.39	100,757.55	104,284.04	107,933.25	111,711.51
20	81,251.12	85,313.59	89,578.48	94,058.97	98,760.35	102,218.50	105,794.87	109,498.71	113,331.86	117,296.69
21	85,315.70	89,589.56	94,061.35	98,764.84	103,702.41	107,333.41	111,089.23	114,977.01	119,000.69	123,165.82
22	89,578.48	94,056.86	98,760.35	103,697.92	108,882.76	112,693.22	116,637.73	120,721.06	124,944.77	129,318.92

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

FIRE SALARY SCALE

Effective Pay Period Beginning 6/27/2020

2.30%

10	11	12	13	14	15	16	17	18	Grade
48,279.45	49,388.09	50,524.18	51,687.45	52,875.80	54,091.58	55,336.66	56,609.19	57,911.01	1
50,392.50	51,551.28	52,737.25	53,950.66	55,191.52	56,459.29	57,758.74	59,088.00	60,447.09	2
52,771.29	53,984.97	55,227.67	56,497.56	57,797.27	59,126.80	60,485.35	61,875.84	63,299.05	3
55,259.34	56,529.76	57,829.46	59,160.57	60,519.40	61,912.52	63,337.06	64,793.26	66,283.76	4
57,870.10	59,201.74	60,565.05	61,957.91	63,382.45	64,838.91	66,331.53	67,856.34	69,416.78	5
60,792.27	62,191.99	63,621.01	65,129.73	66,581.71	68,113.12	69,680.95	71,282.82	72,922.43	6
63,823.16	65,291.24	66,792.83	68,328.99	69,901.30	71,510.04	73,154.93	74,836.50	76,557.92	7
67,020.31	68,563.07	70,139.87	71,753.09	73,402.73	75,090.90	76,817.86	78,585.73	80,393.18	8
70,367.09	71,987.17	73,641.30	75,336.32	77,067.77	78,774.15	80,655.49	82,509.39	84,407.36	9
73,891.47	75,590.99	77,331.41	79,108.25	80,928.10	82,789.12	84,693.43	86,642.86	88,635.57	10
77,578.95	79,364.76	81,189.63	83,057.25	84,968.15	86,922.33	88,919.52	90,966.86	93,059.06	11
81,455.37	83,327.48	85,245.24	87,203.91	89,210.34	91,262.16	93,361.49	95,508.84	97,705.81	12
85,527.09	87,494.99	89,508.02	91,566.44	93,672.89	95,826.84	98,030.93	100,284.90	102,591.39	13
89,798.84	91,862.01	93,975.32	96,138.24	98,348.93	100,609.76	102,925.22	105,292.67	107,714.74	14
94,288.57	96,458.62	98,676.17	100,946.24	103,268.29	105,642.86	108,073.91	110,559.85	113,102.79	15
98,998.92	101,275.58	103,606.88	105,988.05	108,426.22	110,920.86	113,470.40	116,081.17	118,751.04	16
103,938.60	106,329.00	108,773.77	111,277.66	113,836.17	116,453.79	119,132.64	121,872.71	124,675.86	17
109,139.54	111,650.28	114,217.77	116,844.63	119,532.45	122,281.76	125,094.93	127,971.44	130,914.72	18
114,281.63	116,910.34	119,598.42	122,350.11	125,163.02	128,041.64	130,986.77	133,999.45	137,081.54	19
119,996.12	122,754.40	125,578.93	128,466.78	131,420.62	134,444.91	137,537.29	140,700.40	143,936.07	20
125,999.06	128,898.52	131,861.33	134,894.60	137,998.59	141,170.67	144,417.43	147,739.14	151,137.38	21
132,293.07	135,335.84	138,448.54	141,631.70	144,890.07	148,223.39	151,631.66	155,119.36	158,687.03	22

CITY OF ALEXANDRIA, VIRGINIA

City of Alexandria Pay Scales

PHYSICIAN SALARY SCALE

Effective Pay Period Beginning 6/27/2020

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	*Board Eligible*	$105,455.09	$147,040.89	$188,626.69	$132,038.68	$154,673.89
	02	*Board Certified*	$112,958.16	$155,362.91	$197,767.66	$138,437.36	$162,169.48
	03	*Specialty Certified*	$118,624.25	$161,900.03	$205,175.81	$143,623.07	$168,244.17
Senior Clinical Psychiatrist	04	*Board Eligible*	$110,728.03	$154,392.90	$198,057.78	$138,640.45	$162,407.38
	05	*Board Certified*	$118,606.12	$163,130.93	$207,655.74	$145,359.02	$170,277.71
	06	*Specialty Certified*	$124,555.54	$169,995.27	$215,435.00	$150,804.50	$176,656.70

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%*** *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, VIRGINIA

City of Alexandria Pay Scales

EXECUTIVE SALARY SCALE

Effective Pay Period Beginning 6/27/2020

		Salary Range		
		Minimum	*Midpoint*	*Maximum*
Deputy/Assistant Directors	Band III	*$93,692.42*	*$131,733.19*	*$169,773.96*
Department Heads	Band II	*$108,447.78*	*$152,491.82*	*$196,535.86*
Deputy City Managers	Band I	*$121,462.78*	*$170,791.13*	*$220,119.47*

CITY OF ALEXANDRIA, VIRGINIA

FY 2021 City Compensated Holidays

JULY 1, 2020 THROUGH JUNE 30, 2021

The proposed FY 2021 compensated holidays will be proposed by the City Manager after City employees are surveyed. There is interest in changing Veterans Day back to a compensated holiday, and in switching Inauguration Day for the Presidential Election Day as a compensated holiday. A key question is which holiday to possibly switch for Veteran's Day. The overtime cost to the City for each compensated holiday is about $300,000.

JULY 1, 2019 THROUGH JUNE 30, 2020

HOLIDAY	DAY	DATE
Independence Day	Thursday	July 4, 2019
Labor Day	Monday	September 2, 2019
Indigenous Peoples' Day	Monday	October 14, 2019
Thanksgiving Day	Thursday	November 28, 2019
Day After Thanksgiving (in lieu of Veteran's Day)	Friday	November 29, 2019
Christmas Eve	Tuesday	December 24, 2019
Christmas Day	Wednesday	December 25, 2019
New Year's Day	Friday	January 1, 2020
Martin Luther King Jr. Day	Monday	January 20, 2020
George Washington Day	Monday	February 17, 2020
Memorial Day	Monday	May 25, 2020