

## ATTACHMENT III

### RESOLUTION NO. 868

WHEREAS, the City Council of the City of Alexandria, Virginia, believes that wages and benefits for City employees should be maintained at levels which are properly competitive in the metropolitan labor market, and

WHEREAS, sufficient funds have been provided in the approved FY 1982-83 operating budget to provide approximately comparable increases in wages and benefits for all City employees; and


WHEREAS, the Code of Virginia permits the City of Alexandria to assume and pay all of the contributions required of the City's employees who are participating in the City's agreement with the Virginia Supplemental Retirement System; and

WHEREAS, a number of other Virginia jurisdictions have utilized this method and found it mutually beneficial to the employer and the employees because it reduces federal taxes and increases employee take-home pay;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Alexandria, Virginia, that the following benefits or pay adjustments will be provided to City employees in lieu of a general pay increase:

- A. The City of Alexandria will assume and pay all pension contributions required of employees who are participating in the City's agreement with the Virginia Supplemental Retirement System, beginning with the contribution for the month of July, 1982.
- B. Full-time employees on the General Schedule pay scale who are not participants in the City's agreement with the Virginia Supplemental Retirement System will receive a one-step pay increase effective on the first day of the pay period beginning on or after July 1, 1982.
- C. Full-time public safety employees who participate in the Police and Fire Pension Plans will be reallocated to the same pay step of the next higher pay grade, effective on the first day of the pay period beginning after July 1, 1982.
- D. Part-time employees and temporary employees will be placed on a new hourly pay scale with an increase of approximately 5%, effective September 29, 1982.
- E. The City Manager will receive the equivalent of a 5% pay increase to be applied at his discretion to deferred compensation, an individual retirement account, or insurance.

ADOPTED: June 8, 1982

  
Helen Holleman City Clerk