

City of Alexandria, Virginia

MEMORANDUM

DATE: APRIL 17, 2006

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: JAMES K. HARTMANN, CITY MANAGER

SUBJECT: BUDGET MEMO #121: COMPARISON OF COLAS ACROSS JURISDICTION

This is in response to Councilmen Krupicka's request for a comparison of cost-of-living adjustments (COLAs) across surrounding jurisdictions, if available. The following chart and graph on the next page show every COLA increase for the past 15 years.

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007 ¹
Fairfax²	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	5.1	5.1	5.1	4.2	4.2	4.3	4.3
Arlington	0.0	2.5	2.1	1.0	1.5	1.5	1.5	1.5	3.0	4.0	2.8	1.0 ³	2.0	2.0 ⁴	2.0
Prince William	0.0	2.0	2.0	2.0	1.8	2.0	0.0	1.0	3.0	5.0	3.5	3.0	2.0	3.0	3.0
Prince George	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2.8	3.0	3.0	1.5	1.5	2.5	2.5
Montgomery	n/a	n/a	n/a	3.0	3.0	2.7	2.0	2.6	2.5	3.3	3.5	2.9	1.7	2.8	3.5 ⁵
Alexandria	0.0	2.5	2.0	3.0	2.0	3.5 ⁶	0.0	2.0	2.5	3.0	2.5	2.0	2.0	2.0	3.0

¹ Proposed COLA Increases.

² Merit pay is included from FY 2001-FY 2007 due to a pay-for-performance system.

³ Employees also received a 1% bonus that was not included in base pay.

⁴ Employees also could have received a 1% bonus included or not included in their base pay based on a trial pay for performance system.

⁵ This is the weighted average of a 3% COLA as of 7/1/06 and another 1% COLA as of 1/1/07.

⁶ This is the weighted average of a 2% COLA as of 7/1/97 and another 3% COLA as of 1/1/98.

COLAs

