

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

April 4, 2022

Question: How many steps do we have in our various department pay scales, and how do those compare to the numbers of steps in our neighboring localities for the same departments?

Response: The following tables provide comparison of the City of Alexandria’s current pay scales to those of the approved comparator jurisdictions. In addition to steps, the tables include range spread information as many of the pay scales and pay bands don’t have steps. The range spreads reflect the salary potential from the entry level to the maximum level of the range. In some cases, the number of steps varies by positions within the pay scale. For example, the full range of steps may apply to an entry level position that starts on the first step, whereas higher graded positions may start on a higher step and have fewer steps to achieve the top of grade. In those cases, a range of steps is shown in the chart.

Sworn Police

Jurisdiction	Steps	Range Spread
Alexandria	19	77.1%
Arlington	0 (Pay band)	65.9% to 72.2%
Fairfax	11	62.9%
Montgomery	16	73.4%
Prince William	16 to 20	62.9%
Prince George's	19 to 24	38.4% to 80.6%

Sworn Fire

Jurisdiction	Steps	Range Spread
Alexandria	19	77.1%
Arlington	0 (Pay band)	68.8% to 72.2%
Fairfax	11	62.9% to 71%
Montgomery	17	73.4%
Prince William	11 to 19	38.4% to 70.2%
Prince George's	0 (Pay band)	92% to 115%

Fire Marshal/Medic

Jurisdiction	Steps	Range Spread
Alexandria	19	77.1%
Arlington	0 (Pay band)	68.8% to 72.2%
Fairfax	11	62.9% to 71%
Montgomery	17	73.4%
Prince William	11 to 19	38.4% to 70.2%
Prince George's	0 (Pay band)	137% to 140%

Sheriff

Jurisdiction	Steps	Range Spread
Alexandria	19	77.1%
Arlington	0 (Pay band)	68.8% to 72.2%
Fairfax	11	62.9%
Montgomery	9 to 16	35.2% to 70%
Prince William	14 to 20	51.3% to 75.4%
Prince George's	15 to 23	71.5%

General Scale

Jurisdiction	Steps	Range Spread
Alexandria	18	64.4%
Arlington	0 (Pay band)	68.8% to 72.2%
Fairfax	0 (Pay band)	66.7% to 83.5%
Montgomery	0 (Pay band)	41.8% to 70.5%
Prince William	0 (Pay band)	66.7% to 109%
Prince George's	0 (Pay band)	101.0%

Physician

Jurisdiction	Steps	Range Spread
Alexandria	0 (Pay band)	73.0%
Arlington		N/A
Fairfax		N/A
Montgomery	0 (Pay band)	41.8% to 70.5%
Prince William		N/A
Prince George's		N/A

Executive

Jurisdiction	Steps	Range Spread
Alexandria	0 (Pay band)	81.2%
Arlington	0 (Pay band)	52.7% to 94.9%
Fairfax	0 (Pay band)	66.7%
Montgomery	0 (Pay band)	70.0%
Prince William		N/A
Prince George's		N/A