

**City of Alexandria, Virginia
FY 2025 Proposed Operating Budget & CIP
Budget Questions & Answers**

March 12, 2024

Question:

What are the salary increases (by percentages if available or in the easiest metric to express) proposed in FY25 for the following?

- a. Librarians
- b. Fire
- c. Police
- d. Sheriff
- e. General services
- f. Non-bargaining unit city employees

Response:

Non-collectively-bargained general schedule employees are budgeted to receive step increases of 2.3%, 3.5%, or 5.0% depending on their position on the pay scale in addition to 2% pay scale adjustments. Since there were 3 steps added to the top of the pay scale in FY 2023, most employees should be eligible for step increases provided that their performance was satisfactory and that they were not hired at, or subsequently promoted to the top of their pay scale.

Library employees are budgeted to receive step increases and a 2% pay scale adjustment in FY 2025, however librarian, librarian assistant, and library operations supervisor position salaries were increased in FY 2024 by 5% to 15% depending on the classification, and those positions are funded at the higher salaries in FY 2025.

Fire collectively bargained employees are budgeted to receive step increases and a 2% pay scale adjustment in addition to salary increases implemented in FY 2024 under the terms of their collective bargaining agreement.

Police collectively bargained employees are budgeted to receive step increases and a 2% pay scale adjustment in addition to salary increases implemented in FY 2024 under the terms of their collective bargaining agreement.

Sheriff's deputies are budgeted to receive step increases and a 2% pay scale adjustment in FY 2025.

As part of their new collective bargaining agreement, labor and trades employees in the Departments of Community and Human Services; Fire; General Services; Police; Transportation and Environmental Services; and Recreation, Parks, and Cultural Activities are budgeted to receive step increases, a 2.25% pay scale adjustment, and a \$1,000 one-time lump sum bonus in FY 2025.