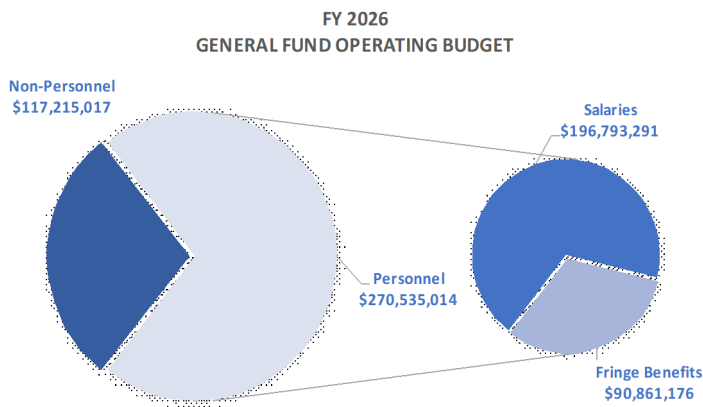




Personnel & Compensation Summary

FY 2026 INTRODUCTION & HIGHLIGHTS

The largest category of the City’s budgeted operating spending is the salaries, wages, and benefits for the staff who provide needed services to the Alexandria community. When excluding debt service, interfund transfers (including to Alexandria City Public Schools for all operating costs), and capital outlays, over two-thirds (71.0%) of the City’s remaining core General Fund operating expenses are utilized for personnel. Salaries are provided for full-time, part-time and seasonal employees, while fringe benefits for qualifying employees include healthcare, retirement, social security, long-term disability, and life insurance.



General Fund Personnel	
Salaries	\$196,793,291
Fringe Benefits	\$90,861,176
Total Personnel	\$287,654,467

General Fund Non-Personnel	
Total Non-Personnel	\$117,215,017

Grand Total	\$404,869,484
Personnel	\$287,654,467
Non-Personnel	\$117,215,017

FY 2026’s \$287.6 million personnel budget represents an increase of \$6.5 million from FY 2025. Year-over-year increases in personnel funding are primarily a result of three factors:

- **Salary enhancements for employees, including standard step and benefit rate adjustments, collective bargaining agreements, and a 1.0% pay-scale increase for non-collectively bargained employees:**
 - Standard step and benefit rate adjustments for non-collectively bargained employees totaling \$2.4 million
 - Standard collective bargaining agreement step increases totaling \$1.8 million
 - Scheduled pay scale adjustments from the Police, Fire, and Labor and Trades collective bargaining agreements totaling \$2.1 million
 - A 1.0% City-wide cost-of-living adjustment to non-collectively bargained pay scales, totaling \$1.3 million in additional General Fund spending
 - Salary enhancements are offset by a vacancy savings factor of \$14.1 million in the General Fund
- **FTEs added or removed during FY 2025 or through the FY 2026 budget process:**
 - Net decrease of 1.00 FTE in FY 2025 due to mid-year adjustments. Additionally, there were two significant reorganizations. Court Services Unit (CSU) moved 7.00 FTEs to Adult Criminal Justice Services (ACJS) and 4.00 FTEs to Recreation and Cultural Activities (RPCA). Transportation & Environmental Services (TES) moved 6.00 FTEs and Housing moved 1.00 FTE to Planning and Zoning
 - Net increase of 2.63 new positions
- **Changes in benefit and retirement rates, including health insurance:**
 - Insurance premiums decreased \$0.33 million from the FY 2025 budget, with rates rising 2.0% for United plans and 9.0% for Kaiser plans. This decrease is due to employee healthcare election changes, employee turnover, and the difference between actual and budgeted premium costs
 - Total retirement costs for all funds have increased by \$0.26 million from the FY 2025 budget, from \$59.58 million to \$59.84 million, primarily driven by slight changes to OPEB and employer contribution rates

Personnel & Compensation Summary



FY 2026 INTRODUCTION & HIGHLIGHTS

Additional changes to personnel and compensation include:

- **Therapist positions in several departments were reclassified and received pay scale adjustments:**
 - Reclassifications and pay scale adjustments were executed using the \$0.9 million that City Council added to the FY 2025 budget for compensation adjustments for client-facing mental health positions
 - These personnel changes aim to address pay competitiveness and retention for these positions
- **The Department of Human Resources will conduct a compensation study in FY 2026. The compensation study will include:**
 - Monetary retention incentives and a comprehensive employee benefits analysis
 - A review of employee engagement levels with professional development resources offered by the City
 - Signing bonuses and special merit awards



Personnel & Compensation Summary

SALARY DISTRIBUTION & AVERAGES

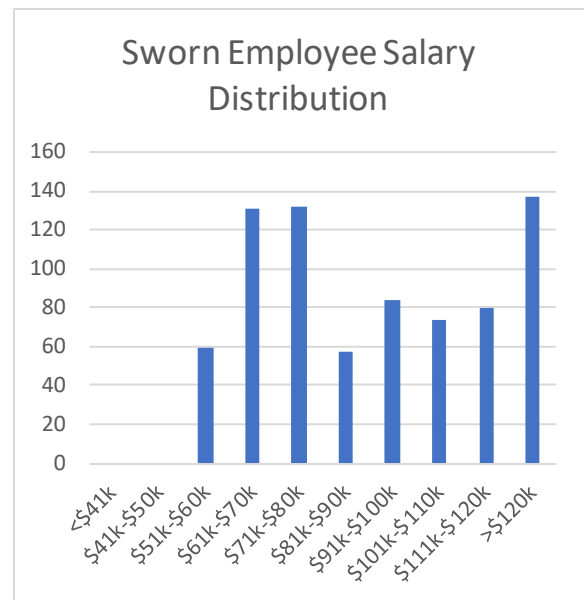
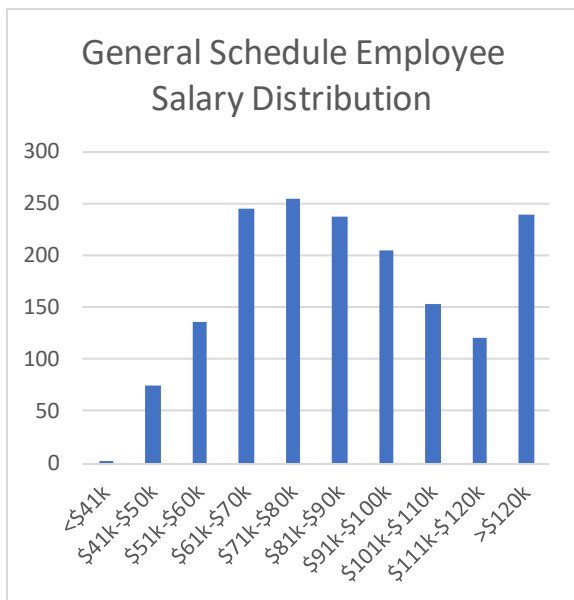
Employee salaries represent 68% of City personnel costs, with individual employees receiving standard step adjustments based on performance. In addition to these annual increases, personnel expenditure increases are driven by benefit rate adjustments and pay scale adjustments for collectively bargained employees based on agreements. The FY 2026 budget includes a 1.0% pay-scale increase for all non-collectively bargained employees.

The following table shows the average annual pay for City full-time (FT) and part-time (PT) employees:

	As of January 2, 2024	As of January 8, 2025	% Difference 2024-2025
General Schedule (FT)	\$86,037	\$89,795	4.37%
Public Safety (FT)	\$90,855	\$94,270	3.76%
General Schedule (PT)	\$29.57/hr*	\$30.18/hr*	2.06%

*Due to the nature of part-time work, wages are calculated on an hourly rather than an annual basis.

69% of full-time General Schedule employees earn between \$41,000 and \$100,000 annually, with 44.5% earning more than the average full-time General Schedule salary (\$89,795), and 31% earning more than \$100,000. 61% of sworn Public Safety employees earn between \$41,000 and \$100,000 annually. Approximately 44.5% of all sworn Public Safety employees earn more than the average sworn salary (\$94,270) and 38% earn more than \$100,000 annually.



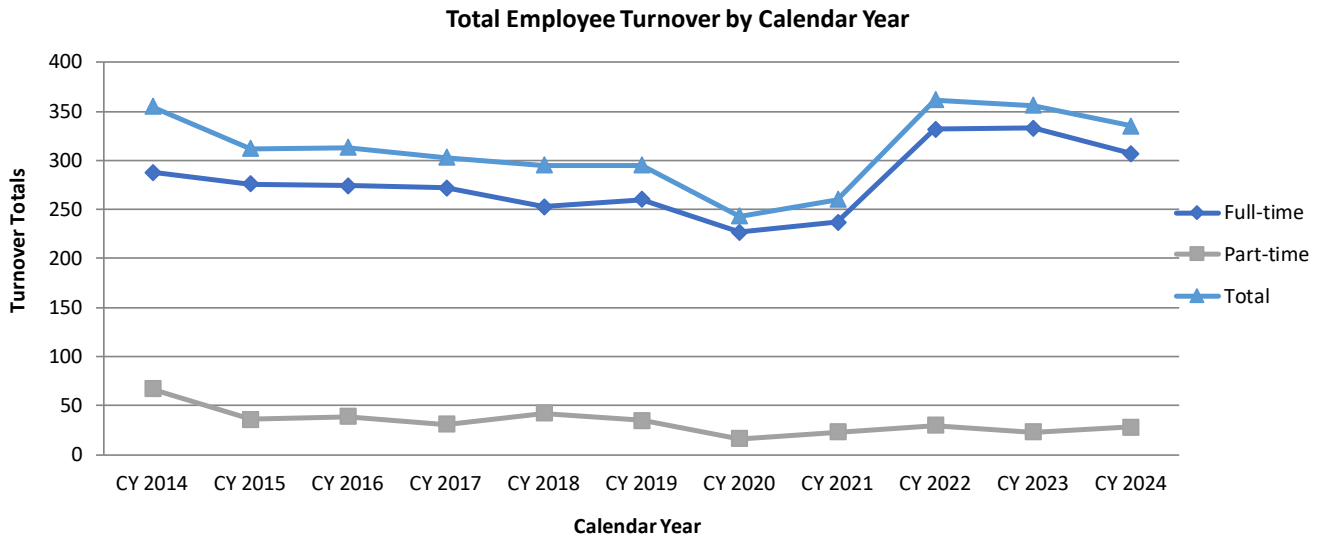
Personnel & Compensation Summary



CALENDAR YEAR 2024 TURNOVER

In Calendar Year (CY) 2024, overall employee turnover decreased slightly, from 356 in CY 2023 to 335 in CY 2024 (including 57 employees retiring from City service). Voluntary turnover decreased by 5.2% compared to the previous year, from 251 to 238. In addition to these changes, the Office of Performance Analytics (OPA) developed a dashboard in CY 2024 to track vacancies and turnover throughout the City. Starting in FY 2026, the data below will originate from OPA’s dashboard. There are minor changes to CY 2023 numbers following a comprehensive review of turnover during OPA’s dashboard development process.

CY 2024 Employee Turnover Totals			
	General Scale & Public Safety Full-Time	General Scale Part-Time	Overall
Voluntary Turnover	221	17	238
Involuntary Turnover	26	1	27
Retirement	51	6	57
Total Turnover CY 2024	307	28	335
Total Turnover CY 2023	333	23	356



Personnel & Compensation Summary



CITY WORKFORCE BY FULL-TIME EQUIVALENT (FTE)

As detailed below by Functional Area, the FY 2026 budget includes a net increase of 2.63 FTEs compared to the FY 2025 Amended total, and an increase of 1.63 FTEs compared to the FY 2025 Approved budget. The FY 2025 Amended column shows any FTE changes made since the FY 2025 Approved Budget.

	FY 2024 Approved	FY 2025 Approved	FY 2025 Amended*	FY 2026 Approved	FTE Impact
Accountable, Effective, & Well-Managed Government					
City Council	1.00	1.00	1.00	1.00	0.00
City Manager	22.00	24.00	25.00	25.00	0.00
Office of Management & Budget	12.00	12.00	12.00	12.00	0.00
Performance Analytics	4.00	5.00	5.00	6.00	1.00
Independent Community Policing Review Board	1.00	3.00	3.00	3.00	0.00
Information Technology Services	77.00	79.00	79.00	79.00	0.00
Internal Audit	3.00	3.00	3.00	3.00	0.00
Communications & Public Information	12.00	16.00	17.00	17.00	0.00
City Clerk & Clerk of Council**	3.00	3.50	3.50	3.50	0.00
Finance	109.00	110.00	110.00	109.00	(1.00)
Human Resources	28.00	28.00	28.00	30.00	2.00
City Attorney	21.00	21.00	21.00	21.00	0.00
General Services**	62.40	63.40	63.40	63.40	0.00
Registrar	6.60	7.60	7.60	7.60	0.00
<i>Subtotal Accountable</i>	362.00	376.50	378.50	380.50	2.00
Healthy & Thriving Residents					
Community and Human Services**	619.63	622.63	621.63	621.63	0.00
Health**	22.25	22.25	21.25	21.25	0.00
Recreation & Cultural Activities	170.66	173.66	177.66	177.66	0.00
Library	66.11	67.61	67.61	67.74	0.13
<i>Subtotal Healthy</i>	878.65	886.15	888.15	888.28	0.13
Livable, Green, & Prospering City					
Planning & Zoning	53.50	53.50	60.50	60.50	0.00
Project Implementation	31.00	31.00	31.00	31.00	0.00
Transportation & Environmental Services	260.00	260.00	254.00	255.00	1.00
Code	52.00	53.00	53.00	53.00	0.00
Housing	16.00	16.00	16.00	16.00	0.00
Historic Alexandria	36.33	36.33	36.33	36.83	0.50
<i>Subtotal Livable</i>	448.83	449.83	450.83	452.33	1.50

Personnel & Compensation Summary



CITY WORKFORCE BY FULL-TIME EQUIVALENT (FTE)

	FY 2024 Approved	FY 2025 Approved	FY 2025 Amended*	FY 2026 Approved	FTE Impact
Safe, Secure, & Just Community					
Circuit Court Judges	12.00	12.00	13.00	13.00	0.00
Commonwealth's Attorney	37.00	41.00	40.00	40.00	0.00
Sheriff	205.00	205.00	205.00	203.00	(2.00)
Clerk of the Circuit Court	23.00	23.00	23.00	23.00	0.00
Court Services	10.00	11.00	0.00	0.00	0.00
Human Rights	6.00	6.00	6.00	6.00	0.00
Fire	347.50	347.50	347.50	348.50	1.00
Police**	436.63	437.63	436.63	436.63	0.00
Emergency & Customer Communications	62.50	62.50	62.50	62.50	0.00
Other Public Safety & Justice Services	9.00	10.00	16.00	16.00	0.00
<i>Subtotal Safe</i>	1,151.13	1,155.63	1,149.63	1,148.63	(1.00)
GRAND TOTAL	2,840.61	2,868.11	2,867.11	2,869.74	2.63

*Amended count represents mid-year adjustments.

**Some departments have minor changes to Approved FY 2025 FTE counts following a comprehensive review of budgeted positions.

Personnel & Compensation Summary



MID-YEAR FTE ADDITIONS AND REDUCTIONS

Department	Position	FTE Decrease
Commonwealth Attorney	Community Services Program II Coordinator	-1.00
Community and Health and Human Services	Cook	-1.00
Health	IT Informatics Specialist	-1.00
Other Public Safety & Justice Services	Paralegal	-1.00
Court Services	Senior Therapist	-3.00
Court Services	Gang Prevention Int Coordinator	-1.00
Court Services	Probation Officer	-1.00
Court Services	Court Services I Supervisor	-1.00
Court Services	Therapist Supervisor	-1.00
Court Services	Youth Services Coordinator	-1.00
Court Services	Program Manager	-1.00
Court Services	Management Analyst III	-1.00
Court Services	Coordinator/Youth Services	-1.00
Transportation & Environmental Services	Design Division Chief	-1.00
Transportation & Environmental Services	Civil Engineer III	-2.00
Transportation & Environmental Services	Engineering Aide II	-2.00
Transportation & Environmental Services	Civil Engineer IV	-1.00
Police	Public Information Officer	-1.00
Housing	Housing Analyst	-1.00
TOTAL REDUCTIONS		-23.00

Department	Position	FTE Increase
City Manager's Office	Strategic Initiatives Officer	1.00
Communications and Public Information	Public Information Officer	1.00
Other Public Safety & Justice Services	Senior Therapist	3.00
Other Public Safety & Justice Services	Gang Prevention Int Coordinator	1.00
Other Public Safety & Justice Services	Probation Officer	1.00
Other Public Safety & Justice Services	Court Services I Supervisor	1.00
Other Public Safety & Justice Services	Therapist Supervisor	1.00
Circuit Court Judges	Community Services Program II Coordinator	1.00
Planning and Zoning	Housing Analyst	1.00
Planning and Zoning	Design Division Chief	1.00
Planning and Zoning	Civil Engineer III	2.00
Planning and Zoning	Engineering Aide II	2.00
Planning and Zoning	Civil Engineer IV	1.00
Housing	Housing Manager	1.00
Recreation and Cultural Activities	Youth Services Coordinator	1.00
Recreation and Cultural Activities	Program Manager	1.00
Recreation and Cultural Activities	Management Analyst III	1.00
Recreation and Cultural Activities	Coordinator/Youth Services	1.00
TOTAL ADDITIONS		22.00

TOTAL REDUCTIONS	-23.00
TOTAL ADDITIONS	22.00
NET FTE CHANGE	-1.00

FY 2025 APPROVED FTE COUNT	2,868.11
NET FTE CHANGE	-1.00
FY 2025 AMENDED FTE COUNT	2,867.11



Personnel & Compensation Summary

FY 2026 FTE ADDITIONS AND REDUCTIONS

Department	Position	FTE Decrease
Community and Human Services	Senior Therapist	-2.00
Finance	Accounting Clerk III	-1.00
Planning and Zoning	Principal Planner	-1.00
Fire	Assistant Fire Marshall	-1.00
Sheriff	Inmate Classification Counselor	-2.00
TOTAL REDUCTIONS		-7.00

Department	Position	FTE Increase
Performance Analytics	Performance Analyst	1.00
Human Resources	Deputy Director - Benefits and Learning & Development	1.00
Human Resources	Executive Assistant	1.00
Planning and Zoning	Urban Planner III	1.00
Transportation & Environmental Services	Noise/Disturbance Compliance Inspector	1.00
Community and Human Services	Food Security Coordinator	1.00
Community and Human Services	Resident Services Coordinator	1.00
Office of Historic Alexandria	Program Manager	0.50
Fire	EMS Captain	1.00
Fire	Operational Medical Director	1.00
Library	Passport Processing Assistant	0.13
TOTAL ADDITIONS		9.63

TOTAL REDUCTIONS	-7.00
TOTAL ADDITIONS	9.63
NET FTE CHANGE	2.63

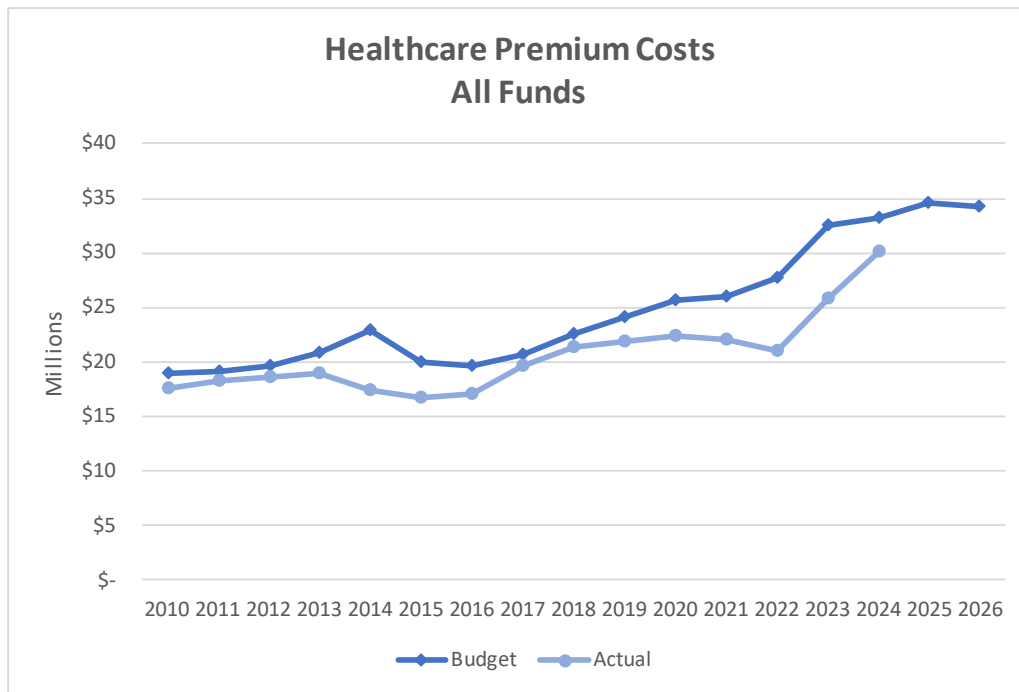
FY 2025 AMENDED FTE COUNT	2,867.11
NET FTE CHANGE	2.63
FY 2026 APPROVED FTE COUNT	2,869.74

Personnel & Compensation Summary



HEALTHCARE

Healthcare expenditures represent the share that the City pays for employee healthcare benefits. The chart below shows actual healthcare premium costs from FY 2010 to FY 2024, as well as budgeted amounts through FY 2026. For all funds, health insurance premiums are expected to decrease by \$0.33 million in FY 2026. This decrease is due to employee healthcare election changes, employee turnover, and the difference between actual and budgeted premium costs. Rates for plans offered by United Healthcare increased by 2.0%, while Kaiser plans increased by 9.0%.



Four years ago, the City started offering lower cost employee health premiums for both Kaiser and United Healthcare deductible HMO plans for employees earning less than \$70,000, as well as employees with plans covering non-adult dependent(s). The City maintains these lower cost options.

To help employees mitigate costs, the City will continue to encourage employees to utilize the health selection tool, which helps employees identify the most cost-effective health plans for their needs while promoting participation in the City’s Employee Wellness Incentive Program to save \$600 in annual healthcare costs.



Personnel & Compensation Summary

LIFE INSURANCE, DISABILITY, AND PAID LEAVE

Group Life Insurance Benefit

Regular full- and part-time employees are provided with basic group term life insurance at one- or two-times base salary depending on the employee’s date of hire. Employees also have the option to purchase supplemental group term life insurance coverage and dependent life insurance coverage at their own expense. Police officers and firefighters are offered additional life insurance coverage for death or disability occurring in the Line of Duty. The table below provides information on the specific coverage available to employees.

Group Life Insurance	
Group Life and Accidental Death & Dismemberment Coverage:	
Basic - City Funded (hired before 7/1/2009)	2x Annual Salary
Basic - City Funded (hired after 7/1/2009)	1x Annual Salary
Supplemental - Employee Paid	1 or 2x Annual Salary
Dependent Life - Employee Paid	3 options for Spouse and Child(ren) coverage
Line of Duty Coverage:	
Police Officers and Firefighters Only - City Funded Group Life Insurance	\$200,000

For FY 2026, Life Insurance rates for City-funded Basic Life coverage for active employees and eligible retirees will not change. Additionally, Supplemental Life Insurance paid for by active employees will not change.

Long-Term Disability (LTD)

General Schedule employees hired after January 1, 2014 are typically placed in the VRS Hybrid plan unless they are already participating in VRS from previous employment. The VRS Hybrid plan does not offer disability benefits as part of its core provisions. Since the City of Alexandria has opted out of the VLDP (Virginia Local Disability Plan), the City provides a comparable LTD plan with equal or greater value. Benefits eligible employees are covered at 60% of their base salary up to \$5,000 per month after 180 days of disability with an optional employee-paid buy-up to begin a benefit after 90 days of disability. Effective July 1, 2020, sworn police officers and firefighters are eligible for LTD.

Annual and Sick Leave

City employees are eligible for accrual of annual and sick leave. The table below outlines the rates at which new employees accrue annual and sick leave. The annual leave accrual rate was increased from 3.69 to 4.0 hours per pay period (for full-time employees working 80 hours per pay period) in FY 2010 to provide employees with one additional day of annual leave.

Annual and Sick Leave*	
Annual Leave	New employees accrue 4.0 hours of leave per pay period, totaling 13 days of annual leave earned per year. For length of service spanning from 1 year to 11 years, the employee earns an additional day of annual leave per year of service with the City; at year 12 and beyond, the employee reaches the max of 25 days of annual leave per year, or 7.72 hours accrued per pay period.
Sick Leave	All employees accrue 3.69 hours of leave per pay period

**For full-time employees working 80 hours per pay period; prorated for part-time employees.*

Personnel & Compensation Summary



OTHER BENEFITS

Dental

Dental insurance rates are projected to remain flat in FY 2026.

Employee Assistance Program and Mental Health Services

The City is continuing their partnership with a comprehensive and effective solution for mental wellbeing, allowing for personalized mental healthcare with mental health resources, care navigation, in-app wellness exercises, virtual therapy, and crisis support. Through this partnership, employees and their covered spouses and dependents are allotted 6 free therapy sessions annually.

Student Loan Financial Wellbeing

The City's new student loan financial wellbeing tool helps employees identify and enroll in optimal student loan repayment plans, save on student loan payments, access personal guidance from a team of student loan advisors, and provide savings options above and beyond refinancing only.

Employee Homeownership Incentive Program

The FY 2026 budget continues the **Employee Homeownership Incentive Program (EHIP)**. This program provides down payment and closing cost assistance for City employees buying a house or a condominium in the City of Alexandria. The loan amounts would be tiered:

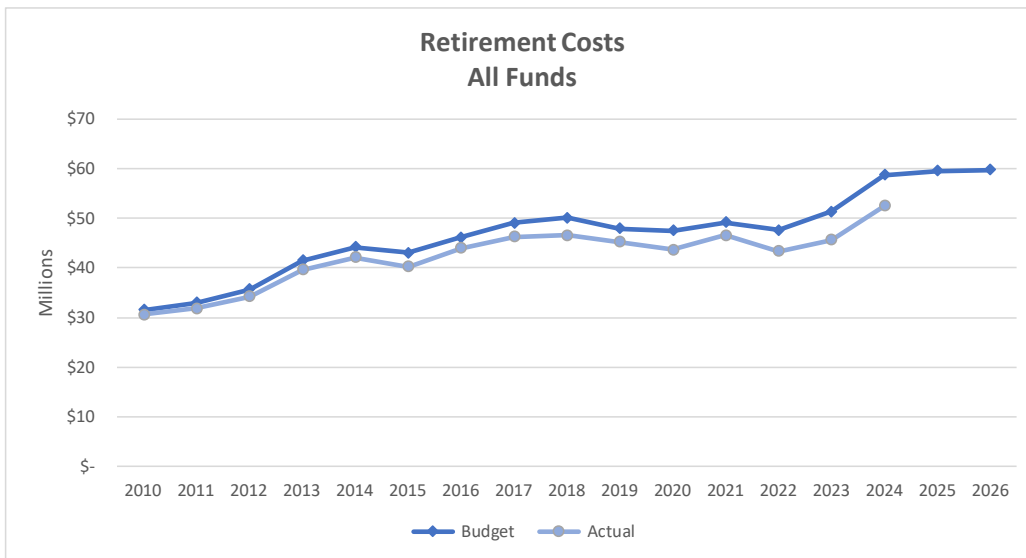
- \$15,000 for employees with a household income of 80% of the Area Median Income (AMI) or below;
- \$11,500 for employees with a household income between 80% and 120% of AMI;
- \$7,500 for employees with a household income greater than 120% of AMI.



Personnel & Compensation Summary

FICA & RETIREMENT

Compared to the FY 2025 Approved Budget, total retirement costs for all funds increase by \$0.26 million and decrease by \$0.23 million in the General Fund. All City pension funds were impacted by the investment returns below the assumed rate of return and the implementation of new assumptions based on updated actuarial experience studies. Higher salaries due to collective bargaining also increased costs for pension plans. The City’s Supplemental Retirement Plan employer contribution rates decreased for all groups of employees. These changes are primarily driven by the amortization of a large layer of past liabilities. The rate for General Schedule Employees decreased from 4.98% to 4.28%, the rate for Medics and Fire Marshals decreased from 7.73% to 6.53% and the rate for Deputy Sheriffs decreased from 6.41% to 5.17%. VRS conducts a bi-annual valuation, of which the City is in their second year. The recommended employer contribution rates remain constant at 10.54%. Beginning in FY 2025, VRS implemented a rate split for the Defined Contribution contributions for hybrid participants. In FY 2025 the Hybrid Defined Contribution employer contributions were \$2.4 million. Staff project that these employer contributions will increase slightly in FY 2026. The total contributions for the Firefighters and Police Officers Plan increased slightly due to higher than expected cost of living adjustments, asset returns below assumptions, and salary increases primarily driven by collective bargaining agreements. Both the Firefighters and Police Officers Pension Component and Disability Component increased slightly. The Pension Component increased from 35.80% to 36.30% and the Disability Component from 0.92% to 1.64%. Other Post-Employment Benefits (OPEB) contributions increased from 1.62% to 1.81%. Line of Duty (LOD) contribution rates decreased from 2.22% to 1.11%. LOD changes are primarily driven by a change in funding methodology. These benefits are now paid from the City’s growing trust fund.



FICA

This represents the City’s share of Social Security and Medicare taxes. Excluding Schools and DASH, the FY 2026 All Funds budget for FICA is \$21.45 million. \$15.4 million of this budget is allocated to the General Fund. The current Social Security tax rate is 6.20% of wages, and 1.45% of wages for Medicare. The Calendar Year (CY) 2025 maximum earnings cap increases to a new cap of \$176,100, up from CY 2024’s cap of \$168,600. Earnings above this cap are not taxed for Social Security but are still subject to Medicare taxes.

Retirement

The FY 2026 retirement budget represents the cost to the City to fund the employer share of the City’s employee retirement plans, including the Virginia Retirement System - Enhanced Hazardous Duty (VRS-EHD) plan for Sheriff’s Deputies; the City



Personnel & Compensation Summary

FICA & RETIREMENT

Supplemental Retirement Plan for General Schedule employees, Medics, Fire Marshals, and Deputy Sheriffs; and a Police and Fire pension plan for Sworn Firefighters and Police Officers. Since FY 2013, the retirement budget also includes the cost of Other Post-Employment Benefits (OPEB) and public safety Line of Duty (LOD). The graph above displays the City’s actual retirement costs from FY 2010 – 2024 and the budgeted costs for retirement from FY 2010 – 2026. City retirement, OPEB and LOD expenses are calculated as a percentage of salary. Given this, two factors impact the total retirement costs each year: 1) the total covered payroll and 2) the percentage contribution rates for each of the retirement plans. The change in budget in FY 2026 is the result of several factors, including updated assumptions based on the new actuarial experience studies, mixed asset performance in previous years, strong funding ratios of all plans, scheduled pay scale adjustments for collective bargaining agreements.

The City provides several defined benefit pension plans that provide lifetime income to its employees at retirement. General Schedule employees, Deputy Sheriffs, Medics and Fire Marshals participate in the Commonwealth of Virginia’s Virginia Retirement System (VRS) plans as well as the City’s Supplemental Retirement Plan. Firefighters and Police Officers participate in the Firefighters and Police Officers Pension Plan. The City has historically funded its pension plans and all City retirement plans continue to be over 85% funded. In addition to the pension plans, City employees can prepare for retirement by electing to contribute to the City’s 457 deferred compensation and Roth IRA plans.

Other Post-Employment Benefits (OPEB)

Other Post-Employment Benefits (OPEB) include retiree healthcare and retiree life insurance. The contribution rate increases to 1.81% for FY 2026. The amount budgeted is based on the actuary’s recommended contributions to higher than expected asset returns and updated assumptions based on the pension plans’ experience studies.

Line of Duty (LOD)

A State mandated and administered program, the Line of Duty Act (LODA) provides benefits to local government employees and volunteers who hold specific hazardous duty positions. More specifically, it requires by State statute that the City pay the full cost of benefits for eligible public safety employees who die or become disabled in the line of duty. Health coverage is provided to the disabled employee, their surviving spouse and dependent children. If disabled, healthcare benefits terminate upon the disabled person's death, recovery, or return to full duty. The City’s FY 2026 contribution decreased from 2.22% to 1.11% of eligible public safety employee salaries due to higher than expected asset returns. The City’s LOD fund is currently 95.3% funded.

The table below provides a comparison of the contribution rates that were used to develop the FY 2026 Retirement budget:

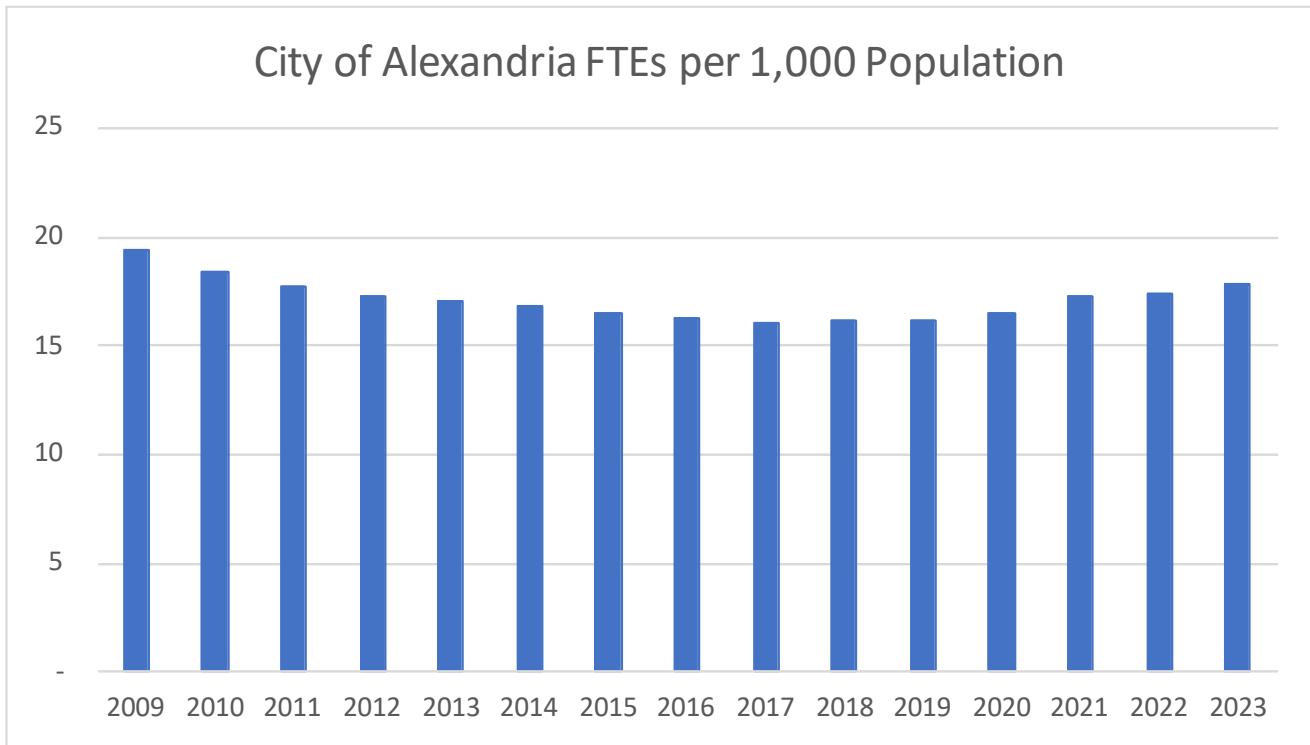
Retirement Plan	FY 2025	FY 2026	Change
VRS	10.54%	10.54%	0.00%
City Supplemental - General Schedule	4.98%	4.28%	-0.70%
City Supplemental - Medic & Fire Marshal	7.73%	6.53%	-1.20%
City Supplemental - Deputy Sheriff	6.41%	5.17%	-1.24%
Firefighters & Police Officers Pension	35.80%	36.30%	0.50%
Firefighters & Police Officers Disability	0.92%	1.64%	0.72%
OPEB	1.62%	1.81%	0.19%
Line of Duty	2.22%	1.11%	-1.11%

Personnel & Compensation Summary



FTE TRENDS

The following chart and table show the FTE per capita trends since Calendar Year 2009



	2009	2010	2011	2012	2013	2014	2015	2016	2017
City FTE Count	2,661	2,577	2,546	2,543	2,558	2,551	2,538	2,543	2,552
Alexandria Population	137,523	139,966	144,219	147,291	149,637	151,375	153,654	156,698	159,215
FTE per 1,000	19.35	18.41	17.65	17.27	17.09	16.85	16.52	16.23	16.03

	2018	2019	2020	2021	2022	2023	2024	2025	2026
City FTE Count	2,565	2,579	2,629	2,671	2,697	2,765	2,841	2,868	2,870
Alexandria Population	159,069	159,428	159,125	155,203	155,525	155,230	-	-	-
FTE per 1,000	16.12	16.17	16.52	17.21	17.34	17.81	-	-	-

FTE data is for fiscal years. Population data is for calendar years, published by the Census Bureau on a 2-calendar year lag.

2009 population data source: Intercensal Estimates

2010 and 2020 population data source: Decennial Census

2011-2019, 2021-2023 population data source: American Community Survey 1-Year Estimates

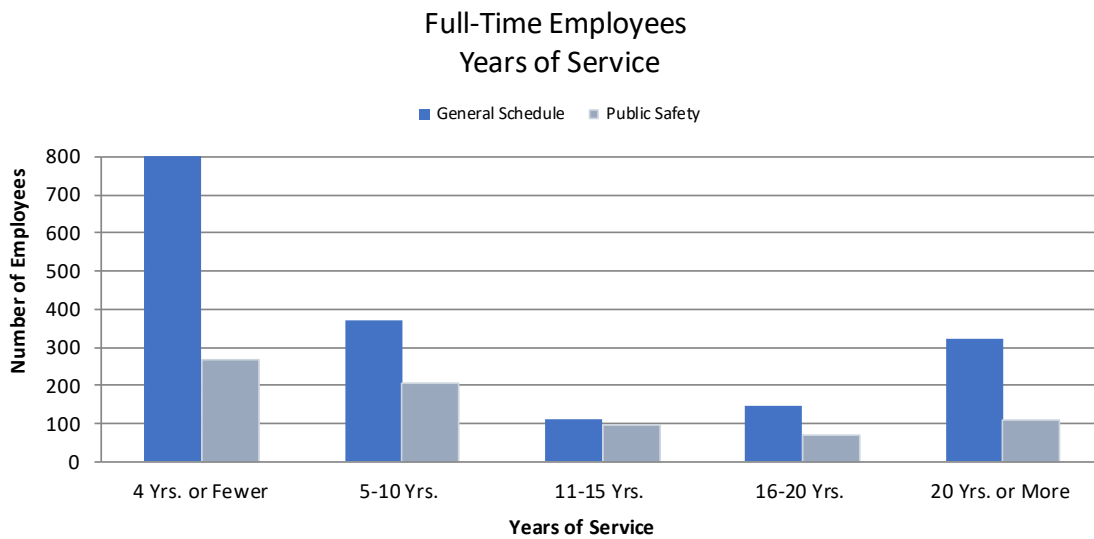
Personnel & Compensation Summary



YEARS OF SERVICE AND EMPLOYEE DEMOGRAPHICS

Years of Service

More than half of current General Schedule employees (67%) have been employed with the City for 10 years or less, while 18% have been City employees for 20 years or more. Over half (63%) of current Public Safety employees have been employed with the City for 10 years or less; 15% have worked for the City for 20 years or more.



Demographics

52.9% of City employees fall between 30 and 49 years of age.

