



City of Alexandria

Collective Bargaining Impasse Hearing for the Police Bargaining Unit

City Council Legislative Meeting

December 9, 2025



City Proposal: Three Issues Remain from an Original 50 Articles

01

Wages: Significant first-day increases

- 17% for Police Officers
- 21% for Sergeants
- 15% for Lieutenants

02

Longevity: \$1,200 annual bonus for top-of-scale officers.

03

Pay Parity: Built in market review to keep Alexandria competitive and future-focused.



Similar Wage Proposals

- Starting Salary Increases – Identical:
 - ▶ +17.21% for officers
 - ▶ +21.00% for lieutenants
 - ▶ +15.00% for sergeants
- Pay Scale Structure – Identical:
 - ▶ Steps 0-5: +3.5% annual increase
 - ▶ Steps 6-13: +3.0% annual increase
- **Where the Proposals Differ – Annual Pay Scale Adjustment (FY28 & FY29):**
 - ▶ City proposal: +0.5%
 - ▶ Union proposal: +2.0%



Recommended City Council Action

Wages

- Approve City's proposal of \$8 million, \$2.2 million less than union

Longevity

- Approve City's proposal of \$424k
- Union requests a 150% increase on current bonus, City's offer is +20%

Pay Parity

- Approve City's proposal for fiscal stability, not annual negotiation

Focus Areas



Labor Landscape & Current Investments

Articles at Impasse

City's Position: Fair & Responsible Offers

Summary & Staff Recommendations



The City's Labor Landscape



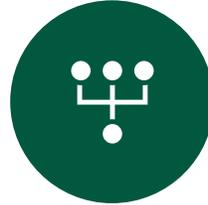
Police



Fire and EMS



Labor and Trades



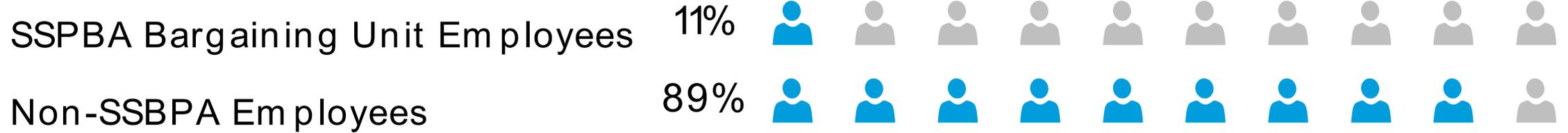
Administrative and Technical



Professional



City Workforce At-a-Glance





SSPBA Negotiations

MAY - AUGUST
Negotiations Ongoing

OCTOBER
Continued Negotiations
and Fact-Finding
Proceedings

DECEMBER
City Council Impasse
Hearing

APRIL
Request to Bargain and
Declaration of Ground
Rules

SEPTEMBER
Continued Negotiations
and Initial Mediation
(Statutory End of
Negotiations)

NOVEMBER
Continued Negotiations
and Received Fact-Finding
Report

Impasse



Collective Bargaining Guiding Principles

- ✓ Consistent
- ✓ Practical
- ✓ Policy and Operational Improvements
- ✓ Short and Long-term Fiscal Prudence



The City's Compensation Philosophy

Guides our compensation decisions, which focus on attracting, retaining, and motivating qualified employees, and identifies the following jurisdictions as our comparators:

- **Arlington County, VA**
- **Fairfax County, VA**
- **Prince William County, VA**
- **Montgomery County, MD**
- **Prince George's County, MD**



City has significantly invested in Officers: \$75.8m annual budget has increased 22% since FY22

Added More Officers

+5 officers for Weapons Taskforce in FY23

+2 officers for ACORP in FY23

+6 officers for Patrol in FY23

+2 officers for body-worn cameras in FY24

Increased Officer Pay Before CBAs and During

6-11% pay increases in FY23

\$16 M over 3 years in first CBA (FY24-FY26)

We Invest in Our Officers

1 officer is \$190,000

Salary

Training

Vehicles

Equipment



Officer to Resident Ratio

City/County	Sworn Officers	Sworn Officers per 1000 residents (sorted by)
City of Alexandria, VA	322	2.05
Prince George's County, MD	1,728	1.81
Arlington County, VA	377	1.60
Prince William County, VA	727	1.50
Fairfax County, VA	1,500	1.31
Montgomery County, MD	1,276	1.21

1.6 is the average number of full-time-equivalent sworn officers in local police departments per 1,000 residents for a population of 100,000-249,999, according to a 2016 Bureau of Justice Statistics Study.



Provisions at Impasse

Wages

Longevity Bonus

Pay Parity



Continuing our Partnership: Status of Impasse



Police and public safety overall are
top City priorities



The City and the community are in a
fiscally challenging moment



The City's proposal **balances fiscal
challenges and continued support
of officers**



Staff recommends City Council
approve the City's proposal



City's Wage Proposal

Among Highest Paid in Region

- **\$75,000** starting pay for police officers
- Pay scale changes put us **ahead** of comparators when averaged across grades and positions

Maintains Fiscal Responsibility

- A more **sustainable long-term pay structure**
- Avoids undue fiscal burden on the workforce and community

Improves Recruitment and Retention

- **Double-digit pay scale** increases
- Estimates of actual salaries show the City will be the **highest or second-highest**, depending on position



City Proposal FY27: Police Officer, Starting Rank

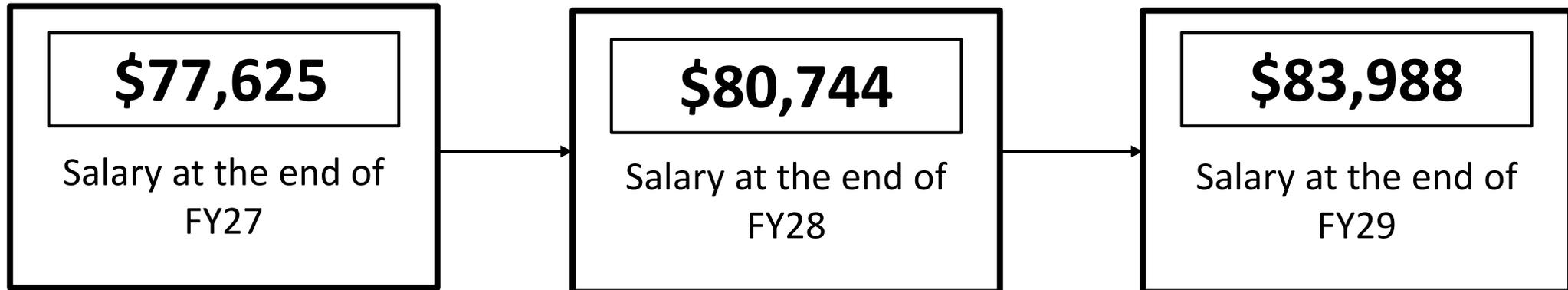
Total Increase, FY27:
+21.31%





City Proposal FY27-29: Police Officer, Starting Rank cont.

Total Increase, FY26 to FY29:
+31.26%



FY28 and FY29: position receives a 3.5% pay increase following annual review and a 0.5% pay scale adjustment



City Proposal FY27: Police Sergeant, Senior

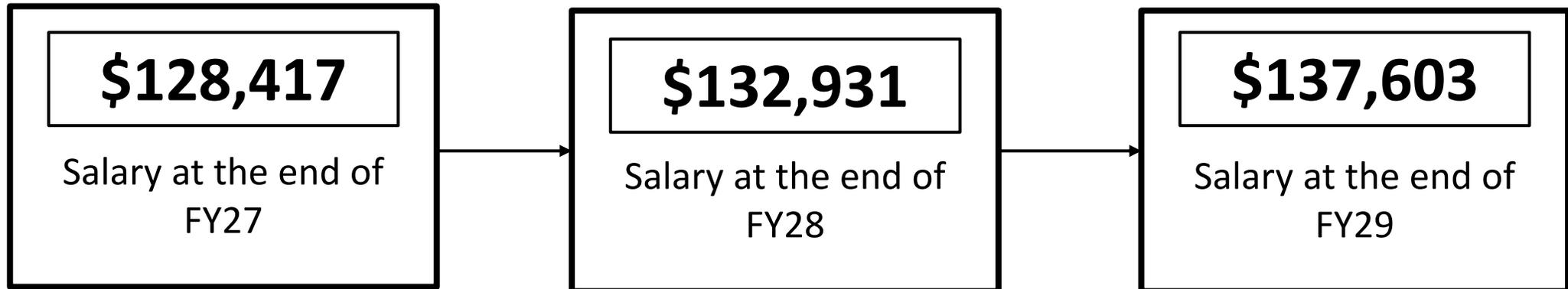
Total Increase, FY27:
+9.99%





City Proposal FY27-29: Police Sergeant, Senior cont.

Total Increase, FY26 to FY29:
+17.86%



FY28 and FY29: position receives a 3.0% pay increase following annual review and a 0.5% pay scale adjustment



City Proposal FY27: Police Lieutenant, Mid-Career

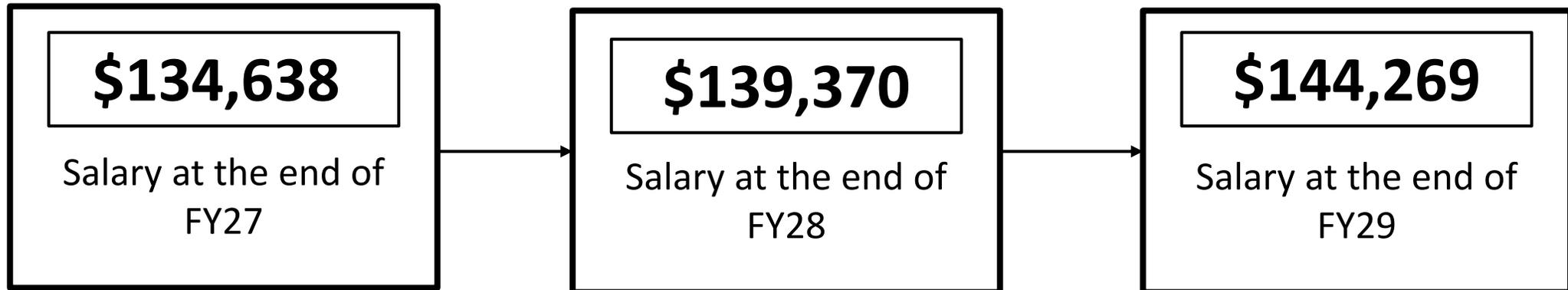
Total Increase, FY27:
+6.58%





City Proposal FY27-29: Police Lieutenant, Mid-Career cont.

Total Increase, FY26 to FY29:
+14.21%



FY28 and FY29: position receives a 3.0% pay increase following annual review and a 0.5% pay scale adjustment



City Proposal At a Glance

The City's pay proposal will add up over three years:

Starting Officer



31.26% salary increase for a starting Police Officer

Senior Sergeant



17.86% salary increase for a senior rank Sergeant

Mid-Career Lieutenant



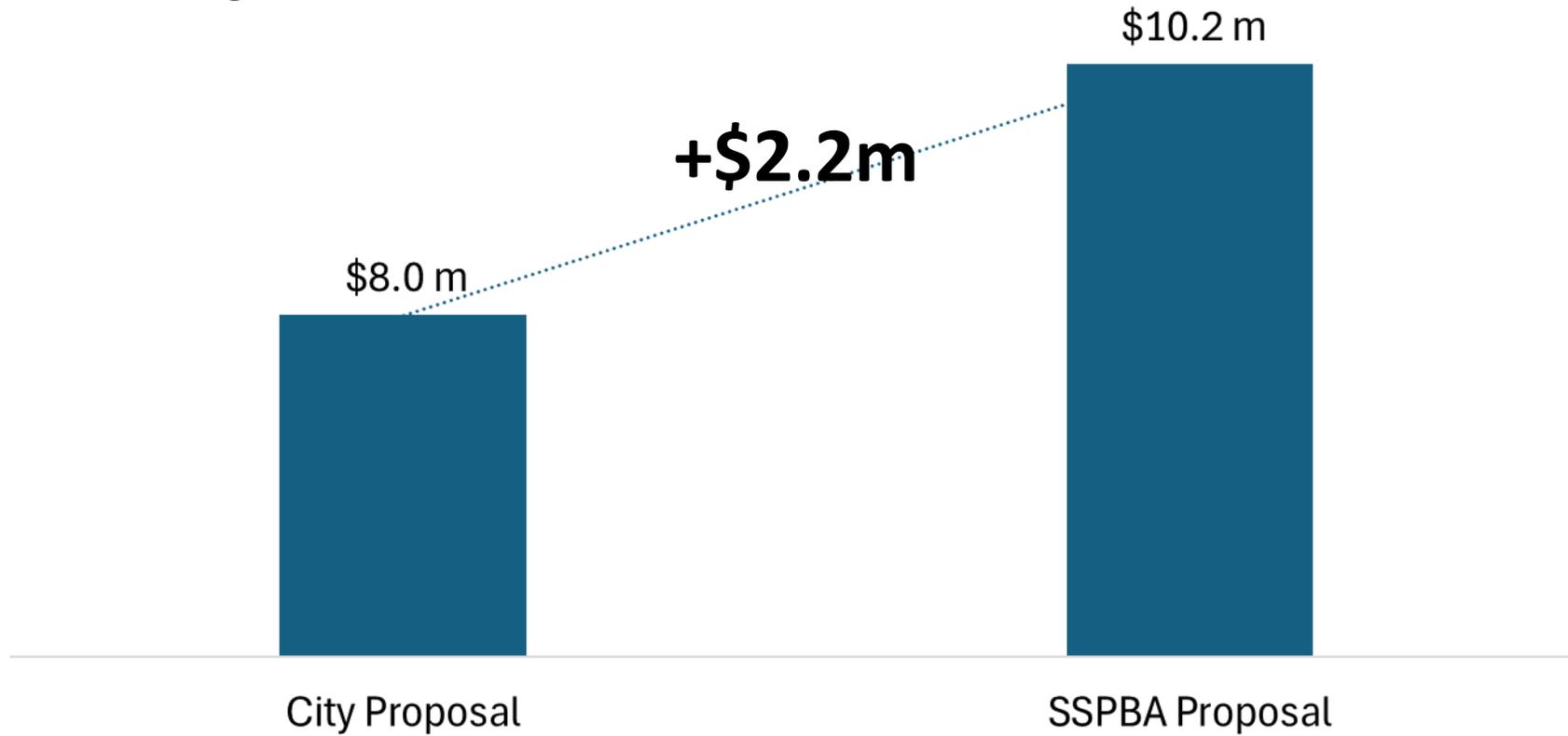
14.21% salary increase for a mid-career Lieutenant

Benefits to **most senior employees**:

- Longevity bonus at top of scale for \$1,200
- Ability to retire 5 years earlier



The City's proposal is \$2.2 million less expensive





These Are Our Options



Raise taxes and fees



Reduce services/programs



Eliminate jobs



Impact of City Wage Proposal



A 0.6 cent real estate tax rate increase, or



The elimination of 22 jobs, or



\$2.6 million in across-the-board expenditure reductions in FY 2027

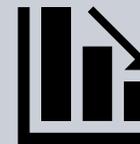
Impact of Union Wage Proposal



A 0.9 cent real estate tax rate increase, or



The elimination of 35 jobs, or



\$4.3 million in across-the-board expenditure reductions by FY 2029



The City's Longevity Proposal

The City Values Officers with Experience

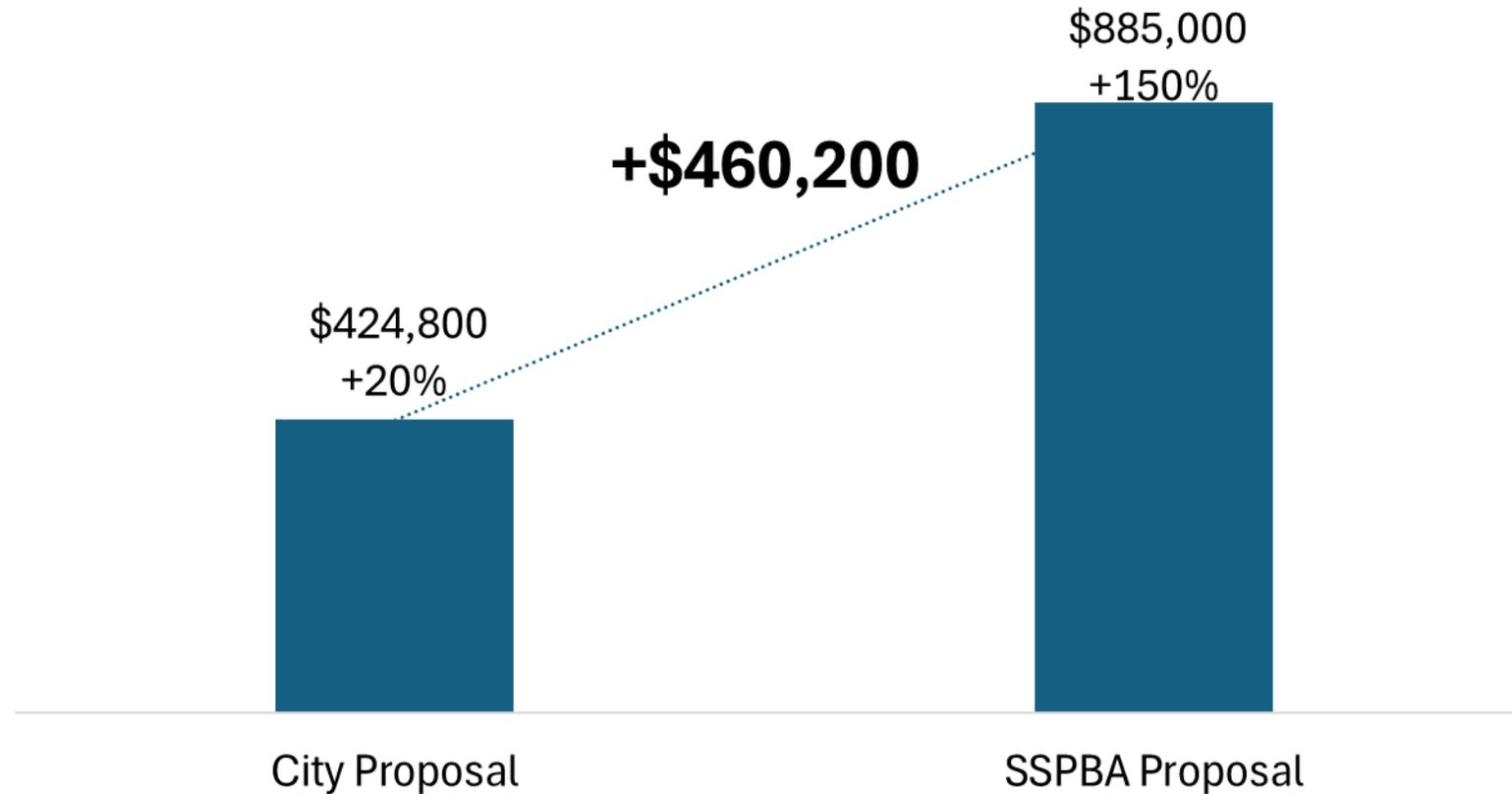
- City's proposal recognizes experienced long-term officers

Financially Viable

- City's proposal is 20% more than it is today
- Union's is **150% more**



The City's proposal is \$460k less expensive





Pay Parity Proposal

Provisions	City Proposal	Union Proposal
Market Study and Budget Retreat	Once every three years	Every year
Reopener	No	Every year
Compensation Analysis	Provides flexibility to determine implementation	Requires implementation into the Budget



The Pay Parity Divide

City's Proposal	SSPBA's Proposal
Aligned with the collective bargaining ordinance (bargaining on a three-year cycle)	Creates negotiation fatigue and diverts staff from other City priorities
Maintains fiscal stability through predictable budget expenditures	Undermines budget certainty
Creates internal equity among bargaining and non-bargaining employee group	Disrupts City's ability to maintain fair, consistent, and occupationally-aligned pay across departments



The City's Proposals



Provide fair, competitive wages to valued sworn personnel



Elevate Alexandria to among the top for starting pay for police officers in the region



Improve the City's market positions



Align with the City's compensation philosophy



Reflect a balanced approach to public safety priorities the City can afford



SSPBA Proposal Diverts Funding from Community and Workforce



Greater taxpayer burden



Widens disparity among employee groups



Does not resolve identified issues



Requires higher taxes and/or deeper service reductions



City's Proposal Remains Committed, Prioritizes Fiscal Responsibility



Among top starting salaries in the region



Retains experienced officers



**Demonstrates sustainable fiscal position
for the City and resident taxes**



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