

January 10, 2022

City Council  
301 King Street, Room 2300  
Alexandria, VA 22314

Dear City Council,

We write as current captains of the Alexandria Police Department. We are excited about the prospect of collective bargaining. However, we were recently disappointed to learn that captains were excluded from the process despite the apparent intention of the City Council to include us.

Last spring when the City Council was drafting the Collective Bargaining ordinance, the City's initial draft excluded all sergeants, lieutenants, and captains from collective bargaining. Members of the City Council expressed concern about the proposed exclusion and asked City staff to amend that section based on employee concerns.

At the March 17, 2021, City Council Special Meeting then-Vice Mayor Bennett-Parker reviewed the changes that were made from the previous meetings and announced "Recognizing the points that have been made by our Public Safety Employees about the fact that **Captains**, Lieutenants and Sergeants are generally hourly employees that do not actually have much supervisory responsibility themselves, I'm adding them back in." City Council Special Meeting 03/17/2021 [https://alexandria.granicus.com/MediaPlayer.php?view\\_id=57&clip\\_id=4914](https://alexandria.granicus.com/MediaPlayer.php?view_id=57&clip_id=4914) at 55:32 - 55:58.

However, despite the announcement and agreement by the other City Council members, we recently discovered the captains were not added back in despite the stated intention to do so. The text read only that Lieutenants and Sergeants were included in collective bargaining. Captains were excluded as supervisors and a part of management.

For the reasons discussed at the City Council meetings, this is not a fair assessment. Captains in Alexandria have historically faced problems (for instance, unfair pay discrepancies and inequities) that they have been unable to get resolved by management to date despite the captains' best efforts. The position of captain, especially in a police force the size of Alexandria's, simply does not carry the management authority that would preclude them from participating in collective bargaining. In fact, we are concerned we will never be able to adequately resolve issues that have hurt retention for years without being able to join with other employees in collective bargaining.

The error excluding Captains may be clerical in nature, nevertheless, it is an error that requires the City Council to address.

We respectfully request that the City Council amend the ordinance to allow what it intended from the beginning: to allow captains to participate in collective bargaining. We will also be requesting that this item be added to the next possible Council meeting as the City is may soon hold an election and will not allow us to participate until City Council acts to let us be included.

Please reach out to us if you have any questions for us.

Sincerely,

Monica Lisle, Captain, Alexandria Police Department

Greg Ladislaw, Captain, Alexandria Police Department

Jamie Bridgeman, Captain, Alexandria Police Department.