



# **ALEXANDRIA CHAPTER OF THE SSPBA**

## **PRESENTATION TO ALEXANDRIA CITY COUNCIL**

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# PROBLEMS FACING THE CITY OF ALEXANDRIA AND ITS POLICE OFFICERS

- *Recruitment and Retention*
    - High vacancies & High turnover
    - Some positions not deployable due to injuries or leave.
    - No increase in authorized strength despite rise in population growth.
  - *Staffing hardships* – especially in staffing patrol functions.
  - High work-demands + high vacancies and turnover mean eventually calls for service will go unanswered and response times will significantly increase.
    - Evidence before factfinder that this has already begun.
  - *Low Wages compared to Alexandria's historical comparators* and for which it competes for candidates (Arlington, Fairfax County, Prince William County, Prince George County, Montgomery County). *See* City of Alexandria Pay Philosophy and current contract Article 10.
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# PROBLEMS FACING THE CITY OF ALEXANDRIA AND ITS POLICE OFFICERS (CONT'D)

- *Cumulative inflation rate of 16%* since beginning round one of bargaining (Jan. 2022 to November 2025) (according to the U.S. Bureau for Labor Statistics).
  - DC Metro region consistently *high in cost of living* – but Alexandria pays less than neighboring jurisdictions in the region.
  - Nationwide difficulty to recruit quality law enforcement candidates in 2025.
    - Compounded in Alexandria by non-competitive salaries and economic conditions.
  - *Importance of hiring and keeping the right candidates* has never been greater.
  - Morale and Mental Health
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# TIMELINE

- 2022 - Negotiations for first Alexandria Police Collective Bargaining Agreement
  - July 1, 2023-June 30, 2026 - First Collective Bargaining Agreement Effective
  - Bargaining Successor Contract
    - February 2, 2025 - Negotiation process initiated for the successor contract
    - October 1, 2025 - Mediation
    - October 17 and 20, 2025 - Factfinding before neutral arbitrator
    - November 15, 2025 - Factfinder's decision released
    - November 17 to December 5, 2025 - City Management and SSPBA engage in post-factfinding negotiations
  - July 1, 2026 - Effective Date of New Agreement (Fiscal Year 2027)
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# THE FACT-FINDER'S REPORT

## 1. Investing in Effective Recruitment and Retention of LEOs serves the public interest

- “I find that it is in the interests and welfare of the public for the City to have a Police Department that is effective and accountable in protecting public safety; this requires, among other things, the investment of funds needed to recruit and retain qualified officers in a particularly competitive regional market for those services.”

## 2. It is Important for Alexandria to Improve Compensation Relative to Counterparts

- The Fact-finder found that APD salaries fall significantly *below comparator average wages* (Arlington County, Fairfax County, Montgomery County; Prince William County, and Prince George's County)
  - Fact-Finder recommended significant increase in pay package (14M) to start to address this gap.
  - That finding was made even before Arlington and Prince William County agreed to significantly increase their wages across the board by around 25% and 19% respectively starting July 1, 2026.
  - Finding: any additional increase from Arlington or PWC must be considered. (“Any additional comparator data from Arlington is a relevant consideration and may provide grounds for the Parties here to address certain items differently, particularly with respect to wages.”)
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# THE FACT-FINDER'S REPORT

“[G]iven the low compensation of these bargaining unit employees compared to their regional comparators, the City runs the risk of being unable to compete for new hires or to retain qualified law enforcement officers over the course of their careers.” (p. 28).

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# THE FACT-FINDER'S REPORT

## 3. Prevent Loss in Real Wages

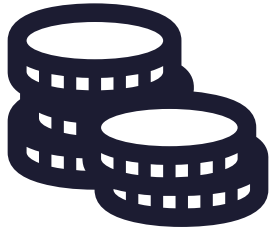
- Cost of living increased, on average, 3.28% annually over the past 10 years
- The 2% Cost of Living Adjustments applied by the City for FY 2025 and FY 2026 “failed to keep pace with the increase in the cost of living” and, therefore, APD members have seen a **loss** in real wages over the course of the last three years.

## 4. City’s ability meet the need.

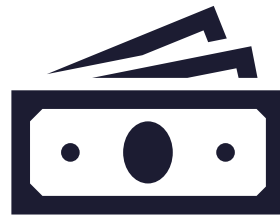
- The fact-finder noted that no testimony or evidence indicated the City does not have the financial inability to meet the costs of either SSPBA’s offer before the fact-finding or the Fact-finder's recommendation (recommending a **~14M pay package**).
  - The SSPBA’s proposal to the City Council would cost less than the Factfinder’s recommendation, while doing more.
  - The fact-finder concluded that the economic factors proposed by City representatives to address the SSPBA’s proposed pay scale “involve the City’s willingness to pay rather than the City’s ability to pay, and are not, therefore, dispositive.”
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# OUTSTANDING PROPOSALS



Proposed Pay Scale  
FY2027-2029



Longevity Bonus



Pay Parity/Reopener

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# PAY SCALE (FY27-29)

- SSPBA proposed a creative proposal to address starting pay without making the pay scale unaffordable.
  - City Management's proposal is identical to the SSPBA's regarding starting salaries for the FY27 pay scale but does not contain the Cost-of-Living increases (COLAs) necessary on the back end for it to fairly compensate employees or retain them.
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# ARBITRATOR RECOMMENDATIONS

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# SALARIES

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# COLA

- The Arbitrator's recommendation included first year adjustment of 4.5% for Officers and Lieutenants, and 7% for Sergeants
  - Year over year COLA increases expected to be *4.5% each year*.
  - The fact-finder's intended goal: bring Alexandria starting pay to a competitive rate across comparators.
    - Application of goal must change after recent comparator starting pay increases.
  - The Arbitrator found that the City of Alexandria would be able to afford a total package costing nearly \$14M over the next 3 years
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# OFFICER STARTING SALARIES

## FY 2026

- Arlington \$ **72,013.50** (~5% increase)
- Fairfax \$ **71,864.62** (~4% increase)
- Montgomery \$ **70,056.00** (~4.9% increase)
- Prince George's \$ **69,245.00** (~0% increase)
- Alexandria \$ **63,988.16** (~2% increase)
- Prince William \$ **62,000.00** (~0% increase)

Average \$ **69,035.82** ( 7.31% below avg)

## FY 2027

- Arlington \$ **90,012.00** (~25% increase)
- Fairfax \$ **74,034.90** (~3% increase)
- Prince William \$ **74,000.00** (~19% increase)
- Montgomery \$ **72,157.68** (~3% increase)
- Prince George's \$ **70,976.00** (~2.5% increase)
- Alexandria \$ **66,867.82\*** (4.5% increase)

Average \$ **76,236.116** ( 12.29% below avg) \*

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\* Note this is the Fact-finder's suggested starting salary. However, the Fact-finder recommended a wage that would place ALX only **6.76%** below the comparator average. To do the same under currently conditions would require a starting salary of at least \$71,095 based on now-available data.

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# SERGEANT STARTING SALARIES

## FY 2026

- Montgomery \$ **89,213.00** (~5% increase)
- Arlington \$ **88,744.50** (~5% increase)
- Fairfax \$ **87,352.10** (~4% increase)
- Prince George's \$ **83,449.00**
- Prince William \$ **76,934.15** (~0% increase)
- Alexandria \$ **72,305.40** (~2% increase)

Average \$ **85,138.55** ( 15% below avg)

## FY 2027

- Arlington \$ **110,916.00** (~25% increase)
- Montgomery \$ **91,889.39** (~3% increase)
- Prince William \$ **91,824.64** (~19% increase)
- Fairfax \$ **89,990.16** (~3% increase)
- Prince George's \$ **85,535.00** (~2% increase)
- Alexandria \$ **77,366.78\*** (~7% increase)

Average \$ **94,031.04** (18% below avg)

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\* Note, this is the starting salary suggested for FY27 in the Arbitrator's package

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# LIEUTENANT STARTING SALARIES

## FY 2026

- Montgomery \$ **101,702.00** (~4.8% increase)
- Arlington \$ **99,411.00** (~5.1% increase)
- Fairfax \$ **96,305.25** (~4% increase)
- Prince George's \$ **93,880.00** (~0% increase)
- Alexandria \$ **89,774.16** (~2% increase)
- Prince William \$ **85,700.42** (~0% increase)

Average \$ **95,399.73** ( 5.9% below avg)

## FY 2027

- Arlington \$ **124,234.50** (~25% increase)
- Montgomery \$ **104,753.06** (~3% increase)
- Prince William \$ **102,287.59** (~19.4% increase)
- Fairfax \$ **109,383.04** (~13.6% increase)
- Prince George's \$ **96,277.00** (~2.6% increase)
- Alexandria \$ **93,814.00\*** (~4.5% increase)

Average \$ **107,387.04** ( 12.8% below avg) \*

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\* Note, this is the starting salary suggested for FY27 in the Arbitrator's package

# COMPARATOR ANALYSIS

Jurisdiction	Classification	Min	Mid	Max	Min (hourly)	Mid (hourly)	Max (hourly)
Arlington	Police Officer	\$72,013.50	\$103,915.50	\$112,339.50	\$36.93	\$53.29	\$57.61
Fairfax	Police Officer	\$71,864.62	\$111,485.61	\$129,058.53	\$34.55	\$53.60	\$62.05
Prince William	Police Officer/PD 01	\$62,000.00	\$91,049.09	\$111,978.90	\$29.81	\$43.77	\$53.84
Prince Georges	Police Officer (PFC)	\$69,245.00	\$104,665.00	\$122,280.00	\$33.29	\$50.32	\$58.79
Montgomery	PO I (B), PO III (E)	\$70,056.00	\$115,057.00	\$133,945.00	\$33.68	\$55.32	\$64.40
Approved Comparator Average		\$69,035.82	\$105,234.44	\$121,920.39	\$33.65	\$50.59	\$59.34
Alexandria Police Officer (current)		\$63,988.34	\$110,679.72	\$114,552.32	\$30.76	\$42.92	\$55.07
Approved Comparator Deviation		-7.31%	5.17%	-6.04%	-8.58%	-15.17%	-7.18%

Jurisdiction	Classification		Min	Mid	Max	Min (hourly)	Mid (hourly)	Max (hourly)
Arlington	Police Officer		\$ 90,012.00	\$102,355.50	\$ 114,699.00	\$46.16	\$52.49	\$58.82
Fairfax	Police Officer		\$ 74,034.90	\$103,495.50	\$ 132,956.10	\$35.59	\$49.76	\$63.92
Prince William	Police Officer/PD 01		\$ 74,000.00	\$103,826.12	\$ 133,652.23	\$35.58	\$49.92	\$64.26
Prince Georges	Police Officer (PFC)		\$ 70,976.00	\$98,156.50	\$ 125,337.00	\$34.12	\$47.19	\$60.26
Montgomery	PO I - III		\$ 72,157.68	\$105,060.27	\$ 137,962.86	\$34.69	\$50.51	\$66.33
Approved Comparator Average			\$76,236.12	\$102,578.78	\$128,921.44	\$37.23	\$49.97	\$62.72
Alexandria Police Officer (FF)			\$ 66,867.82	\$93,287.41	\$ 119,707.00	\$32.15	\$44.85	\$57.55
Approved Comparator Deviation			-12.29%	-9.06%	-7.15%	-13.65%	-10.25%	-8.24%

**Conclusion:** Accepting the fact-finder's recommended COLA would make the current situation worse, not better. Ultimately, the factfinder's proposal intended to **close the gap** between APD and its comparator jurisdictions – and the SSPBA's amended proposal meets the spirit of the decision.

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# PACKAGE PROBLEMS

- The Arbitrator's solution is based on outdated data: Arlington and Prince William's salaries have increased in the past month.
  - Fact-finding proposal no longer achieves its stated goal.
- “Any additional comparator data from Arlington is a relevant consideration and may provide grounds for the Parties here to address certain items differently, particularly with respect to wages.” Thus, recent changes in Arlington and PWC must be considered as they exacerbate the problem



# CREATIVE SOLUTIONS



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# SOLUTION

*The SSPBA has proposed a solution and City management has modeled its counterproposal on the same proposed FY27 starting salaries*

**Officer: \$75,000.00 (17.21% increase)**

**Sergeant: \$87,489.63 (21% increase)**

**Lieutenant: \$103,240.51 (15% increase)**

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FY27 Pay Scale								
	0	1	2	3	4	5	6	7
Police Officer	75,000.00	77,625.00	80,341.88	83,153.84	86,064.23	89,076.47	92,194.15	94,959.97
Percentage change	17.21%	15.54%	13.88%	12.26%	10.65%	9.07%	7.52%	5.47%
Police Sergeant	87,489.63	90,551.77	93,721.08	97,001.32	100,396.36	103,910.24	107,547.09	110,773.51
Percentage change	21.000%	19.273%	17.568%	15.889%	14.233%	12.601%	10.993%	8.879%
Police Lieutenant	103,240.51	106,853.93	110,593.82	114,464.60	118,470.86	122,617.34	126,908.95	130,716.22
Percentage change	15.00%	13.36%	11.74%	10.14%	8.57%	7.02%	5.49%	3.48%

FY27 Pay Scale							
	8	9	10	11	12	13	14
Police Officer	97,808.77	100,743.04	103,765.33	106,878.29	110,084.64	113,387.17	116,788.79
Percentage change	4.96%	4.45%	3.95%	3.44%	2.94%	2.45%	1.95%
Police Sergeant	114,096.71	117,519.61	121,045.20	124,676.56	128,416.86	132,269.36	136,237.44
Percentage change	8.353%	7.829%	7.308%	6.790%	6.274%	5.761%	5.250%
Police Lieutenant	134,637.71	138,676.84	142,837.14	147,122.26	151,535.93	156,082.00	160,764.46
Percentage change	2.98%	2.48%	1.98%	1.49%	1.00%	0.51%	0.03%

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# FY27 SALARY COMPARATORS (SSPBA & CITY LBFO)

FY 2027: Assumptions - accounts for longevity steps if reflected in Pay Scales Comp Sheet; mid is the average of the min and the max								
Jurisdiction	Classification		Min	Mid	Max	Min (hourly)	Mid (hourly)	Max (hourly)
Arlington	Police Officer		\$ 90,012.00	\$102,355.50	\$114,699.00	\$46.16	\$52.49	\$58.82
Fairfax	Police Officer		\$ 74,034.90	\$103,495.50	\$132,956.10	\$35.59	\$49.76	\$63.92
Prince William	Police Officer/PD 01		\$ 74,000.00	\$103,826.12	\$133,652.23	\$35.58	\$49.92	\$64.26
Prince Georges	Police Officer (PFC)		\$ 70,976.00	\$98,156.50	\$125,337.00	\$34.12	\$47.19	\$60.26
Montgomery	PO I - III		\$ 72,157.68	\$105,060.27	\$137,962.86	\$34.69	\$50.51	\$66.33
Approved Comparator Average			\$76,236.12	\$102,578.78	\$128,921.44	\$37.23	\$49.97	\$62.72
Alexandria Police Officer (SSPBA LBFO)			\$ 75,000.00	\$95,894.40	\$ 116,788.79	\$36.06	\$46.10	\$56.15
Approved Comparator Deviation			-1.62%	-6.52%	-9.41%	-3.15%	-7.74%	-10.47%
Jurisdiction	Classification		Min	Mid	Max	Min (hourly)	Mid (hourly)	Max (hourly)
Arlington	Police Sergeant		\$110,916.00	\$127,910.25	\$144,904.50	\$56.88	\$65.60	\$74.31
Fairfax	Police Sergeant		\$ 89,990.16	\$125,799.23	\$161,608.30	\$43.26	\$60.48	\$77.70
Prince William	Police Sergeant /PD 03		\$ 91,824.64	\$126,419.85	\$161,015.06	\$44.15	\$60.78	\$77.41
Prince Georges	Police Sergeant		\$ 85,535.00	\$118,291.00	\$151,047.00	\$41.12	\$56.87	\$72.62
Montgomery	Police Sergeant		\$ 91,889.39	\$125,616.23	\$159,343.06	\$44.18	\$60.39	\$76.61
Approved Comparator Average			\$94,031.04	\$124,807.31	\$155,583.58	\$45.92	\$60.82	\$75.73
Alexandria Police Sergeant (SSPBA LBFO)			\$ 87,489.63	\$111,863.54	\$ 136,237.44	\$42.06	\$53.78	\$65.50
Approved Comparator Deviation			-6.96%	-10.37%	-12.43%	-8.40%	-11.58%	-13.51%
Jurisdiction	Classification		Min	Mid	Max	Min (hourly)	Mid (hourly)	Max (hourly)
Arlington	Police Lieutenant		\$124,234.50	\$151,710.00	\$179,185.50	\$63.71	\$77.80	\$91.89
Fairfax	Police Lieutenant		\$109,383.04	\$152,909.43	\$196,435.82	\$52.59	\$73.51	\$94.44
Prince William	Police Lieutenant/PD 04		\$102,287.59	\$140,824.75	\$179,361.91	\$49.18	\$67.70	\$86.23
Prince Georges	Police Lieutenant		\$ 96,277.00	\$133,102.50	\$169,928.00	\$46.29	\$63.99	\$81.70
Montgomery	Police Lieutenant		\$104,753.06	\$142,930.00	\$189,685.83	\$50.36	\$68.72	\$91.20
Approved Comparator Average			\$107,387.04	\$144,295.34	\$182,919.41	\$52.42	\$70.35	\$89.09
Alexandria Police Lieutenant (SSPBA LBFO)			\$ 103,240.51	\$ 132,002.49	\$ 160,764.46	\$49.63	\$63.46	\$77.29
Approved Comparator Deviation			-3.86%	-8.52%	-12.11%	-5.32%	-9.78%	-13.24%

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# TOP-OUT SALARY ISSUES

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# THE PROBLEM

- With agreed starting salaries, top end officers would receive hardly any increase in FY27
  - In the current LBFOs, Officers step 9 and above, Sergeants step 10 and above, and Lieutenants step 7 and above are not receiving the increase the arbitrator recommended.
    - SSPBA agreed to these starting FY27 numbers, despite their flaws, because of the grave necessity of increasing initial starting pay to remain competitive in the market.
  - Bottom line: Officers can't remain here. Greater COLA increases are imperative.
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# OFFICER MAXIMUM SALARIES

## FY 2026

- Montgomery \$ 133,944.53
- Fairfax \$ 129,058.59
- Prince George's \$ 122,280.00
- Alexandria \$ 114,553.51
- Arlington \$ 112,339.50
- Prince William \$ 111,978.90

Average \$ 121,920.30 (6% below avg)

## FY 2027

- Montgomery \$ 137,962.86
- Prince William \$ 133,652.23
- Fairfax \$ 132,956.10
- Prince George's \$ 125,337.00
- Alexandria \$ 116,788.79\*
- Arlington \$ 114,699.00

Average \$ 128,921.44 ( 9.4% below avg )

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\* Note, this is the top out suggested for FY27 in the City & SSPBA LBFOs.



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# SERGEANT MAXIMUM SALARIES

## FY 2026

• Fairfax	\$ 156,870.90
• Montgomery	\$ 154,702.00
• Prince George's	\$ 147,363.00
• Arlington	\$ 141,921.00
• Prince William	\$ 134,904.51
• Alexandria	\$ 130,442.23

Average \$ 147,152.28 (11.4% below avg)

## FY 2027

• Fairfax	\$ 161,608.30
• Prince William	\$ 161,015.06
• Montgomery	\$ 159,343.06
• Prince George's	\$ 151,047.00
• Arlington	\$ 144,904.50
• Alexandria	\$ 136,237.44*

Average \$ 155,597.98 (12.4% below avg )

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\* Note, this is the top out suggested for FY27 in the City & SSPBA LBFOs.



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# LIEUTENANT MAXIMUM SALARIES

## FY 2026

• Montgomery	\$ 184,161.00
• Arlington	\$ 175,500.00
• Fairfax	\$ 172,949.92
• Prince George's	\$ 165,783.00
• Alexandria	\$ 161,718.66
• Prince William	\$ 150,276.20

Average \$ 169,734.02 (4.7% below avg)

## FY 2027

• Fairfax	\$ 196,435.82
• Montgomery	\$ 189,685.83
• Arlington	\$ 179,185.50
• Prince William	\$ 179,361.91
• Prince George's	\$ 169,928.00
• Alexandria	\$ 160,764.46

Average \$ 182,919.41 (12.1% below avg)

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\* Note, this is the top out suggested for FY27 in the City & SSPBA LBFOs.

# CITY LBFO

FY27 Pay Scale															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer	75,000.00	77,625.00	80,341.88	83,153.84	86,064.23	89,076.47	92,194.15	94,959.97	97,808.77	100,743.04	103,765.33	106,878.29	110,084.64	113,387.17	116,788.79
Percentage change	17.21%	15.54%	13.88%	12.26%	10.65%	9.07%	7.52%	5.47%	4.96%	4.45%	3.95%	3.44%	2.94%	2.45%	1.95%
Police Sergeant	87,489.63	90,551.77	93,721.08	97,001.32	100,396.36	103,910.24	107,547.09	110,773.51	114,096.71	117,519.61	121,045.20	124,676.56	128,416.86	132,269.36	136,237.44
Percentage change	21.000%	19.273%	17.568%	15.889%	14.233%	12.601%	10.993%	8.879%	8.353%	7.829%	7.308%	6.790%	6.274%	5.761%	5.250%
Police Lieutenant	103,240.51	106,853.93	110,593.82	114,464.60	118,470.86	122,617.34	126,908.95	130,716.22	134,637.71	138,676.84	142,837.14	147,122.26	151,535.93	156,082.00	160,764.46
Percentage change	15.00%	13.36%	11.74%	10.14%	8.57%	7.02%	5.49%	3.48%	2.98%	2.48%	1.98%	1.49%	1.00%	0.51%	0.03%
FY28 Pay Scale															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer	75,375.00	78,013.13	80,743.58	83,569.61	86,494.55	89,521.86	92,655.12	95,434.77	98,297.82	101,246.75	104,284.15	107,412.68	110,635.06	113,954.11	117,372.73
Percentage change	17.79%	16.12%	14.45%	12.82%	11.21%	9.62%	8.05%	5.99%	5.48%	4.97%	4.47%	3.96%	3.46%	2.96%	2.46%
Police Sergeant	87,927.08	91,004.53	94,189.69	97,486.32	100,898.35	104,429.79	108,084.83	111,327.38	114,667.20	118,107.21	121,650.43	125,299.94	129,058.94	132,930.71	136,918.63
Percentage change	21.605%	19.869%	18.156%	16.469%	14.804%	13.164%	11.548%	9.423%	8.894%	8.368%	7.845%	7.324%	6.805%	6.289%	5.776%
Police Lieutenant	103,756.72	107,388.20	111,146.79	115,036.93	119,063.22	123,230.43	127,543.50	131,369.80	135,310.90	139,370.22	143,551.33	147,857.87	152,293.60	156,862.41	161,568.29
Percentage change	15.58%	13.92%	12.30%	10.69%	9.11%	7.55%	6.01%	3.99%	3.49%	2.99%	2.49%	2.00%	1.51%	1.02%	0.53%
FY29 Pay Scale															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer	75,751.88	78,403.19	81,147.30	83,987.46	86,927.02	89,969.46	93,118.40	95,911.95	98,789.31	101,752.99	104,805.57	107,949.74	111,188.23	114,523.88	117,959.60
Percentage change	18.38%	16.70%	15.03%	13.38%	11.76%	10.17%	8.59%	6.52%	6.01%	5.50%	4.99%	4.48%	3.98%	3.47%	2.97%
Police Sergeant	88,366.71	91,459.55	94,660.63	97,973.76	101,402.84	104,951.94	108,625.25	111,884.01	115,240.53	118,697.75	122,258.68	125,926.44	129,704.23	133,595.36	137,603.22
Percentage change	22.213%	20.468%	18.747%	17.051%	15.378%	13.730%	12.105%	9.970%	9.439%	8.910%	8.384%	7.860%	7.339%	6.821%	6.305%
Police Lieutenant	104,275.50	107,925.14	111,702.52	115,612.11	119,658.53	123,846.58	128,181.21	132,026.65	135,987.45	140,067.07	144,269.09	148,597.16	153,055.07	157,646.73	162,376.13
Percentage change	16.15%	14.49%	12.86%	11.25%	9.65%	8.09%	6.54%	4.51%	4.01%	3.51%	3.01%	2.51%	2.01%	1.52%	1.03%

\* Percentage Change: the cumulative increase from the FY26 salary for the same step.

# SSPBA LBFO

FY27 Pay Scale															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer	75,000.00	77,625.00	80,341.88	83,153.84	86,064.23	89,076.47	92,194.15	94,959.97	97,808.77	100,743.04	103,765.33	106,878.29	110,084.64	113,387.17	116,788.79
Percentage change	17.21%	15.54%	13.88%	12.26%	10.65%	9.07%	7.52%	5.47%	4.96%	4.45%	3.95%	3.44%	2.94%	2.45%	1.95%
Police Sergeant	87,489.63	90,551.77	93,721.08	97,001.32	100,396.36	103,910.24	107,547.09	110,773.51	114,096.71	117,519.61	121,045.20	124,676.56	128,416.86	132,269.36	136,237.44
Percentage change	21.000%	19.273%	17.568%	15.889%	14.233%	12.601%	10.993%	8.879%	8.353%	7.829%	7.308%	6.790%	6.274%	5.761%	5.250%
Police Lieutenant	103,240.51	106,853.93	110,593.82	114,464.60	118,470.86	122,617.34	126,908.95	130,716.22	134,637.71	138,676.84	142,837.14	147,122.26	151,535.93	156,082.00	160,764.46
Percentage change	15.00%	13.36%	11.74%	10.14%	8.57%	7.02%	5.49%	3.48%	2.98%	2.48%	1.98%	1.49%	1.00%	0.51%	0.03%
FY28 Pay Scale															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer	76,500.00	79,177.50	81,948.71	84,816.92	87,785.51	90,858.00	94,038.03	96,859.17	99,764.95	102,757.90	105,840.63	109,015.85	112,286.33	115,654.92	119,124.57
Percentage change	19.55%	17.85%	16.16%	14.50%	12.87%	11.26%	9.67%	7.58%	7.06%	6.54%	6.03%	5.51%	5.00%	4.50%	3.99%
Police Sergeant	89,239.42	92,362.80	95,595.50	98,941.34	102,404.29	105,988.44	109,698.04	112,988.98	116,378.65	119,870.01	123,466.11	127,170.09	130,985.19	134,914.75	138,962.19
Percentage change	23.420%	21.658%	19.919%	18.207%	16.518%	14.853%	13.213%	11.056%	10.520%	9.986%	9.454%	8.926%	8.399%	7.876%	7.355%
Police Lieutenant	105,305.32	108,991.01	112,805.70	116,753.90	120,840.28	125,069.69	129,447.13	133,330.54	137,330.46	141,450.37	145,693.89	150,064.70	154,566.64	159,203.64	163,979.75
Percentage change	17.30%	15.62%	13.97%	12.34%	10.74%	9.16%	7.60%	5.55%	5.04%	4.53%	4.02%	3.52%	3.02%	2.52%	2.03%
FY29 Pay Scale															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer	78,030.00	80,761.05	83,587.69	86,513.26	89,541.22	92,675.16	95,918.79	98,796.36	101,760.25	104,813.06	107,957.45	111,196.17	114,532.06	117,968.02	121,507.06
Percentage change	21.94%	20.21%	18.49%	16.79%	15.12%	13.48%	11.86%	9.73%	9.20%	8.67%	8.15%	7.62%	7.10%	6.59%	6.07%
Police Sergeant	89,239.42	92,362.80	95,595.50	98,941.34	102,404.29	105,988.44	109,698.04	112,988.98	116,378.65	119,870.01	123,466.11	127,170.09	130,985.19	134,914.75	138,962.19
Percentage change	23.420%	21.658%	19.919%	18.207%	16.518%	14.853%	13.213%	11.056%	10.520%	9.986%	9.454%	8.926%	8.399%	7.876%	7.355%
Police Lieutenant	107,411.43	111,170.83	115,061.81	119,088.97	123,257.09	127,571.09	132,036.07	135,997.16	140,077.07	144,279.38	148,607.76	153,066.00	157,657.98	162,387.72	167,259.35
Percentage change	19.65%	17.94%	16.25%	14.59%	12.95%	11.34%	9.75%	7.66%	7.14%	6.62%	6.11%	5.59%	5.08%	4.57%	4.07%

\* Percentage Change: the cumulative increase from the FY26 salary for the same step.

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# PAY SCALE PROPOSAL

- Factfinder's Recommendation
  - FY 27 (4.5% adjustment and 7% for sergeant)
  - FY 28 (4.5% COLA)
  - FY 29 (4.5% COLA)
- SSPBA Amended Proposal
  - FY 27 (graduated COLA – Officer: Starting at 17.21% increase at Step 0 and ending at 1.95% at Step 14)
  - FY 28 (2% COLA)
  - FY 29 (2% COLA)
- City Amended Proposal
  - FY 27 (graduated COLA – Officer: Starting at 17.21% increase at Step 0 and ending at 1.95% at Step 14).
  - FY 28 (0.5% COLA)
  - FY 29 (0.5% COLA)
- Cost of Factfinder's Recommendation (Marginal over FY 2026)
  - FY 27 - \$ 2,294,807.57
  - FY 28 - \$ 4,575,241.42
  - FY 29 - \$ 7,055,027.29
  - Life of Contract: **\$13,925,076**
- Cost of SSPBA's Amended Proposal (Marginal over FY 2026)
  - FY 27: \$ 2,595,918
  - FY 28: \$ 3,391,477
  - FY 29: \$ 4,251,850
  - Life of Contract: **\$10,239,245**
- Cost of the City's Amended Proposal (Marginal over FY 2026)
  - FY 27: \$2,595,918
  - FY 28: \$2,647,512
  - FY 29: \$2,719,025
  - Life of Contract: **\$ 7,962,455**

Difference between SSPBA and Factfinder proposals (life of contract)

- City's proposal is **\$5,962,621** less than the Factfinder's recommendation (**43% less**)
  - SSPBA's current proposal is **\$3,685,831** less than Factfinder's recommendation (**26% less**)
-



A white Alexandria Police car, a Ford Taurus, is parked on a street. The car has "POLICE" written in large black letters on the side, "ALEXANDRIA POLICE" on the rear, and the number "2910" on the front fender and rear. It has a blue and red emergency light bar on the roof. The background shows green trees and a building.

# LONGEVITY BONUS

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# ARTICLE 12 LBFO FOR LONGEVITY BONUS

*“In order to retain experienced and well-seasoned officers, the City shall provide a \$2,500 longevity bonus in July of each contract year to each active bargaining unit employee who is at Step 14 of the pay scale.”*

- In response to the miniscule raise many will see, the Longevity Bonus provides the necessary balance.
  - Allows officers at the top of the pay scale (14+ years) to see at least a \$1,500 raise in addition to what they have (which is low).
    - Comes out to be about a 1% increase to their current top out pay.
-



# SSPBA LBFO

SSPBA LBFO Moving to City Counsel															
FY27 Pay Scale	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer	75,000.00	77,625.00	80,341.88	83,153.84	86,064.23	89,076.47	92,194.15	94,959.97	97,808.77	100,743.04	103,765.33	106,878.29	110,084.64	113,387.17	116,788.79
Percentage change	17.21%	15.54%	13.88%	12.26%	10.65%	9.07%	7.52%	5.47%	4.96%	4.45%	3.95%	3.44%	2.94%	2.45%	1.95%
Police Sergeant	87,489.63	90,551.77	93,721.08	97,001.32	100,396.36	103,910.24	107,547.09	110,773.51	114,096.71	117,519.61	121,045.20	124,676.56	128,416.86	132,269.36	136,237.44
Percentage change	21.000%	19.273%	17.568%	15.889%	14.233%	12.601%	10.993%	8.879%	8.353%	7.829%	7.308%	6.790%	6.274%	5.761%	5.250%
Police Lieutenant	103,240.51	106,853.93	110,593.82	114,464.60	118,470.86	122,617.34	126,908.95	130,716.22	134,637.71	138,676.84	142,837.14	147,122.26	151,535.93	156,082.00	160,764.46
Percentage change	15.00%	13.36%	11.74%	10.14%	8.57%	7.02%	5.49%	3.48%	2.98%	2.48%	1.98%	1.49%	1.00%	0.51%	0.03%
FY28 Pay Scale															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer	76,500.00	79,177.50	81,948.71	84,816.92	87,785.51	90,858.00	94,038.03	96,859.17	99,764.95	102,757.90	105,840.63	109,015.85	112,286.33	115,654.92	119,124.57
Percentage change	19.55%	17.85%	16.16%	14.50%	12.87%	11.26%	9.67%	7.58%	7.06%	6.54%	6.03%	5.51%	5.00%	4.50%	3.99%
Police Sergeant	89,239.42	92,362.80	95,595.50	98,941.34	102,404.29	105,988.44	109,698.04	112,988.98	116,378.65	119,870.01	123,466.11	127,170.09	130,985.19	134,914.75	138,962.19
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Percentage change	17.30%	15.62%	13.97%	12.34%	10.74%	9.16%	7.60%	5.55%	5.04%	4.53%	4.02%	3.52%	3.02%	2.52%	2.03%
FY29 Pay Scale															
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Police Officer	78,030.00	80,761.05	83,587.69	86,513.26	89,541.22	92,675.16	95,918.79	98,796.36	101,760.25	104,813.06	107,957.45	111,196.17	114,532.06	117,968.02	121,507.06
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Percentage change	23.420%	21.658%	19.919%	18.207%	16.518%	14.853%	13.213%	11.056%	10.520%	9.986%	9.454%	8.926%	8.399%	7.876%	7.355%
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Percentage change	19.65%	17.94%	16.25%	14.59%	12.95%	11.34%	9.75%	7.66%	7.14%	6.62%	6.11%	5.59%	5.08%	4.57%	4.07%

\* Percentage Change: the cumulative increase from the FY26 salary for the same step.

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# COMPARATIVE COST OF LONGEVITY BONUSES

- Marginal Cost of SSPBA Longevity Bonus over status quo (assuming no officers leave and all officers progress one step each year):
  - FY27 - \$159,000
  - FY28 - \$165,000
  - FY29 - \$181,500
  - Total: \$505,500

**Even when combined – the SSPBA's total package is cheaper than the Factfinder's pay package while hitting the most crucial areas needed.**

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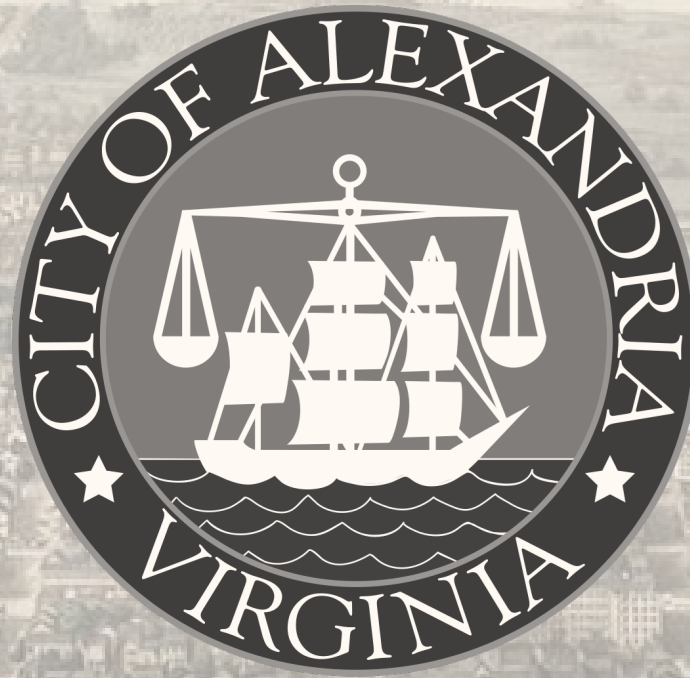
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# PENSION SAVINGS EXPECTED

- Since 2010 the City has been paying significant payments to the Police and Fire Pension, amortized like a mortgage, until the Pension Plan is fully funded.
  - Most recently that payment has been around \$9M per year.
  - Cheiron report shows that the remaining years are about 3.1 years from April 10, 2025. In other words, City will have significant money it will *not* have to be paying towards public safety in the near future during this contract (July 1, 2026 through June 30, 2029)
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PAY PARITY /  
REOPENER

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WORKING TOGETHER FOR THE FUTURE OF  
ALEXANDRIA