

RESOLUTION NO. 3348

RESOLUTION REGARDING FUNDING OF THE TENTATIVE COLLECTIVE BARGAINING AGREEMENT WITH THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEE, LOCAL 3001, DISTRICT COUNCIL 20

WHEREAS, on April 17, 2021, the City Council of Alexandria, Virginia, adopted Ordinance No. 5336, amending the City Code to add a new Article E to Title 2, Chapter 5 authorizing certain bargaining units of City employees to engage in collective bargaining with the City; and

WHEREAS, pursuant to the City Code, a representation election was held among eligible Administrative & Technical employees, resulting in the certification of the American Federation of State, County, and Municipal Employees District Council 20, Local 3001 (AFSCME); and

WHEREAS, representatives of the City of Alexandria and AFSCME met in good faith and negotiated a tentative collective bargaining agreement (the “Tentative Collective Bargaining Agreement”), to be effective July 1, 2026, through June 30, 2029; and

WHEREAS, AFSCME submitted the Tentative Collective Bargaining Agreement to its membership and, on December 17, 2025, the membership voted to ratify the Tentative Collective Bargaining Agreement; and

WHEREAS, the Tentative Collective Bargaining Agreement provides wage increases and other benefits for Administrative & Technical employees in various departments across the City that have fiscal consequences for the City of Alexandria; and

WHEREAS, the City’s Office of Management and Budget has conducted a fiscal impact study of the Tentative Collective Bargaining Agreement; and

WHEREAS, pursuant to Section 2-5-79 of the City Code, the City Council has received the fiscal impact study and conducted a public hearing on the fiscal impact study on January 13, 2026;

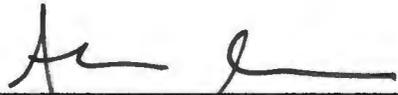
NOW, THEREFORE, BE IT RESOLVED by the City Council of Alexandria, Virginia, that:

- 1) it hereby makes a good faith commitment to appropriate funding necessary for the City to meet its obligations under the Tentative Collective Bargaining Agreement with the understanding that it remains subject to

actual annual appropriation with the approval of the budget in each fiscal year it is effective.

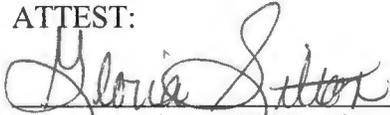
This resolution shall be effective immediately upon its adoption by the City Council.

ADOPTED: January 13, 20226



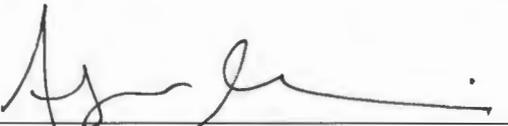
ALXIA GASKINS MAYOR

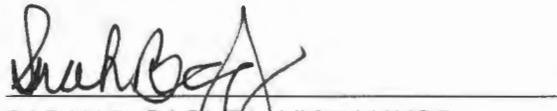
ATTEST:

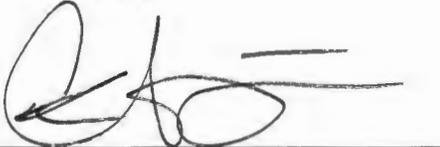


Gloria A. Sitton, CMC City Clerk

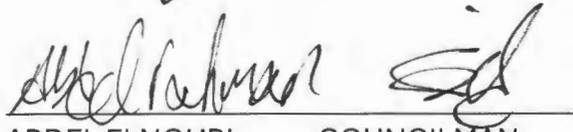
ADMINISTRATIVE AND TECHNICAL AGREEMENT SIGNATURES:


ALYIA GASKINS MAYOR


SARAH R. BAGLEY VICE MAYOR

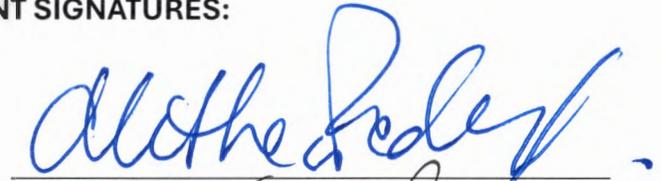

CANEK AGUIRRE COUNCILMAN

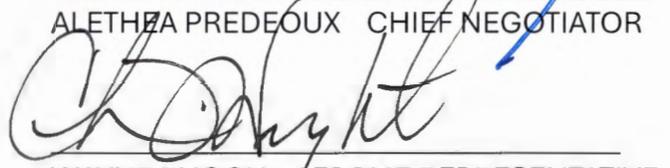

JOHN TAYLOR CHAPMAN COUNCILMAN


ABDEL ELNOUBI COUNCILMAN


JACINTA E. GREENE COUNCILWOMAN


R. KIRK McPIKE COUNCILMAN


ALETHEA PREDEOUX CHIEF NEGOTIATOR


WAYNE ENOCH AFSCME REPRESENTATIVE


AFSCME REPRESENTATIVE