

ORDINANCE NO. 5589

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ALEXANDRIA,
VIRGINIA, AUTHORIZING STATE FUNDED 1.5% PERFORMANCE-BASED
BONUSES TO ELIGIBLE LOCAL DEPARTMENT OF SOCIAL SERVICES
EMPLOYEES**

WHEREAS, the Commonwealth of Virginia, Department of Social Services (VDSS) has announced a new initiative to recognize and reward Local Departments of Social Services and those employees who consistently exceed expectations in processing Medical Assistance Renewals while also maintaining high-quality standards; and

WHEREAS, VDSS is implementing a performance-based bonus structure to incentivize efficiency and accuracy in reducing Medical Assistance Renewal backlogs; and

WHEREAS, the proposed FY 2026 budget of the Virginia General Assembly includes funding for a one-time bonus equal to 1.5% of base salary for state-supported full-time local employees, effective July 1, 2025; and

WHEREAS, in order for VDSS to distribute these bonuses, each locality must first adopt an ordinance authorizing such payments, and the City of Alexandria does not currently have such an ordinance in place; and

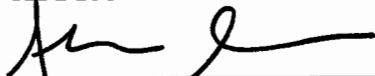
WHEREAS, the Code of Virginia § 15.2-1508 authorizes localities to provide monetary bonuses to officers and employees, provided such bonuses are authorized by ordinance; now, therefore

THE CITY COUNCIL OF ALEXANDRIA HEREBY ORDAINS:

Section 1. One-time Authorization of Bonuses. A one-time, state-funded monetary bonus equal to 1.5% of base salary for eligible state-supported, full-time employees of the Alexandria Department of Community and Human Services is approved.

Section 2. Effective Date. This ordinance shall become effective upon the date and at the time of its final passage.

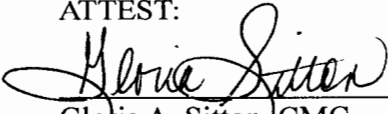
APPROVED BY:



ADYIA GASKINS

Mayor

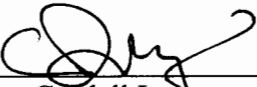
ATTEST:



Gloria A. Sitton, CMC

City Clerk

Approved as to Form:



Cheran Cordell Ivery

City Attorney

Final Passage: July 1, 2025

Attachment



COMMONWEALTH of VIRGINIA
DEPARTMENT OF SOCIAL SERVICES
Office of the Commissioner

James Hunter Williams
Commissioner

April 23, 2025

Jim F. Parajon, City Manager
301 King Street
Alexandria, VA 22314

Dear Jim Parajon,

I am pleased to announce a new initiative to recognize and reward Local Departments of Social Services and those employees who consistently exceed expectations in processing Medical Assistance Renewals while also maintaining high-quality standards.

The Virginia Department of Social Services is implementing a performance-based bonus structure designed to incentivize efficiency and accuracy in reducing Medical Assistance Renewals backlogs.

In order for VDSS to distribute these bonuses, each locality must have an ordinance in place authorizing such payments.

We are aware that Alexandria City does not currently have this ordinance. I encourage you to take the necessary steps to amend or enact an ordinance so your locality can distribute performance-based bonuses to eligible employees and the department in accordance with state requirements.

Please note that these bonuses do not require a local funding match, so local budgets will not be impacted!

Employees and departments can be rewarded for their hard work and dedication without additional local expense. Furthermore, the Governor's proposed budget for SFY 2026 includes funding for a one-time bonus payment to eligible employees, equal to 1.5 percent of base salary, to be issued on July 1, 2025.

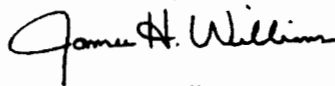
BUT - This bonus is contingent upon the amendment or enactment of a local ordinance authorizing these performance-based payments.

Jim F. Parajon
April 23, 2025
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Your local employees play a vital role in ensuring timely and accurate Medical Assistance determinations. We believe this incentive will honor their contributions, help reduce the Medical Assistance Renewal backlog, and most importantly, ensure community members receive the assistance they need promptly. We are ready to provide any guidance or support you may need as you consider this opportunity.

Thank you for your continued leadership and dedication to serving Alexandria City residents. Please do not hesitate to reach out to Diana Clark, Associate Director Division of Benefit Programs at diana.clark@dss.virginia.gov, should you require further information or assistance.

Sincerely,

A handwritten signature in black ink that reads "James H. Williams". The signature is fluid and cursive, with the first name "James" and last name "Williams" clearly legible, and a middle initial "H.".

James Williams

cc: Lesa Gilbert, Director, Alexandria Department of Community and Human Services