

RESOLUTION NO. 3349

RESOLUTION REGARDING FUNDING OF THE TENTATIVE COLLECTIVE BARGAINING AGREEMENT WITH THE SOUTHERN STATES POLICE BENEVOLENT ASSOCIATION (SSPBA)

WHEREAS, on April 17, 2021, the City Council of Alexandria, Virginia, adopted Ordinance No. 5336, amending the City Code to add Article E to Title 2, Chapter 5 providing for specific 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 bargaining unit employees of the Alexandria Police Department, resulting in the certification of the Southern States Police Benevolent Association (the "SSPBA") as the exclusive bargaining representative for bargaining unit employees in the Alexandria Police Department; and

WHEREAS, representatives of the City of Alexandria and the SSPBA 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, the SSPBA submitted the Tentative Collective Bargaining Agreement to its membership and on December 16, 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 employees of the Alexandria Police Department 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

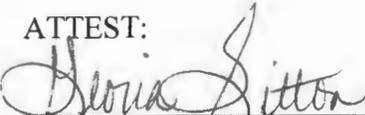
This resolution shall be effective immediately upon its adoption by the City Council.

ADOPTED: January 13, 2026



ALYA GASKINS MAYOR

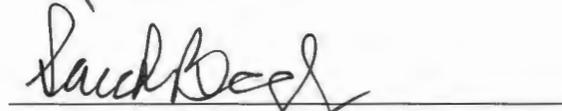
ATTEST:



Gloria A. Sitton, CMC City Clerk

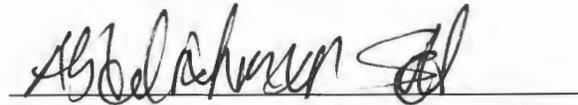
SSPBA AGREEMENT SIGNATURES:

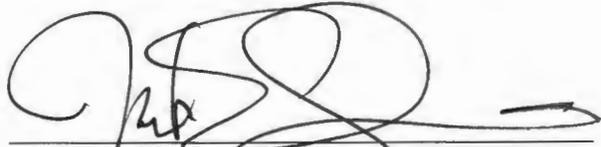

ALYIA GASKINS MAYOR


SARAH R. BAGLEY VICE MAYOR

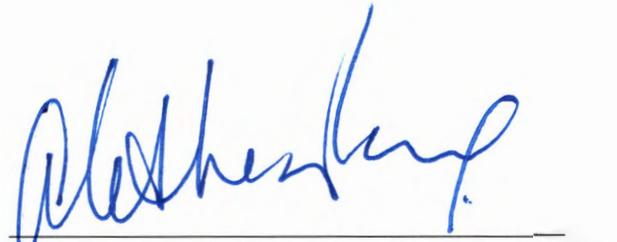

CANEK AGUIRRE COUNCILMAN


JOHN TAYLOR CHAPMAN COUNCILMAN


ABDEL ELNOUBI COUNCILMAN


JACINTA E. GREENE COUNCILWOMAN


R. KIRK McPIKE COUNCILMAN


ALETHEA PREDEOUX CHIEF NEGOTIATOR


DAMON MINNIX, SSPBA REPRESENTATIVE


SSPBA REPRESENTATIVE