

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:

ALYIA GASKINS
Mayor

ATTEST:

Gloria A. Sitton, CMC City Clerk

Approved as to Form:

Cheran Cordell Ivery City Attorney

Final Passage: July 1, 2025

Attachment