

**Alexandria Democratic Committee Resolution on Urging the City of Alexandria
to Significantly Increase City Council Member Salaries**

A RESOLUTION urging the City of Alexandria to significantly increase City Council members' salaries for the next elected body, building in a mechanism for an annual increase, and use an unbiased process with community input to determine the increased values.

WHEREAS, In Alexandria, we want to attract qualified, diverse candidates from all backgrounds to run for City Council; and avoid discriminating against people running for office who cannot afford the position at its current salary.

WHEREAS, City Councilmembers put in countless hours and beyond 40-hour work-weeks to serve the City of Alexandria. This includes duties and activities ranging from citizen engagement, to international diplomacy, to administrative tasks and budget meetings.¹The Mayor is always on call, and in times of emergency works even more hours.

WHEREAS, Alexandria is growing city with its population increasing by 11% from 2010 to 2016 (140,006 to 155,810 residents). The number of Councilmembers has not increased despite the larger population to serve.²As such, there is a corresponding increase in work as in the number of constituents.

WHEREAS, Alexandria City Councilmembers have not received a salary increase since 2002, not even to account for inflation. The decision in 2002 was to increase the next elected body's salaries by \$8,000 (35.5% increase) for Mayor and by \$7,500 (37.5% increase) for Council Members.³

WHEREAS, the neighboring Loudon County Board of Supervisors approved a 62% pay raise for members to take effect in 2020, and will then increase by 2% each year of the next board's term.⁴

WHEREAS, the current salary for Alexandria Mayor is \$30,500 and City Council Member is \$27,500, and has been since 2002.⁵The salary of the City manager, City attorney, and City clerk in 2014 alone were \$263,869, \$223,825, and \$140,457 respectively, on par with neighboring jurisdictions.⁶

WHEREAS, Alexandria City Councilmembers' salaries are the lowest in the area by a delta of more than \$15,000 from the next closest salary – this includes equivalent position salaries in Arlington, Fairfax, Loudoun, and Prince William jurisdictions.⁷

WHEREAS, the City of Alexandria's 2015 income per capita is \$54,861 and 2015 median household income is \$89,134.⁸

WHEREAS, The City of Alexandria brought up the topic of increasing City Council salaries in 2005⁹, 2012 (\$5,500 and \$7,500 raise for Mayor and Council Members)¹⁰, and 2015 (\$17,500 pay raise)¹¹ to no avail.

WHEREAS, The City of Alexandria average annual salary for regular City employees on the General Schedule increased by 1.9% from 2014 to 2015,¹² 1.6% from 2015 to 2016,¹³ and 3.11% from 2016 to 2017.¹⁴ Annually, the City Manager will recommend a budget for general salary adjustments based upon overall competitive posture of the organization, market rate adjustments, comparator organizations in the primary labor market, and financial affordability.¹⁵

THEREFORE, BE IT RESOLVED, the Alexandria Democratic Committee urges that the City of Alexandria significantly increase City Council members' salaries for the next elected body, building in a mechanism for an annual increase, and use an unbiased process with community input to determine the increased values.

**Alexandria Democratic Committee Resolutions on Urging the City of Alexandria
to Look Into Increasing City Council Member Salaries**

SOURCES

1. Day in the Life of Alison Silberberg, *March 2017* <http://www.connectionnewspapers.com/news/2017/mar/08/mile-mayoral-shoes/>
2. US Census Population Estimates, *2017* <https://www.census.gov/quickfacts/fact/table/richmondcityvirginiacounty,fairfaxcountyvirginia,arlingtoncountyvirginia,alexandriacityvirginiacounty,US/PST045216>
3. Council Approves Salary Increases, *October 2002* <http://www.connectionnewspapers.com/news/2002/oct/22/council-approves-salary-increases/>
4. Loudoun Board approves 62 percent pay raise for members to take effect in 2020, *July 2017* https://www.washingtonpost.com/local/loudoun-board-approves-62-percent-pay-raise-for-members-to-take-effect-in-2020/2017/07/21/a8a149bc-6e1c-11e7-96ab-5f38140b38cc_story.html?utm_term=.77dc816a8b90
5. City of Alexandria Mayor and City Council, *2017* <https://www.alexandriava.gov/Council>
6. Salaries for top local government officials vary with size of jurisdiction, *May 2014* https://www.washingtonpost.com/local/salaries-for-top-local-government-officials-vary-with-size-of-jurisdiction/2014/05/25/e3a3b91c-e12c-11e3-9743-bb9b59cde7b9_story.html
7. Salary of Selected Elected Officials – DC, MD, and VA, *2015* <https://alexandria.legistar.com/LegislationDetail.aspx?ID=2530922&GUID=4195F14E-E5C5-4E2E-B926-F0F079C50D95>
8. US Census Income, *2017* <https://www.census.gov/quickfacts/fact/table/richmondcityvirginiacounty,fairfaxcountyvirginia,arlingtoncountyvirginia,alexandriacityvirginiacounty,US/PST045216>
9. Do Council Members Deserve a Raise, *November 2005* <http://www.connectionnewspapers.com/news/2005/nov/30/do-council-members-deserve-a-raise/>
10. City of Alexandria Memorandum Comparing Compensation of Elected Officials and their Aides Across Neighboring Jurisdictions, *2012* <https://www.alexandriava.gov/uploadedFiles/budget/info/budget2013/memos/BM52ComparisonOfCompensationOfElectedOfficialsAndAides.pdf>
11. Alexandria Council to Vote on Pay Raise for Council Members, *December 2015* https://www.washingtonpost.com/local/virginia-politics/alexandria-council-to-discuss-17500-pay-raise-for-its-members-next-year/2015/12/08/8f8647e0-9de2-11e5-8728-1af6af208198_story.html?utm_term=.a57f5fcb933a
12. City of Alexandria Personnel & Compensation Summary, *2015* <https://www.alexandriava.gov/uploadedFiles/budget/info/budget2016/Section%2011%20-%20Personnel%20Summaries.pdf>
13. City of Alexandria Personnel & Compensation Summary, *2016* <https://preview.alexandriava.gov/uploadedFiles/budget/info/budget2017/Section%209%20-%20Personnel%20and%20Compensation%20Summary.pdf>
14. City of Alexandria Personnel & Compensation Summary, *2017* <https://www.alexandriava.gov/uploadedFiles/budget/info/budget2018/Section%2010%20-%20Personnel%20Summary.pdf>
15. City of Alexandria Compensation Philosophy, *2017* <https://www.alexandriava.gov/personnel/info/default.aspx?id=6436>