

Resolution to Support Fair Pay for Alexandria Public Safety Officers in the 2019 Budget

Whereas, Alexandria Police Officer and Fire Fighter starting pay is now the lowest compared to other jurisdictions in our region;

Whereas Alexandria Police Officers average pay is 6.22% lower than comparative jurisdictions; and Alexandria Police Officer pay will be 10% lower than Arlington and Fairfax Counties effective July 1, 2018 if Alexandria Council does not provide a salary increase;

Whereas Alexandria firefighters starting out earn 8 to 20% less than their counterparts resulting in 45 Firefighters and Paramedics lost in the past 3 years - average of 15 a year – mostly leaving for DC, Prince George’s County, and Fairfax County;

Whereas Alexandria continue to have police officers and firefighters resign and move to higher paying communities, losing both experienced staff and the money spent on training, exceeding \$110,000 per officer; and about \$100,000 to train and outfit one firefighter

Be it resolved that the ADC encourages Alexandria City Council to:

1. Abide by its own pay philosophy, which states: *"The specific schedules will be competitive at 100% of the average pay levels for the relevant labor market, and will be adjusted whenever necessary to maintain market competitiveness."*
2. Provide an across the board pay increase for Alexandria Public Safety Employees to 100% of the average of competitive jurisdictions for the 2019 fiscal year;
3. Recognizes that without a fair and competitive compensation package, Alexandria City cannot compete or retain quality police officers, fire fighters, and other public safety personnel;
4. Keep Alexandria Public Safety pay a priority in future budgets.