

DRAFT

**Resolution for the Alexandria City Council
to Adjust Alexandria Library Staff Salary Levels**

*Sponsored by Robert Ray IV, Tim Beaty, Matt Harris, Kathleen Burns,
and Boyd Walker*

Whereas, The Alexandria Library provides ongoing high quality service to the Alexandria community.

Whereas, the library staff are regularly called on to provide more and more services due to evolving community needs, including, but not limited to, connecting people to resources for employment, immigration & resettlement, and computer and internet services.

Whereas, when many Alexandria City community services were halted or limited due to the recent COVID-19 pandemic, the Alexandria Library staff modified services while maintaining services throughout the pandemic. Library staff provided curbside services, virtual programming for all ages, an outdoor internet cafe/expanded internet access in parking lots, and telephone and email reference service. In addition to maintaining library services, library workers staffed City vaccine clinics, delivered food for Meals on Wheels, and sewed and donated masks to City workers.

Whereas, since March 2021 the Library has kept its doors open through rising COVID-19 cases, staffing shortages, rolling out all pre-pandemic services and expanding hours at branch locations without hiring additional staff and with City-mandated hiring freezes. Additional services added include distributing COVID-19 test kits, gun locks, and museum passes.

Whereas, members of the Alexandria Democratic Committee and most likely, most of the citizens of Alexandria, are disappointed by the City Manager's January 2023 decision not to approve the requested funding for market-based compensation necessary to retain its staff, we are additionally concerned by staff working over hours every pay period and their inability to use sick leave or annual leave which results in high turnover. Due to staff shortages, all locations have untrained volunteers, pages, and circulation staff working as librarians - answering reference questions, providing readers advisory, instead of trained staff with their Masters in Library Science as is standard.

Whereas, library employees are under compensated with respect to their peers in the region confirmed by findings from a recent market analysis conducted by the Human Resources Department indicating that the salary ranges of several staff position types lag behind the current market by approximately 16 – 20%.

Therefore, Be It Resolved that,

We, the Alexandria Democratic Committee, call upon the City Council to make pay adjustments to the Alexandria Library Staff across all staffing positions reflecting the current market levels in the DMV, to ensure full staffing at all library locations, and to extend collective bargaining rights to the Library Staff.