

EXHIBIT NO. 1 16
10-19-02

City of Alexandria, Virginia

~~9-24-02~~

MEMORANDUM

DATE: SEPTEMBER 19, 2002
TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL
FROM: PHILIP SUNDERLAND, CITY MANAGER *PS*
SUBJECT: RECEIPT OF THE REPORT OF THE COUNCIL-APPOINTED COMMITTEE
ESTABLISHED TO REVIEW CITY COUNCIL SALARIES

ISSUE: Receipt of the Report of the Council-appointed committee established to review City Council salaries.

RECOMMENDATION: That City Council receive this report and determine how it wishes to proceed. Changes in Council salary would require adoption of an ordinance by Council at least four months prior to the next Council election. To accomplish this, such an ordinance must be considered and adopted by Council's public hearing meeting in December, 2002. The ordinance would become effective when the next City Council takes office on July 1, 2003.

DISCUSSION: On June 25, 2002, City Council established a committee to review City Council salaries, including a comparison of the salaries of elected officials in other jurisdictions, and to report back to Council no later than October 1, 2002, with any recommendations it may have. Members of the committee were to be selected by the Mayor and to include four to six former members of City Council, representing both political parties.

The committee, consisting of former City Council members Robert L. Calhoun, Lonnie C. Rich, Carlyle C. Ring, Jr. and Lois L. Walker, met on August 6 and August 27 to review City Council salaries, including a comparison of the salaries of elected officials in other jurisdictions and to prepare a report for City Council consideration.

The committee recommends that Council increase Council salaries (which were last increased in 1987) by 10%, which would result in the mayor's salary increasing from \$25,000 to \$27,500 and the Council members' salaries increasing from \$20,000 to \$22,000 annually. Council would need to adopt an ordinance by the end of December, 2002 to increase salaries effective when the new Council takes office on July 1, 2003.

The committee also recommends that the annual expense accounts for Council be increased from \$850 to \$4,000 for the mayor and from \$850 to \$2,000 for individual Council members. The

Committee also recommended that City staff be requested to develop specific guidelines for the reimbursement and coverage of expenses that are related to official duties, as distinct from political activities, specifically running for reelection. The recommended change in the budget for expense accounts can be handled as a budget matter.

The Committee did not recommend any change in the City fringe benefits policies for Council members. The Committee also recommended that a committee be appointed every three years to review Council compensation.

FISCAL IMPACT: If Council decides to increase compensation rates for the future Mayor and Council members, the impact would take effect in FY 2004. The Mayor's salary would increase by \$2,500 per year to \$27,500 and an individual Council member's salary would increase by \$2,000 per year to \$22,000. The total impact on salaries would result in an increase of \$14,500 per year.

The expense account for the Mayor would increase by \$3,150 per year to \$4,000. An expense account for an individual Council member would increase by \$1,150 per year to \$2,000. The total impact on expense accounts would result in an increase of \$10,050.

ATTACHMENTS:

Attachment 1. Report of the Committee to Review City Council Compensation

Attachment 2. June 25, 2002 Council docket item, item #18

STAFF:

Henry Howard, Director, Personnel Services

Michele Evans, Assistant City Manager

Carol Moore, Acting Deputy Director, Office of Management and Budget

REPORT
of
COMMITTEE TO REVIEW CITY COUNCIL COMPENSATION

Lonnie Rich, Chair
Robert L. Calhoun
Carlyle C. Ring, Jr.
Lois L. Walker

Pursuant to the Resolution of City Council adopted on June 25, 2002, Mayor Donley appointed us to review City Council salaries, "including a comparison of the salaries of elected officials in other jurisdictions" and to report back to Council no later than October 1, 2002.

The salaries of City Council have not been changed since 1987. Section 3.02 of the City Charter permits Council to increase the amounts set in the Charter by ordinance, but any increase cannot be effective during the term of the Council that votes to increase salaries. Section 15.2-1414.6 of the Virginia Code provides that any increase ordinance must be enacted at least four months prior to the next Council election.

Section 2-1-4 of the City Code presently sets the following salaries:

Council Member	\$20,000 per year
Mayor	25,000 per year

At the request of the Committee, the City Staff prepared the attached chart of total compensation of elected officials for

- Northern Virginia jurisdictions
- Jurisdictions throughout Virginia somewhat comparable in size to Alexandria

The county jurisdictions in Northern Virginia are much larger than Alexandria in population and size. Among counties, Alexandria's current salaries are the lowest. However, taking into account population and size, Alexandria's salaries are not out of line with the salaries in the larger counties. Among cities in Northern Virginia, Alexandria's current salaries are the highest.

Among cities and jurisdictions of somewhat comparable population and size elsewhere in Virginia, only Newport News and Richmond have slightly higher salaries and the others have lower salaries.

Some jurisdictions have somewhat greater fringe benefits; but when read with the footnotes, the fringe benefits may have marginal value. With reference to retirement benefits, Section 15.2-1414.6 of the Virginia Code does not permit City Council members or the Mayor to participate in the Virginia Retirement System. City Council could, by resolution, change the current policy to permit participation in life insurance, disability insurance, and deferred compensation, and could receive health insurance partially funded by the City (currently the member pays the full premium for the coverage). For the reasons stated below, the Committee does not recommend any changes in the current policies on fringe benefits.

RECOMMENDATIONS

1. Salaries

The Committee recommends that Council increase salaries per year by 10% as follows:

	Current	Proposed
City Council Member	\$20,000	\$22,000
Mayor	25,000	27,500

Basis: The City has been well served by citizen governance. Service on Council should not be sought as a basis for a second or retirement income. There are, however, substantial requests and demands upon Council members to support various causes and groups, and it is important that, symbolically, the City government officials evidence their support for these causes and groups. Thus, the compensation should adequately cover these requests and provide a modest compensation for the time devoted to service on Council. Salaries should not be set so as to encourage service because of the compensation.

The increase proposed is in line with the salaries provided by jurisdictions of comparable size and comparable with those of the larger Northern Virginian jurisdictions when population and size are taken into account.

2. Expense Accounts

The Committee recommends that the expense accounts for the City Council be increased per year as follows:

	Current	Proposed
City Council Member	\$850	\$2000
Mayor	\$850	\$4000

The Committee further recommends that the City Staff be requested to develop specific guidelines for the reimbursement and coverage of expenses that are related to official duties, as distinct from political activities, specifically running for reelection.

Basis: Currently the expenses of the Council Member for postage, copying, publications, etc. and limited travel for training and education are covered by the City. The Committee strongly believes that Council members should be encouraged to participate in Metropolitan meetings and organizations as well as state and national groups that provide valuable information and education on current issues and trends, whether or not the member is an official delegate or representative of the City. Thus we have made the recommendation to increase the allowance. The Committee reviewed the use of the expense accounts which indicates the increase is well warranted.

The Committee also recommends clearer guidelines on use of the expense accounts. As past members of Council, we collectively had little knowledge of the accounts and their use. We found the City Staff was unaware of any detailed guidance on what may constitute an expense appropriate for reimbursement. Thus, to inform Council members and assure equal treatment of requests for reimbursement, we believe written guidelines are appropriate.

3. Fringe Benefits

The Committee recommends no change in the current policies on fringe benefits.

Basis: City Council members are not employees but citizens volunteering for public service. Therefore we believe that employment fringe benefits are inappropriate.

4. Periodic Review

The Committee recommends that every three years a committee be appointed to review compensation. We would suggest it be similarly be composed of former Council members.

These recommendations are made unanimously.

Respectfully submitted

Lonnie Rich, Chair
Robert L. Calhoun
Carlyle C. Ring, Jr.
Lois L. Walker

EXHIBIT NO. 1

City of Alexandria, Virginia

18
6-25-02

MEMORANDUM

DATE: JUNE 21, 2002

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: PHILIP SUNDERLAND, CITY MANAGER^S

SUBJECT: ESTABLISHMENT OF A COMMITTEE TO REVIEW CITY COUNCIL SALARIES

ISSUE: Establishment of a committee to review City Council salaries.

RECOMMENDATION: That City Council establish a committee to review City Council salaries, including a comparison of the salaries of elected officials in other jurisdictions, and to report back to Council no later than October 1, 2002, with any recommendations it may have. Members of the committee would be selected by the Mayor, and would include four to six former members of City Council representing both political parties.

DISCUSSION: During its discussion of the FY 2003 budget, Council requested that a committee be established to review Council salaries, including a comparison with the salaries paid to governing body members in other jurisdictions, and that the committee report back to City Council this fall.

Salaries for the Mayor and members of Council were last changed on July 1, 1987, almost 15 years ago, and became effective on July 1, 1988. Salaries were set at the current rate of \$25,000 for the Mayor and \$20,000 for the Council members. Prior to the 1988 change, Council salaries had last been increased from \$10,000 to \$12,500 in May 1982.

Section 3.02 of the City Charter sets Council member salaries at \$4,800, and the Mayor's salary at \$5,400 per year, but permits Council to increase these amounts by ordinance without any limitation or salary cap. The same section of the charter also provides that any ordinance increasing Council salaries may not become effective during the term of the Council that votes to increase salaries. Section 15.2-1414.6 of the Virginia Code, however, provides that any ordinance to increase Council salaries must be enacted at least four months prior to the next Council election.

Section 2-1-4 of the City Code presently sets Council member salaries at \$20,000, and the Mayor's salary at \$25,000 per year. Any ordinance amending this code section must be adopted no later than January 6, 2003, which is four months prior to the next election. In order to meet this deadline, such an ordinance would have to be enacted by the December 14, 2002, public

hearing meeting, which is the last regular Council meeting before January 6, 2003. The effective date of any such ordinance and of the salary increase for which it provides would become effective on July 1, 2003, when the next Council takes office.

Attachment 1 illustrates how the current salaries of the Mayor and Council would have changed if the cost of living increases that have been granted to City employees since 1987 had been applied to the salaries of the Mayor and Council.

Attachment 2 provides a comparison of Mayor and Council member salaries with jurisdictions in the Northern Virginia area as well as other jurisdictions within the Commonwealth. The City of Alexandria Mayor and Council salaries are currently the lowest of the Northern Virginia comparators, and will drop further when planned increases in Arlington County take effect in FY 2003. Fairfax County, Loudoun County, and Arlington County also provide added fringe benefits to their county board members beyond those provided in Alexandria.

Staff will provide this information to the committee, which will be requested to report back to Council in the fall.

FISCAL IMPACT: If Council decides to increase compensation rates for the future Mayor and Councils, the fiscal impact will begin in FY 2004.

ATTACHMENTS:

Attachment 1. City Council Salaries with COLA

Attachment 2. Salaries of elected of elected officials in the neighboring jurisdictions

STAFF:

Michele R. Evans, Assistant City Manager

Gene Swearingen, Director, Office of Management and Budget

Carol Moore, Acting Deputy Director, Office of Management and Budget

Paul Doku, Budget/Management Analyst

**Potential Mayor and City Council Member Salaries
If Adjusted by Approved COLAs**

Mayor:

Fiscal Year	Gen. Salary Adjustments	Adjusted Salaries	Amount of Increase	Total Salary
1987	Salary Effective FY 1987			\$25,000
1988	4.0%	\$26,000	\$1,000	\$26,000
1989	4.0%	\$26,000	\$1,040	\$27,040
1990	3.0%	\$27,040	\$811	\$27,851
1991*	3.0%	\$27,851	\$836	\$28,687
1991*	0.5%	\$28,687	\$143	\$28,830
1992	2.0%	\$28,830	\$577	\$29,407
1993	0.0%	\$29,407	\$0	\$29,407
1994	2.5%	\$29,407	\$735	\$30,142
1995	2.0%	\$30,142	\$603	\$30,745
1996	3.0%	\$30,745	\$922	\$31,667
1997	2.0%	\$31,667	\$633	\$32,300
1998**	2.0%	\$32,300	\$646	\$32,946
1998**	3.0%	\$32,946	\$988	\$33,935
1999	0.0%	\$33,935	\$0	\$33,935
2000	2.0%	\$33,935	\$679	\$34,614
2001	2.5%	\$34,614	\$865	\$35,479
2002	3.0%	\$35,479	\$1,064	\$36,543
2003	2.5%	\$36,543	\$914	\$37,457

Council Member:

Fiscal Year	Gen. Salary Adjustments	Adjusted Salaries	Amount of Increase	Total Salary
1987	Salary Effective FY 1987			\$20,000
1988	4.0%	\$20,000	\$800	\$20,800
1989	4.0%	\$20,800	\$832	\$21,632
1990	3.0%	\$21,632	\$649	\$22,281
1991*	3.0%	\$22,281	\$668	\$22,949
1991*	0.5%	\$22,949	\$115	\$23,064
1992	2.0%	\$23,064	\$461	\$23,525
1993	0.0%	\$23,525	\$0	\$23,525
1994	2.5%	\$23,525	\$588	\$24,114
1995	2.0%	\$24,114	\$482	\$24,596
1996	3.0%	\$24,596	\$738	\$25,334
1997	2.0%	\$25,334	\$507	\$25,840
1998**	2.0%	\$25,840	\$517	\$26,357
1998**	3.0%	\$26,357	\$791	\$27,148
1999	0.0%	\$27,148	\$0	\$27,148
2000	2.0%	\$27,148	\$543	\$27,691
2001	2.5%	\$27,691	\$692	\$28,383
2002	3.0%	\$28,383	\$861	\$29,236
2003	2.5%	\$29,236	\$731	\$29,966

* In FY 1991 City Council approved a three percent general salary adjustment (COLA) effective from July 1, 1990 to December 31, 1990, and an additional one-half of one percent general salary adjustment effective on January 1, 1991.

** In FY 1998 City Council approved a two percent general salary adjustment (COLA) effective on July 1, 1997, plus a three percent market rate adjustment effective on January 1, 1998. City Council approved the market rate adjustment based on the results of a consultant survey that documented that some City classifications were below market comparators.

Salary/Benefits For Top Elected Officials in Surrounding Jurisdictions

June 12, 2002

Jurisdiction	Salary, Top Elected Official ¹	Staff	Salary, Board Member	Staff	Health Ins.	Life Ins.	Disability Ins.	Retirement	Deferred Comp.
Alexandria	\$25,000	1 Full-time	\$20,000	1 Part-time	Yes ⁵	No	No	No	No
Arlington County ²	\$30,427	1 Full-time	\$27,661	Clerk's Office Provides Support	Yes ³	Yes	Yes	Yes ⁴	Yes
Fairfax County	\$59,000	7 Full-time and Part-time	\$59,000	Varies from 5 to 7 Full-time and Part-time	Yes ³	Yes	Yes	Yes ⁴	Yes
Loudoun County	\$40,000	1 Full-time	\$22,400	1 Part-time Each	Yes ³	No	Yes	No	Yes
Prince William Co.	\$41,000	2 Full-time, 2 Part-time	\$36,000	Varies: Most have 1 Full-time and at least 1 Part-time	Yes	No	No	No	Yes

¹ Salaries Effective FY 2003.

² Arlington County Approved Cost of Living Increases for Board Members in 1998.

³ Employer Pays a Portion of the Health Insurance Premium.

⁴ Non-Virginia Retirement System (VRS) Retirement Program.

⁵ Mayor and Council members must pay the entire amount of health insurance. The employer does not contribute to health insurance.

Attachment 2

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City of Alexandria, Virginia
MEMORANDUM

16
10-19-02

~~20/~~
~~9-24-02~~

DATE: SEPTEMBER 20, 2002
TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL
FROM: PHILIP SUNDERLAND, CITY MANAGER ^{PS}
SUBJECT: ADDITIONAL ATTACHMENT FOR SEPTEMBER 24, 2002 CITY COUNCIL MEETING, ITEM #20

At the request of Carlyle C. Ring, Jr., a member of the Council-appointed committee established to review City Council salaries, the following spreadsheet is included for your review with docket item #20.

Salary/Benefits For Top Elected Officials in Comparable Virginia Jurisdictions

August 27, 2002

Jurisdiction	Salary, Top Elected Official	Staff	Salary, Board Member ¹	Staff	Health Ins.	Life Ins.	Disability Ins.	Retirement	Deferred Comp.	Expense Account	City Vehicle Use	Other Benefits
Alexandria	\$25,000	1 Full-time	\$20,000	1 Part-time	Yes ¹⁴	No	No	No	No	Yes ²	Yes	None
Arlington County ³	\$33,427	1 Full-time	\$27,661	Clerk's Office Provides	Yes ⁴	Yes	Yes	Yes ⁵	Yes	No	No	Yes ⁶
Fairfax County	\$59,000	7 Full-time	\$59,000	Varies from 5 to 8 Full-time and Part-time	Yes ⁴	Yes	Yes	Yes ⁵	Yes	Yes ⁷	No	No
Loudoun County	\$40,000	1 Temporary Full-time	\$22,400	Each has 1 Temporary Part-time	Yes ⁴	No	Yes	No	No	No	No	No
Prince William County	\$41,000	1 Full-time and various Part-time assistants	\$35,000	Each has 1 Full-time and all have at least 1 Part-time	Yes ⁴	No	No	No	No	Yes ⁸	No	Yes ⁹

Jurisdiction	Salary, Top Elected Official ¹	Staff	Salary, Board/ Council Member	Staff	Health Ins.	Life Ins.	Disability Ins.	Retirement	Deferred Comp.	Expense Account	City Vehicle use	Other Benefits
Charlottesville	\$12,000	1 Full-time ¹⁰	\$10,000	0 ¹⁰	No	No	No	No	Yes	No	No	Yes ¹¹
Hampton	\$22,692	3 Full-time ¹²	\$20,302	0 ¹²	Yes ⁴	No	No	No	Yes	No	No	No
Newport News	\$27,000	1 Full-time	\$25,000	Clerk of Council's Office Provides	Yes ⁴	Yes	Yes	Yes ⁵	Yes	No	Yes	Yes ¹³
Portsmouth	\$21,000	1 Full-time	\$18,900	Clerk of Council's Office Provides	Yes ⁶	Yes	No	Yes ⁶	Yes	No	Yes	No
Roanoke	\$18,000	1 Full-time	\$14,490	Clerk of Council's Office Provides	Yes ⁷	Yes	No	Yes	Yes	No	Yes	No
Virginia Beach	\$20,000	2 Full-time	\$18,000	Clerk of Council's Office Provides	Yes ⁸	No	No	No	No	Yes	No	No
Richmond	\$27,000	4 Full-time	\$25,000	1 full-time employee each	Yes ⁹	Yes	No	No	Yes	No	Yes	Yes

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Jurisdiction	Salary, Top Elected Official	Staff	Salary, Board Member ¹	Staff	Health Ins.	Life Ins.	Disability Ins.	Retirement	Deferred Comp.	Expense Account	City Vehicle Use	Other Benefits
Town of Leesburg	\$8,500	2 Full-time	\$8,000	Clerk's office Provides	Yes ²	No	No	No	Yes	No	Yes	No
Fairfax City	\$5,500	2 Full-time	\$4,500	Clerk and City Manager's Office Provides	Yes	No	No	No	Yes	No	Yes	No
Falls Church ¹⁵	\$3,600	1 Full-time, 1 Part-time	\$2,400	Clerk's Office Provides	No	No	No	No	No	No	No	No
Manassas	\$16,000	3 Full-time	\$12,000	Clerk's Office Provides	Yes	No	No	No	Yes	No	No	No
Manassas Park ¹⁶	\$6,714	1 Full-time	\$5,555	Clerk's Office Provides	No	No	No	No	Yes	No	No	No

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FOOTNOTES

- ¹ Salaries Effective FY 2003.
- ² Each elected official gets \$850 per year for non-personnel operating expenses plus certain computer equipment and related expenses.
- ³ Arlington County Approved annual Cost of Living Increases equal to employees for Board Members starting in 1998.
- ⁴ Employer Pays a Portion of the Health Insurance Premium usually at the same rates as offered City/County employees (i.e. employer share varies at: 90%, 85%, 80%, 75% 70%, etc.)
- ⁵ Non-Virginia Retirement System (VRS).
- ⁶ Same benefits provided to County employees:
Flexible spending accounts, metro subsidy, live where you work etc.
- ⁷ The Chairman receives \$24,205. Other elected officials receive \$23,205 each.
- ⁸ Chairman receives \$7500. Other elected officials receive \$17,500 each.
In addition, each elected official receives \$2,500 to hire temporary staff to provide clerical assistance, \$10,000 to hire part-time staff, and all receive \$2,400 for per diem expenditures.
- ⁹ Members are eligible to participate in a 401A Money Purchase Plan managed by ICMA. The County will equally match a contribution of 1.25%.
- ¹⁰ All elected officials use the same staff person.
- ¹¹ Membership in an athletic club (approximately \$350 per year).
- ¹² All elected officials use the same staff persons.
- ¹³ If so desired, elected officials are allowed to have computers and faxed machines in their homes. The City pays for the cost of supplies, monthly telephone lines and maintenance for these pieces of equipment.
- ¹⁴ Mayor and Council members may purchase health insurance but receive no City subsidy.
- ¹⁵ Elected officials serve as volunteers with a small monthly stipend.
- ¹⁶ Elected officials receive annual cost of living adjustments.

7/1

**ALEXANDRIA
CHAMBER
OF COMMERCE**

801 N. FAIRFAX ST.
SUITE 402
ALEXANDRIA
VA 22314

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FX 703.739.3805

www.alexchamber.com

16
10-19-02



Accredited by the
Chamber of Commerce
of the United States of America

Office of the Mayor
City Hall
Room 2300
301 King Street
Alexandria, VA 22314

RE: Council Compensation

Mayor Donley:

We appreciate this opportunity to comment on the proposed increase in the compensation of the Mayor and members of the City Council.

Elected members of our City Council provide a highly valued public service and should be commended for answering the call to public office. The responsibility of public service does require a substantial commitment of time for which adequate compensation should be given, however the requirements of public service should not be so great that it limits participation.

2002 ANNUAL
CORPORATE SPONSORS:



At the October meeting of our Executive Committee we reviewed the recommendation of the special task force appointed by the Council and concurred with their recommendation to increase council salaries from \$20,000 to \$22,000 and the salary of the Mayor from \$25,000 to \$27,000.



POTOMAC YARD

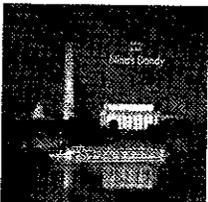
It is unfortunate that compensation for our elected officials has not been reviewed and revised since 1987. We hope that future evaluations will take place at least every three years.



MARTIN FOCUS GROUP CENTRES
WE FOCUS ON VIRGINIA

Sincerely,

Ken Moore
President & CEO



16
10-19-02

**City of Alexandria Website Contact Us - EMail for Kerry J. Donley
(mayoralx@aol.com)**

Time: [Thu Sep 26, 2002 09:08:42] IP Address: [198.26.74.99]

First Name: Joe

Last Name: Gerard

Street Address: Knox Place

City: Alexandria

State: VA

Zip: 22304

Email Address: gerard_joseph@bah.com

Mr. Mayor

I saw an article on Council salaries which I find puzzling. I dimly recall something about our form of city government purposely keeping the salaries low because we have the City Manager style of government. Despite that I believe salaries at the 20 to 30 K range are frankly embarrassing, not reflective of the work effort invovled, and disruptive of city work as it forces members to hold other jobs. I have no idea how others feel and regardless of political postions I think salaries for our reps should be in the 60 to 70 K range to encourage singular focus on governing Alexandria.

Comments:

Our current system may be a quaint throwback to a bygone era where landed elite could devote time to governing while someone ran their estate, but is a system that is frankly out of date with the times. So I say, dont be embarrassed, whether we agree on not on all issues is not the point. Those of us invovled with the city know your job is not part time, its full time and perhaps then some. Let the pay reflect the work. Please pass on to other members.

Joe Gerard

Received by @l

20,9/24/02

10/19/02 PA



PERSONNEL SERVICES

City Hall
301 King Street
Alexandria, Virginia 22314-1500

Henry Howard, Jr.
Director, Personnel Services

Phone (703) 838-4425
Fax (703) 838-3850
ci.alexandria.va.us

September 27, 2002

Ms. C. Kelly Skrabak, Chair
Republican City Committee of Alexandria
207-A South Union Street
Alexandria, Virginia 22314

Dear Ms. Skrabak:

At their regular meeting of September 24, 2002, the City Council resolved to illicit written comments from the Republican City Committee of Alexandria regarding a report on City Council compensation, and requested City staff to contact you. On June 25, 2002, City Council established a committee to review City Council salaries, including a comparison of the salaries of elected officials in other jurisdictions and to report back to Council no later than October 1, 2002, with any recommendations it may have. The members of the committee were selected by the Mayor and consisted of four former members of City Council, representing both political parties. The committee's report was formally received by City Council on September 24, 2002 (see attachment).

It is anticipated that the report will be scheduled for a public hearing on October 19, 2002 and the Republican Committee's comments will be of prime interest. Please address your comments to the Office of the Mayor, City Hall, Room 2300, 301 King Street, Alexandria, VA 22314.

Thank you in advance for your consideration of this request.

Sincerely,

Henry Howard Jr.
Director, Personnel Services

Attachment

cc: The Mayor and Members of City Council
Philip Sunderland, City Manager





PERSONNEL SERVICES

City Hall

301 King Street

Alexandria, Virginia 22314-1500

Henry Howard, Jr.
Director, Personnel Services

Phone (703) 838-4425
Fax (703) 838-3850
ci.alexandria.va.us

September 27, 2002

Ms. Susan B. Kellom, Chair
Democratic City Committee of Alexandria
719 South Fairfax Street
Alexandria, Virginia 22314

Dear Ms. Kellom:

At their regular meeting of September 24, 2002, the City Council resolved to illicit written comments from the Democratic City Committee of Alexandria regarding a report on City Council compensation, and requested City staff to contact you. On June 25, 2002, City Council established a committee to review City Council salaries, including a comparison of the salaries of elected officials in other jurisdictions and to report back to Council no later than October 1, 2002, with any recommendations it may have. The members of the committee were selected by the Mayor and consisted of four former members of City Council, representing both political parties. The committee's report was formally received by City Council on September 24, 2002 (see attachment).

It is anticipated that the report will be scheduled for a public hearing on October 19, 2002 and the Democratic Committee's comments will be of prime interest. Please address your comments to the Office of the Mayor, City Hall, Room 2300, 301 King Street, Alexandria, VA 22314.

Thank you in advance for your consideration of this request.

Sincerely,

Henry Howard Jr.
Director, Personnel Services

Attachment

cc: The Mayor and Members of City Council
Philip Sunderland, City Manager



PERSONNEL SERVICES

City Hall

301 King Street

Alexandria, Virginia 22314-1500

Henry Howard, Jr.
Director, Personnel Services

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Fax (703) 838-3850

ci.alexandria.va.us

September 27, 2002

Ms. Carmen Gonzales
League of Women Voters, Alexandria Chapter
4914 Gardner Drive
Alexandria, Virginia 22304

Dear Ms. Gonzales:

At their regular meeting of September 24, 2002, the City Council resolved to illicit written comments from the League of Women Voters regarding a report on City Council compensation, and requested City staff to contact you. On June 25, 2002, City Council established a committee to review City Council salaries, including a comparison of the salaries of elected officials in other jurisdictions and to report back to Council no later than October 1, 2002, with any recommendations it may have. The members of the committee were selected by the Mayor and consisted of four former members of City Council, representing both political parties. The committee's report was formally received by City Council on September 24, 2002 (see attachment).

It is anticipated that the report will be scheduled for a public hearing on October 19, 2002 and the League's comments will be of prime interest. Please address your comments to the Office of the Mayor, City Hall, Room 2300, 301 King Street, Alexandria, VA 22314.

Thank you in advance for your consideration of this request.

Sincerely,

Henry Howard Jr.
Director, Personnel Services

Attachment

cc: The Mayor and Members of City Council
Philip Sunderland, City Manager



PERSONNEL SERVICES

City Hall

301 King Street

Alexandria, Virginia 22314-1500

Phone (703) 838-4425

Fax (703) 838-3850

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Henry Howard, Jr.
Director, Personnel Services

September 27, 2002

Mr. Ken Moore, President/CEO
Alexandria Chamber of Commerce
801 North Fairfax Street
Alexandria, Virginia 22314

Dear Mr. Moore:

At their regular meeting of September 24, 2002, the City Council resolved to illicit written comments from the Alexandria Chamber of Commerce regarding a report on City Council compensation, and requested City staff to contact you. On June 25, 2002, City Council established a committee to review City Council salaries, including a comparison of the salaries of elected officials in other jurisdictions and to report back to Council no later than October 1, 2002, with any recommendations it may have. The members of the committee were selected by the Mayor and consisted of four former members of City Council, representing both political parties. The committee's report was formally received by City Council on September 24, 2002 (see attachment).

It is anticipated that the report will be scheduled for a public hearing on October 19, 2002 and the Chamber's comments will be of prime interest. Please address your comments to the Office of the Mayor, City Hall, Room 2300, 301 King Street, Alexandria, VA 22314.

Thank you in advance for your consideration of this request.

Sincerely,

Henry Howard Jr.
Director, Personnel Services

Attachment

cc: The Mayor and Members of City Council
Philip Sunderland, City Manager

The Alexandria Democratic Committee
618 North Washington Street
Ground Floor, Suite 2
Alexandria, Virginia 22314
Telephone: 703-549-3367
Fax: 703-549-8011

16
10-19-02

October 18, 2002

Mr. Henry Howard
Director, Personnel Services
City Hall
301 King Street
Alexandria, Virginia 22314

Dear Mr. Howard:

On behalf of the Alexandria Democratic Committee, thank you for the opportunity to comment on the Report of the Committee to Review City Council Salaries. The comments below will form the basis of my testimony at the October 19, 2002, City Council Public Hearing.

The Alexandria Democratic Committee supports the concept of pay raises for the Mayor and members of City Council. While these public service positions are considered part time, the reality is that all of our members are putting in more than full time hours on city business. They must be ever available to respond to citizens' concerns, they attend numerous official functions and meetings, and they are requested to attend an all most endless array of civic and charitable events. It can be truly said that wherever two or three Alexandrians are gathered together, we feel entitled to the presence of at least one council member.

I have heard some people say that no salary increase is necessary because we certainly have no lack of candidates for Mayor and City Council. I would argue that we are probably denying the opportunity for public service to a large segment of our population. Members who work for others must rearrange their schedules, use vacation time or perhaps even leave without pay to fulfill their responsibilities. When a self-employed member gives up a billable hour to attend a city function, their compensation is lost forever. A potential candidate might have a very accommodating boss, but be unable to give up a portion of his or her income in order to serve on Council.

The current compensation rate of \$25,000 for the Mayor and \$20,000 for Council members is inadequate. No pay raise has been given since 1987. Over the last 15 years regular cost of living raises, at the same rate as awarded to other city employees, would have brought the Mayor's salary to \$37,457, and a member's salary to \$29,965. The actual raise adopted should be somewhere between these figures and the 10% raise recommended by the study committee. We concur with the recommendation to increase the Mayor's expense account to \$4,000 and a member's expense account to \$2,000.

Public Service should entail sacrifice of time, effort and even money. But, as a City, we have an obligation to set the compensation for our Mayor and members of Council high enough that ordinary citizens can afford to serve.

Sincerely,
Susan B Kellom
Susan B. Kellom
Chair

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Alexandria

League of Women Voters of Alexandria

EXHIBIT NO. 4

16
10-19-02

OCTOBER 18, 2002

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: CARMEN S. GONZALES, PRESIDENT *CSG*
LEAGUE OF WOMEN VOTERS OF ALEXANDRIA

SUBJECT: REPORT OF THE COUNCIL-APPOINTED COMMITTEE TO REVIEW
CITY COUNCIL SALARIES

MEMORANDUM

In accordance with your request to comment on the report of the Council-appointed committee to review City Council salaries, the League of Women Voters of Alexandria submits the following.

The report by the Council-appointed committee on City Council salaries sets forth the rationale and basis for their conclusions to recommend an increase in compensation by stating that the City of Alexandria has been well served by citizen governance. This crucial concept to the Council-Manager form of government in which the Council serves as a kind of citizen legislature overseeing the work of a professional executive has long been supported by the League of Women Voters of Alexandria.

It is difficult for us to provide specific comment on the wisdom or flaws in the salary increases that the Council-appointed committee advises because the report did not provide any detailed explanation on how the recommended increases were arrived at. Given the rather small salary increases that the Council-appointed committee recommended, we have no concern that such increases would make the Council any less of a citizen body. By that we mean, Council would continue to be in essence citizen-volunteers rather than individuals choosing to hold office as a career.

The League of Women Voters of Alexandria's 1999 study on "Voter Participation and Barriers to Candidacy" found that Council salaries had little effect on whether an individual chooses to run for office. However, the large amount of time City Council members must devote to public business is a major factor in many potential candidates' decisions on whether to run or not. Since the League follows the work of the City Council, we know how time consuming Council

service has become. The enormous amount of time and personal expense required for participation in public functions not only supports the recommended compensation increase but also supports the need to increase their expense account.

Thus, the League of Women Voters of Alexandria supports the recommended increase in salary and expenses. Further, we are supportive of the recommendation for periodic review of Council salaries and expenses every three years as recommended by the Council-appointed committee. However, we believe that such a committee should include civic leaders who understand the time consuming nature of recent service on City Council.

Thank you for inviting the League's comments on this important matter.