DATE: NOVEMBER 17, 2005

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: JAMES K. HARTMANN, CITY MANAGER

SUBJECT: CITY COUNCIL SALARIES

ISSUE: City Council Salaries

RECOMMENDATION: That City Council determine if it wishes to increase Council salaries for the term beginning July 1, 2006. To do so it will be necessary to introduce an ordinance at Council’s Tuesday, December 13 legislative meeting and schedule it for public hearing, second reading and final passage on Saturday, December 17 to meet the Code requirement that the legislation be passed four months prior to the next Council election (May 2, 2006).

DISCUSSION: Section 2-1-4 (e) of the City Code provides that every three years City Council is to review Council salaries in light of the cost of living adjustments provided over that period to City employees to determine if it wishes to adjust Council salaries to include a COLA prior to the next three year term of Council. If Council wishes to change the salaries, it must do so four months prior to the next Council election (May 2, 2006).

Currently, the annual salaries are $30,500 for the mayor and $27,500 for Council members. For each of the last three years, Council has provided a 2% cost of living adjustment (COLA) for City employees. The effect of applying the COLA to the current salary for each of the last three years is as follows:

Mayor Current Salary - $30,500
2% FY 2004 $31,110
2% FY 2005 $31,732
2% FY 2006 $32,367

Council Members Current Salary - $27,500
2% FY 2004 $28,050
2% FY 2005 $28,611
2% FY 2006 $29,183
Council salaries were last increased by action of Council in October, 2002. The salaries were increased with an effective date of July 1, 2003. Prior to that Council salaries had not been increased since 1987.

If Council determines it does not wish to take action on Council salaries in December, the next opportunity to adjust salaries will not arise until the end of the three year term that begins in July 2006 and ends on June 30, 2009.

**FISCAL IMPACT:** The impact of increasing Council salaries by the amount of the COLA granted to City employees over the last three years would be $11,965 in FY 2007.

**ATTACHMENTS:**
Attachment 1. October 19, 2002 Docket Item
Attachment 2. October 19, 2002 meeting minutes

**STAFF:** Michele Evans, Assistant City Manager
DATE: SEPTEMBER 19, 2002

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: PHILIP SUNDERLAND, CITY MANAGER

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 benefit 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:

<table>
<thead>
<tr>
<th></th>
<th>Current</th>
<th>Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>City Council Member</td>
<td>$20,000</td>
<td>$22,000</td>
</tr>
<tr>
<td>Mayor</td>
<td>25,000</td>
<td>27,500</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th></th>
<th>Current</th>
<th>Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>City Council Member</td>
<td>$850</td>
<td>$2000</td>
</tr>
<tr>
<td>Mayor</td>
<td>$850</td>
<td>$4000</td>
</tr>
</tbody>
</table>
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
City of Alexandria, Virginia

MEMORANDUM

DATE: JUNE 21, 2002
TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL
FROM: PHILIP SUNDERLAND, CITY MANAGER

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:**
Michelle 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:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Can. Salary Adjustments</th>
<th>Adjusted Salaries</th>
<th>Amount of Increase</th>
<th>Total Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1987</td>
<td>Salary Effective FY 1987</td>
<td>$25,000</td>
<td>$1,000</td>
<td>$26,000</td>
</tr>
<tr>
<td>1988</td>
<td>4.0%</td>
<td>$25,000</td>
<td>$1,040</td>
<td>$26,040</td>
</tr>
<tr>
<td>1989</td>
<td>4.0%</td>
<td>$26,040</td>
<td>$1,040</td>
<td>$27,080</td>
</tr>
<tr>
<td>1990</td>
<td>3.0%</td>
<td>$27,080</td>
<td>$1,111</td>
<td>$28,191</td>
</tr>
<tr>
<td>1991*</td>
<td>3.0%</td>
<td>$28,191</td>
<td>$1,143</td>
<td>$29,334</td>
</tr>
<tr>
<td>1992</td>
<td>0.0%</td>
<td>$29,334</td>
<td>$1,143</td>
<td>$30,477</td>
</tr>
<tr>
<td>1993</td>
<td>2.0%</td>
<td>$30,477</td>
<td>$1,143</td>
<td>$31,620</td>
</tr>
<tr>
<td>1994</td>
<td>2.0%</td>
<td>$31,620</td>
<td>$1,143</td>
<td>$32,763</td>
</tr>
<tr>
<td>1995</td>
<td>2.0%</td>
<td>$32,763</td>
<td>$1,143</td>
<td>$33,906</td>
</tr>
<tr>
<td>1996</td>
<td>2.0%</td>
<td>$33,906</td>
<td>$1,143</td>
<td>$35,049</td>
</tr>
<tr>
<td>1997</td>
<td>2.0%</td>
<td>$35,049</td>
<td>$1,143</td>
<td>$36,192</td>
</tr>
<tr>
<td>1998**</td>
<td>2.0%</td>
<td>$36,192</td>
<td>$1,143</td>
<td>$37,335</td>
</tr>
<tr>
<td>1999</td>
<td>2.0%</td>
<td>$37,335</td>
<td>$1,143</td>
<td>$38,478</td>
</tr>
<tr>
<td>2000</td>
<td>2.0%</td>
<td>$38,478</td>
<td>$1,143</td>
<td>$39,621</td>
</tr>
<tr>
<td>2001</td>
<td>2.0%</td>
<td>$39,621</td>
<td>$1,143</td>
<td>$40,764</td>
</tr>
<tr>
<td>2002</td>
<td>2.0%</td>
<td>$40,764</td>
<td>$1,143</td>
<td>$41,907</td>
</tr>
<tr>
<td>2003</td>
<td>2.0%</td>
<td>$41,907</td>
<td>$1,143</td>
<td>$43,050</td>
</tr>
</tbody>
</table>

### Council Member:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Off. Salary Adjustments</th>
<th>Adjusted Salaries</th>
<th>Amount of Increase</th>
<th>Total Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1987</td>
<td>Salary Effective FY 1987</td>
<td>$20,000</td>
<td>$600</td>
<td>$20,600</td>
</tr>
<tr>
<td>1988</td>
<td>1.0%</td>
<td>$20,600</td>
<td>$600</td>
<td>$21,200</td>
</tr>
<tr>
<td>1989</td>
<td>4.0%</td>
<td>$21,200</td>
<td>$648</td>
<td>$21,848</td>
</tr>
<tr>
<td>1990</td>
<td>3.0%</td>
<td>$21,848</td>
<td>$648</td>
<td>$22,496</td>
</tr>
<tr>
<td>1991*</td>
<td>3.0%</td>
<td>$22,496</td>
<td>$648</td>
<td>$23,144</td>
</tr>
<tr>
<td>1991*</td>
<td>0.0%</td>
<td>$23,144</td>
<td>$0</td>
<td>$23,144</td>
</tr>
<tr>
<td>1992</td>
<td>2.0%</td>
<td>$23,144</td>
<td>$461</td>
<td>$23,605</td>
</tr>
<tr>
<td>1993</td>
<td>0.0%</td>
<td>$23,605</td>
<td>$461</td>
<td>$24,166</td>
</tr>
<tr>
<td>1994</td>
<td>2.0%</td>
<td>$24,166</td>
<td>$461</td>
<td>$24,727</td>
</tr>
<tr>
<td>1995</td>
<td>2.0%</td>
<td>$24,727</td>
<td>$461</td>
<td>$25,288</td>
</tr>
<tr>
<td>1996</td>
<td>2.0%</td>
<td>$25,288</td>
<td>$461</td>
<td>$25,849</td>
</tr>
<tr>
<td>1997</td>
<td>2.0%</td>
<td>$25,849</td>
<td>$461</td>
<td>$26,410</td>
</tr>
<tr>
<td>1998**</td>
<td>2.0%</td>
<td>$26,410</td>
<td>$461</td>
<td>$26,961</td>
</tr>
<tr>
<td>1999</td>
<td>2.0%</td>
<td>$26,961</td>
<td>$461</td>
<td>$27,522</td>
</tr>
<tr>
<td>2000</td>
<td>2.0%</td>
<td>$27,522</td>
<td>$461</td>
<td>$28,083</td>
</tr>
<tr>
<td>2001</td>
<td>2.0%</td>
<td>$28,083</td>
<td>$461</td>
<td>$28,644</td>
</tr>
<tr>
<td>2002</td>
<td>2.0%</td>
<td>$28,644</td>
<td>$461</td>
<td>$29,205</td>
</tr>
<tr>
<td>2003</td>
<td>2.0%</td>
<td>$29,205</td>
<td>$461</td>
<td>$29,766</td>
</tr>
</tbody>
</table>

* In FY 1981 City Council approved a three percent general salary adjustment (COLA) effective from July 1, 1982 to December 31, 1982, with an additional one-half of one percent general salary adjustment effective on January 1, 1983.

** In FY 1988 City Council approved a two percent general salary adjustment (COLA) effective on July 1, 1987, plus a three percent market rate adjustment effective on January 1, 1988. 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

<table>
<thead>
<tr>
<th>Jurisdiction</th>
<th>Salary, Top Elected Official</th>
<th>Staff</th>
<th>Salary, Board Member</th>
<th>Staff</th>
<th>Health Ins.</th>
<th>Life Ins.</th>
<th>Disability Ins.</th>
<th>Retirement</th>
<th>Deferred Comp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alexandria</td>
<td>$25,000</td>
<td>1 Full-time</td>
<td>$20,000</td>
<td>1 Part-time</td>
<td>Yes³</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Arlington County²</td>
<td>$30,427</td>
<td>1 Full-time</td>
<td>$27,661</td>
<td>Clerk's Office Provides Support</td>
<td>Yes³</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes⁴</td>
<td>Yes</td>
</tr>
<tr>
<td>Fairfax County</td>
<td>$39,000</td>
<td>7 Full-time and Part-time</td>
<td>$50,000</td>
<td>Varies from 5 to 7 Full-time and Part-time</td>
<td>Yes³</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes⁴</td>
<td>Yes</td>
</tr>
<tr>
<td>Loudoun County</td>
<td>$40,000</td>
<td>1 Full-time</td>
<td>$22,400</td>
<td>1 Part-time Each</td>
<td>Yes³</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Prince William Co.</td>
<td>$41,000</td>
<td>2 Full-time, 2 Part-time</td>
<td>$38,000</td>
<td>Varies: Most have 1 Full-time and at least 1 Part-time</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

¹ Salaries Effective FY 2003.
² Arlington County Approved Cost of Living Increases for Board Members in 1999.
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.

Chart Prepared by Office of Management and Budget.
City of Alexandria, Virginia
MEMORANDUM

DATE: SEPTEMBER 20, 2002
TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL
FROM: PHILIP SUNDERLAND, CITY MANAGER
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.
<table>
<thead>
<tr>
<th>Jurisdiction</th>
<th>Salary, Top Elected Official</th>
<th>Staff</th>
<th>Salary, Board Member*</th>
<th>Staff</th>
<th>Health Ins.</th>
<th>Life Ins.</th>
<th>Disability Ins.</th>
<th>Retirement</th>
<th>Deferred Comp.</th>
<th>Expense Account</th>
<th>City Vehicle Use</th>
<th>Other Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alexandria</td>
<td>$25,000</td>
<td>1 Full-time</td>
<td>$20,303</td>
<td>1 Part-time</td>
<td>Yes*</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Yes*</td>
<td>Yes</td>
<td>None</td>
</tr>
<tr>
<td>Arlington County</td>
<td>$33,427</td>
<td>1 Full-time</td>
<td>$27,681</td>
<td>Citizen's Office Provides</td>
<td>Yes*</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes*</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Yes*</td>
</tr>
<tr>
<td>Fairfax County</td>
<td>$50,000</td>
<td>7 Full-time</td>
<td>$56,000</td>
<td>Varies from 5 to 8 Full-time and Part-time</td>
<td>Yes*</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes*</td>
<td>Yes</td>
<td>Yes*</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Loudoun County</td>
<td>$40,000</td>
<td>1 Temporary Full-time</td>
<td>$22,400</td>
<td>Each has 1 Temporary Part-time</td>
<td>Yes*</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Prince William County</td>
<td>$41,000</td>
<td>1 Full-time and various Part-time assistance</td>
<td>$30,000</td>
<td>Each has 1 Full-time and all have at least 1 Part-time</td>
<td>Yes*</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Yes*</td>
<td>No</td>
<td>Yes*</td>
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</table>

*Chart Prepared by Office of Management and Budget.
<table>
<thead>
<tr>
<th>Jurisdiction</th>
<th>Salary, Top Elected Officer (1)</th>
<th>Staff</th>
<th>Salary, Board/ Council Member (2)</th>
<th>Staff</th>
<th>Health Ins.</th>
<th>Life Ins.</th>
<th>Disability Ins.</th>
<th>Retirement</th>
<th>Deferred Comp.</th>
<th>Expense Account</th>
<th>CITY Vehicle use</th>
<th>Other Benefits</th>
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<tbody>
<tr>
<td>Charlottesville</td>
<td>$12,000</td>
<td>1 Full-time</td>
<td>$10,000</td>
<td>0(7)</td>
<td>No</td>
<td>No</td>
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<tr>
<td>Hampton</td>
<td>$22,692</td>
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<td>$20,302</td>
<td>0(7)</td>
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<td>No</td>
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<td>Yes(4)</td>
<td>Yes</td>
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<tr>
<td>Newport News</td>
<td>$27,000</td>
<td>1 Full-time</td>
<td>$25,000</td>
<td>Clark's Office Provides</td>
<td>Yes(4)</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes(4)</td>
<td>Yes</td>
<td>No</td>
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<td>Yes(11)</td>
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<tr>
<td>Portsmouth</td>
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<td>$18,800</td>
<td>Clark's Office Provides</td>
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<td>No</td>
<td>Yes(4)</td>
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<td>Yes(4)</td>
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<tr>
<td>Roanoke</td>
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<td>$14,400</td>
<td>Clark's Office Provides</td>
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<td>Virginia Beach</td>
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<td>Richmond</td>
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Chart Prepared by Office of Management and Budget
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<tr>
<th>Jurisdiction</th>
<th>Salary, Top Elected Official</th>
<th>Staff</th>
<th>Salary, Board Member</th>
<th>Staff</th>
<th>Health Ins.</th>
<th>Life Ins.</th>
<th>Disability Ins.</th>
<th>Retirement</th>
<th>Deferred Comp.</th>
<th>Expense Account</th>
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<th>Other Benefits</th>
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<td>Town of Leesburg</td>
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<td>$8,000</td>
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<td>Falls Church*</td>
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<td>1 Full-time, 1 Part-time</td>
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<td>No</td>
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</tbody>
</table>
FOOTNOTES
1 Salaries Effective FY 2203.
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 1968.
4 Employer Pays a Portion of the Health Insurance Premiums usually at the same rates as offered City County employees (i.e., employer share varies at 53%, 65%, 75% 76%, etc.)
5 Virginia Retirement System (VRS).
6 Some benefits provided to County employees:
    - Flexible spending accounts, metro subsidy, live where you work etc.
7 The Chairman receives $24,925. Other elected officials receive $23,325 each.
8 One man receives $750. Other elected officials receive $17,500 each.
9 In addition, each elected official receives $3,500 to hire temporary staff to provide clerical assistance, $10,000 to hire part-time staff, and $1 receive $2,000 for personal expenses.
10 Members are eligible to participate in a 401A Money Purchase Plan managed by ICMA. The County will equally match a contribution of 1.25%.
11 All elected officials use the same staff person.
12 Membership in an elected official (approximately $350 per year).
13 All elected officials use the same staff person.
14 Elected officials are allowed to have computers and fax machines in their homes. The City pays for the cost of supplies, monthly telephone lines and maintenance for these pieces of equipment.
15 Mayor and Council members may purchase health insurance but receive no City subsidy.
16 Elected officials serve as volunteers with a small monthly stipend.
17 Elected officials receive annual cost of living adjustments.
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.

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.

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.

Sincerely,

Ken Moore
President & CEO
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 involved, and disruptive of city work as it forces members to hold other jobs. I have no idea how others feel and regardless of political positions I think salaries for our reps should be in the 60 to 70 K range to encourage singular focus on governing.

Comments: Alexandria. 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 involved 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
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 2309, 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
Ms. Susan B. Kellom, Chair
Democratic City Committee of Alexandria
719 South Fairfax Street
Alexandria, Virginia 22314

September 27, 2002

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
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
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 solicit 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
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
Chair
TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL
FROM: CARMEN S. GONZALES, PRESIDENT 
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.
WHEREUPON, upon motion by Councilwoman Woodson, seconded by Councilman Euille and carried on a vote of 6-to-0-to-1, City Council requested that the salary for Mayor be raised to $30,500, commensurate with Arlington County; that the salary of the City Council Members be raised to $27,500; the staff component of one full-time staff member for the Mayor and part-time Aides for City Council Members would remain the same; Council would also be eligible, as are Arlington officials, for fringe benefits, those being health insurance, life insurance, disability, retirement and deferred compensation, as we so elect. There will be no change in the overall expense accounts; no change in the travel allowance; and, also in line with Arlington County, COLAs will be automatically applied to the salary. The voting was as follows:

<table>
<thead>
<tr>
<th>Name</th>
<th>Vote</th>
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<tbody>
<tr>
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</tr>
<tr>
<td>Euille</td>
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</tr>
<tr>
<td>Donley</td>
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<tr>
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<td>Pepper</td>
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<td>Speck</td>
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