

City of Alexandria, Virginia

MEMORANDUM

DATE: APRIL 17, 2006

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: JAMES K. HARTMANN, CITY MANAGER *J*

SUBJECT: BUDGET MEMO # 121 : COMPARISON OF COLAS ACROSS JURISDICTION

This is in response to Councilmen Krupicka's request for a comparison of cost-of-living adjustments (COLAs) across surrounding jurisdictions, if available. The following chart and graph on the next page show every COLA increase for the past 15 years.

| | 1993 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 ¹ |
|----------------------------|------|------|------|------|------|------------------|------|------|------|------|------|------------------|------|------------------|-------------------|
| Fairfax² | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 5.1 | 5.1 | 5.1 | 4.2 | 4.2 | 4.3 | 4.3 |
| Arlington | 0.0 | 2.5 | 2.1 | 1.0 | 1.5 | 1.5 | 1.5 | 1.5 | 3.0 | 4.0 | 2.8 | 1.0 ³ | 2.0 | 2.0 ⁴ | 2.0 |
| Prince William | 0.0 | 2.0 | 2.0 | 2.0 | 1.8 | 2.0 | 0.0 | 1.0 | 3.0 | 5.0 | 3.5 | 3.0 | 2.0 | 3.0 | 3.0 |
| Prince George | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | 2.8 | 3.0 | 3.0 | 1.5 | 1.5 | 2.5 | 2.5 |
| Montgomery | n/a | n/a | n/a | 3.0 | 3.0 | 2.7 | 2.0 | 2.6 | 2.5 | 3.3 | 3.5 | 2.9 | 1.7 | 2.8 | 3.5 ⁵ |
| Alexandria | 0.0 | 2.5 | 2.0 | 3.0 | 2.0 | 3.5 ⁶ | 0.0 | 2.0 | 2.5 | 3.0 | 2.5 | 2.0 | 2.0 | 2.0 | 3.0 |

¹ Proposed COLA Increases.

² Merit pay is included from FY 2001-FY 2007 due to a pay-for-performance system.

³ Employees also received a 1% bonus that was not included in base pay.

⁴ Employees also could have received a 1% bonus included or not included in their base pay based on a trial pay for performance system.

⁵ This is the weighted average of a 3% COLA as of 7/1/06 and another 1% COLA as of 1/1/07.

⁶ This is the weighted average of a 2% COLA as of 7/1/97 and another 3% COLA as of 1/1/98.

COLAs

