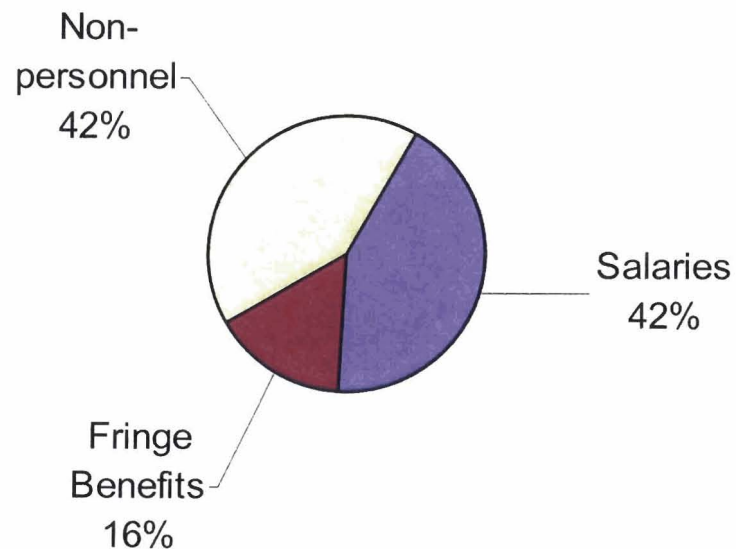


City Employee Compensation

- More than half of City operating expenditures for employee compensation

FY08 City Operating Expenditures

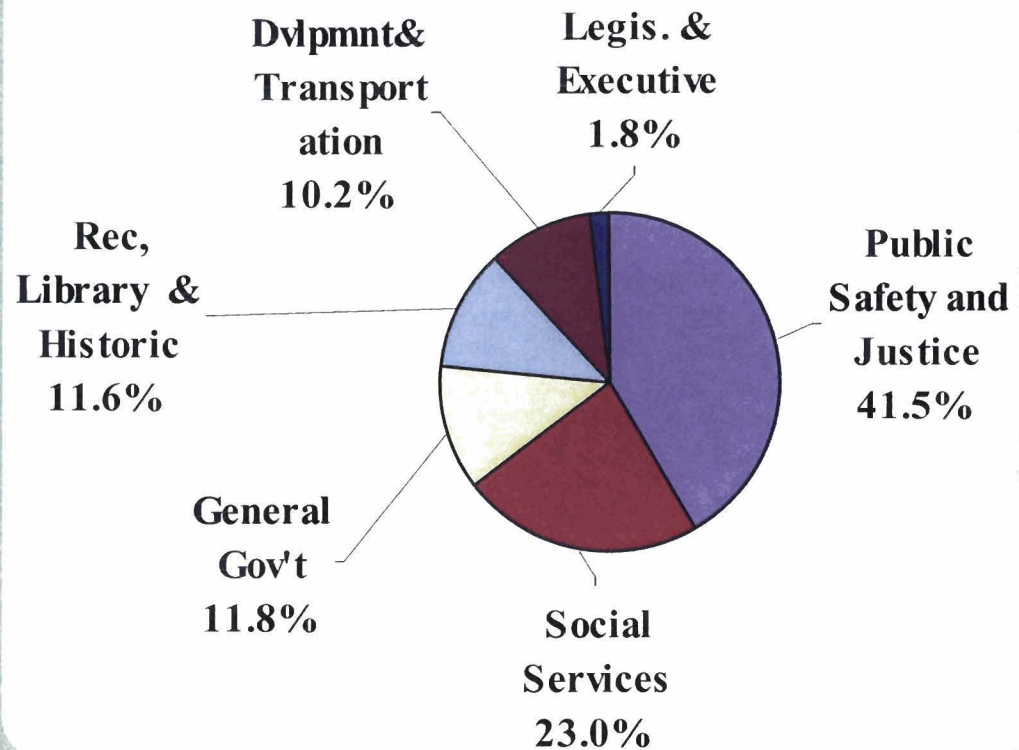


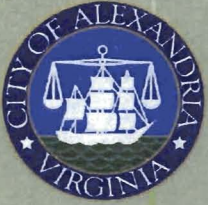


Employee Profiles

- 2,637 City FTE's
- 41.5% are Public Safety and Justice

Employees by Line of Business

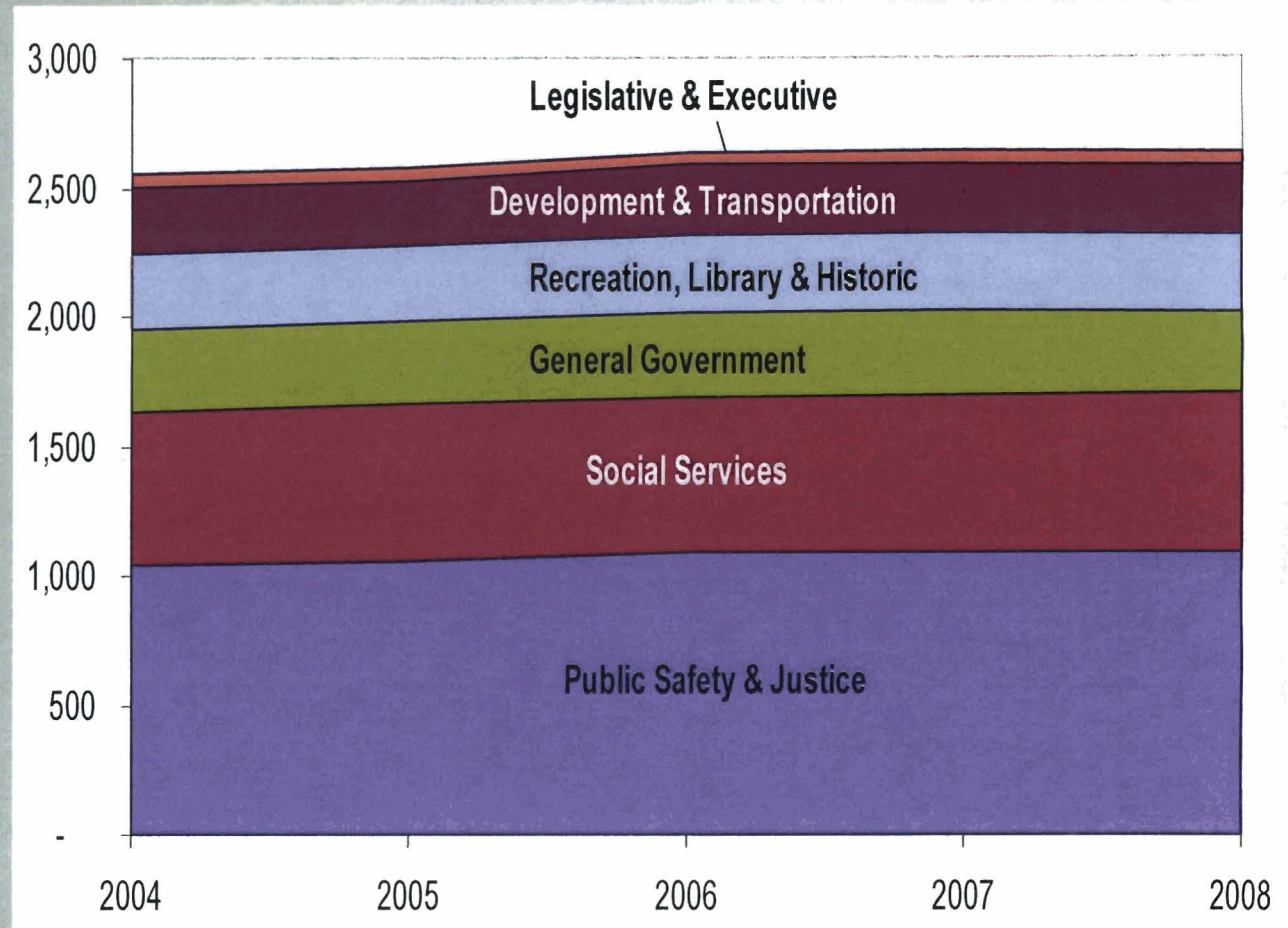




Employee Profiles

FTE's FY 2004 Approved through FY 2008 Approved

- Public Safety & Justice has maintained its large share of the total staffing over time.



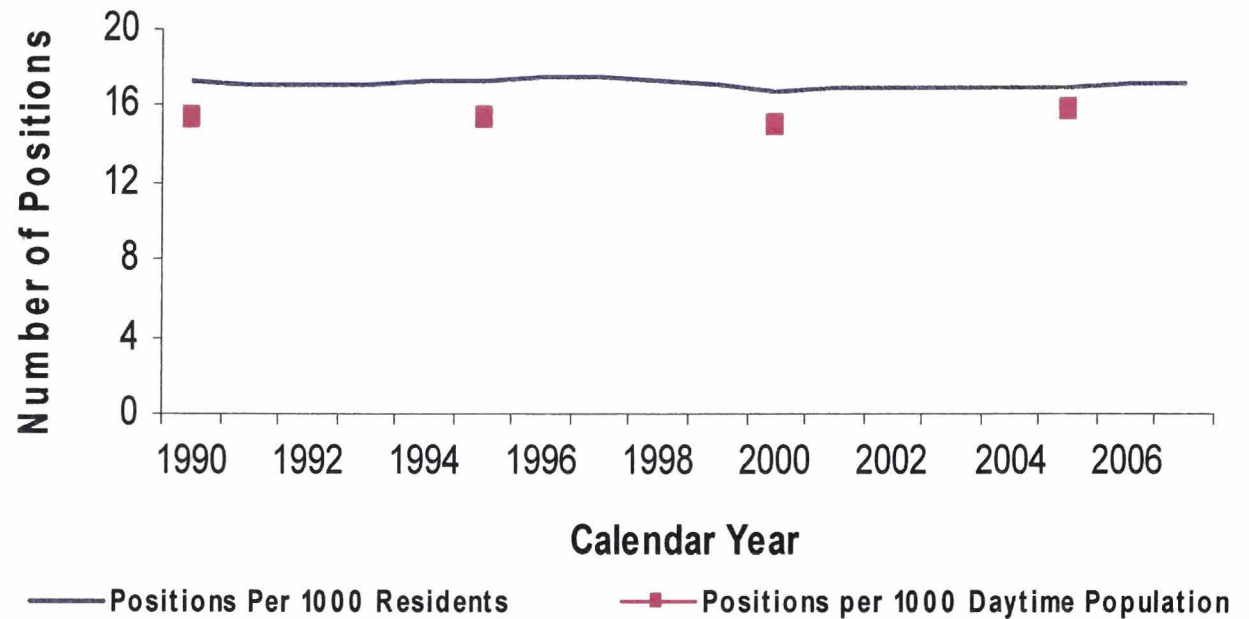


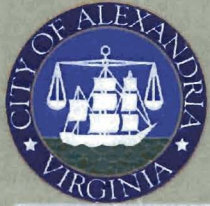
City Workforce Size

- City workforce levels in total have grown only in proportion to the population

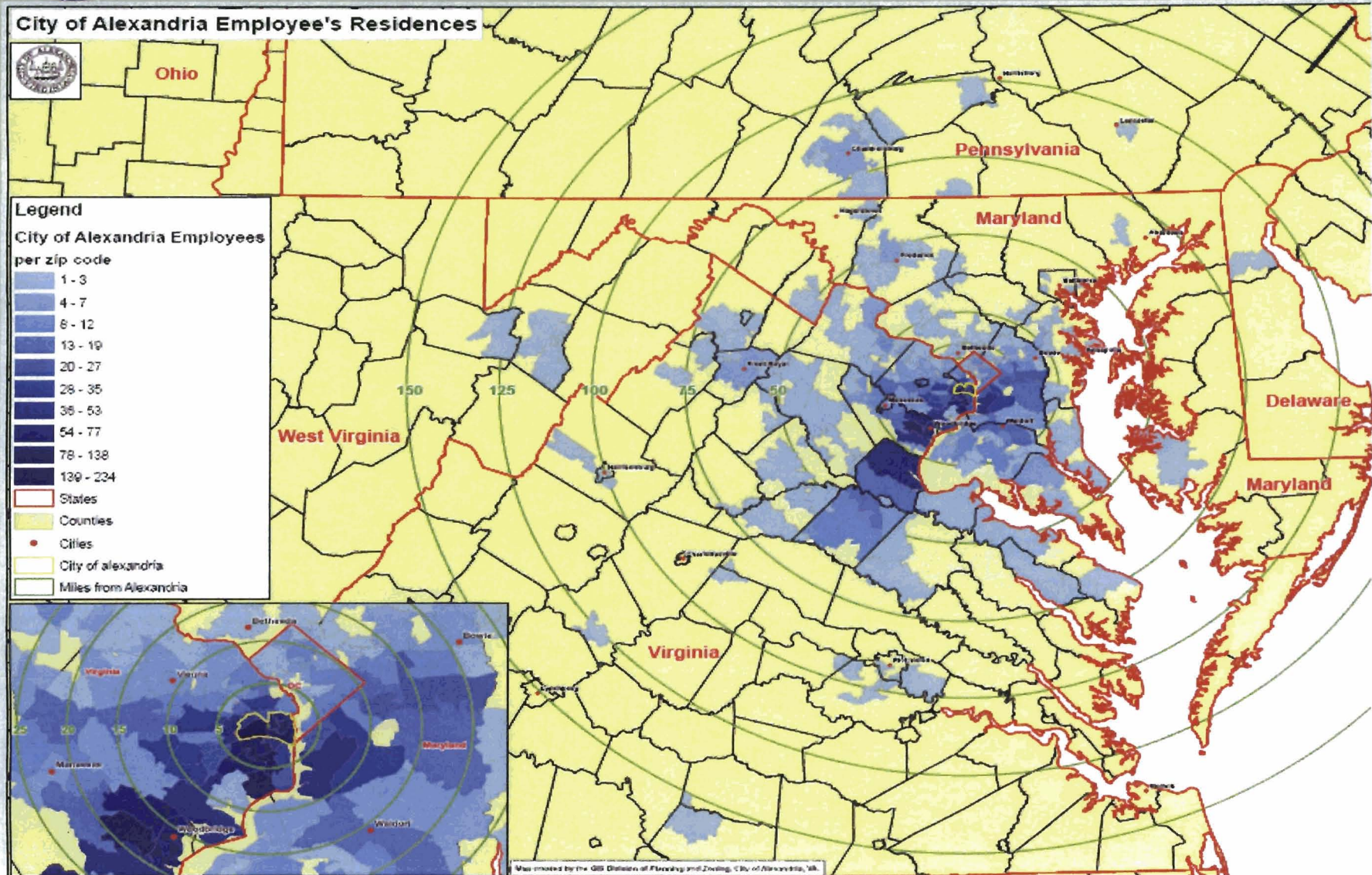
Full-time City Positions per Alexandria population

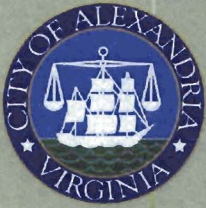
1990 = 17.3 employees per capita
2007 = 17.0 employees per capita





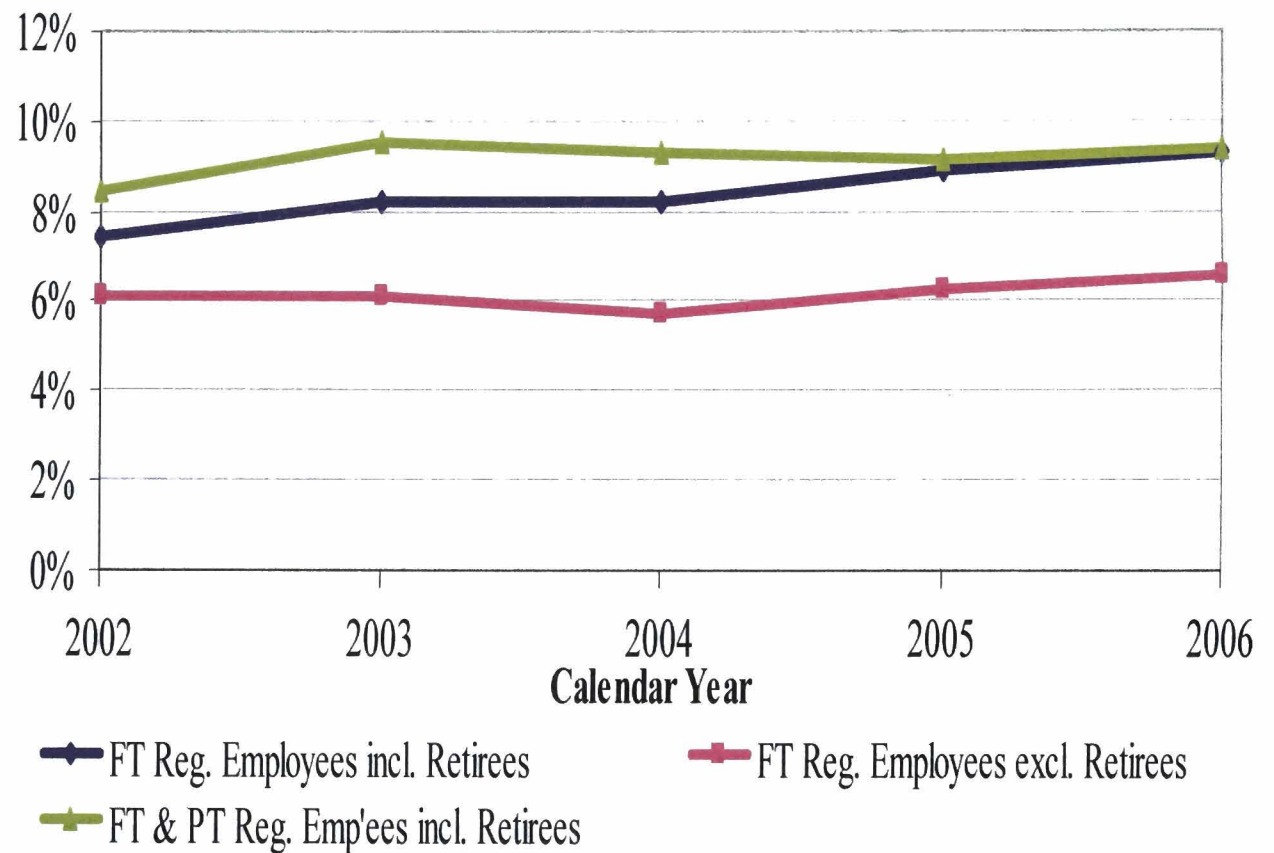
Alexandria Competes in the Regional Labor Market

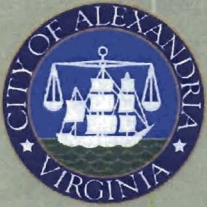




History of City Staff Attrition

- Attrition rates relatively steady
- Slight increase considering full-time retirements

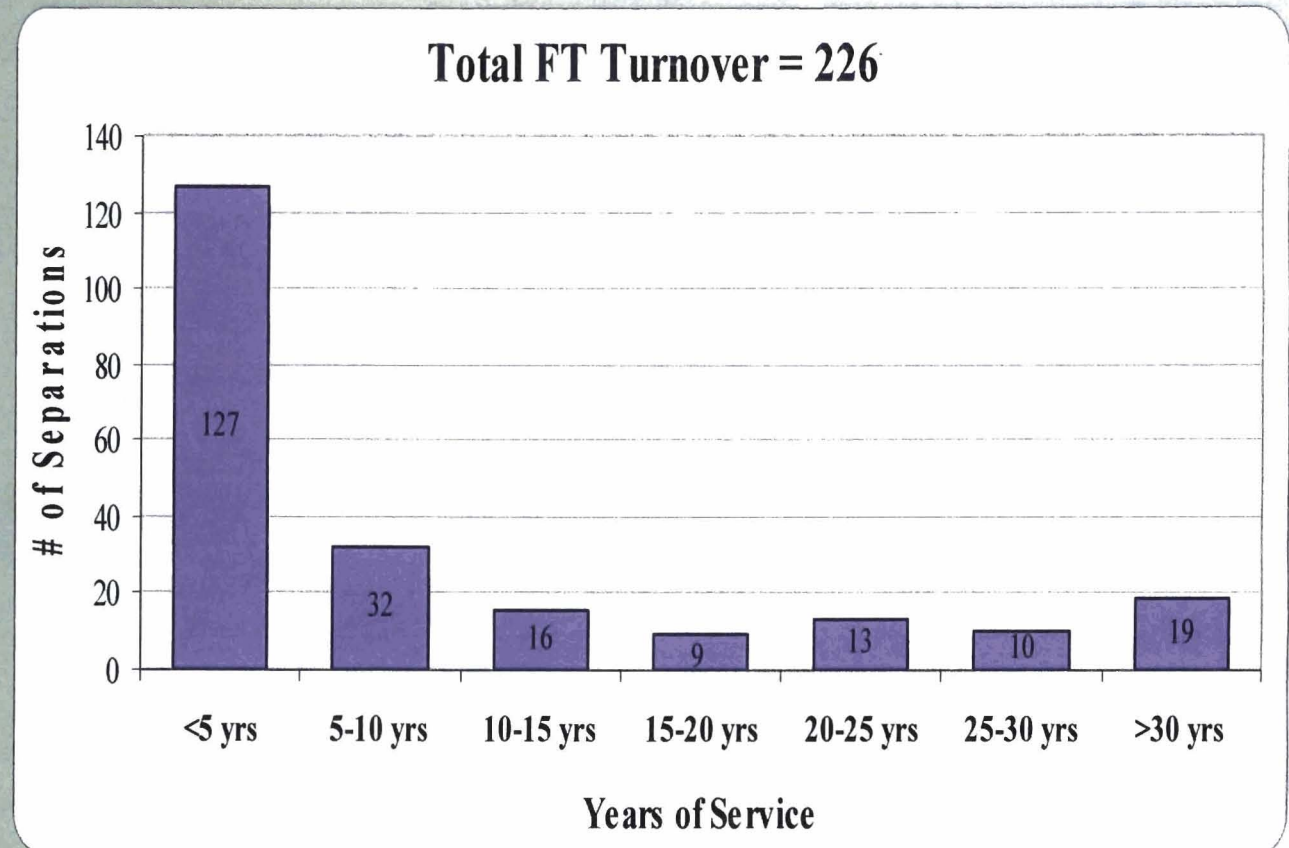




Employee Profiles

CY 2006 Turnover, All FT Employees

- Turnover focused on employees w/ less than 5 years of service
- 56% of total



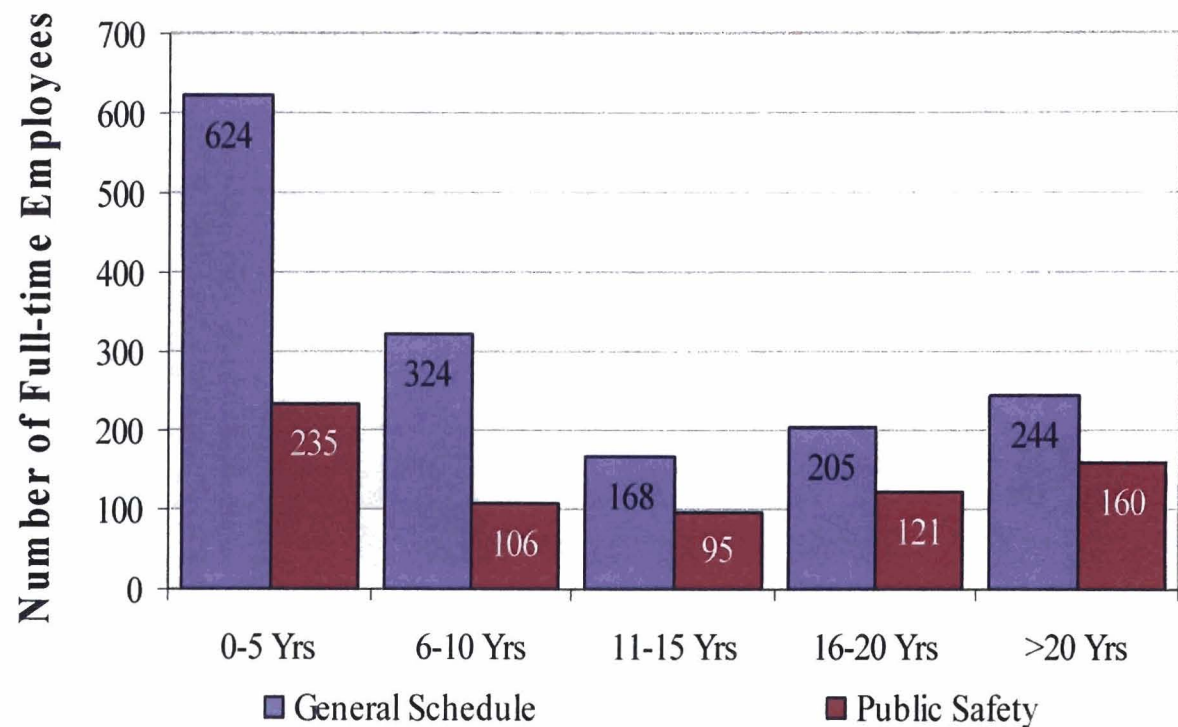


Employee Profiles

Length of Employment for Full-time Employees

57% of all employees < 10 years

- 38% of full-time employees have 5 or fewer years of service

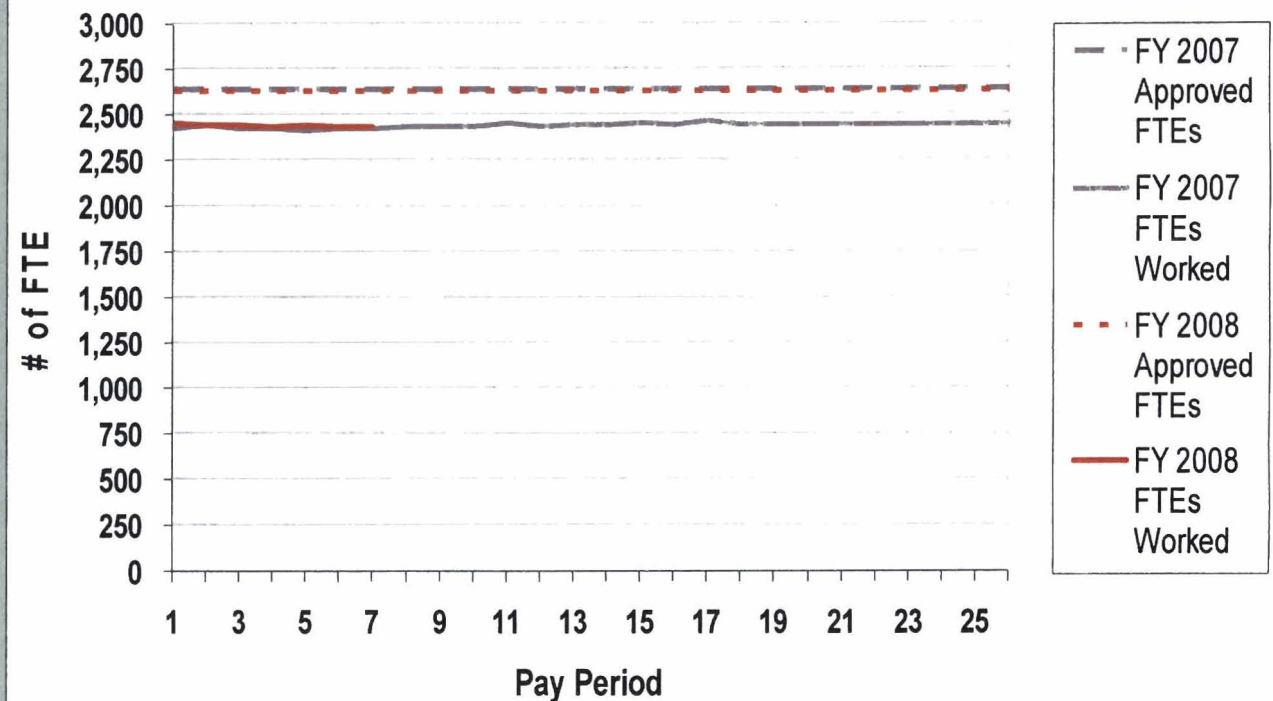




Vacancy Rates

- City now able to compete and replace departing employees
- Stable vacancy rate last 14 months

FY 2007 & FY 2008 FTE Usage by Pay Period

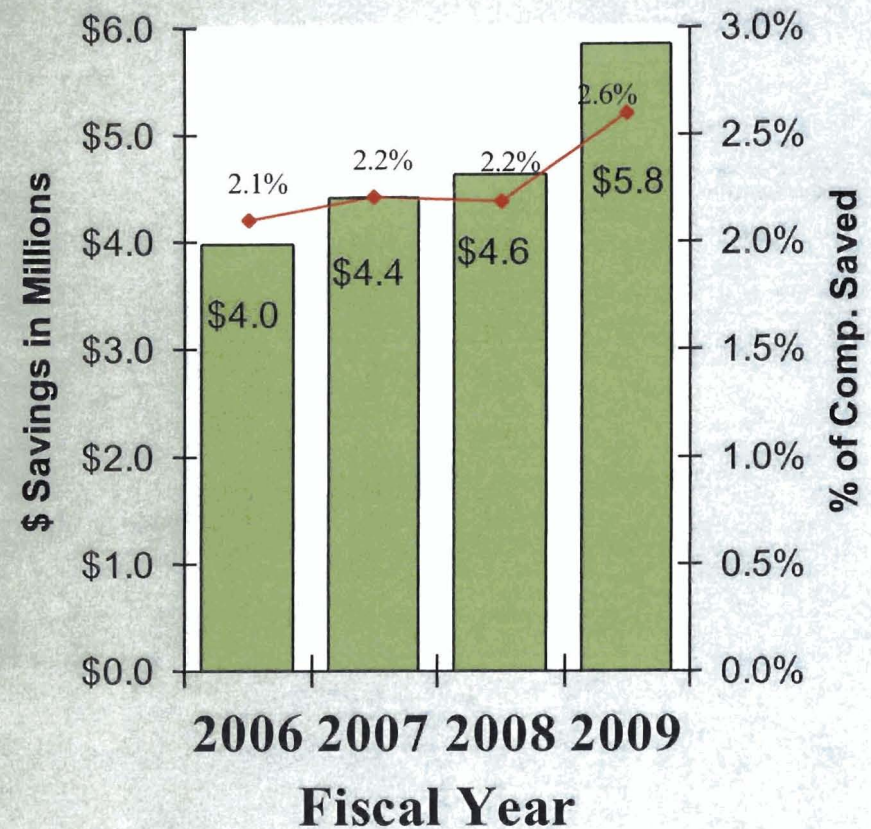




Vacancy Savings

- Adjustments made to capture savings due to expected vacancies
- \$5.8 million reduction due to expected vacancies in FY 2008
- Equivalent to 2.6% of city-wide compensation

Vacancy Savings

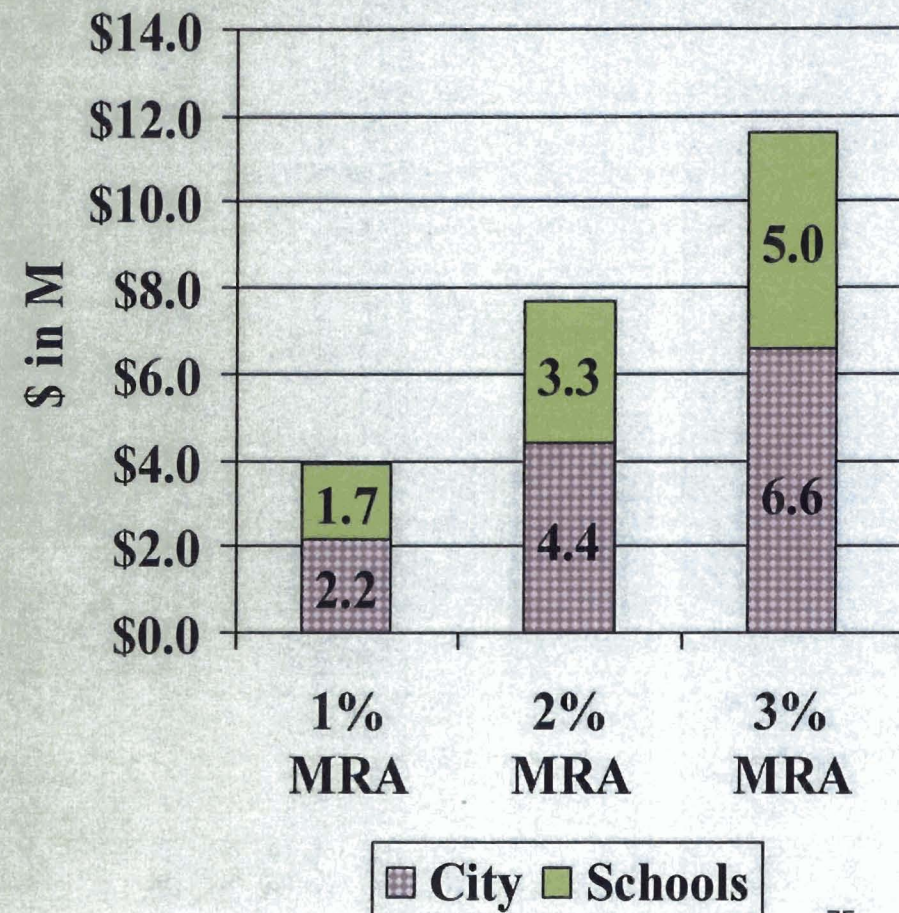




Cost of Market Rate Adjustment

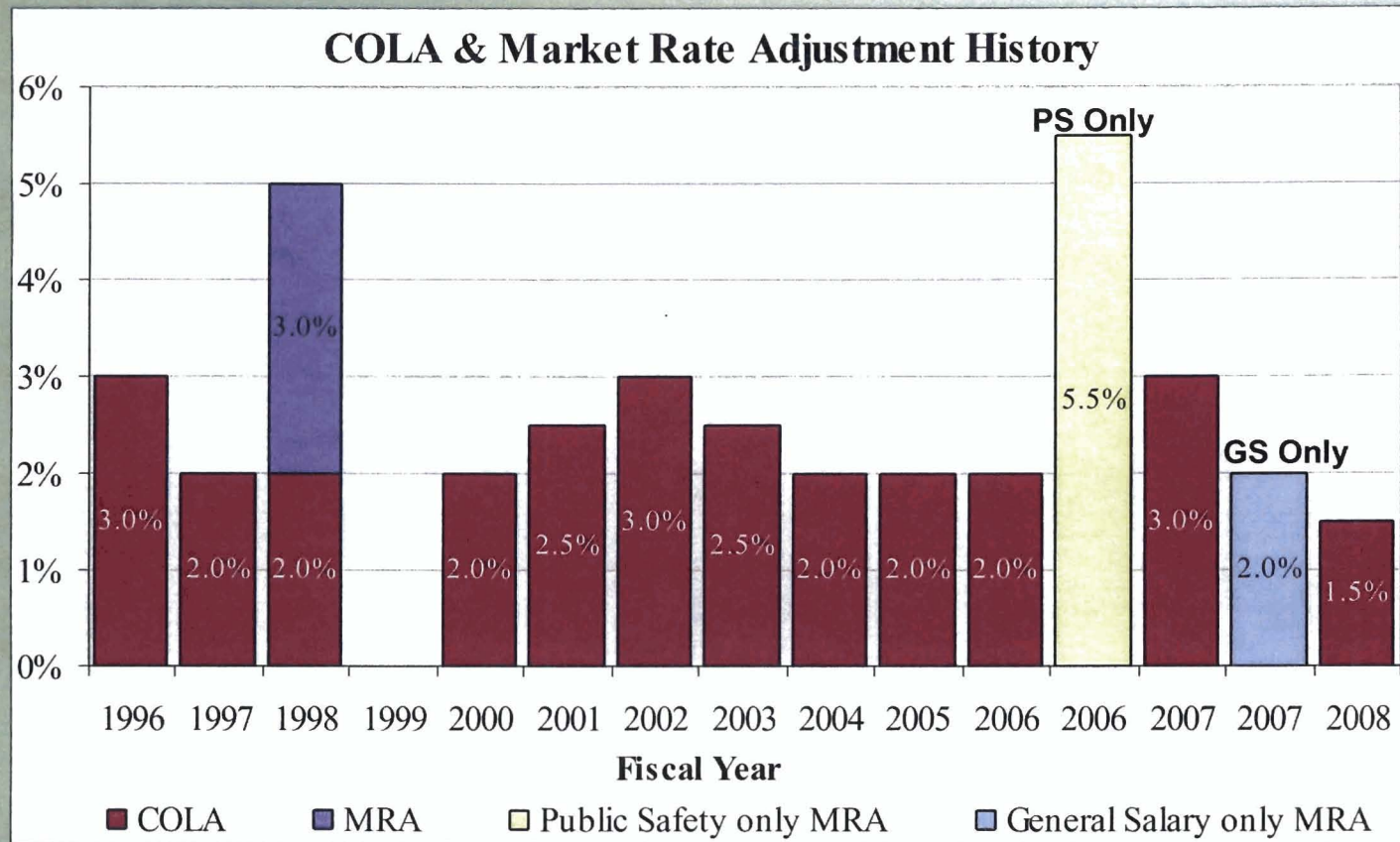
MRA

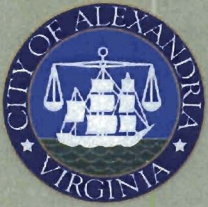
- CPI-U inflation at 3.4% in region, 2.8% national
- Cost of 1% MRA
\$2.2 M for City
+\$1.7 M for School
\$3.9 M Total





Compensation Increases





Compensation Increases

- Step Increases
 - Progression through salary scale equals \$3.6 M in total in FY 2009
 - Equivalent to 1.6% average increase in compensation Citywide
- Each employee/position different
 - % increase depends on step
 - Top of grade receives no increase except MRA if funded (15% of FT employees)



City Employee Health Benefits

- Preliminary Retreat estimate assumes increases in premiums could be up to 10%
 - Assumes no change in plan design at this time
 - If 10% premium increase, City costs will increase an estimated \$0.9M or 5.2%
 - Increase in City cost limited by phase-in of employee premium cost sharing saving (\$0.8 M)
 - All full-time employees will pay 10% of premiums
 - All part-time employees continue to pay 50% of premiums
- City's rate of growth not out of line with other Mid-Atlantic governments



City Employee Retirement

- VRS Employees (GS and Sheriff/ERT) Retirement
 - Information from actuarial review of VRS to be provided in December 2007, rates might decrease
 - For now, assumes no change in % charged by VRS
- Police/Fire Fighters Retirement & Disability
 - Increased rates due to updated actuarial projections
 - \$0.62 M increase in retirement
 - \$0.74 M increase in disability



City Employee Retirement Total Costs

