

City of Alexandria, Virginia
BUDGET AND FISCAL AFFAIRS ADVISORY COMMITTEE (BFAAC)

Monthly Meeting

February 18, 2025

Alexandria City Hall, 301 King St., Alexandria VA 22314
Sister Cities Conference Room #1101

Summary Minutes

Committee Members Present:

Amy Friedlander (Chair), John Ruthinoski (Secretary), Nancy Drane, David Millard, Lauren O'Brien, Antonio Tamariz, Mark Tonsetic

Excused/Absent:

Michelle Millben (Vice Chair), Rob Rapanut, Brant Snyder Randall Williams

Office of Management and Budget (OMB) Staff:

Morgan Routt, Meghan McGrane

Guests

Alyssa Williamson, Chief Human Resources Officer, City of Alexandria

Agenda:

1. **Call to Order: Chair Friedlander** called the meeting to order at 7:05 p.m.
2. **Approval of the Minutes of the January 21, 2024, meeting:** A motion was made by **Millard** and seconded by **Tamariz** to approve the minutes of the January 21st meeting with one correction to the spelling of Lauren O'Brien's name. The motion was carried by unanimous voice vote.
3. **Personnel & Compensation Education Series: Human Resources** Alyssa Williamson, Chief Human Resources Officer for the City of Alexandria gave a presentation discussing the City's compensation philosophy, information about pay scales, how salary updates are managed, and employee benefits. She reported that a total of 47% of City employees are currently covered by a collective bargaining agreement. **Tonsetic** asked what the average salary increase was; **Williamson** replied it was 2.8%. **Millard** asked about the length of the hiring process; **Williamson** stated it currently takes about three months to hire a position, which is very good as the average is 3-6 months. **Millard** asked about position turnover rates; **Williamson** said it is 14% year over year, but that she would like to see it closer to 10%.
4. **Discussion of Spring Revenue Memo: Chair Friedlander** asked the chairs of the two subcommittees established at the January Meeting (Locked in Revenue/Fiscal Cliffs and Economic Development) to report on their sections of the memo. Committees were given time to meet in person at 8:25 PM. The meeting was called back to order at 9:11 PM.

5. **OMB Report: Routt** reported that Real Estate Assessments were being presented to the City Council tonight and that overall growth was 2.5%, with 4.5% growth in residential real estate taxes and commercial real estate revenue projected to be essentially flat, if not a little down. He added that last year expenses grew by around 3%.
6. **Adjournment: Tamariz** moved the meeting be adjourned. **O'Brien** seconded the motion. The motion was carried by unanimous voice vote. The meeting adjourned at 9:13 PM.
7. **Upcoming Meetings/Significant Dates:**

- *Proposed FY 26 2026 Budget Presentation to Council – Tue, Feb 25, 2025 - 7:00 PM*
- *Proposed FY 2026 Budget Public Presentation to the Public – Thu, Feb 27, 2025 – 7:00 PM*
- BFAAC Presentation at Budget Work Session #4 – March 17, 2025 – 7:00 PM
- BFAAC Regular Meeting – Tuesday, March 18, 2025 – 7:00 PM
- BFAAC Regular Meeting – Tuesday, April 15, 2025 – 7:00 PM
- *FY 2026 Budget Adoption – Wednesday, April 30, 2025 – 6:00 PM*
- BFAAC Regular Meeting – Tuesday, May 20, 20245 – 7:00 PM