

**City of Alexandria, Virginia
FY 2027 Proposed Operating Budget & CIP
Budget Questions & Answers**

March 25, 2026

Question:

Do other jurisdictions offer longevity bonuses, and if so, what are they?

Response:

For emergency communications personnel, comparator jurisdictions such as Arlington County, Prince William County, and Loudoun County do not offer formal longevity bonuses; instead, they utilize structured salary progression and cost-of-living adjustments to recognize years of service. The Department of Emergency & Customer Communication (DECC) does not offer a longevity bonus; they do offer a hiring bonus for incoming staff. DECC employees in the Administrative and Technical bargaining unit are offered a longevity bonus through the bargaining unit's collective bargaining agreement.