

INTRODUCED: March 6, 2018

AN ORDINANCE No. 2018-071

As Amended

To amend section 2 of Article I of the pay plan adopted by Ordinance No. 93-117-159 on May 24, 1993, as previously amended, to provide a 1% pay increase for classified and unclassified permanent City employees.

\_\_\_\_\_  
Patron – Mayor Stoney

\_\_\_\_\_  
Approved as to form and legality  
by the City Attorney  
\_\_\_\_\_

PUBLIC HEARING: NOV 23 2018 AT 6 P.M.

THE CITY OF RICHMOND HEREBY ORDAINS:

I. That section 2 of Article I of Ordinance No. 93-117-159, adopted May 24, 1993, be and is hereby amended as follows:

§ 2. All employees in classified and unclassified City permanent positions shall have their base rate of pay adjusted to reflect a one percent increase, subject to the following conditions:

A. Employees not employed continuously in a permanent position [~~since April 1, 2015~~] on [July 6] June 30, 2018, shall not be eligible for a base rate of pay adjustment.

B. Employees in the classifications of Police Recruit, Police Officer I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Police Sergeant, Police Lieutenant,

AYES:            9            NOES:            0            ABSTAIN: \_\_\_\_\_

ADOPTED:    MAY 14 2018    REJECTED: \_\_\_\_\_    STRICKEN: \_\_\_\_\_

Police Captain, Fire Recruit, Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Fire Lieutenant, Fire Captain, Fire Battalion Chief, and Staff Battalion Chief shall not be eligible for [a] the one percent increase in base rate of pay [~~adjustment~~].

C. The amount of the increase shall be [~~the higher of the following, as applicable:~~

1. ~~Employees serving continuously in a permanent position since June 30, 2014, shall receive a 2% increase in their base rate of pay.~~

2. ~~Employees serving continuously in a permanent position since September 30, 2014, shall receive a 1.5% increase in their base rate of pay.~~

3. ~~Employees serving continuously in a permanent position since December 31, 2014, shall receive a 1.0% increase in their base rate of pay.~~

4. ~~Employees serving continuously in a permanent position since March 31, 2015, shall receive a 0.5% increase in their base rate of pay.] calculated on the employee's base rate of pay as of [July 6, 2018] January 4, 2019.~~

D. [~~Except as otherwise permitted by this ordinance, if~~ If, as a result of the [~~adjustment~~] one percent increase to [~~the~~] an employee's base rate of pay provided for in this section, the salary of [~~any~~] that employee [~~in a permanent position would be below the minimum~~] exceeds the maximum rate of [~~such~~] pay for that employee's [~~pay range~~] classification, [~~the~~] that employee shall not be [~~paid a salary equal to the minimum of such employee's pay range~~] eligible for additional increases to that employee's base rate of pay until the maximum rate of pay for that employee's classification is adjusted to exceed such employee's base rate of pay as established by this section.

II. This ordinance shall be in force and effect as of [~~July 7, 2018~~] January 5, 2019.