MOTION

To amend Ordinance No. 2016-146 as follows:

Page 6, Line 9

After the parenthetical roman numeral "(i)", strike the text "be eligible to retire on July 1, 2016" and insert the text "have successfully completed the basic training program of the Bureau of Police or Bureau of Fire, as applicable, within the Department of Public Safety on or before March 15, 1991"



INTRODUCED: May 23, 2016

AN ORDINANCE No. 2016-146

As Amended

Article III of the p	43 (Step-Based Pay System for ay plan adopted by Ord. No. 93-advancement for certain sworn fire	Sworn Fire Fighters and Police Offi 117-159 on May 24, 1993, for the pure and police personnel.	cers) of rpose of
	Patron ∸:Mr. S	amuels	
	Apprôved as to form by the City A		
	PUBLIC HEARING:	AT 6 P.M.	
THE CITY OF RIC	CHMOND HEREBY ORDAINS:		
§ 1. That	section 43 of Article III of Ordin	ance No. 93-117-159, adopted May 24	4, 1993,
be and is hereby am	nended as follows:		
Section 43.	(Step-Based Pay System for Sw	orn Fire Fighters and Police Office	ers)
(1)	The following sworn fire and	police classifications shall be part o	f a step
based pay sy	ystem as shown in Table 1, dated	March 6, 2015 (a copy of which is a	ıttached
hereto and in	ncorporated herein):		
	Positions	Range	
AYES:	NOES:	ABSTAIN:	
ADOPTED:	REJECTED:	STRICKEN:	

	Fire Recruit	1
	Police Recruit	1
	Fire Fighter I	2
	Police Officer I	2
	Fire Fighter II	3
	Police Officer II	3
	Fire Fighter III	4
	Police Officer III	4
	Fire Fighter IV	5
	Police Officer IV	5
	. Master Fire Fighter	6
	Master Police Officer	6
	Fire Lieutenant	8
	Police Sergeant	8
	Fire Captain	10
900	Police Lieutenant	10
	Fire Battalion Chief	12
	Staff Battalion Chief	12
	Police Captain	12

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(2) Sworn fire and police personnel shall be eligible to move to their appropriate step on July 1, 2006 and thereafter shall be eligible to move in accordance with this ordinance at the beginning of the first full pay period in July of each calendar year thereafter. The initial placement and future movement of sworn fire and police personnel in the classifications of Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Police Officer I, Police Officer II, Police Officer III, Police Officer IV and Master Police Officer will be based on full years of sworn service after the completion of the Fire Academy or the Police Academy (as outlined in Table 2, dated June 8, 2015, a copy of which is attached hereto and incorporated herein) or the step closest to but above their current salary, whichever is greater.

For purposes of this plan, sworn service time will begin upon graduation from the Fire Academy or the Police Academy less any break in service (except military or other leave as required by law), and step movement shall be based upon years of service as of June 30 of each year (e.g., an officer with 9 months of service as of June 30 will be considered to have 0 years of service) (Refer to Table 2). The initial placement of sworn fire and police personnel in the classifications of Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Police Sergeant, Police Lieutenant and Police Captain shall be based upon service time in their current classification or the step closest to but above their current salary, whichever is greater, as outlined in Table 2. Future movement shall be based on the implementation schedule set forth in Tables 4a and 4b dated March 6, 2015 (copies of which are attached hereto and incorporated herein). Employees in the classification of Fire Lieutenant, Fire Captain, Fire Battalion Chief and

Staff Battalion Chief who obtained sworn service prior to July 1, 1991 are eligible for a three step increase on the date they would have been eligible to move into steps 12, 13 or 14 as a Fire Fighter. Employees in the classification of Police Sergeant, Police Lieutenant and Police Captain who obtained sworn service status prior to July 1, 1991 are eligible for a three step increase on the date they would have been eligible to move into steps 12, 13 or 14 as a Police Officer. In order to relieve salary compression and with the concurrence of the Director of Human Resources, the Chief of Fire and Emergency Services may place sworn personnel in the ranks of Fire Lieutenant, Fire Captain, Fire Battalion Chief and Staff Battalion Chief at a higher step. In order to relieve salary compression and with the concurrence of the Director of Human Resources, the Chief of Police may place sworn personnel in the ranks of Police Sergeant, Police Lieutenant and Police Captain at a higher step.

- (3) Movement through the steps for Fire Recruits, Police Recruits and all levels of Fire Fighters and Police Officers hired after July 1, 2006 shall be based on the schedule in Table 3 dated March 26, 2009 (a copy of which is attached hereto and incorporated herein).
- (4) Pursuant to the Career Development Plan, an employee shall move to the identical step in the higher range (e.g., if a Police Officer II is in Step 2 and moves up in the Career Development Plan, that police officer shall then move to a Police Officer III in Step 2) (Refer to Table 1).
- (5) Sworn fire and police personnel promoted to higher classifications of Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Police Sergeant, Police Lieutenant and Police Captain shall move to the next highest step within the new

classification that guarantees at least a 5% increase over their former salary. Thereafter, such personnel would continue to move through steps based on the schedule set forth in Tables 4a and 4b (e.g., if a Master Police Officer is currently in Step 12, that officer would be promoted to Police Sergeant in Step 8) (Refer to Table 1).

- (6) Sworn fire and police personnel currently in the retirement program DROP plan may *not* withdraw from the plan to return to regular service, and retirement benefits are based on the employee's salary at the time of enrollment eligibility in the DROP plan.
- (7) Sworn police personnel hired into the Department of Police as lateral transfers shall be placed in the step plan based upon pro-rating their external sworn service to sworn service the Department of Police. The pro-rating ratio shall be determined by the Department of Police.
- (8) Sworn fire personnel hired into the Department of Fire and Emergency Services as lateral transfer shall be placed in the step plan based upon pre-rating their external sworn service to sworn service in the Department of Fire and Emergency Services.

 The pro-rating shall be determined by the Department of Fire and Emergency Services.
- (9) Sworn police personnel shall be eligible for special assignment pay up to \$0.75 per hour. Assignments qualifying for this special assignment pay shall be determined by the Chief of Police with the approval of the Chief Administrative Officer.
- (10) Sworn fire personnel shall be eligible for special assignment pay up to \$0.75 per hour. Assignments qualifying for this special assignment pay shall be determined by the Chief of Fire and Emergency Services with the approval of the Chief Administrative Officer.

- (11) Sworn fire and police personnel in the classified service shall no longer be a part of the Performance Based Pay System. However, to be eligible for a step increase, the employee must have obtained at least a "Meets Standards" or an equivalent rating on the employee's last annual performance evaluation.
- incorporated herein, on July 9, 2016, a sworn fire and police employee eligible under this subsection (12) shall be advanced to the next higher step in the step-based pay system established by this section 43. To be eligible for a step advancement under this subsection (12), a sworn fire and police employee must (i) [be eligible to retire on July 1, 2016] have successfully completed the basic training program of the Bureau of Police or Bureau of Fire, as applicable, within the Department of Public Safety on or before March 15, 1991, (ii) serve in a nonsupervisory role as of July 9, 2016, (iii) have obtained at least a "Meets Standards" or an equivalent rating on the employee's last annual performance evaluation, and (iv) be in Step 12 or Step 13 of the step-based pay system established by this section 43 as of July 9, 2016.
- (13) All salary increases and step advancements for which this section provides are subject to annual appropriations of sufficient funds therefore by the City Council.
- § 2. This ordinance shall be in force and effect on July 9, 2016.

Table 1 (effective July 11, 2015)

Title											Steos										
	-	2	3	4	2	9	7	8	6	5	=	12	13	47	15	16	17	18	10	8	7
Recruit	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000											
Hourly 40 hour	19.71154	20,19231	20.67308	19.71154 20,19231 20,67308 21,15385 21,63462 22,11638 22,59615	21.63462	22.11538	_	23.07692 23.55769 24.03846	3.55789 2	4.03846											
Hourly Fire Shift	14.07967	14.42308	14.07967 14.42308 14.76648 15.10989	15.10989	15.4533	15.7987 16.14011	_	16.48352 16.82592 17.17033	6.82692 1	7.17033								-			
Pol OffiFF I	41,500	42,579	43,686	44,822	45,987	47,183	_	49,668	50,960	52,285	53,644	59,008	65,499	73.359						T	I
Hourty 40 hour	19.95192	20.47067	21,00288	19.96182 20.47067 21.00288 21.54904 22.10913 22.68413 23.27404	22,10913	22.68413		23.87833	24.5 2	5.13702 2	24.5 25.13702 25.79038 28.36923		31.4899 35.26875	5.26875			e de la companya de l				
Hourly Fire Shift	14.25137	14.62191	15.00206	15,39217	15.78224	18.20295	16.62431	17.05668	17.5	17.5 17.95501	18.4217 20.26374 22.49279 25.19196		2.49279 2	5.19196					********		****
Pol OffuFF II	42,330	43,431	44,580	45,719	46,908	48,128	49,379	50,663	51,980		54,718	60,190	66,811	74.828					T		
Hourly 40 hour	20.35096	20.88029	21.42308	20.35096 20.88029 21.42308 21.98029 22.55192 23.13846	22.55192	23.13846	23.7399 2	24.35721 24.99038		25.6399 26.30673		28.8375 32.12067	2.12067	35.975							
Hourty Fire Shift	14.5364	14.5364 14.91449	15.3022	15.70021	15.70021 16.10852 16.52747	16.52747	18.95707	17.39801 17.85027 18.31422 18.79052	7.85027	18.31422 1		20.66964 22.94334	2 94334 2	25.69643	W I	n.	_		-		
Pol Off/FF III	43,388	44,518	45,673	46,860	48,078	48,328	-	51,927	53,277	54,662	56,083	61,694	68.477	76 BB	-	T				T	
Hourty 40 hour	20.85962	21.40182	21.95817	20.85962 21.40182 21.95817 22.52885 23.11442 23.71538 24.33221	23.11442	23.71538	24,33221	24.9649 2	5.61394 2	16.27981 2	24.9649 25.61394 26.27881 26.96288 29.65913 32.92163 36.87212	9.65913	2 ब्रह्माख्ये उ	5.87212	-						
Hourly Fire Shift	14.89973	15.28709	#	16.09203		16.5103 16.93956 17.38015		17.83207 18.29567	8.29567 1	18.77129 19.25927	9.25927	21.1851 2	23.51545 2	28,33723							
Pol OffiFF IV	4.473	45,629	46,815	48,032	49,281	299'09	51,877	53,226	54,610	56,030	L_	63 236	70.1922	78.615						T	T
Hourly 40 hour	21.38125	21.93702	22.50721	21.38125 21.83702 22.50721 23.08231 23.68279 24.30865 24.94087	23.69279	24.30865		25.58942 26.25481		26.9375 2	26.9375 27,63798 30,40192 33,74615	0.40192 3	3.74615 3	37.79587		-,					
Hourly Fire Shift	15.27232	- 1	16.07658	15.6683 16.07658 16.49451 16.92342 17.38332	16.92342	17.38332	17.8149	18.27816 18.75343 19.24107 19.74141 21.71566	8.75343 1	9.24107 1	9.74141 2	1.71566	24.1044	26.99691	g						
MasterPol Off/FF	46,030	47,227	48,455	49,715	51,008	52,334	53,695	55,091	58,523	57,993	59.501	65.451		81.369						T	T
Hourty 40 hour	22.12981	22.70529	23.29567	22.12881 22.70529 23.29567 23.90144 24.52308 25.16058	24.52308	25.16058	25.8149	28.48606 27.17452 27.88125 28.60625 31.46883 34.92837 39.11974	7.17452 2	7.88125 2	8.60625 3	1.46683 3	1 92837 3	9.11971							
Hourly Fire Shift	15.80701	16.21806	16.63977	15.80701 16.21806 16.63977 17.07246 17.51648 17.97184	17.51648	17.97184	18.43922	18.91861 19.41037 19.91518 20.43304	9.41037 1	9.91518 2	0.43304	22.4763 24.94883	1.94883	27.94265			2			T)	
Police Sgt/Fire Lt	57,788	59,290	60,832	62,414	64,037	65,702	67,410	69,163	70,961	72,806	74,699	76,641	78,634	80,678	82,776	84,928	87,138	89,402	91.726	94.11	96.558
Hourly 40 hour	27.78269	28.50481	29.24615	27.78269 28.50481 29.24615 30.00673 30.78702	30.78702	31.5875 32.40865		33.25144 34.11587 35.00288 35.91298 36.84663 37.80481	4.11587 3	5.00288 3	5.91298 3	5.84663 3		38.7875 3	38.7875 39.79615 40.83077 41.89231 42.98173 44.09904 45.24567 46.42212	0.83077	1.89231	C. 98173	44.09904	5 24567	6.42212
Hourty Fire Shift	19.84478	20,38058	20.89011	è	21.99073	22.5625 23.14904	_	23.75103 24.36848 25.00206 25.85213 26.31902 27.00343	4.36848 2	5.00206	5.65213 2	5.31902 2		7.70536 2	27.70536 28.42582 29.16484 29.92308 30.70124 31,48931 32.31834	9.16484 2	9 92308	30,70124	31.49931	2.31634	33.15865
Police Liffine Capt	85,325		68,766	195'07	72,388	74,270	78,201	78,182	80,215	82,301	84,441	96,636	688,88	91,200	93,571	86,004	98,500	101,061	101,061 103,689 106,385		109.151
Hourty 40 hour	31.40625	32 228		32,2226 33,06058 33,92018 34,80182 35,70673	34.80182	35.70673	36,6351	37.5875	38.5649 3	9.56779 4	38.5649 39.56779 40.59663 41.65192		12.7351 4	3.84815 4	42.7351 43.84815 44.98606 46.15577 47.35577 48.58702 49.85048 51.14663 52.47644	6.15577 4	7.35577	18.58702	19.85048	1.14663	2.47644
Hourly Fire Shift	22.43304	N	- 1	Ñ	24.85852	25.50481	_	26.84821 27.54636 28.26271	7.54836 2	- 1	28.9976 29.75137 30.52507 31.31868	9.75137 3	3.52507	1.31868	32.1329 32.96841 33.82565 34.70501 35.60749 36.53331	2,96841	3.82555	34.70501	35.60749	6.53331	37.48317
Pol Capifilire & Str BC	72,360	74.241	76,171		80,183	82,288		86,602	88,854	91,164	93,534	996'96	98,461	101,021	103,648	106,343	109,108	111,945 114,856	114,856	117,842	120,906
Hourly 40 hour	34.78846	34.78846 35.68279 36.62067	36,62067	37.5726	38.54852	37.5726 38.54852 39.55192 40.58029		41.63558 42.71827 43.82885 44.96827	2.71827 4	3.82885 4		46.1375 4.	7.33702 4	9.56779 4	46.1375 47.33702 48.56779 49.83077 51.12644 52.45577 53.81971 55.21923 58.65481 58.12788	1.12644 5	2.45577	53.81971	5.21923	8.65481	3.12788
Hourly Fire Shift	24.8489	25.49485	28.15762	24.8489 25.49485 26.15762 26.83757 27.53537 28.25137 28.98592	27.53537	28,25137		28.7387 30.51305 31.30632 32.12019 32.95538 33.81216 34.69128 35.59341 38.51889 37.46841 38.44285 39.44231 40.46772 41.51982	0.51306 3	1.30632 3	2,12019 3	2,95538 3	3.81216 3	4.69128 3	5.59341 3	6.51889 3	7.46841	38.44285	39.44231	0.46772	11.51992

								Table	1 (effect	Ive July	Table 1 (effective July 09, 2016)										
Title											Steps	Š									
	-	2	9	*	8	- 9	7	89	6	10	11	12	13	¥	15	16	17	=	19	R	12
Recruit	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000											
Hourty 40 hour	19.71154	20.19231	20.67308	20.67308 21.15385 21.83462			22.11538 22.59615 23		07692 23.55769 24.03846	24.03846					h						
Hourly Fire Shift	14.07967	14.42308	14.42308 14.76648 15.10889	15.10989	15.4533	15.7967	16.14011 16	16.48352 1	6.82692	17.17033							***				
Pol Off/FF!	42,000	43,082	44,212	46,362	46,541	47,751	48,993	50,267	50,267 51,574	52,915	54,291	59,720	66,289	74.244							Ī
Hourly 40 hour	20.19231	20.71731	20.19231 20.71731 21.25577 21.80865 22.37548	21.80865	22.37548	22.95721	23.55433 24		16883 24.79519	25.4399	25.4399 26.10144 28,71154 31,88971 35,89423	18.71154	11.88971	35.69423							-
Hourly Fire Shift	14.42308	14,79808	14,42308 14,79808 15,18269		15.57761 15.98249	16,39801	16.82452 17	17.26202 1	7.71085	18.17136	26202 17.71085 18.17136 18.64389 20.50824 22.76408 25.49588	0.50824	2.76408	25.49588				-			
Pol Offith II	42,840	43,954	45,097	48,270	47,473	48,707	49,973	51,272	52,605	53,973	55,376	60,914	67,615	75,729			Ñ				Γ
Hourty 40 hour	20.59615	21.13173	20.59615 21.13173 21.68125		22,24519 22,82358	23.41683 24.02548	24.02548	24.65	5.29087	25.94856	24.65 25.29087 25.94856 26.62308 29.28558 32.50721 36.40817	9.28558	2.50721	36.40817							
Hourty Fire Shift	14.71154	15.09409	14.71154 15.08409 15.48661 15.88842 16.30254	15.88942	16.30254	16,7263	16.7263 17.16106 17		18.0649	18.53468	18.0649 18.53468 19.01648 20.91827 23.21944	0.91827	321844	26.00584					-		
Pol OffiFF III	43,911	45,053	46,224	47,426	659'87	49,924	51,222	52,554	53,920	55,322	56,760	62,436	88. 35.	77,620		1					
Hourly 40 hour	21.11106		22.22308	22.80096	21.6601 22.22308 22.80096 23.39375	24.00192	24,00192 24,62596 25	25.28635 2	5.92308	26.59712	28635 25.82308 26.59712 27.28846 30.01731 33.31823	20.01731	3.31823	37.31731					-	ıT	
Hourly Fire Shift	15.07933	15.4715	15.87363	16.2864	16.709B2	17.14423	17.14423 17.58997 18	18.04739 1	8.51648	18.99794	.04739 18.51646 18.99794 19.49176 21.44083 23.79945 26.65522	1.44083	3.78945	76.65522							
Pol OffIFF IV	45,009	46,179	47,380	48,612	49,876	51,173	52,503	53,868	55,269	56,706	58,180	83,998	71,038	79,563							
Hourty 40 hour	21.63894		22.20144 22.77885	23,37115	23.37115 23.97885	24.6024	24.6024 25.24183 25	89808	26.57163	27.2825	27.2625 27.97115 30,76827 34,15288 38,25144	0.76827	4.15288	18.25144							
Hourly Fire Shift	15.45639	15.45639 15.85817		16.69368	16.2706 16.69368 17.12775		17.57315 18.02988 18	49863	18.97974	19.47321	19.9794	19.9794 21.97734 24.39492	4.39482	27.32246							
MasterPol Off/FF	46,449	47,657	968'81	50,167	51,471	808'23	54,182	55,591	57,036	58,519	60,040	68,044	73,309	82,106							
Hourty 40 hour	22.33125	22.91202	23,50769	24.11875	24.74567	25.38894	22.33125 22.91202 23.50769 24.11875 24.74567 25.36894 28.04804 28	28.72644 2	7.42115 2	20.13413	.72644 27.42115 29.13413 28.86538 31.75192 35.24471 39.47404	11.75192 3	5.24471	19.47404			i,				
Hourty Fire Shift	15.95089	16.36573		17.22768	16.79121 17.22768 17.67548 18.13498	18.13496	18.60646 19	19.09032 1	9.58854	30.09581	.09032 19.58654 20.09581 20.61813 22.67995 25.17479 28.19574	2,67995 2	5.17479	19.19574			-				-
Police Sgt/Fine Lt	58,481	60,002	295'19	83,163	64,805	68,490	68,219	69,993	71,813	73,680	75,596	77,581	875,67	81,647	83,770	85,948	88,183	90,476	92,828	95,242	97,718
Hourty 40 hour	28.11587	28.84712	29.59712	30,36683	28.11587 28.84712 29.59712 30.36683 31.15625 31.96635	31.96635	32.7976 33	33.65048 3	.65048 34.52548 3	16.42308	B.34423 3	7.28894	8.25865	19.25337	10.27404	36.42308 38.34423 37.28894 38.25865 38.25337 40.27404 41.32115 42.38567 43.48808 44.62885 45.78942 45.97981	42,38567	43.49808	44.62885	45,78942	46.97981
Hourly Fire Shift	20.08276	۲ij	- 1	21.1408 21.69059 22.25446	22.25446	22.8331	23.42685 24		.03606 24.68106	25.3022	25.3022 25.96016 28.63496	6.63496	7.32761	78.03812	28.78717	27.32761 28.03812 28.76717 29.51511 30.28262	30.28262	31.07005 31.87775 32.70673	31,87775	32.70673	33,55701
Police Lifeline Capt	66,109	67,628	69,592	71,401	73,257	75,162	77,116	79,121		83,289	85,455	87,677	756,68	92,296	94,696	97,158	99,684	102.276	104,935	107,863	110,462
Hourly 40 hour	31.78317	31.78317 32.60962 33.45769	33.45769		34.3274 35.21971 36.13558	36.13558	37.075 38	38.03894 3	9.02788 4	03884 39.02788 40.04279 41.08413		42.1524 4	3.24856	4.37308	42.1524 43.24856 44.37308 45.52682 46.71058	46.71058	47.925	47.925 49.17115 50.44852 51.76106	50.44852	51.76106	53.10673
Hourly Fire Shift	22.70227	23.29258	23.89835	24.51957	24.51957 25.15694		28.48214	25.81113 28.48214 27.17067 27.87706 28.60199 29.34581 30.10886 30.89183 31.68505	7.87706 2	8.60199 2	19.34581 3	0.10886 3	0.89183	11.69505	32.51923	33.3647	33.3647 34.23214 35.12225 36.03537 36.97218 37.93338	35.1225	38,03537	36.97218	37,93338
Pol Cap/Fire & Stf BC	73,228	75,132		79,089	81,145	83,255	85,420	87,641	89,920	92,258	94,657	97,118	99,643	102,234	104,892	107,619	110.417	113.288	116.233	119.255	122,356
Hourly 40 hour	35.20577	35.20577 38.12115	37.0601	38.02356	37.0601 38.02356 39.01202 40.02644 41.06731	40.02644	41.06731	42.1351 4	3 23077 4	4.35481	2.1351 43.23077 44.35481 45.50817 48.69135 47.90529 49.15096 50.42885	8.69135 4	7.90529	9.15096	30.42885	51.7399	53.0851	53.0851 54.48538 55.88125 57.33413	55.88125	57.33413	58.825
Hourly Fire Shift	25.14698 25.80082	25.80082	26.4715	27.15968	26.4715 27.15988 27.86573 28.59032 29.33379	28.59032	29.33379	30.0865 30.87912 31.68201 32.50584 33.35086 34.21806 35.10783 36.0206 36.95707 37.9773 38.90385 39.91518 40.95295 4.2.01786	0.87912 3	11.68201	12.50564 3	3.35096	4.21806	5.10783	36.0206	36.95707	37.91793	38.90385	39.91518	40.95295	42.01786

Revised March 6, 2015 Ordinance Effective July 11, 2015

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Revised June 8, 2015 Ordinance Effective July 11, 2015

Table 3 nplementation Schedule fo and Police O	or Sworn Fire Fighters
Minimum Years of Service in Step	Step
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	2
	3
	4
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	5
	6 - 6
11 1 11 11 11 11 11	7
	8
	9
	10
5	11
5	12
5	13
Final	14

Advancements are effective the first full pay period in July, pending approved funding and satisfactory performance

Table Implementation S Police Sergear Lieuten	Schedule for it and Fire
Minimum Years of Service in step & class	Step
	- Hamange
	2
-11/72	3
111111111111111111111111111111111111111	4
l l	5
A di	- 6
Advancement	7
Available Each	8
Year and Effective	9
the First Full Pay	10
Period in July,	11
Pending Funding	12
and Satisfactory	13
Performance	14
	15
	16
To prograte day	17
-	18
1997 (19	19
Pile al	20
Final	21

Table 4 Implementation 5 Police Lieutenant, F Fire Captain, Fire B and Staff Batta	Schedule for Police Captain, lattalion Chief,
Minimum Years of Service in step & class	Step
	1
	2
4 - Sincervice July 10	3
Tardel Province 1	4
ntessiff are not to	- 5
Advance	6
Advancement	7
Available Each	8
Year and Effective	9
the First Full Pay	10
Period in July,	24 Tax
Pending Funding	12
and Satisfactory Performance	13
Performance	15
	16
	17
	18
	19
	20
Final	21



Richmond City Council

The Voice of the People

Richmond, Virginic

Office of the Council Chief of Staff

Ordinance/Resolution Request

TO	Allen Jackson, City Attorney
THROUGH	Lou Ali, Council Chief of Staff Usa
FROM	Leah Ford, Human Resources Liaison
COPY	Charles R. Samuels, 2 nd District Council Member Haskell Brown, Deputy City Attorney Vincent Jones, Deputy Chief of Staff V. Jens Craig Bieber, 2 nd District Liaison
DATE	May 12, 2016
PAGE/s	1 of 2
TITLE	Amendment to the Police step-based pay plan
This is a reques	t for the drafting of an Ordinance 🛛 Resolution 🗌
REQUESTING COU	NCILMEMBER/PATRON SUGGESTED STANDING COMMITTEE
Patron Councilm	nember Charles Samuels Public Safety

ORDINANCE/RESOLUTION SUMMARY

The Patron requests an ordinance to amend section 43 (Step-Based Pay System for Sworn Fire Fighters and Police Officers) of Article III of the pay plan adopted by Ordinance No. 93-117-159, for the purpose of providing a one (1) step pay increase to sworn Police and Fire personnel who are currently in steps 12 and 13. The effective date of this one (1) step increase is to be July 9, 2016.

BACKGROUND

City Administration, Police and Fire feel it is essential to retain senior swom Police and Fire personnel because they assist in the training and development of less experienced, swom personnel in the Richmond Police Department and Richmond Department of Fire and Emergency Services. There are approximately 31 swom Police personnel and approximately 26 swom Fire personnel who, based on years of services, are eligible to retire on July 1, 2016. These employees are presently in steps where they would not ordinarily be eligible to receive a step increase due to the current implementation schedule. This ordinance would provide these swom personnel with a one (1) step increase. This one (1) step increase is seen as a tool

The criteria for receiving the one (1) step increase is as follows:
(1) All swom personnel identified are eligible to retire as of July 1, 2016;
(2) Currently serving in a non-supervisory role;
(3) Obtained at least a "meets standards" rating on their last performance evaluation and
(4) Currently in step 12 or 13 of the Step Based Pay System.
FISCAL IMPACT STATEMENT Fiscal Impact Yes No No
Budget Amendment Required Yes ☐ No ☒
Estimated Cost or Revenue Impact: It is estimated that the cost of this initiative by the Richmond Police Department will be \$588,192, which has already been budgeted for and included. For the Richmond Department of Fire and Emergency Services, it is estimated that the cost of this initiative is \$340,000, which was included in the fiscal year 2017 budget amendments provided by City Council. Both estimates include the costs of benefits for these sworn personnel.
Attachment/s Yes 🛛 No 🗌