

AN ORDINANCE No. 87-140 - 145

(As Amended) **ADOPTED JUL 13 1987**

To amend and reordain section 2 of Article III of Ordinance No. 86-119-148, adopted May 28, 1986, as heretofore amended, up to and including Ordinance No. 87-85-110, adopted May 28, 1987, concerning step increases for employees of the City of Richmond, to delete so much of said section as imposed a suspension on step advances or increases as of June 20, 1987, so that such step advances in the pay range to which the employee is assigned, provided that such advancement shall be based upon a pay for performance system approved and adopted by City Council.

Patrons - Mr. Gillespie, Mr. Leidinger, Mrs. Wake,
Mrs. McDaniel, Mrs. Williams and Mayor West

Approved as to form and legality
by City Attorney

THE CITY OF RICHMOND HEREBY ORDAINS:

I. That section 2 of Article III of Ordinance No. 86-119-148, adopted May 28, 1986, as heretofore amended, up to and including Ordinance No. 87-85-110, adopted May 28, 1987, be and is hereby amended and reordained as follows:

§ 2. The initial employment of any person in the classified service whose position is assigned in the pay plan to a pay range shall be at the rate fixed in the first step of the pay range, unless the City Manager, in the case of a person subject to appointment by him or by an appointee of the City Manager, or by the appointing authority of any agency of the City government, when funds are available, specifically authorizes such employment at a rate fixed in a step above the first step in the pay range.

Probational employees shall remain at step 1 for 6 months before being eligible for step 2; and remain at step 2 for 6 months before being eligible for step 3. Subsequently from step 3, on the individual anniversary date, the employee shall be eligible to advance in the pay range to which the employee is assigned, provided that such advancement shall be based upon a pay for performance system approved and adopted by City Council. The increases in pay resulting from such step advance [~~may~~] will be made retroactive to the pay period that commences on Saturday, June 20, 1987.

Whenever persons are hired and assigned to apprentice classes their compensation shall be fixed at the first step, unless recommended by the appointing authority, the Director of Personnel and approved by the City Manager that they shall be assigned to a higher step and compensated accordingly. Appointment to other than the first step shall only be granted if credit for prior apprentice training is granted in accordance with approved standards of apprenticeship training. No advance from one step to the next higher so advanced more than one time in twelve consecutive months, nor shall such employee be advanced more than two steps beyond the pay range to which the position he holds is assigned.

II. This Ordinance shall be in force and effect as of June 20, 1987.

AN ORDINANCE No. 87-140

(As Amended)

To amend and reordain section 2 of Article III of Ordinance No. 86-119-148, adopted May 28, 1986, as heretofore amended, up to and including Ordinance No. 87-85-110, adopted May 28, 1987, concerning step increases for employees of the City of Richmond, to delete so much of said section as imposed a suspension on step advances or increases as of June 20, 1987, so that such step advances ~~[or-increases-shall-be effective-as-to-the-first-pay-period-for-which-employees shall-receive-pay-checks-in-fiscal-year-1987-1988]~~ in the pay range to which the employee is assigned, provided that such advancement shall be based upon a pay for performance system approved and adopted by City Council.

Patrons - Mr. Gillespie, Mr. Leidinger, Mrs. Wake, Mrs. McDaniel, Mrs. Williams and Mayor West

Approved as to form and legality
by City Attorney

THE CITY OF RICHMOND HEREBY ORDAINS:

I. That section 2 of Article III of Ordinance No. 86-119-148, adopted May 28, 1986, as heretofore amended, up to and including Ordinance No. 87-85-110, adopted May 28, 1987, be and is hereby amended and reordained as follows:

§ 2. The initial employment of any person in the classified service whose position is assigned in the pay plan to a pay range shall be at the rate fixed in the first step of the pay range, unless the City Manager, in the case of a person subject to appointment by him or by an appointee of the City Manager, or by the appointing authority of any agency of the City government, when funds are available,

specifically authorizes such employment at a rate fixed in a step above the first step in the pay range.

Probational employees shall remain at step 1 for 6 months before being eligible for step 2; and remain at step 2 for 6 months before being eligible for step 3. Subsequently from step 3, on the individual anniversary date, the employee shall be eligible to advance ~~[2-steps]~~ in the pay range to which the employee is assigned, provided that such advancement shall be based upon a pay for performance system approved and adopted by City Council. The increases in pay resulting from such step advance may be made retroactive to the pay period that commences on Saturday, June 20, 1987. [~~provided, however, during the period that this ordinance shall be effective step advances or increases are suspended, and all employees, probational and permanent, shall, while continuing to occupy the class of position held as of the effective date of this ordinance, or employed after such date, continue in the step to which assigned, except as hereinafter provided for persons hired and assigned to apprentice classes~~].

Whenever persons are hired and assigned to apprentice classes their compensation shall be fixed at the first step, unless recommended by the appointing authority, the Director of Personnel and approved by the City Manager that they shall be assigned to a higher step and compensated

*Item 8
Presented
continued
to June 22, 1987*

M O T I O N

To amend Ordinance No. 87-140

Title

Lines 7, 8 and 9

Delete the following:

"or increases shall be effective as to the first pay period for which employees shall receive pay checks in fiscal year 1987-1988"

And insert in lieu thereof:

"in the pay range to which the employee is assigned, provided that such advancement shall be based upon a pay for performance system approved and adopted by City Council"

Page 2

Line 7

Following the word "advance" delete "2 steps"

And insert in lieu thereof the following:

"in the pay range to which the employee is assigned, provided that such advancement shall be based upon a pay for performance system approved and adopted by City Council. The increases in pay resulting from such step advance may be made retroactive to the pay period that commences on Saturday, June 20, 1987."

ORDINANCE OR RESOLUTION SUMMARY
CITY OF RICHMOND, VIRGINIA

Resolution
 Ordinance No. 87-140
 Council Members Wake,
 Requested by Leidinger, Gillespie,
 McDaniel, Williams & Mayor West
 Received City Manager's Office
 Summarized June 15, 1987

Subject
 To reinstate merit step increases provided
 the increase is based on an approved
 Pay-for-Performance Plan.

SUMMARY

This Ordinance would amend and reordain Section 2 of Article III of Ordinance No. 86-119-148, adopted May 28, 1987, to delete the section that imposed a suspension on merit step advances/increases, so that such step advance/increases shall be effective as to the first pay period for which employees shall receive pay checks in fiscal year 1987-88 provided that the increase is based on an approved/adopted pay-for-performance evaluation plan.

COUNCIL ACTION

On Docket 6/8/87, 6/22/87
 Amended
 Adopted
 Rejected

M O T I O N

To amend Ordinance No. 87-140

Page 2

Line 11

Strike the word "may" and insert in lieu
thereof "will"

CITY COUNCIL

	<u>AYES</u>	<u>NOES</u>
<i>Leiding</i>		
Gillespie, Andrew J.	1	
Kenney, Walter T.	2	
Leidinger, William J.	3	
McDaniel, Claudette B.	4	
Marsh, Henry L., III	5	
Richardson, Henry W.	6	
Wake, Carolyn C.	7	
Williams, Geline B.	8	
West, Roy A.	9	

9-0
P. 3 P. 207 H. 207

Rebels "May in mind" "wel"