

AN ORDINANCE NO. 87-85-110

To amend and reordain Ordinance No. 86-119-148, adopted May 28, 1986, as heretofore amended, adopting a pay plan for the classes of positions in the classification plan for positions in the classified service of the City government and fixing the compensation of the officers and employees in the unclassified service.

Patron - City Manager

Approved as to form and legality
by City Attorney

THE CITY OF RICHMOND HEREBY ORDAINS:

I. That Ordinance No. 86-119-148, adopted May 28, 1986, as heretofore amended, be and is hereby amended and reordained as follows:

ARTICLE I.

Pay Schedules

§ 1. That the pay schedules of the pay plan provided for and required by Section 9.11 of the Charter of the City of Richmond for the classes of positions in the classification plan, with the hourly rates set out rounded off to four decimal places and the bi-weekly and monthly rates rounded off to the nearest whole dollar, are hereby adopted as follows:

BASIC SALARY SCHEDULE

ENG	STEP 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	ANN 7.857	8.035	8.216	8.450	8.658	8.866	9.074	9.334	9.568	9.802	10.010	10.322	10.530	10.790	11.050
	RW 302	309	316	325	333	341	349	359	368	377	385	397	405	415	425
	MTH 654	670	685	704	722	739	756	770	797	817	834	860	878	899	921
	HR 3.7750	3.8625	3.9500	4.0425	4.1625	4.2825	4.4875	4.6000	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875
2	ANN 8.015	8.216	8.450	8.658	8.866	9.074	9.334	9.568	9.802	10.010	10.322	10.530	10.790	11.050	11.362
	RW 309	316	325	333	341	349	359	368	377	385	397	405	415	425	437
	MTH 670	685	704	722	739	756	770	797	817	834	860	878	899	921	947
	HR 3.8425	3.9500	4.0625	4.1625	4.2825	4.4875	4.6000	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875	5.6875
3	ANN 8.216	8.450	8.658	8.866	9.074	9.334	9.568	9.802	10.010	10.322	10.530	10.790	11.050	11.362	11.648
	RW 316	325	333	341	349	359	368	377	385	397	405	415	425	437	448
	MTH 685	704	722	739	756	770	797	817	834	860	878	899	921	947	971
	HR 3.9500	4.0625	4.1625	4.2825	4.4875	4.6000	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875	5.6875	5.9000
4	ANN 8.450	8.658	8.866	9.074	9.334	9.568	9.802	10.010	10.322	10.530	10.790	11.050	11.362	11.648	11.908
	RW 325	333	341	349	359	368	377	385	397	405	415	425	437	448	458
	MTH 704	722	739	756	770	797	817	834	860	878	899	921	947	971	992
	HR 4.0625	4.1625	4.2825	4.4875	4.6000	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875	5.6875	5.9000	6.1250
5	ANN 8.658	8.866	9.074	9.334	9.568	9.802	10.010	10.322	10.530	10.790	11.050	11.362	11.648	11.908	12.246
	RW 333	341	349	359	368	377	385	397	405	415	425	437	448	458	471
	MTH 722	739	756	770	797	817	834	860	878	899	921	947	971	992	1,021
	HR 4.1625	4.2825	4.4875	4.6000	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875	5.6875	5.9000	6.1250	6.4125
6	ANN 8.866	9.074	9.334	9.568	9.802	10.010	10.322	10.530	10.790	11.050	11.362	11.648	11.908	12.246	12.506
	RW 341	349	359	368	377	385	397	405	415	425	437	448	458	471	481
	MTH 737	756	770	797	817	834	860	878	899	921	947	971	992	1,021	1,042
	HR 4.2625	4.3625	4.4875	4.6000	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875	5.6875	5.9000	6.1250	6.4125
7	ANN 9.074	9.334	9.568	9.802	10.010	10.322	10.530	10.790	11.050	11.362	11.648	11.908	12.246	12.506	12.818
	RW 349	359	368	377	385	397	405	415	425	437	448	458	471	481	493
	MTH 756	770	797	817	834	860	878	899	921	947	971	992	1,021	1,042	1,068
	HR 4.3625	4.4625	4.6000	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875	5.6875	5.9000	6.1250	6.4125	6.7375
8	ANN 9.334	9.568	9.802	10.010	10.322	10.530	10.790	11.050	11.362	11.648	11.908	12.246	12.506	12.818	13.142
	RW 359	368	377	385	397	405	415	425	437	448	458	471	481	493	507
	MTH 770	797	817	834	860	878	899	921	947	971	992	1,021	1,042	1,068	1,099
	HR 4.4625	4.5625	4.6000	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875	5.6875	5.9000	6.1250	6.4125	6.7375
9	ANN 9.568	9.802	10.010	10.322	10.530	10.790	11.050	11.362	11.648	11.908	12.246	12.506	12.818	13.142	13.494
	RW 368	377	385	397	405	415	425	437	448	458	471	481	493	507	519
	MTH 797	817	834	860	878	899	921	947	971	992	1,021	1,042	1,068	1,099	1,125
	HR 4.5625	4.6625	4.7125	4.8125	4.9625	5.0625	5.1875	5.3125	5.4875	5.6875	5.9000	6.1250	6.4125	6.7375	7.0875

BASIC SALARY SCHEDULE

RNC STS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

10	ANN	9,802	10,010	10,322	10,630	10,790	11,050	11,362	11,648	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	377	385	397	405	415	425	437	448	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	817	834	860	878	899	921	947	971	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	4,7125	4,8125	4,9625	5,0625	5,1875	5,3125	5,4625	5,6000	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

11	ANN	10,010	10,322	10,630	10,790	11,050	11,362	11,648	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	365	397	405	415	425	437	448	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	834	860	878	899	921	947	971	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	4,8125	4,9625	5,0625	5,1875	5,3125	5,4625	5,6000	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

12	ANN	10,322	10,530	10,790	11,050	11,362	11,648	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	397	405	415	425	437	448	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	860	878	899	921	947	971	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	4,9625	5,0625	5,1875	5,3125	5,4625	5,6000	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

13	ANN	10,530	10,790	11,050	11,362	11,648	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	405	415	425	437	448	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	878	899	921	947	971	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	5,0625	5,1875	5,3125	5,4625	5,6000	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

14	ANN	10,790	11,050	11,362	11,648	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	415	425	437	448	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	899	921	947	971	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	5,1875	5,3125	5,4625	5,6000	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

15	ANN	11,050	11,362	11,648	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	425	437	448	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	921	947	971	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	5,3125	5,4625	5,6000	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

16	ANN	11,362	11,648	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	437	448	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	947	971	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	5,4625	5,6000	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

17	ANN	11,648	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	448	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	971	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	5,6000	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

18	ANN	11,908	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	458	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	992	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	5,7250	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

19	ANN	12,246	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,412	16,848
	RV	471	481	493	507	519	531	546	559	572	587	602	616	632	648
	MTH	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,367	1,400
	HQ	5,8875	6,0125	6,1625	6,3375	6,4875	6,6375	6,8250	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1000

BASIC SALARY SCHEDULE

STEP 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

18	ANN	12,248	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	471	481	493	507	519	531	546	559	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,021	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	6,8875	6,9125	6,9825	6,9375	6,9875	6,9375	6,9875	6,9875	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125

20	ANN	12,506	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	481	493	507	519	531	546	559	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,042	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	6,9125	6,9825	6,9375	6,9875	6,9375	6,9875	6,9875	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125

21	ANN	12,818	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	493	507	519	531	546	559	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,068	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	6,9825	6,9375	6,9875	6,9375	6,9875	6,9875	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125

22	ANN	13,182	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	507	519	531	546	559	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,099	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	6,9375	6,9875	6,9375	6,9875	6,9875	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125

21	ANN	13,494	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	519	531	546	559	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,125	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	6,9875	6,9375	6,9875	6,9875	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125

24	ANN	13,806	14,196	14,534	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	531	546	559	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,151	1,183	1,211	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	6,9375	6,9875	6,9875	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125

24	ANN	14,196	14,534	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	546	559	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,183	1,211	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125		

26	ANN	14,534	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	559	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,211	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	6,9875	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125	

27	ANN	14,872	15,262	15,652	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086
	AW	572	587	602	616	632	648	665	680	698	715	733	751	770	789	811
	MTM	1,239	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,508	1,549	1,588	1,627	1,668	1,710	1,757
	HQ	7,1500	7,3375	7,5250	7,7000	7,9000	8,1125	8,3000	8,5000	8,7250	8,9375	9,1875	9,4250	9,6875	9,9125	

BASIC SALARY SCHEDULE

RNG STEP 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

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ANN	15,262	15,632	16,016	16,412	16,818	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086	21,580
RW	437	602	616	632	648	665	680	698	715	733	751	770	789	811	830
MTH	1,272	1,304	1,335	1,369	1,404	1,441	1,473	1,512	1,549	1,588	1,627	1,668	1,710	1,757	1,798
HR	7,3375	7,5250	7,7000	7,9000	8,1000	8,3125	8,5000	8,7250	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750

29

ANN	15,352	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086	21,580	22,126
RW	402	616	632	648	665	680	698	715	733	751	770	789	811	830	851
MTH	1,304	1,335	1,369	1,404	1,441	1,473	1,512	1,549	1,588	1,627	1,668	1,710	1,757	1,798	1,844
HR	7,5250	7,7000	7,9000	8,1000	8,3125	8,5000	8,7250	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375

30

ANN	16,016	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086	21,580	22,126	22,646
RW	616	632	648	665	680	698	715	733	751	770	789	811	830	851	871
MTH	1,335	1,369	1,404	1,441	1,473	1,512	1,549	1,588	1,627	1,668	1,710	1,757	1,798	1,844	1,897
HR	7,7000	7,9000	8,1000	8,3125	8,5000	8,7250	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875

31

ANN	16,432	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086	21,580	22,126	22,646	23,218
RW	632	648	665	680	698	715	733	751	770	789	811	830	851	871	893
MTH	1,369	1,404	1,441	1,473	1,512	1,549	1,588	1,627	1,668	1,710	1,757	1,798	1,844	1,897	1,935
HR	7,9000	8,1000	8,3125	8,5000	8,7250	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625

32

ANN	16,848	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086	21,580	22,126	22,646	23,218	23,790
RW	648	665	680	698	715	733	751	770	789	811	830	851	871	893	915
MTH	1,404	1,441	1,473	1,512	1,549	1,588	1,627	1,668	1,710	1,757	1,798	1,844	1,897	1,935	1,983
HR	8,1000	8,3125	8,5000	8,7250	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375

33

ANN	17,290	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086	21,580	22,126	22,646	23,218	23,790	24,414
RW	665	680	698	715	733	751	770	789	811	830	851	871	893	915	939
MTH	1,441	1,473	1,512	1,549	1,588	1,627	1,668	1,710	1,757	1,798	1,844	1,897	1,935	1,983	2,035
HR	8,3125	8,5000	8,7250	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375

34

ANN	17,680	18,148	18,590	19,058	19,526	20,020	20,514	21,086	21,580	22,126	22,646	23,218	23,790	24,414	25,012
RW	680	698	715	733	751	770	789	811	830	851	871	893	915	939	962
MTH	1,473	1,512	1,549	1,588	1,627	1,668	1,710	1,757	1,798	1,844	1,897	1,935	1,983	2,035	2,084
HR	8,5000	8,7250	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250

35

ANN	18,148	18,590	19,058	19,526	20,020	20,514	21,086	21,580	22,126	22,646	23,218	23,790	24,414	25,012	25,636
RW	698	715	733	751	770	789	811	830	851	871	893	915	939	962	986
MTH	1,512	1,549	1,588	1,627	1,668	1,710	1,757	1,798	1,844	1,897	1,935	1,983	2,035	2,084	2,136
HR	8,7250	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250

36

ANN	18,590	19,058	19,526	20,020	20,514	21,086	21,580	22,126	22,646	23,218	23,790	24,414	25,012	25,636	26,286
RW	715	733	751	770	789	811	830	851	871	893	915	939	962	986	1,011
MTH	1,549	1,588	1,627	1,668	1,710	1,757	1,798	1,844	1,897	1,935	1,983	2,035	2,084	2,136	2,191
HR	8,9375	9,1625	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375
FFR	4,3075	4,5446	4,7853	4,9350	5,0944	5,2644	5,4344	5,6044	5,7747	5,9457	6,1166	6,2879	6,4592	6,6315	6,8047

BASIC SALARY SCHEDULE

RNG STPB 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

37	ANN	19,758	19,826	20,020	20,514	21,086	21,580	22,126	22,646	23,218	23,790	24,414	25,012	25,636	26,286	26,936	27,586	28,314	29,016	29,744	30,446
	RW	733	751	770	789	811	830	851	871	893	915	939	962	986	1,011	1,036	1,061	1,089	1,116	1,144	1,171
	MTH	1,508	1,627	1,668	1,710	1,757	1,798	1,844	1,887	1,935	1,983	2,035	2,084	2,136	2,191	2,245	2,299	2,350	2,418	2,479	2,537
	HR	9,1825	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375	12,9500	13,2625	13,5892	13,9267	14,2642	14,6017

38	ANN	19,526	20,020	20,514	21,086	21,580	22,126	22,646	23,218	23,790	24,414	25,012	25,636	26,286	26,936	27,586	28,314	29,016	29,744	30,446
	RW	751	770	789	811	830	851	871	893	915	939	962	986	1,011	1,036	1,061	1,089	1,116	1,144	1,171
	MTH	1,627	1,668	1,710	1,757	1,798	1,844	1,887	1,935	1,983	2,035	2,084	2,136	2,191	2,245	2,299	2,350	2,418	2,479	2,537
	HR	9,3875	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375	12,9500	13,2625	13,5892	13,9267	14,2642	14,6017

39	ANN	20,020	20,514	21,086	21,580	22,126	22,646	23,218	23,790	24,414	25,012	25,636	26,286	26,936	27,586	28,314	29,016	29,744	30,446
	RW	770	789	811	830	851	871	893	915	939	962	986	1,011	1,036	1,061	1,089	1,116	1,144	1,171
	MTH	1,668	1,710	1,757	1,798	1,844	1,887	1,935	1,983	2,035	2,084	2,136	2,191	2,245	2,299	2,350	2,418	2,479	2,537
	HR	9,6250	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375	12,9500	13,2625	13,5892	13,9267	14,2642	14,6017

40	ANN	20,514	21,086	21,580	22,126	22,646	23,218	23,790	24,414	25,012	25,636	26,286	26,936	27,586	28,314	29,016	29,744	30,446
	RW	789	811	830	851	871	893	915	939	962	986	1,011	1,036	1,061	1,089	1,116	1,144	1,171
	MTH	1,710	1,757	1,798	1,844	1,887	1,935	1,983	2,035	2,084	2,136	2,191	2,245	2,299	2,350	2,418	2,479	2,537
	HR	9,8625	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375	12,9500	13,2625	13,5892	13,9267	14,2642	14,6017

41	ANN	21,086	21,580	22,126	22,646	23,218	23,790	24,414	25,012	25,636	26,286	26,936	27,586	28,314	29,016	29,744	30,446
	RW	811	830	851	871	893	915	939	962	986	1,011	1,036	1,061	1,089	1,116	1,144	1,171
	MTH	1,757	1,798	1,844	1,887	1,935	1,983	2,035	2,084	2,136	2,191	2,245	2,299	2,350	2,418	2,479	2,537
	HR	10,1375	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375	12,9500	13,2625	13,5892	13,9267	14,2642	14,6017

42	ANN	21,580	22,126	22,646	23,218	23,790	24,414	25,012	25,636	26,286	26,936	27,586	28,314	29,016	29,744	30,446
	RW	830	851	871	893	915	939	962	986	1,011	1,036	1,061	1,089	1,116	1,144	1,171
	MTH	1,798	1,844	1,887	1,935	1,983	2,035	2,084	2,136	2,191	2,245	2,299	2,350	2,418	2,479	2,537
	HR	10,3750	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375	12,9500	13,2625	13,5892	13,9267	14,2642	14,6017

43	ANN	22,126	22,646	23,218	23,790	24,414	25,012	25,636	26,286	26,936	27,586	28,314	29,016	29,744	30,446
	RW	851	871	893	915	939	962	986	1,011	1,036	1,061	1,089	1,116	1,144	1,171
	MTH	1,844	1,887	1,935	1,983	2,035	2,084	2,136	2,191	2,245	2,299	2,350	2,418	2,479	2,537
	HR	10,6375	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375	12,9500	13,2625	13,5892	13,9267	14,2642	14,6017

44	ANN	22,646	23,218	23,790	24,414	25,012	25,636	26,286	26,936	27,586	28,314	29,016	29,744	30,446
	RW	871	893	915	939	962	986	1,011	1,036	1,061	1,089	1,116	1,144	1,171
	MTH	1,887	1,935	1,983	2,035	2,084	2,136	2,191	2,245	2,299	2,350	2,418	2,479	2,537
	HR	10,8875	11,1625	11,4375	11,7375	12,0250	12,3250	12,6375	12,9500	13,2625	13,5892	13,9267	14,2642	14,6017

BASIC SALARY SCHEDULE

RMG STEP 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

43	ANN	23,218	23,780	24,344	24,908	25,472	26,036	26,600	27,164	27,728	28,292	28,856	29,420	29,984	30,548	31,112	31,676	32,240	32,804	33,368
	RW	903	915	927	939	951	962	974	986	998	1,010	1,022	1,034	1,046	1,058	1,070	1,082	1,094	1,106	1,118
	MTM	1,925	1,963	2,001	2,039	2,077	2,115	2,153	2,191	2,229	2,267	2,305	2,343	2,381	2,419	2,457	2,495	2,533	2,571	2,609
	HR	11,625	11,637	11,737	12,025	12,313	12,601	12,889	13,177	13,465	13,753	14,041	14,329	14,617	14,905	15,193	15,481	15,769	16,057	16,345
	FIRE	7,972	8,166	8,360	8,554	8,748	8,942	9,136	9,330	9,524	9,718	9,912	10,106	10,300	10,494	10,688	10,882	11,076	11,270	11,464

46	ANN	23,790	24,354	24,918	25,482	26,046	26,610	27,174	27,738	28,302	28,866	29,430	29,994	30,558	31,122	31,686	32,250	32,814	33,378	33,942
	RW	915	927	939	951	962	974	986	998	1,010	1,022	1,034	1,046	1,058	1,070	1,082	1,094	1,106	1,118	1,130
	MTM	1,981	2,019	2,057	2,095	2,133	2,171	2,209	2,247	2,285	2,323	2,361	2,399	2,437	2,475	2,513	2,551	2,589	2,627	2,665
	HR	11,475	11,737	12,025	12,313	12,601	12,889	13,177	13,465	13,753	14,041	14,329	14,617	14,905	15,193	15,481	15,769	16,057	16,345	16,633
	FIRE	8,166	8,360	8,554	8,748	8,942	9,136	9,330	9,524	9,718	9,912	10,106	10,300	10,494	10,688	10,882	11,076	11,270	11,464	11,658

47	ANN	24,414	25,012	25,610	26,208	26,806	27,404	28,002	28,600	29,198	29,796	30,394	30,992	31,590	32,188	32,786	33,384	33,982	34,580	35,178
	RW	927	939	951	962	974	986	998	1,010	1,022	1,034	1,046	1,058	1,070	1,082	1,094	1,106	1,118	1,130	1,142
	MTM	2,035	2,084	2,133	2,191	2,249	2,307	2,365	2,423	2,481	2,539	2,597	2,655	2,713	2,771	2,829	2,887	2,945	3,003	3,061
	HR	11,737	12,025	12,313	12,601	12,889	13,177	13,465	13,753	14,041	14,329	14,617	14,905	15,193	15,481	15,769	16,057	16,345	16,633	16,921
	FIRE	8,582	8,803	9,024	9,245	9,466	9,687	9,908	10,129	10,350	10,571	10,792	11,013	11,234	11,455	11,676	11,897	12,118	12,339	12,560

48	ANN	25,012	25,636	26,260	26,884	27,508	28,132	28,756	29,380	29,996	30,612	31,228	31,844	32,460	33,076	33,692	34,308	34,924	35,540	36,156
	RW	939	951	962	974	986	998	1,010	1,022	1,034	1,046	1,058	1,070	1,082	1,094	1,106	1,118	1,130	1,142	1,154
	MTM	2,094	2,136	2,191	2,245	2,299	2,353	2,407	2,461	2,515	2,569	2,623	2,677	2,731	2,785	2,839	2,893	2,947	3,001	3,055
	HR	12,025	12,320	12,617	12,915	13,213	13,511	13,809	14,107	14,405	14,703	15,001	15,299	15,597	15,895	16,193	16,491	16,789	17,087	17,385
	FIRE	8,803	9,024	9,245	9,466	9,687	9,908	10,129	10,350	10,571	10,792	11,013	11,234	11,455	11,676	11,897	12,118	12,339	12,560	12,781

49	ANN	25,610	26,260	26,910	27,560	28,210	28,860	29,510	30,160	30,810	31,460	32,110	32,760	33,410	34,060	34,710	35,360	36,010	36,660	37,310
	RW	951	962	974	986	998	1,010	1,022	1,034	1,046	1,058	1,070	1,082	1,094	1,106	1,118	1,130	1,142	1,154	1,166
	MTM	2,136	2,191	2,245	2,299	2,353	2,407	2,461	2,515	2,569	2,623	2,677	2,731	2,785	2,839	2,893	2,947	3,001	3,055	3,109
	HR	12,320	12,617	12,915	13,213	13,511	13,809	14,107	14,405	14,703	15,001	15,299	15,597	15,895	16,193	16,491	16,789	17,087	17,385	17,683
	FIRE	9,024	9,245	9,466	9,687	9,908	10,129	10,350	10,571	10,792	11,013	11,234	11,455	11,676	11,897	12,118	12,339	12,560	12,781	13,002

50	ANN	26,260	26,936	27,612	28,288	28,964	29,640	30,316	30,992	31,668	32,344	33,020	33,696	34,372	35,048	35,724	36,400	37,076	37,752	38,428
	RW	1,011	1,022	1,034	1,046	1,058	1,070	1,082	1,094	1,106	1,118	1,130	1,142	1,154	1,166	1,178	1,190	1,202	1,214	1,226
	MTM	2,191	2,245	2,299	2,353	2,407	2,461	2,515	2,569	2,623	2,677	2,731	2,785	2,839	2,893	2,947	3,001	3,055	3,109	3,163
	HR	12,617	12,915	13,213	13,511	13,809	14,107	14,405	14,703	15,001	15,299	15,597	15,895	16,193	16,491	16,789	17,087	17,385	17,683	17,981
	FIRE	9,245	9,466	9,687	9,908	10,129	10,350	10,571	10,792	11,013	11,234	11,455	11,676	11,897	12,118	12,339	12,560	12,781	13,002	13,223

51	ANN	26,936	27,636	28,336	29,036	29,736	30,436	31,136	31,836	32,536	33,236	33,936	34,636	35,336	36,036	36,736	37,436	38,136	38,836	39,536
	RW	1,061	1,072	1,084	1,096	1,108	1,120	1,132	1,144	1,156	1,168	1,180	1,192	1,204	1,216	1,228	1,240	1,252	1,264	1,276
	MTM	2,245	2,299	2,353	2,407	2,461	2,515	2,569	2,623	2,677	2,731	2,785	2,839	2,893	2,947	3,001	3,055	3,109	3,163	3,217
	HR	12,915	13,213	13,511	13,809	14,107	14,405	14,703	15,001	15,299	15,597	15,895	16,193	16,491	16,789	17,087	17,385	17,683	17,981	18,279
	FIRE	9,466	9,687	9,908	10,129	10,350	10,571	10,792	11,013	11,234	11,455	11,676	11,897	12,118	12,339	12,560	12,781	13,002	13,223	13,444

52	ANN	27,636	28,336	29,036	29,736	30,436	31,136	31,836	32,536	33,236	33,936	34,636	35,336	36,036	36,736	37,436	38,136	38,836	39,536	40,236
	RW	1,084	1,096	1,108	1,120	1,132	1,144	1,156	1,168	1,180	1,192	1,204	1,216	1,228	1,240	1,252	1,264	1,276	1,288	1,300
	MTM	2,360	2,414	2,468	2,522	2,576	2,630	2,684	2,738	2,792	2,846	2,900	2,954	3,008	3,062	3,116	3,170	3,224	3,278	3,332
	HR	13,612	13,910	14,208	14,506	14,804	15,102	15,400	15,698	15,996	16,294	16,592	16,890	17,188	17,486	17,784	18,082	18,380	18,678	18,976
	FIRE	9,687	9,908	10,129	10,350	10,571	10,792	11,013	11,234	11,455	11,676	11,897	12,118	12,339	12,560	12,781	13,002	13,223	13,444	13,665

BASIC SALARY SCHEDULE

RNG STEP 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

53

ANN	28,314	29,016	29,718	30,420	31,122	31,824	32,526	33,228	33,930	34,632	35,334	36,036	36,738	37,440	38,142	38,844	39,546	40,248	40,950	41,652	42,354	43,056	43,758	44,460	45,162	45,864	46,566	47,268	47,970	48,672	49,374	50,076	50,778	51,480	52,182	52,884	53,586	54,288	54,990	55,692	56,394	57,096	57,798	58,500	59,202	59,904	60,606	61,308	62,010	62,712	63,414	64,116	64,818	65,520	66,222	66,924	67,626	68,328	69,030	69,732	70,434	71,136	71,838	72,540	73,242	73,944	74,646	75,348	76,050	76,752	77,454	78,156	78,858	79,560	80,262	80,964	81,666	82,368	83,070	83,772	84,474	85,176	85,878	86,580	87,282	87,984	88,686	89,388	90,090	90,792	91,494	92,196	92,898	93,600	94,302	95,004	95,706	96,408	97,110	97,812	98,514	99,216	99,918	100,620	101,322	102,024	102,726	103,428	104,130	104,832	105,534	106,236	106,938	107,640	108,342	109,044	109,746	110,448	111,150	111,852	112,554	113,256	113,958	114,660	115,362	116,064	116,766	117,468	118,170	118,872	119,574	120,276	120,978	121,680	122,382	123,084	123,786	124,488	125,190	125,892	126,594	127,296	127,998	128,700	129,402	130,104	130,806	131,508	132,210	132,912	133,614	134,316	135,018	135,720	136,422	137,124	137,826	138,528	139,230	139,932	140,634	141,336	142,038	142,740	143,442	144,144	144,846	145,548	146,250	146,952	147,654	148,356	149,058	149,760	150,462	151,164	151,866	152,568	153,270	153,972	154,674	155,376	156,078	156,780	157,482	158,184	158,886	159,588	160,290	160,992	161,694	162,396	163,098	163,800	164,502	165,204	165,906	166,608	167,310	168,012	168,714	169,416	170,118	170,820	171,522	172,224	172,926	173,628	174,330	175,032	175,734	176,436	177,138	177,840	178,542	179,244	179,946	180,648	181,350	182,052	182,754	183,456	184,158	184,860	185,562	186,264	186,966	187,668	188,370	189,072	189,774	190,476	191,178	191,880	192,582	193,284	193,986	194,688	195,390	196,092	196,794	197,496	198,198	198,900	199,602	200,304	201,006	201,708	202,410	203,112	203,814	204,516	205,218	205,920	206,622	207,324	208,026	208,728	209,430	210,132	210,834	211,536	212,238	212,940	213,642	214,344	215,046	215,748	216,450	217,152	217,854	218,556	219,258	219,960	220,662	221,364	222,066	222,768	223,470	224,172	224,874	225,576	226,278	226,980	227,682	228,384	229,086	229,788	230,490	231,192	231,894	232,596	233,298	234,000	234,702	235,404	236,106	236,808	237,510	238,212	238,914	239,616	240,318	241,020	241,722	242,424	243,126	243,828	244,530	245,232	245,934	246,636	247,338	248,040	248,742	249,444	250,146	250,848	251,550	252,252	252,954	253,656	254,358	255,060	255,762	256,464	257,166	257,868	258,570	259,272	259,974	260,676	261,378	262,080	262,782	263,484	264,186	264,888	265,590	266,292	266,994	267,696	268,398	269,100	269,802	270,504	271,206	271,908	272,610	273,312	274,014	274,716	275,418	276,120	276,822	277,524	278,226	278,928	279,630	280,332	281,034	281,736	282,438	283,140	283,842	284,544	285,246	285,948	286,650	287,352	288,054	288,756	289,458	290,160	290,862	291,564	292,266	292,968	293,670	294,372	295,074	295,776	296,478	297,180	297,882	298,584	299,286	299,988	300,690	301,392	302,094	302,796	303,498	304,200	304,902	305,604	306,306	307,008	307,710	308,412	309,114	309,816	310,518	311,220	311,922	312,624	313,326	314,028	314,730	315,432	316,134	316,836	317,538	318,240	318,942	319,644	320,346	321,048	321,750	322,452	323,154	323,856	324,558	325,260	325,962	326,664	327,366	328,068	328,770	329,472	330,174	330,876	331,578	332,280	332,982	333,684	334,386	335,088	335,790	336,492	337,194	337,896	338,598	339,300	339,999	340,699	341,399	342,099	342,799	343,499	344,199	344,899	345,599	346,299	346,999	347,699	348,399	349,099	349,799	350,499	351,199	351,899	352,599	353,299	353,999	354,699	355,399	356,099	356,799	357,499	358,199	358,899	359,599	360,299	360,999	361,699	362,399	363,099	363,799	364,499	365,199	365,899	366,599	367,299	367,999	368,699	369,399	370,099	370,799	371,499	372,199	372,899	373,599	374,299	374,999	375,699	376,399	377,099	377,799	378,499	379,199	379,899	380,599	381,299	381,999	382,699	383,399	384,099	384,799	385,499	386,199	386,899	387,599	388,299	388,999	389,699	390,399	391,099	391,799	392,499	393,199	393,899	394,599	395,299	395,999	396,699	397,399	398,099	398,799	399,499	400,199	400,899	401,599	402,299	402,999	403,699	404,399	405,099	405,799	406,499	407,199	407,899	408,599	409,299	409,999	410,699	411,399	412,099	412,799	413,499	414,199	414,899	415,599	416,299	416,999	417,699	418,399	419,099	419,799	420,499	421,199	421,899	422,599	423,299	423,999	424,699	425,399	426,099	426,799	427,499	428,199	428,899	429,599	430,299	430,999	431,699	432,399	433,099	433,799	434,499	435,199	435,899	436,599	437,299	437,999	438,699	439,399	440,099	440,799	441,499	442,199	442,899	443,599	444,299	444,999	445,699	446,399	447,099	447,799	448,499	449,199	449,899	450,599	451,299	451,999	452,699	453,399	454,099	454,799	455,499	456,199	456,899	457,599	458,299	458,999	459,699	460,399	461,099	461,799	462,499	463,199	463,899	464,599	465,299	465,999	466,699	467,399	468,099	468,799	469,499	470,199	470,899	471,599	472,299	472,999	473,699	474,399	475,099	475,799	476,499	477,199	477,899	478,599	479,299	479,999	480,699	481,399	482,099	482,799	483,499	484,199	484,899	485,599	486,299	486,999	487,699	488,399	489,099	489,799	490,499	491,199	491,899	492,599	493,299	493,999	494,699	495,399	496,099	496,799	497,499	498,199	498,899	499,599	500,299	500,999	501,699	502,399	503,099	503,799	504,499	505,199	505,899	506,599	507,299	507,999	508,699	509,399	510,099	510,799	511,499	512,199	512,899	513,599	514,299	514,999	515,699	516,399	517,099	517,799	518,499	519,199	519,899	520,599	521,299	521,999	522,699	523,399	524,099	524,799	525,499	526,199	526,899	527,599	528,299	528,999	529,699	530,399	531,099	531,799	532,499	533,199	533,899	534,599	535,299	535,999	536,699	537,399	538,099	538,799	539,499	540,199	540,899	541,599	542,299	542,999	543,699	544,399	545,099	545,799	546,499	547,199	547,899	548,599	549,299	549,999	550,699	551,399	552,099	552,799	553,499	554,199	554,899	555,599	556,299	556,999	557,699	558,399	559,099	559,799	560,499	561,199	561,899	562,599	563,299	563,999	564,699	565,399	566,099	566,799	567,499	568,199	568,899	569,599	570,299	570,999	571,699	572,399	573,099	573,799	574,499	575,199	575,899	576,599	577,299	577,999	578,699	579,399	580,099	580,799	581,499	582,199	582,899	583,599	584,299	584,999	585,699	586,399	587,099	587,799	588,499	589,199	589,899	590,599	591,299	591,999	592,699	593,399	594,099	594,799	595,499	596,199	596,899	597,599	598,299	598,999	599,699	600,399	601,099	601,799	602,499	603,199	603,899	604,599	605,299	605,999	606,699	607,399	608,099	608,799	609,499	610,199	610,899	611,599	612,299	612,999	613,699	614,399	615,099	615,799	616,499	617,199	617,899	618,599	619,299	619,999	620,699	621,399	622,099	622,799	623,499	624,199	624,899	625,599	626,299	626,999	627,699	628,399	629,099	629,799	630,499	631,199	631,899	632,599	633,299	633,999	634,699	635,399	636,099	636,799	637,499	638,199	638,899	639,599	640,299	640,999	641,699	642,399	643,099	643,799	644,499	645,199	645,899	646,599	647,299	647,999	648,699	649,399	650,099	650,799	651,499	652,199	652,899	653,599	654,299	654,999	655,699	656,399	657,099	657,799	658,499	659,199	659,899	660,599	661,299	661,999	662,699	663,399	664,099	664,799	665,499	666,199	666,899	667,599	668,299	668,999	669,699	670,399	671,099	671,799	672,499	673,199	673,899	674,599	675,299	675,999	676,699	677,399	678,099	678,799	679,499	680,199	680,899	681,599	682,299	682,999	683,699	684,399	685,099	685,799	686,499	687,199	687,899	688,599	689,299
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BASIC SALARY SCHEDULE

STEP 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

62	ANN	35,360	36,244	37,128	38,064	39,000	39,962	41,002	42,018	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,360	1,394	1,428	1,464	1,500	1,537	1,577	1,616	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	2,947	3,020	3,094	3,172	3,250	3,330	3,417	3,501	3,588	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372
	HR	17,000	17,425	17,850	18,300	18,750	19,2125	19,7125	20,200	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

63	ANN	36,244	37,128	38,064	39,000	39,962	41,002	42,018	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,394	1,428	1,464	1,500	1,537	1,577	1,616	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	3,020	3,094	3,172	3,250	3,330	3,417	3,501	3,588	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372
	HR	17,425	17,850	18,300	18,750	19,2125	19,7125	20,200	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

64	ANN	37,128	38,064	39,000	39,962	41,002	42,018	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,428	1,464	1,500	1,537	1,577	1,616	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	3,094	3,172	3,250	3,330	3,417	3,501	3,588	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372
	HR	17,850	18,300	18,750	19,2125	19,7125	20,200	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

65	ANN	38,064	39,000	39,962	41,002	42,018	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,464	1,500	1,537	1,577	1,616	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	3,172	3,250	3,330	3,417	3,501	3,588	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372
	HR	18,300	18,750	19,2125	19,7125	20,200	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

66	ANN	39,000	39,962	41,002	42,018	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,500	1,537	1,577	1,616	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	3,250	3,330	3,417	3,501	3,588	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372
	HR	18,750	19,2125	19,7125	20,200	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

67	ANN	39,962	41,002	42,018	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,537	1,577	1,616	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	3,330	3,417	3,501	3,588	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372
	HR	19,2125	19,7125	20,200	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

68	ANN	41,002	42,018	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,577	1,616	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	3,417	3,501	3,588	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372
	HR	19,7125	20,200	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

69	ANN	42,018	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,616	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	3,501	3,588	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372
	HR	20,200	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

70	ANN	43,056	44,096	45,240	46,384	47,502	48,724	49,946	51,168	52,446
	RW	1,656	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018
	MTH	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372	4,481
	HR	20,700	21,200	21,750	22,300	22,8375	23,425	24,0125	24,600	25,225

BASIC SALARY SCHEDULE

RNG STEP 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

71	AMN	44,096	45,210	46,384	47,502	48,724	49,946	51,168	52,668	53,768	55,146	56,472	57,876	59,332	60,840	62,374	63,936
	BW	1,696	1,740	1,784	1,827	1,874	1,921	1,968	2,018	2,068	2,121	2,172	2,226	2,282	2,340	2,399	2,459
	MTM	3,675	3,770	3,865	3,959	4,060	4,162	4,264	4,372	4,481	4,596	4,706	4,823	4,944	5,070	5,198	5,328
	HR	21,2000	21,7500	22,3000	22,8375	23,4250	24,0125	24,6000	25,2250	25,8500	26,5125	27,1500	27,8250	28,5250	29,2500	29,9875	30,7375

72	AMN	45,210	46,384	47,502	48,724	49,946	51,168	52,668	53,768	55,146	56,472	57,876	59,332	60,840	62,374	63,936
	BW	1,740	1,784	1,827	1,874	1,921	1,968	2,018	2,068	2,121	2,172	2,226	2,282	2,340	2,399	2,459
	MTM	3,770	3,865	3,959	4,060	4,162	4,264	4,372	4,481	4,596	4,706	4,823	4,944	5,070	5,198	5,328
	HR	21,7500	22,3000	22,8375	23,4250	24,0125	24,6000	25,2250	25,8500	26,5125	27,1500	27,8250	28,5250	29,2500	29,9875	30,7375

73	AMN	46,384	47,502	48,724	49,946	51,168	52,668	53,768	55,146	56,472	57,876	59,332	60,840	62,374	63,936
	BW	1,784	1,827	1,874	1,921	1,968	2,018	2,068	2,121	2,172	2,226	2,282	2,340	2,399	2,459
	MTM	3,865	3,959	4,060	4,162	4,264	4,372	4,481	4,596	4,706	4,823	4,944	5,070	5,198	5,328
	HR	22,3000	22,8375	23,4250	24,0125	24,6000	25,2250	25,8500	26,5125	27,1500	27,8250	28,5250	29,2500	29,9875	30,7375

74	AMN	47,502	48,724	49,946	51,168	52,668	53,768	55,146	56,472	57,876	59,332	60,840	62,374	63,936
	BW	1,827	1,874	1,921	1,968	2,018	2,068	2,121	2,172	2,226	2,282	2,340	2,399	2,459
	MTM	3,959	4,060	4,162	4,264	4,372	4,481	4,596	4,706	4,823	4,944	5,070	5,198	5,328
	HR	22,8375	23,4250	24,0125	24,6000	25,2250	25,8500	26,5125	27,1500	27,8250	28,5250	29,2500	29,9875	30,7375

75	AMN	48,724	49,946	51,168	52,668	53,768	55,146	56,472	57,876	59,332	60,840	62,374	63,936
	BW	1,874	1,921	1,968	2,018	2,068	2,121	2,172	2,226	2,282	2,340	2,399	2,459
	MTM	4,060	4,162	4,264	4,372	4,481	4,596	4,706	4,823	4,944	5,070	5,198	5,328
	HR	23,4250	24,0125	24,6000	25,2250	25,8500	26,5125	27,1500	27,8250	28,5250	29,2500	29,9875	30,7375

BASIC SALARY SCHEDULE

Fire Fighter and Police Ranges

Range Step 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

36FP

ANN	18,044	18,912	18,934	19,448	19,916	20,462	20,956	21,476	21,996	22,542	23,088	23,712	24,082	24,802	25,532	26,156	26,780	27,482	28,158	28,886	29,562	30,316	31,096	31,878	32,656	33,462	34,320	35,178	36,036	36,906	37,856	38,792	39,806
EV	694	712	729	748	766	787	806	826	846	867	898	934	957	982	1,006	1,030	1,057	1,083	1,111	1,137	1,166	1,196	1,225	1,256	1,287	1,320	1,353	1,386	1,421	1,456	1,492	1,531	
PTM	1,504	1,543	1,580	1,621	1,660	1,703	1,746	1,790	1,833	1,879	1,924	1,976	2,024	2,074	2,128	2,180	2,232	2,290	2,347	2,407	2,464	2,526	2,591	2,654	2,721	2,789	2,860	2,932	3,003	3,079	3,155	3,233	3,317
HR	8,6750	8,9000	9,1125	9,3500	9,5750	9,8375	10,0750	10,3250	10,5750	10,8375	11,1000	11,4000	11,6750	11,9625	12,2750	12,5750	12,8750	13,2125	13,5375	13,8875	14,2125	14,5750	14,9500	15,3125	15,7000	16,0875	16,5000	16,9125	17,3250	17,7625	18,2000	18,6500	19,1375
FIRE	6,1964	6,3571	6,5089	6,6785	6,8392	7,0267	7,1964	7,3750	7,5535	7,7410	7,9285	8,1160	8,3035	8,4910	8,6785	8,8660	9,0535	9,2410	9,4285	9,6160	9,8035	9,9910	10,1785	10,3660	10,5535	10,7410	10,9285	11,1160	11,3035	11,4910	11,6785	11,8660	12,0535

40F

ANN	19,916	20,462	20,956	21,476	21,996	22,542	23,088	23,712	24,204	24,802	25,532	26,156	26,780	27,482	28,158	28,886	29,562	30,316	31,096	31,878	32,656	33,462	34,320	35,178	36,036	36,906	37,856	38,792	39,806	40,806	41,806	42,806
EV	766	787	806	826	846	867	898	934	957	982	1,006	1,030	1,057	1,083	1,111	1,137	1,166	1,196	1,225	1,256	1,287	1,320	1,353	1,386	1,421	1,456	1,492	1,531	1,571	1,611	1,651	1,691
PTM	1,660	1,705	1,746	1,790	1,833	1,879	1,924	1,976	2,024	2,074	2,128	2,180	2,232	2,290	2,347	2,407	2,464	2,526	2,591	2,654	2,721	2,789	2,860	2,932	3,003	3,079	3,155	3,233	3,317	3,400	3,484	3,569
HR	9,5750	9,8375	10,0750	10,3250	10,5750	10,8375	11,1000	11,4000	11,6750	11,9625	12,2750	12,5750	12,8750	13,2125	13,5375	13,8875	14,2125	14,5750	14,9500	15,3125	15,7000	16,0875	16,5000	16,9125	17,3250	17,7625	18,2000	18,6500	19,1375	19,6500	20,1625	20,6750
FIRE	7,1964	7,3750	7,5535	7,7410	7,9285	8,1160	8,3035	8,4910	8,6785	8,8660	9,0535	9,2410	9,4285	9,6160	9,8035	9,9910	10,1785	10,3660	10,5535	10,7410	10,9285	11,1160	11,3035	11,4910	11,6785	11,8660	12,0535	12,2410	12,4285	12,6160	12,8035	12,9910

42FP

ANN	20,956	21,476	21,996	22,542	23,088	23,712	24,204	24,802	25,532	26,156	26,780	27,482	28,158	28,886	29,562	30,316	31,096	31,878	32,656	33,462	34,320	35,178	36,036	36,906	37,856	38,792	39,806	40,806	41,806	42,806	43,806	44,806
EV	806	826	846	867	888	912	934	957	982	1,006	1,030	1,057	1,083	1,111	1,137	1,166	1,196	1,225	1,256	1,287	1,320	1,353	1,386	1,421	1,456	1,492	1,531	1,571	1,611	1,651	1,691	1,731
PTM	1,746	1,790	1,833	1,879	1,924	1,976	2,024	2,074	2,128	2,180	2,232	2,290	2,347	2,407	2,464	2,526	2,591	2,654	2,721	2,789	2,860	2,932	3,003	3,079	3,155	3,233	3,317	3,400	3,484	3,569	3,654	
HR	10,0750	10,3250	10,5750	10,8375	11,1000	11,4000	11,6750	11,9625	12,2750	12,5750	12,8750	13,2125	13,5375	13,8875	14,2125	14,5750	14,9500	15,3125	15,7000	16,0875	16,5000	16,9125	17,3250	17,7625	18,2000	18,6500	19,1375	19,6500	20,1625	20,6750	21,1875	21,7000
FIRE	7,9285	8,1160	8,3035	8,4910	8,6785	8,8660	9,0535	9,2410	9,4285	9,6160	9,8035	9,9910	10,1785	10,3660	10,5535	10,7410	10,9285	11,1160	11,3035	11,4910	11,6785	11,8660	12,0535	12,2410	12,4285	12,6160	12,8035	12,9910	13,1785	13,3660	13,5535	13,7410

46FP

ANN	23,088	23,712	24,204	24,802	25,532	26,156	26,780	27,482	28,158	28,886	29,562	30,316	31,096	31,878	32,656	33,462	34,320	35,178	36,036	36,906	37,856	38,792	39,806	40,806	41,806	42,806	43,806	44,806	45,806	46,806	47,806	48,806
EV	888	912	934	957	982	1,006	1,030	1,057	1,083	1,111	1,137	1,166	1,196	1,225	1,256	1,287	1,320	1,353	1,386	1,421	1,456	1,492	1,531	1,571	1,611	1,651	1,691	1,731	1,771	1,811	1,851	1,891
PTM	1,924	1,976	2,024	2,074	2,128	2,180	2,232	2,290	2,347	2,407	2,464	2,526	2,591	2,654	2,721	2,789	2,860	2,932	3,003	3,079	3,155	3,233	3,317	3,400	3,484	3,569	3,654	3,739	3,824	3,909	3,994	
HR	11,1000	11,4000	11,6750	11,9625	12,2750	12,5750	12,8750	13,2125	13,5375	13,8875	14,2125	14,5750	14,9500	15,3125	15,7000	16,0875	16,5000	16,9125	17,3250	17,7625	18,2000	18,6500	19,1375	19,6500	20,1625	20,6750	21,1875	21,7000	22,2125	22,7250	23,2375	23,7500
FIRE	7,9285	8,1160	8,3035	8,4910	8,6785	8,8660	9,0535	9,2410	9,4285	9,6160	9,8035	9,9910	10,1785	10,3660	10,5535	10,7410	10,9285	11,1160	11,3035	11,4910	11,6785	11,8660	12,0535	12,2410	12,4285	12,6160	12,8035	12,9910	13,1785	13,3660	13,5535	13,7410

50FP

ANN	25,532	26,156	26,780	27,482	28,158	28,886	29,562	30,316	31,096	31,878	32,656	33,462	34,320	35,178	36,036	36,906	37,856	38,792	39,806	40,806	41,806	42,806	43,806	44,806	45,806	46,806	47,806	48,806	49,806	50,806	51,806	52,806
EV	982	1,006	1,030	1,057	1,083	1,111	1,137	1,166	1,196	1,225	1,256	1,287	1,320	1,353	1,386	1,421	1,456	1,492	1,531	1,571	1,611	1,651	1,691	1,731	1,771	1,811	1,851	1,891	1,931	1,971	2,011	2,051
PTM	2,128	2,180	2,232	2,290	2,347	2,407	2,464	2,526	2,591	2,654	2,721	2,789	2,860	2,932	3,003	3,079	3,155	3,233	3,317	3,400	3,484	3,569	3,654	3,739	3,824	3,909	3,994	4,079	4,164	4,249	4,334	
HR	12,2750	12,5750	12,8750	13,2125	13,5375	13,8875	14,2125	14,5750	14,9500	15,3125	15,7000	16,0875	16,5000	16,9125	17,3250	17,7625	18,2000	18,6500	19,1375	19,6500	20,1625	20,6750	21,1875	21,7000	22,2125	22,7250	23,2375	23,7500	24,2625	24,7750	25,2875	25,8000
FIRE	8,9285	9,1160	9,3035	9,4910	9,6785	9,8660	10,0535	10,2410	10,4285	10,6160	10,8035	10,9910	11,1785	11,3660	11,5535	11,7410	11,9285	12,1160	12,3035	12,4910	12,6785	12,8660	13,0535	13,2410	13,4285	13,6160	13,8035	13,9910	14,1785	14,3660	14,5535	14,7410

54FP

ANN	28,158	28,886	29,562	30,316	31,096	31,878	32,656	33,462	34,320	35,178	36,036	36,906	37,856	38,792	39,806	40,806	41,806	42,806	43,806	44,806	45,806	46,806	47,806	48,806	49,806	50,806	51,806	52,806	53,806	54,806	55,806	56,806
EV	1,083	1,111	1,137	1,166	1,196	1,225	1,256	1,287	1,320	1,353	1,386	1,421	1,456	1,492	1,531	1,571	1,611	1,651	1,691	1,731	1,771	1,811	1,851	1,891	1,931	1,971	2,011	2,051	2,091	2,131	2,171	2,211
PTM	2,347	2,407	2,464	2,526	2,591	2,654	2,721	2,789	2,860	2,932	3,003	3,079	3,155	3,233	3,317	3,400	3,484	3,569	3,654	3,739	3,824	3,909	3,994	4,079	4,164	4,249	4,334	4,419	4,504	4,589	4,674	
HR	13,5375	13,8875	14,2125	14,5750	14,9500	15,3125	15,7000	16,0875	16,5000	16,9125	17,3250	17,7625	18,2000	18,6500	19,1375	19,6500	20,1625	20,6750	21,1875	21,7000	22,2125	22,7250	23,2375	23,7500	24,2625	24,7750	25,2875	25,8000	26,3125	26,8250	27,3375	27,8500
FIRE	10,0535	10,2410	10,4285	10,6160	10,8035	10,9910	11,1785	11,3660	11,5535	11,7410	11,9285	12,1160	12,3035	12,4910	12,6785	12,8660	13,0535	13,2410	13,4285	13,6160	13,8035	13,9910	14,1785	14,3660	14,5535	14,7410	14,9285	15,1160	15,3035	15,4910	15,6785	15,8660

67FP

ANN	38,792	39,806	40,794	41,808	42,822	43,814	44,
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ARTICLE II.

Pay Plan

§ 1. That the Pay Plan provided for and required by Section 9.11 of the Charter of the City of Richmond for the classes of positions in the classification plan is hereby adopted as follows:

PAY RANGE 11

Food Service Helper

PAY RANGE 12

PAY RANGE 13

Custodian

Hospital Custodial Worker

PAY RANGE 14

City Maintenance Worker

Gas and Water Meter Repair Technician Trainee

Lifeguard

Police School Guard

Welfare Case Aide

PAY RANGE 15

Cabinet Maker Apprentice

Carpenter Apprentice

Painter Apprentice

Plasterer Apprentice

Refuse Collector

Sewing Machine Operator

PAY RANGE 16

Clerical Aide

Food Preparation Worker

Supervisor of Police School Guards

PAY RANGE 17

Air Conditioning, Refrigeration, and

Heating Apprentice

Custodian Crew Chief

Electrician Apprentice

Head Lifeguard

Homemaker

Maintenance Mechanic Apprentice

Occupational Therapy Aide

Physical Therapy Aide

Plumber Apprentice

Trades Helper

Welder Apprentice

PAY RANGE 18

Automotive Attendant

Equipment Operator

Hospital Cook

Messenger/Mail Clerk

Nurse's Assistant Trainee

Security Officer

Supervisor of Police School Guards

PAY RANGE 17

Air Conditioning, Refrigeration, and

Heating Apprentice

Custodian Crew Chief

Electrician Apprentice

Head Lifeguard

Homemaker

Maintenance Mechanic Apprentice

Occupational Therapy Aide

Physical Therapy Aide

Plumber Apprentice

Trades Helper

Welder Apprentice

PAY RANGE 18

Automotive Attendant

Equipment Operator

Hospital Cook

Messenger/Mail Clerk

Nurse's Assistant Trainee

Security Officer

Meter Reader

Public Information Representative

Utility Plant Operator

Wastewater Sampler

Welfare Case Aide Supervisor

PAY RANGE 20

Clerk

Duplicating and Binding Technician

Gas and Water Meter Repair Technician

Meter Installer Trainee

Nurse's Assistant

Peripheral Equipment Operator

Police Support Officer

Receptionist

Special Bus Operator

Traffic Sign Fabricator

Truck Operator

PAY RANGE 21

Clerk Typist

Data Entry Operator

Labor and Trades Crew Chief

Stable Attendant

Teller

Wastewater Plant Operator

PAY RANGE 22

Automotive Parts Specialist

Compositor

Data Control Technician

Drafting Apprentice

Homemaker Supervisor

Laundry Services Supervisor

Motor Vehicle Control Officer

Senior Clerk

Senior Occupational Therapy Aide

Senior Physical Therapy Aide

Street Light Specialist

Telephone Operator Supervisor

Transcribing Typist

Warehouse Technician

PAY RANGE 23

Automotive Equipment Painter

Bookmobile Operator

Maintenance Repair Worker

Senior Clerk Typist

Terminal Systems Operator

Title Investigator

Tree Trimmer

Water Purification Plant Operator

PAY RANGE 24

Account Clerk

Animal Control Officer

Collection Clerk

Customer Service Representative

Heavy Duty Truck Operator

Legal Secretary

Licensed Practical Nurse

Light Equipment Mechanic

Mason

Meter Installer

Painter

Plasterer

Secretary

Senior Data Control Technician

Gas and water specialist trainee
Mental Health Activities Leader
Pipe Fitter
Public Information Officer
Senior Wastewater Plant Operator
Supervisor of Wastewater Samplers
Vehicle Service Technician

PAY RANGE 26

Cashier
Communications Officer
Computer Programmer Trainee
Customer Account Representative
Data Entry Supervisor
Drip Pump Operator
Engineering Aide
Environmental Inspector
Principal Clerk
Senior Computer Operator
Senior Secretary
Senior Title Investigator
Senior Water Purification Plant Operator

Computer Control Specialist

Eligibility Worker

Gardener

Gas and Water Meter Tester

Hospital Custodian Supervisor

Lead Pipe Fitter

Recreation Instructor

Senior Account Clerk

Senior Equipment Operator

Senior Tree Trimmer

Senior Utility Plant Operator

Supervisor of Meter Readers

Warehouse Crew Chief

PAY RANGE 28

Administrative Clerk

Administrative Secretary

Body and Fender Repair Specialist

Carpenter

Collection Agent

Construction Cost Specialist

Farrier

Special Vehicle Operator

Supervisor of Parking Meter Shop

Swimming Pool Manager

PAY RANGE 29

Bridge Maintenance Specialist

Data Control Manager

Drafting Technician

Food Service Supervisor

License Field Inspector

Licensed Practical Nurse Supervisor

Personnel Assistant

Survey Instrument Operator

Welder

PAY RANGE 30

Benefit Programs Specialist

Electrician

Gas Pipeline Welder

Graphics Designer

Heavy Equipment Operator

Industrial Nurse

Library Assistant

Power Line Technician

Senior Labor and Trades Crew Chief

Utilities Investigator

Warehouse Supervisor

PAY RANGE 31

Building Inspector

Electrical Inspector

Elevator Inspector

Inspector of Weights and Measures

Lead Bridge Maintenance Specialist

Occupational Therapist

Physical Therapist

Recreation Group Worker

Senior Communications Officer

Sewer Inspector and Sealing Specialist

Traffic Planning Technician

Utility Plant Electrician

Water System Quality Technician

PAY RANGE 32

Administrative Officer

Appraiser Trainee

Lead Maintenance Mechanic

Lead Power Line Technician

Librarian

Mental Health Case Manager

Plumbing Inspector

Senior Automotive Mechanic

Senior Customer Account Representative

Survey Party Chief

PAY RANGE 33

Air Conditioning, Refrigeration, and

Heating Mechanic

Box Office Manager

Computer Operations Supervisor

Construction Inspector

Eligibility Supervisor

Gas Home Economist

General Supervisor of Custodial Services

Lead Utility Plant Electrician

License Auditor

Master Plumber

Pipeline Corrosion Technician

Print Shop Supervisor
Superintendent of Animal Control
Supervisor of Gas and Water Service

Specialists

PAY RANGE 34

Chemist
Chief Water Purification Plant Operator
Educational Diagnostician
General Supervisor of Meter Readers
Hospital Admissions Officer
Labor and Trades Supervisor
Naturalist
Recreation Center Supervisor
Senior Building Inspector
Senior Electrical Inspector
Senior Elevator Inspector
Senior Gardener
Senior Graphic Designer
Services Coordinator
Social Worker
Survey Parties Supervisor
Surveyor

Tugboat Captain

Wastewater Plant Operator Supervisor

Water Purification Engineer

PAY RANGE 35

Accountant

Architect

Assistant Communications Office Supervisor

Benefit Programs Supervisor

Maintenance Claims Examiner

Protective Service Worker

Purchasing Officer

Registered Nurse

Senior Occupational Therapist

Senior Physical Therapist

Stage Manager

Welfare Programs Analyst

PAY RANGE 36

Administrative Analyst

Electronics Technician

Fire Fighter

Fiscal Analyst

Food Manager

Maintenance Mechanic Supervisor

Media Information Specialist

Mental Health Case Manager Supervisor
Police Officer
Property Claims Examiner
Recreation Program Specialist
Senior Benefit Programs Supervisor
Senior Eligibility Supervisor
Senior Librarian
Supervising Inspector of Weights and Measures
Supervisor of Power Line Technicians
Surplus Property Agent
Utility Plant Electrician Supervisor
Youth Services Analyst

PAY RANGE 37

Automotive Parts Manager
Construction Inspector Supervisor
Equipment Maintenance Coordinator
Psychiatric Nurse
Senior License Auditor
Senior Plumbing Inspector
Senior Services Coordinator
Supervisor of Traffic Sign Meter Shop
Warehouse Manager

PAY RANGE 38

Auditor

Collection Manager
Communications Officer Supervisor
Energy Auditor
Facilities Maintenance Superintendent I
Gas Supply and Marketing Representative
Labor and Trades Superintendent
Mental Health Clinician I
Nurse Supervisor
Planner
Recreation Supervisor
Senior Chemist
Senior Purchasing Officer
Senior Surveyor
Superintendent of Custodial Services
Zoning Officer

PAY RANGE 39

Budget and Management Analyst
Community Facilities Manager I
Computer Programmer
Construction Purchasing Officer
Economic Development Specialist
Equal Opportunity Specialist
Personnel Analyst

Real Estate Agent

Senior Accountant

Senior Electronics Technician

Social Work Supervisor

Superintendent of Rehabilitation

PAY RANGE 40

Assistant Superintendent of Nursing Services

Event Manager

Fire Inspector

General Supervisor of Mechanical Equipment

Maintenance

Mental Health Clinician II

Occupational Safety and Health Specialist

Senior Labor and Trades Superintendent

Superintendent of Contracts and Claims

Superintendent of Eligibility Determination

Supervisor of Automotive Mechanics

PAY RANGE 41

Community Facilities Manager II

Dietitian

Traffic Engineer

PAY RANGE 42

Assistant City Clerk

Chief Chemist
Fire Lieutenant
General Supervisor of Power Line Technicians
Police Sergeant
Recreation Superintendent
Social Services Program Trainer

PAY RANGE 43

Appraiser
Civil Engineer
Elderly Services and Affairs Administrator
Electrical Engineer
Electronics Technician Supervisor
Employee Relations Counsel
Employment Practices Specialist
General Supervisor of Automotive Maintenance
General Supervisor of Park Maintenance
Harbor Master
Mechanical Engineer
Psychologist
Senior Personnel Analyst
Superintendent of Grounds and Structures
Youth Services Administrator

PAY RANGE 44

Accounting Supervisor

Benefit Programs Administrator
Claims Coordinator
Customer Service Supervisor
Facilities Maintenance Superintendent II
General Supervisor of Gas and Water
Distribution
Horticulturist
License and Tax Audit Manager
Mental Health Clinician III
Senior Administrative Officer
Senior Planner
Superintendent of Wastewater Plant Operations
Utility Accounting Supervisor
Welfare Programs Coordinator

PAY RANGE 45

Assistant City Librarian
Computer Systems Analyst
Minority Business Coordinator
Purchase and Contract Manager
Recreation Program Coordinator
Senior Administrative Analyst
Senior Architect
Senior Auditor

Senior Civil Engineer
Senior Community Facilities Manager
Senior Computer Programmer
Senior Electrical Engineer
Senior Mechanical Engineer
Senior Water Purification Engineer
Superintendent of Nursing Services

PAY RANGE 46

Fire Captain
Police Lieutenant
Senior Appraiser
Senior Real Estate Agent
Senior Structural Engineer

PAY RANGE 47

Computer Operations Manager
Economic Development Officer
Emergency Medical Services Coordinator
Lead Computer Programmer
Personnel Psychologist
Senior Facilities Maintenance Superintendent
Senior Social Work Supervisor
Welfare Training Administrator

PAY RANGE 48

Arborist

Customer Relations Manager
General Supervisor of Utility Plants
Senior Computer Systems Analyst
Senior Traffic Engineer
Superintendent of Mechanical Equipment
Maintenance

PAY RANGE 49

License Inspector
Senior Accounting Supervisor

PAY RANGE 50

Accounts Administrator
Agronomist
Deputy Battalion Chief
Police Captain

PAY RANGE 51

Assessment Analyst
Executive Staff Assistant
Lead Computer Systems Analyst
Principal Administrative Analyst
Survey and Acquisitions Administrator
Systems Engineer

PAY RANGE 52

Chief of Cemeteries
City Occupational Safety and Health Officer

Collector of City Taxes
Customer Service Manager
Employment Practices Supervisor
Nursing Home Services Manager
Personnel Administrator
Principal Planner
Senior Budget and Management Analyst
Superintendent of Accounting
Superintendent of Automotive Maintenance
Supervising Appraiser

PAY RANGE 53

Civil Engineer Supervisor
Computer Programming Manager
Electrical Engineer Supervisor
Mechanical Engineer Supervisor
Mental Health Program Administrator
Senior Utility Engineer
Social Work Program Administrator

PAY RANGE 54

Audits Manager
Fire Battalion Chief
Police Major
Senior Systems Engineer

PAY RANGE 55

Chief of Benefit Programs

Chief of Eligibility Determination

Chief of Facilities Maintenance

Permits and Engineering Services

Administrator

Senior Psychologist

PAY RANGE 56

Architectural and Structural Administrator

Chief of Data Processing Operations

Chief of Emergency Communications

Chief of Tax Enforcement and Collection

City Traffic Engineer

Computer Systems Analysis Manager

PAY RANGE 57

Business Management Officer

Chief of Purchases and Stores

Telecommunications Coordinator

PAY RANGE 58

Chief of Recreation

Chief of Risk Management

Streets and Sewers Engineering Administrator

PAY RANGE 59

Chief of Buildings Management

Chief of Equipment Management

Chief of Parks

Chief Utility Engineer

Mental Health Clinician IV

Nursing Home Administrator

PAY RANGE 60

Chief of Environmental Management

Chief of Social Services

Systems Engineering Manager

PAY RANGE 62

Assistant City Assessor

Chief of Accounting and Control

Chief of Engineering/Public Works

Gas Supply and Marketing Manager

PAY RANGE 63

Chief Wastewater Engineer

Commissioner of Buildings

PAY RANGE 66

Chief of Mental Health Services

Utilities Comptroller

PAY RANGE 67

Chief of Fire

Chief of Operations/Public Works

Chief of Police

Utilities Engineering Administrator

EXECUTIVE

Assistant City Manager
City Assessor
City Auditor
City Clerk
City Librarian
Deputy Assistant City Attorney
Director of Budget
Director of Community Facilities
Director of Data Processing
Director of Finance
Director of General Services
Director of Human Relations
Director of Mental Health and Mental
Retardation
Director of Personnel
Director of Planning and Community
Development
Director of Public Safety
Director of Public Utilities
Director of Public Welfare
Director of Public Works
Director of Recreation and Parks
Executive Director, Port of Richmond

Executive Secretary, Richmond Supplemental
Retirement System

General Registrar

Senior Assistant City Attorney

UNCLASSIFIED

Assistant City Attorney

Assistant General Registrar

Assistant Registrar

Assistant to City Manager for Economic
Development

Assistant to City Manager for Legislation

Court Assistant

Executive Secretary

Psychiatrist

Secretary to Judges of the Circuit Court

Senior Assistant Registrar

Senior Psychiatrist

Special Assistant to Mayor

ARTICLE III

Compensation of Officers and Employees

§ 1. That the compensation for the classes of positions in the classified service of the City and the compensation of the officers and employees in the unclassified service of the City, which have been included in the pay ranges of the pay plan adopted and set out in Article II of this ordinance, shall be determined and fixed in accordance therewith and the other provisions of this ordinance.

The officers and employees of the departments, bureaus, boards, commissions, offices and agencies of the City shall be paid their salary bi-weekly. The payments shall be measured by one twenty-sixth of the prescribed annual compensation; provided that during any fiscal year in which there are twenty-seven alternate Fridays, one additional installment of such annual compensation shall be paid.

§ 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; 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 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.

In no event will a bonus be added to the base pay of recipients but will constitute a one time only bonus for which an individual must annually meet specified criteria in order to qualify. The qualifications for and the amount of the bonus may be adjusted from year to year. Bonus payments will be made without regard to the maximum of a given salary range.

§ 5. The City Manager shall receive a salary of \$110,000.00 per annum.

The pay of the City Manager shall be supplemented in the amount of \$7,500 per annum pursuant to execution by the City Manager of a participation agreement, which agreement conforms to the applicable Internal Revenue Code provisions and regulations and Article III, Chapter 23, Deferred Compensation Plan, of the Richmond City Code of 1985, by a payment or payments made to a deferred compensation plan of the City of Richmond.

In addition, the City Manager shall receive the sum of \$450 per month as an automobile expense allowance and, so long as necessary during the first six months of his employment by the City of Richmond, the City Manager shall receive

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; 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

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.

In no event will a bonus be added to the base pay of recipients but will constitute a one time only bonus for which an individual must annually meet specified criteria in order to qualify. The qualifications for and the amount of the bonus may be adjusted from year to year. Bonus payments will be made without regard to the maximum of a given salary range.

§ 5. The City Manager shall receive a salary of \$110,000.00 per annum.

The pay of the City Manager shall be supplemented in the amount of \$7,500 per annum pursuant to execution by the City Manager of a participation agreement, which agreement conforms to the applicable Internal Revenue Code provisions and regulations and Article III, Chapter 23, Deferred Compensation Plan, of the Richmond City Code of 1985, by a payment or payments made to a deferred compensation plan of

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; 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 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

step shall be made until after the lapse of six consecutive months of employment and a satisfactory or better performance evaluation.

§ 3. Whenever a temporary appointment is made under the provisions of the personnel rules to fill a vacancy in a position for which there is no eligible list, pursuant to the provisions of Section 9.03 of the Charter, the person so appointed shall receive the compensation fixed in the first step of the pay range for the position unless otherwise provided by the City Manager.

§ 4. Notwithstanding any other provisions of this ordinance to the contrary, an appointing authority may recommend to the Director of Personnel that an employee in the classified service be advanced by no more than two additional pay steps or receive an individual bonus to be paid in a lump sum. Based upon the recommendation and documentation that an employee has demonstrated outstanding performance during designated evaluation year or has rare qualifications and has rendered outstanding service over and beyond the call of duty to the City for an extended period of time the Director of Personnel may recommend the employee be advanced or receive a bonus. Upon receipt of such recommendation the City Manager may authorize such advancement or a bonus. In no event shall any employee be

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.

In no event will a bonus be added to the base pay of recipients but will constitute a one time only bonus for which an individual must annually meet specified criteria in order to qualify. The qualifications for and the amount of the bonus may be adjusted from year to year. Bonus payments will be made without regard to the maximum of a given salary range.

§ 5. The City Manager shall receive a salary of \$110,000.00 per annum.

The pay of the City Manager shall be supplemented in the amount of \$7,500 per annum pursuant to execution by the City Manager of a participation agreement, which agreement conforms to the applicable Internal Revenue Code provisions and regulations and Article III, Chapter 23, Deferred Compensation Plan, of the Richmond City Code of 1985, by a payment or payments made to a deferred compensation plan of the City of Richmond.

In addition, the City Manager shall receive the sum of \$450 per month as an automobile expense allowance and, so long as necessary during the first six months of his employment by the City of Richmond, the City Manager shall receive

an amount not greater than \$600 per month as a temporary living allowance; provided, however, the temporary living allowance may be extended for an additional period of not to exceed six months with the approval of Council's Agencies Committee.

§ 6. The City Attorney shall receive a salary of \$80,000 per annum. In addition the City Attorney shall receive the sum of \$250.00 per month as an automobile expense allowance.

§ 7. An employee in the City's unclassified service, as set forth in Section 9.07 of the Charter, but not in the Senior Executive Group, will be designated in Pay Range "U". The salary for such employees will be set by the appointing authority with approval of the City Council Agencies Committee. Such salary will be in one of the steps set forth in the pay achedules in Article I.

§ 8. The Senior Executive Group shall consist of the following persons:

Assistant City Managers

City Assessor

City Auditor

City Clerk

City Librarian

Deputy Assistant City Attorney

Directors of:

Budget

Community Facilities

Data Processing

Finance

General Services

Human Relations

Mental Health and Mental Retardation

Personnel

Planning and Community Development

Public Safety

Public Utilities

Public Welfare

Public Works

Recreation and Parks

[Risk-Management]

Executive Director, Port of Richmond

Executive Secretary, Richmond Supplemental

Retirement System

General Registrar

Senior Assistant City Attorney

These persons are designated in the Pay Plan in Pay Grade "E". The salary will be established for these persons

by the appointing authority with the approval of the City Council Agencies Committee in one of the pay steps established in the pay schedules set forth in Article I. There will be established between the appointing authority and the person in the Senior Executive Group a performance agreement that will be the basis of establishing performance targets and compensation for these persons.

§ 9. That persons occupying positions in the office of the General Registrar in accordance with provisions of Title 24.1 of the Code of Virginia providing for assistants to registrars and for whom comepnasation is not fixed directly or indirectly by the General Assembly by statute, shall be placed in pay ranges as follows:

Position	Pay Range
Assistant General Registrar	44
Senior Assistant Registrar	24
Assistant Registrar	20

The remaining provisions of this Article shall apply to determine the exact compensation for persons occupying the above positions.

§ 10. The person designated to act as City Manager as required by section 5.07 of the City Charter, if such person be other than an Assistant City Manager, in addition to the salary fixed for the position held by such person

shall be paid five percent thereof in the same manner and at the same time as such salary is paid.

§ 11. That [~~eight~~] the Assistant Attorneys of the Commonwealth as designated by the Attorney for the Commonwealth to prosecute in the Thirteenth District Court and in the Thirteenth Circuit Court, Division I and Division II, of the City of Richmond, persons charged with offenses against the ordinances of the City of Richmond as may be approved by the Council shall each receive a salary of [~~\$27,250~~] up to \$5,000 per annum in addition to the salary fixed for the position of Assistant Attorney for the Commonwealth by general law.

§ 12. Whenever due to a shortage in the authorized number of personnel in the Bureau of Police, until such time as the shortage is eliminated by selection and completion of training of persons to bring the Bureau of Police to its authorized strength, the Director of Public Safety, or such person as he may delegate, may designate police personnel, who shall be required to perform service in excess of forty hours per week or in excess of the hours of work prescribed in rules and regulations duly adopted with respect thereto and such police personnel (designated as non-exempt) shall receive compensation for each excess hour of such service or fraction thereof equal to one and one-half times his normal hourly equivalent compensation.

in attendance in any such court for said purpose for less than one hour shall be paid compensation for the hour.

§ 15. Whenever the Council or the City Manager declares that there exists in the City an emergency which constitutes a danger to the safety, health, peace, good order and welfare of the citizens of the City which requires that personnel in the classified service work hours in excess of the normal hours of work as established by personnel rules, such personnel shall, in addition to the pay prescribed for their respective positions in the pay plan, be paid at the rate of one and one-half times such pay for each and every hour worked beyond their normal work schedule.

§ 16. Whenever any employee in the classified service in a class of position designated as non-exempt is required to perform service beyond the hours of work prescribed in the rules adopted by the Personnel Board pursuant to section 9.06 of the Charter, he shall receive compensation for such service rendered beyond such hours equal to one and one-half times the hourly rate fixed in the pay range for the class of position to which he is assigned.

§ 17. Whenever any sworn police officer as a condition imposed in any grant of federal or state funds and in order for the City to meet conditions or requirements

imposed in such grant, or to carry out the purpose of the program encompassed in such grant, is required to perform services (work hours) in excess of the normal hours as established by personnel rules adopted by the Personnel Board pursuant to section 9.06 of the Charter, such sworn police officer shall receive compensation for such services rendered beyond the normal hours of work equal to one and one-half times the hourly rate fixed in the pay range for the class of position to which he is assigned.

§ 18. Whenever any regular full-time employee in the classified service is regularly required to perform service at night, he shall receive compensation for such service equal to the hourly or annual compensation fixed in the pay range for the class of position to which he is assigned plus \$.50 per hour for a midnight or an afternoon shift. Such additional compensation shall only be paid to employees working a fixed shift where one-half or more of the employee's regular working hours are scheduled after 5:00 p.m. and shall not be paid to members of the Fire Bureau working 24 on - 24 off shifts and employees working a rotating shift or a shift which otherwise required them to periodically work at night. A fixed shift basis of employment is one in which the regular working hours are identical each working day for a period of not less than

120 calendar days. A rotating shift is one in which the hours of work fluctuate on a regular basis or irregular basis. For the purpose of determining whether additional compensation is due the employee for working at night, any work schedule which is not congruent with the above definition of a fixed shift will be assumed to be a rotating shift.

§ 19. Whenever any employee in the classified service is required to give incidental assistance in addition to performing regular duties by supervising two or more employees performing service in the same location where no regular supervisor is authorized and another supervisory position is not assigned, he shall receive compensation for such service equal to the hourly compensation fixed in the pay range for the class of position to which he is assigned plus \$.50 per hour.

§ 20. Whenever any employee in the classified service is required to work in a position in a higher pay range during a vacancy in that position or during the absence of the incumbent in that position, and when such assignment extends beyond fifteen consecutive work days, he shall receive compensation retroactive to the date he commenced acting in such position equal to the step in the higher pay range to which he would have been assigned if he

had been promoted to this higher classification. No employee shall be assigned this temporary upgrade for more than ninety work days except as approved in special cases or in temporary upgrades to unclassified classifications. On the date the employee is no longer performing such temporary upgrade duties, his compensation shall return to the step of the range of his permanent position as formerly assigned. All such temporary upgrades shall be approved by the Director of Personnel and the City Manager. Pursuant to authority granted the City Manager to transfer or appoint employees to perform special assignments the Director of Personnel will make recommendations to the City Manager to determine and fix compensation for such assignments where appropriate.

§ 21. Whenever it is necessary to provide any officer or employee or his immediate family or dependents thereof with meals, laundry and housing, or any of them, the meals, laundry or housing shall be evaluated in money by or under the supervision and direction of the City Manager and deducted from the compensation of such officer or employee.

§ 22. Whenever any police officer is required on a regular basis to handle and provide for the care of a dog assigned to him to assist in the performance of his duties, he shall receive the compensation fixed in the pay range for

the class of position to which he is assigned plus the sum of \$1,100 annually, to be paid in by-weekly installments. the class of position to which he is assigned plus the sum of \$1,100 annually, to be paid in by-weekly installments.

§ 23. Whenever any police officer is assigned detective duties by the Chief of Police, during the period of such service only, he shall receive compensation for such service equal to the compensation then being paid to such officer plus \$0.60 per hour. Whenever any police sergeant is assigned detective duties by the Chief of Police, during the period of such service only, he shall receive compensation for such service equal to the compensation then being paid to such officer plus \$0.75 per hour.

§ 24. Whenever any police officer or uniformed member of the Bureau of Fire receives an Associate of Arts degree from an accredited college, university or junior college or is certified by same as a junior in a degree granting program, he shall receive annually in addition to his regular compensation a sum of \$300.00. This additional compensation shall be paid in two equal installments, one in July and the other in February.

Whenever any police officer or uniformed member of the Bureau of Fire receives a Bachelor of Arts or Bachelor of Science degree from an accredited college or university,

he shall receive annually in addition to his regular compensation a sum of \$600.00. This additional compensation shall be paid in two equal installments, one in July and the other in February.

§ 25. If an employee in the classified service is involuntarily demoted for non-disciplinary reasons, or if the position of such employee is reallocated to a lower range, the appointing authority may recommend to the Director of Personnel that such employee shall continue to receive the salary payable for his then current pay range and pay step though involuntarily demoted, or his position reallocated to a lower pay range. The Director of Personnel shall then make an investigation and if he be satisfied that the employee has excellent qualifications and has rendered outstanding service to the City for a minimum period of five years, he may recommend to the City Manager that the employee continue to receive the same pay as immediately prior to such involuntary demotion, or such reallocation of the employee's position to a lower pay range. If the City Manager shall concur in the recommendation that the employee continue to be paid the salary received immediately prior to such involuntary demotion or reallocation of position, it shall be accomplished by assigning the employee to the step of the lower pay range which is equivalent to his former pay

rate. If the employee's rate of pay exceeds the top step of the lower pay range, he shall continue to receive the same pay, but such pay shall not be increased until the lower pay range has increased sufficiently to equal or exceed such employee's rate of pay. The employee shall then be paid in the proper pay range at the lowest step that will not result in a loss of pay. The employee may then receive future increases in pay within the proper pay range in accordance with the other provisions of this ordinance.

§ 26. Any officer or employee defined in paragraph 1 of Article II of this ordinance who in addition to the pay for the step of the pay range to which he is assigned is entitled to receive one or more increments in pay pursuant to the adoption of this ordinance, shall nevertheless, be entitled to receive only one such increment, which shall be the larger or largest of any such increment; provided, however, that any increment in pay for meritorious service, for an educational level attained by a police officer or uniformed member of the Bureau of Fire, or for a temporary upgrade, shall be excluded from and not subject to this limitation.

§ 27. The compensation of officers and employees fixed in Article II and Article III of this ordinance is for full time employment and for services rendered on the days

and during the hours prescribed in the rules adopted by the Personnel Board pursuant to Section 9.06 of the Charter, except only when otherwise provided in this ordinance or by law.

II. That Ordinance No. 86-119-148, adopted May 28, 1986, as heretofore amended, shall remain in force and effect, except as herein amended and this amendatory ordinance shall be in force and effect for the pay period commencing June 20, 1987, and shall be applicable to the compensation payable to such officers and employees thereafter until otherwise provided by law or ordinance.

shall be paid five percent thereof in the same manner and at the same time as such salary is paid.

§ 11. That [~~eight~~] the Assistant Attorneys of the Commonwealth as designated by the Attorney for the Commonwealth to prosecute in the Thirteenth District Court and in the Thirteenth Circuit Court, Division I and Division II, of the City of Richmond, persons charged with offenses against the ordinances of the City of Richmond as may be approved by the Council shall each receive a salary of [~~\$2,250~~] up to \$5,000 per annum in addition to the salary fixed for the position of Assistant Attorney for the Commonwealth by general law.

§ 12. Whenever due to a shortage in the authorized number of personnel in the Bureau of Police, until such time as the shortage is eliminated by selection and completion of training of persons to bring the Bureau of Police to its authorized strength, the Director of Public Safety, or such person as he may delegate, may designate police personnel, who shall be required to perform service in excess of forty hours per week or in excess of the hours of work prescribed in rules and regulations duly adopted with respect thereto and such police personnel (designated as non-exempt) shall receive compensation for each excess hour of such service or fraction thereof equal to one and one-half times his normal hourly equivalent compensation.

§ 13. Whenever due to a shortage in the authorized number of personnel in the Bureau of Fire until such time as the shortage is eliminated by selection and completion of training of persons to bring the Bureau of Fire to its authorized strength, the Director of Public Safety, or such person as he may delegate, may designate Bureau of Fire personnel who shall be required to perform service in excess of the hours of work designated for a specific duty assignment as prescribed in rules and regulations duly adopted with respect thereto such Bureau of Fire personnel (designated as non-exempt) shall receive compensation at the rate of one and one-half times the normal hourly equivalent for each hour or fraction thereof in excess of such person's normal work schedule.

§ 14. Whenever any classified employee (designated as non-exempt) is summoned to appear in court for the purpose of testifying on behalf of the Commonwealth of Virginia or the City of Richmond in prosecutions for violations of the laws of the Commonwealth or ordinances of the City during the time such employee is off duty and not required to perform his duties, he shall be paid compensation for each hour or major part thereof spent in attendance in such court for said purpose time and one-half of the compensation then being paid to such employee. An employee

in attendance in any such court for said purpose for less than one hour shall be paid compensation for the hour.

§ 15. Whenever the Council or the City Manager declares that there exists in the City an emergency which constitutes a danger to the safety, health, peace, good order and welfare of the citizens of the City which requires that personnel in the classified service work hours in excess of the normal hours of work as established by personnel rules, such personnel shall, in addition to the pay prescribed for their respective positions in the pay plan, be paid at the rate of one and one-half times such pay for each and every hour worked beyond their normal work schedule.

§ 16. Whenever any employee in the classified service in a class of position designated as non-exempt is required to perform service beyond the hours of work prescribed in the rules adopted by the Personnel Board pursuant to section 9.06 of the Charter, he shall receive compensation for such service rendered beyond such hours equal to one and one-half times the hourly rate fixed in the pay range for the class of position to which he is assigned.

§ 17. Whenever any sworn police officer as a condition imposed in any grant of federal or state funds and in order for the City to meet conditions or requirements

imposed in such grant, or to carry out the purpose of the program encompassed in such grant, is required to perform services (work hours) in excess of the normal hours as established by personnel rules adopted by the Personnel Board pursuant to section 9.06 of the Charter, such sworn police officer shall receive compensation for such services rendered beyond the normal hours of work equal to one and one-half times the hourly rate fixed in the pay range for the class of position to which he is assigned.

§ 18. Whenever any regular full-time employee in the classified service is regularly required to perform service at night, he shall receive compensation for such service equal to the hourly or annual compensation fixed in the pay range for the class of position to which he is assigned plus \$.50 per hour for a midnight or an afternoon shift. Such additional compensation shall only be paid to employees working a fixed shift where one-half or more of the employee's regular working hours are scheduled after 5:00 p.m. and shall not be paid to members of the Fire Bureau working 24 on - 24 off shifts and employees working a rotating shift or a shift which otherwise required them to periodically work at night. A fixed shift basis of employment is one in which the regular working hours are identical each working day for a period of not less than

120 calendar days. A rotating shift is one in which the hours of work fluctuate on a regular basis or irregular basis. For the purpose of determining whether additional compensation is due the employee for working at night, any work schedule which is not congruent with the above definition of a fixed shift will be assumed to be a rotating shift.

§ 19. Whenever any employee in the classified service is required to give incidental assistance in addition to performing regular duties by supervising two or more employees performing service in the same location where no regular supervisor is authorized and another supervisory position is not assigned, he shall receive compensation for such service equal to the hourly compensation fixed in the pay range for the class of position to which he is assigned plus \$.50 per hour.

§ 20. Whenever any employee in the classified service is required to work in a position in a higher pay range during a vacancy in that position or during the absence of the incumbent in that position, and when such assignment extends beyond fifteen consecutive work days, he shall receive compensation retroactive to the date he commenced acting in such position equal to the step in the higher pay range to which he would have been assigned if he

had been promoted to this higher classification. No employee shall be assigned this temporary upgrade for more than ninety work days except as approved in special cases or in temporary upgrades to unclassified classifications. On the date the employee is no longer performing such temporary upgrade duties, his compensation shall return to the step of the range of his permanent position as formerly assigned. All such temporary upgrades shall be approved by the Director of Personnel and the City Manager. Pursuant to authority granted the City Manager to transfer or appoint employees to perform special assignments the Director of Personnel will make recommendations to the City Manager to determine and fix compensation for such assignments where appropriate.

§ 21. Whenever it is necessary to provide any officer or employee or his immediate family or dependents thereof with meals, laundry and housing, or any of them, the meals, laundry or housing shall be evaluated in money by or under the supervision and direction of the City Manager and deducted from the compensation of such officer or employee.

§ 22. Whenever any police officer is required on a regular basis to handle and provide for the care of a dog assigned to him to assist in the performance of his duties, he shall receive the compensation fixed in the pay range for

the class of position to which he is assigned plus the sum of \$1,100 annually, to be paid in by-weekly installments. the class of position to which he is assigned plus the sum of \$1,100 annually, to be paid in by-weekly installments.

§ 23. Whenever any police officer is assigned detective duties by the Chief of Police, during the period of such service only, he shall receive compensation for such service equal to the compensation then being paid to such officer plus \$0.60 per hour. Whenever any police sergeant is assigned detective duties by the Chief of Police, during the period of such service only, he shall receive compensation for such service equal to the compensation then being paid to such officer plus \$0.75 per hour.

§ 24. Whenever any police officer or uniformed member of the Bureau of Fire receives an Associate of Arts degree from an accredited college, university or junior college or is certified by same as a junior in a degree granting program, he shall receive annually in addition to his regular compensation a sum of \$300.00. This additional compensation shall be paid in two equal installments, one in July and the other in February.

Whenever any police officer or uniformed member of the Bureau of Fire receives a Bachelor of Arts or Bachelor of Science degree from an accredited college or university,

he shall receive annually in addition to his regular compensation a sum of \$600.00. This additional compensation shall be paid in two equal installments, one in July and the other in February.

§ 25. If an employee in the classified service is involuntarily demoted for non-disciplinary reasons, or if the position of such employee is reallocated to a lower range, the appointing authority may recommend to the Director of Personnel that such employee shall continue to receive the salary payable for his then current pay range and pay step though involuntarily demoted, or his position reallocated to a lower pay range. The Director of Personnel shall then make an investigation and if he be satisfied that the employee has excellent qualifications and has rendered outstanding service to the City for a minimum period of five years, he may recommend to the City Manager that the employee continue to receive the same pay as immediately prior to such involuntary demotion, or such reallocation of the employee's position to a lower pay range. If the City Manager shall concur in the recommendation that the employee continue to be paid the salary received immediately prior to such involuntary demotion or reallocation of position, it shall be accomplished by assigning the employee to the step of the lower pay range which is equivalent to his former pay

rate. If the employee's rate of pay exceeds the top step of the lower pay range, he shall continue to receive the same pay, but such pay shall not be increased until the lower pay range has increased sufficiently to equal or exceed such employee's rate of pay. The employee shall then be paid in the proper pay range at the lowest step that will not result in a loss of pay. The employee may then receive future increases in pay within the proper pay range in accordance with the other provisions of this ordinance.

§ 26. Any officer or employee defined in paragraph 1 of Article II of this ordinance who in addition to the pay for the step of the pay range to which he is assigned is entitled to receive one or more increments in pay pursuant to the adoption of this ordinance, shall nevertheless, be entitled to receive only one such increment, which shall be the larger or largest of any such increment; provided, however, that any increment in pay for meritorious service, for an educational level attained by a police officer or uniformed member of the Bureau of Fire, or for a temporary upgrade, shall be excluded from and not subject to this limitation.

§ 27. The compensation of officers and employees fixed in Article II and Article III of this ordinance is for full time employment and for services rendered on the days

and during the hours prescribed in the rules adopted by the Personnel Board pursuant to Section 9.06 of the Charter, except only when otherwise provided in this ordinance or by law.

II. That Ordinance No. 86-119-148, adopted May 28, 1986, as heretofore amended, shall remain in force and effect, except as herein amended and this amendatory ordinance shall be in force and effect for the pay period commencing June 20, 1987, and shall be applicable to the compensation payable to such officers and employees thereafter until otherwise provided by law or ordinance.