

## **Brown, Meghan K. - Council Chief of Staff Office**

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**From:** Jones, Korita B. - HR  
**Sent:** Wednesday, June 21, 2017 8:23 AM  
**To:** Brown, Meghan K. - Council Chief of Staff Office  
**Cc:** Ali, Lou B. - Council Chief of Staff Office; Trammell, Reva M. - City Council; Bishop, Richard K. - City Council Office; Durham, Alfred - Chief Of Police  
**Subject:** RE: Sworn Officer Pay Adjustments  
**Importance:** High

Hi Meghan,

Per the request, please see below.

K~

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### ***Korita B. Jones***

***Interim Director of Human Resources***

***City of Richmond***

***Department of Human Resources***

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**From:** Brown, Meghan K. - Council Chief of Staff Office

**Sent:** Wednesday, June 21, 2017 8:11 AM

**To:** Jones, Korita B. - HR

**Cc:** Ali, Lou B. - Council Chief of Staff Office; Trammell, Reva M. - City Council; Bishop, Richard K. - City Council Office; Durham, Alfred - Chief Of Police

**Subject:** Sworn Officer Pay Adjustments

Korita,

Ord. 2017-121, related to the amendment to the pay plan to provide Step-Based Pay System for Sworn Fire Fighters and Police Officers, will be before the Government Operations Standing Committee tomorrow and ultimately before City Council for consideration of a final vote on Monday, June 26<sup>th</sup>. In preparation, Councilwoman Trammell has requested the following information broken out between Fire and Police:

- Total number of Sworn Employees (1128; Police = 731 and Fire = 397)
- Total number of Sworn Officers who will be receiving a salary adjustment Both departments are verifying this and will be confirmed on 6/30/2017.
- Total number of Sworn Officers who will not be receiving a salary adjustment to include a justification as to why they are not receiving a salary adjustment Both departments are verifying this and we will not know for sure until 6/30/2017; recruits are not eligible and will receive an increase when they exit the academy, but all others not eligible

due to early movements, sworn employees having less than one year of service, or those being at the top of their pay scales will be confirmed on 6/30/2017.

- Will any Civilian Officers or Civilian Command Staff be receiving any salary adjustments, regardless of proposed paper, if so please provide a listing with the same requested information in the next bullet Not to my knowledge as many would be classified there is not a mechanism outside of general pay increases to provide such.
- Provide a listing, by employee, who will be receiving a salary adjustment to include the following information:
  - Employee Current Salary
  - Employee Proposed Adjusted Salary
  - Percentage of salary adjustment
  - Effective date of salary adjustment
  - Employees years of service

Councilwoman Trammell has asked that this information be provided by tomorrow but no later than this Friday, if possible, so that Council has time to review prior to Monday's meeting. If you have any questions or concerns please let me know.

Thank you,

Meghan K. Brown  
Deputy Council Chief of Staff  
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