

INTRODUCED: May 26, 2015

AN ORDINANCE No. 2015-119-130

To amend section 43 (Step-Based Pay System for Sworn Fire Fighters and Police Officers) of Article III of the pay plan adopted by Ord. No. 93-117-159 on May 24, 1993, for the purpose of revising the Implementation Schedule for Sworn Fire Fighters and Police Officers to provide for salary increases and step advancements.

Patrons – All Members of Council

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: JUNE 8 2015 AT 6 P.M.

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That section 43 of Article III of Ordinance No. 93-117-159, adopted May 24, 1993, be and is hereby amended as follows:

Section 43. (Step-Based Pay System for Sworn Fire Fighters and Police Officers)

(1) The following sworn fire and police classifications shall be part of a step based pay system as shown in Table 1, dated March 6, 2015 (a copy of which is attached hereto and incorporated herein):

Positions

Range

AYES: 9 NOES: 0 ABSTAIN: _____

ADOPTED: JUNE 8 2015 REJECTED: _____ STRICKEN: _____

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

(2) Sworn fire and police personnel shall be eligible to move to their appropriate step on July 1, 2006 and thereafter shall be eligible to move in accordance with this ordinance at the beginning of the first full pay period in July of each calendar year thereafter. The initial placement and future movement of sworn fire and police personnel in the classifications of Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Police Officer I, Police Officer II, Police Officer III, Police Officer IV and Master Police Officer will be based on full years of sworn service after the completion of the Fire Academy or the Police Academy (as outlined in Table 2, dated [~~March 6~~] June 8, 2015, a copy of which is attached hereto and incorporated herein) or the step closest to but above their current salary, whichever is greater.

For purposes of this plan, sworn service time will begin upon graduation from the Fire Academy or the Police Academy less any break in service (except military or other leave as required by law), and step movement shall be based upon years of service as of June 30 of each year (e.g., an officer with 9 months of service as of June 30 will be considered to have 0 years of service) (Refer to Table 2). The initial placement of sworn fire and police personnel in the classifications of Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Police Sergeant, Police Lieutenant and Police Captain shall be based upon service time in their current classification or the step closest to but above their current salary, whichever is greater, as outlined in Table 2. Future movement shall be based on the implementation schedule set forth in Tables 4a and 4b dated March 6, 2015 (copies of which are attached hereto and incorporated herein). Employees in the classification of Fire Lieutenant, Fire Captain, Fire Battalion Chief and Staff Battalion Chief who obtained sworn service prior to July 1, 1991 are eligible for a

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

(3) Movement through the steps for Fire Recruits, Police Recruits and all levels of Fire Fighters and Police Officers hired after July 1, 2006 shall be based on the schedule in Table 3 dated March 26, 2009 (a copy of which is attached hereto and incorporated herein).

(4) Pursuant to the Career Development Plan, an employee shall move to the identical step in the higher range (e.g., if a Police Officer II is in Step 2 and moves up in the Career Development Plan, that police officer shall then move to a Police Officer III in Step 2) (Refer to Table 1).

(5) Sworn fire and police personnel promoted to higher classifications of Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Police Sergeant, Police Lieutenant and Police Captain shall move to the next highest step within the new classification that guarantees at least a 5% increase over their former salary. Thereafter,

such personnel would continue to move through steps based on the schedule set forth in Tables 4a and 4b (e.g., if a Master Police Officer is currently in Step 12, that officer would be promoted to Police Sergeant in Step 8) (Refer to Table 1).

(6) Sworn fire and police personnel currently in the retirement program DROP plan may *not* withdraw from the plan to return to regular service, and retirement benefits are based on the employee's salary at the time of enrollment eligibility in the DROP plan.

(7) Sworn police personnel hired into the Department of Police as lateral transfers shall be placed in the step plan based upon pro-rating their external sworn service to sworn service the Department of Police. The pro-rating ratio shall be determined by the Department of Police.

(8) Sworn fire personnel hired into the Department of Fire and Emergency Services as lateral transfer shall be placed in the step plan based upon pre-rating their external sworn service to sworn service in the Department of Fire and Emergency Services. The pro-rating shall be determined by the Department of Fire and Emergency Services.

(9) Sworn police personnel shall be eligible for special assignment pay up to \$0.75 per hour. Assignments qualifying for this special assignment pay shall be determined by the Chief of Police with the approval of the Chief Administrative Officer.

(10) Sworn fire personnel shall be eligible for special assignment pay up to \$0.75 per hour. Assignments qualifying for this special assignment pay shall be

determined by the Chief of Fire and Emergency Services with the approval of the Chief Administrative Officer.

(11) Sworn fire and police personnel in the classified service shall no longer be a part of the Performance Based Pay System. However, to be eligible for a step increase, the employee must have obtained at least a “Meets Standards” or an equivalent rating on the employee’s last annual performance evaluation.

(12) All salary increases and step advancements for which this section provides are subject to annual appropriations of sufficient funds therefore by the City Council.

§ 2. This ordinance shall be in force and effect on July 11, 2015.



Richmond City Council

The Voice of the People

Richmond, Virginia

Office of the Council Chief of Staff

Ordinance/Resolution Request

TO Allen Jackson, Richmond City Attorney
Richmond Office of the City Attorney

THROUGH Lou Brown Ali
Council Chief of Staff *V. Jones for Lou Brown Ali*

FROM Korita Brown Jones, Council Human Resources Liaison
Richmond City Council
Office of the Council Chief of Staff *KBJ*

COPY Jonathan T. Bailles, 1st District Councilmember
Charles R. Samuels, 2nd District Councilmember
Cynthia I. Newbille, 7th District Councilmember
Reva M. Trammell, 8th District Councilmember
Eli H. Wong, 1st District Council Liaison
Craig K. Bieber, 2nd District Council Liaison
Samuel Patterson, 7th District Council Liaison
Henry W. Mease, 8th District Council Liaison

RECEIVED

MAY 15 2015

OFFICE OF CITY ATTORNEY

DATE May 15, 2015

PAGE/s 1 of 2

TITLE REINSTATEMENT OF THE STEP-BASED PAY SYSTEM FOR SWORN FIREFIGHTERS AND POLICE OFFICERS

This is a request for the drafting of an **Ordinance** **Resolution**

REQUESTING COUNCILMEMBER/PATRON

Jonathan T. Bailles, Councilmember
Charles R. Samuels, Councilmember
Cynthia I. Newbille, Councilmember
Reva M. Trammell, Councilmember

SUGGESTED STANDING COMMITTEE

Governmental Operations

ORDINANCE/RESOLUTION SUMMARY

An ordinance is requested to amend section 43 (Step-Based Pay System for Sworn Firefighters and Police Officers) of Article III of the pay plan adopted by Ordinance No. 93-117-159 for the purpose of revising the implementation schedule of the Step-Based Pay System for Sworn Firefighters and Police Officers for the purpose of reinstating the pay system to provide salary increases and step advancements. This ordinance shall be effective beginning with the pay period beginning on July 11, 2015.

BACKGROUND

On May 27, 2014, Ordinance No. 2014-57-110 was adopted in order to revise the implementation schedule of the Step-Based Pay System for Sworn Firefighters and Police Officers, which resulted in the suspension of the program for fiscal year 2015. This ordinance will revise the plan dates in an effort to reinstate the pay system.

FISCAL IMPACT STATEMENT

Fiscal Impact: Yes No

Budget Amendment Required: Yes No

Estimated Cost or Revenue Impact: Funding to reinstate the pay system is included in the FY2016 budget.

Attachment/s Yes No

Richmond City Council Ordinance/Resolution Request Form/updated 10.5.2012 /sis

Table 1 (effective July 11, 2015)

Title	Steps																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Recruit	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000											
Hourly 40 hour	19.71154	20.19231	20.67308	21.15385	21.63462	22.11538	22.59615	23.07692	23.55769	24.03846											
Hourly Fire Shift	14.07967	14.42308	14.76648	15.10989	15.4533	15.7967	16.14011	16.48352	16.82692	17.17033											
Pol Off/FF I	41,500	42,579	43,686	44,822	45,987	47,183	48,410	49,669	50,960	52,285	53,644	59,008	65,499	73,359							
Hourly 40 hour	19.95192	20.47067	21.00288	21.54904	22.10913	22.68413	23.27404	23.87933	24.5	25.13702	25.79038	28.36923	31.4899	35.26875							
Hourly Fire Shift	14.25137	14.62191	15.00206	15.39217	15.79224	16.20295	16.62431	17.05666	17.5	17.95501	18.4217	20.26374	22.49279	25.19196							
Pol Off/FF II	42,330	43,431	44,560	45,719	46,908	48,128	49,379	50,663	51,980	53,331	54,718	60,190	66,811	74,828							
Hourly 40 hour	20.35096	20.88029	21.42308	21.98029	22.55192	23.13846	23.7399	24.35721	24.99038	25.6399	26.30673	28.9375	32.12067	35.975							
Hourly Fire Shift	14.5364	14.91449	15.3022	15.70021	16.10852	16.52747	16.95707	17.39801	17.85027	18.31422	18.79052	20.66964	22.94334	25.69643							
Pol Off/FF III	43,388	44,516	45,673	46,860	48,078	49,328	50,611	51,927	53,277	54,662	56,083	61,691	68,477	76,694							
Hourly 40 hour	20.85962	21.40192	21.95817	22.52885	23.11442	23.71538	24.33221	24.9649	25.61394	26.27981	26.96298	29.65913	32.92163	36.87212							
Hourly Fire Shift	14.89973	15.28709	15.68441	16.09203	16.5103	16.93956	17.38015	17.83207	18.29567	18.77129	19.25927	21.1851	23.51545	26.33723							
Pol Off/FF IV	44,473	45,629	46,815	48,032	49,281	50,562	51,877	53,226	54,610	56,030	57,487	63,236	70,192	78,615							
Hourly 40 hour	21.38125	21.93702	22.50721	23.09231	23.69279	24.30865	24.94087	25.58942	26.25481	26.9375	27.63798	30.40192	33.74615	37.79567							
Hourly Fire Shift	15.27232	15.6693	16.07658	16.49451	16.92342	17.36332	17.8149	18.27816	18.75343	19.24107	19.74141	21.71566	24.1044	26.99691							
MasterPol Off/FF	46,030	47,227	48,455	49,715	51,008	52,334	53,695	55,091	56,523	57,993	59,501	65,451	72,651	81,369							
Hourly 40 hour	22.12981	22.70529	23.29567	23.90144	24.52308	25.16058	25.8149	26.48606	27.17452	27.88125	28.60625	31.46683	34.92837	39.11971							
Hourly Fire Shift	15.80701	16.21806	16.63977	17.07246	17.51648	17.97184	18.43922	18.91861	19.41037	19.91518	20.43304	22.4763	24.94883	27.94265							
Police Sgt/Fire Lt	57,788	59,290	60,832	62,414	64,037	65,702	67,410	69,163	70,961	72,806	74,699	76,641	78,634	80,678	82,776	84,928	87,136	89,402	91,726	94,111	96,558
Hourly 40 hour	27.78269	28.50481	29.24615	30.00673	30.78702	31.5875	32.40865	33.25144	34.11587	35.00288	35.91298	36.84663	37.80481	38.7875	39.79615	40.83077	41.89231	42.98173	44.09904	45.24567	46.42212
Hourly Fire Shift	19.84478	20.36058	20.89011	21.43338	21.99073	22.5625	23.14904	23.75103	24.36848	25.00206	25.65213	26.31902	27.00343	27.70536	28.42582	29.16484	29.92308	30.70124	31.49931	32.31834	33.15865
Police Lt/Fire Capt	65,325	67,023	68,766	70,554	72,388	74,270	76,201	78,182	80,215	82,301	84,441	86,636	88,889	91,200	93,571	96,004	98,500	101,061	103,689	106,385	109,151
Hourly 40 hour	31.40625	32.2226	33.06058	33.92019	34.80192	35.70673	36.6351	37.5875	38.5649	39.56779	40.59663	41.65192	42.7351	43.84615	44.98606	46.15577	47.35577	48.58702	49.85048	51.14663	52.47644
Hourly Fire Shift	22.43304	23.01614	23.6147	24.22871	24.85852	25.50481	26.16793	26.84821	27.54636	28.26271	28.9976	29.75137	30.52507	31.31868	32.1329	32.96841	33.82555	34.70501	35.60749	36.53331	37.48317
Pol Cap/Fire & Stf BC	72,360	74,241	76,171	78,151	80,183	82,268	84,407	86,602	88,854	91,164	93,534	95,966	98,461	101,021	103,648	106,343	109,108	111,945	114,856	117,842	120,906
Hourly 40 hour	34.78846	35.69279	36.62067	37.5726	38.54952	39.55192	40.58029	41.63558	42.71827	43.82885	44.96827	46.1375	47.33702	48.56779	49.83077	51.12644	52.45577	53.81971	55.21923	56.65481	58.12788
Hourly Fire Shift	24.8489	25.49485	26.15762	26.83757	27.53537	28.25137	28.98592	29.7397	30.51305	31.30632	32.12019	32.95536	33.81216	34.69128	35.59341	36.51889	37.46841	38.44265	39.44231	40.46772	41.51992

Table 1 (effective July 09, 2016)

Title	Steps																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Recruit	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000											
Hourly 40 hour	19.71154	20.19231	20.67308	21.15385	21.63462	22.11538	22.59615	23.07692	23.55769	24.03846											
Hourly Fire Shift	14.07967	14.42308	14.76648	15.10989	15.4533	15.7967	16.14011	16.48352	16.82692	17.17033											
Pol Off/FF I	42,000	43,092	44,212	45,362	46,541	47,751	48,993	50,267	51,574	52,915	54,291	59,720	66,289	74,244							
Hourly 40 hour	20.19231	20.71731	21.25577	21.80865	22.37548	22.95721	23.55433	24.16683	24.79519	25.4399	26.10144	28.71154	31.86971	35.69423							
Hourly Fire Shift	14.42308	14.79808	15.18269	15.57761	15.98249	16.39801	16.82452	17.26202	17.71085	18.17136	18.64389	20.50824	22.76408	25.49588							
Pol Off/FF II	42,840	43,954	45,097	46,270	47,473	48,707	49,973	51,272	52,605	53,973	55,376	60,914	67,615	75,729							
Hourly 40 hour	20.59615	21.13173	21.68125	22.24519	22.82356	23.41683	24.02548	24.65	25.29087	25.94856	26.62308	29.28558	32.50721	36.40817							
Hourly Fire Shift	14.71154	15.09409	15.48661	15.88942	16.30254	16.7263	17.16106	17.60714	18.0649	18.53468	19.01648	20.91827	23.21944	26.00584							
Pol Off/FF III	43,911	45,053	46,224	47,426	48,659	49,924	51,222	52,554	53,920	55,322	56,760	62,436	69,304	77,620							
Hourly 40 hour	21.11106	21.6601	22.22308	22.80096	23.39375	24.00192	24.62596	25.26635	25.92308	26.59712	27.28846	30.01731	33.31923	37.31731							
Hourly Fire Shift	15.07933	15.4715	15.87363	16.2864	16.70982	17.14423	17.58997	18.04739	18.51648	18.99794	19.49176	21.44093	23.79945	26.65522							
Pol Off/FF IV	45,009	46,179	47,380	48,612	49,876	51,173	52,503	53,868	55,269	56,706	58,180	63,998	71,038	79,563							
Hourly 40 hour	21.63894	22.20144	22.77885	23.37115	23.97885	24.6024	25.24183	25.89808	26.57163	27.2625	27.97115	30.76827	34.15288	38.25144							
Hourly Fire Shift	15.45639	15.85817	16.2706	16.69368	17.12775	17.57315	18.02988	18.49863	18.97974	19.47321	19.9794	21.97734	24.39492	27.32246							
MasterPol Off/FF	46,449	47,657	48,896	50,167	51,471	52,809	54,182	55,591	57,036	58,519	60,040	66,044	73,309	82,106							
Hourly 40 hour	22.33125	22.91202	23.50769	24.11875	24.74567	25.38894	26.04904	26.72644	27.42115	28.13413	28.86538	31.75192	35.24471	39.47404							
Hourly Fire Shift	15.95089	16.36573	16.79121	17.22768	17.67548	18.13496	18.60646	19.09032	19.58654	20.09581	20.61813	22.67995	25.17479	28.19574							
Police Sgt/Fire Lt	58,481	60,002	61,562	63,163	64,805	66,490	68,219	69,993	71,813	73,680	75,596	77,561	79,578	81,647	83,770	85,948	88,183	90,476	92,828	95,242	97,718
Hourly 40 hour	28.11587	28.84712	29.59712	30.36683	31.15625	31.96635	32.7976	33.65048	34.52548	35.42308	36.34423	37.28894	38.25865	39.25337	40.27404	41.32115	42.39567	43.49808	44.62885	45.78942	46.97981
Hourly Fire Shift	20.08276	20.60508	21.1408	21.69059	22.25446	22.8331	23.42685	24.03606	24.66106	25.3022	25.96016	26.63496	27.32761	28.03812	28.76717	29.51511	30.28262	31.07005	31.87775	32.70673	33.55701
Police Lt/Fire Capt	66,109	67,828	69,592	71,401	73,257	75,162	77,116	79,121	81,178	83,289	85,455	87,677	89,957	92,296	94,696	97,158	99,684	102,276	104,935	107,663	110,462
Hourly 40 hour	31.78317	32.60962	33.45769	34.3274	35.21971	36.13558	37.075	38.03894	39.02788	40.04279	41.08413	42.1524	43.24856	44.37308	45.52692	46.71058	47.925	49.17115	50.44952	51.76106	53.10673
Hourly Fire Shift	22.70227	23.29258	23.89835	24.51957	25.15694	25.81113	26.48214	27.17067	27.87706	28.60199	29.34581	30.10886	30.89183	31.69505	32.51923	33.3647	34.23214	35.12			

Table 2

Implementation Schedule for Sworn Fire Fighters and Police Officers

Service Year as of 6/30/06	Implementation Year												
	FY2007	FY2008	FY2009	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Recruit	Recruit	1	2	3	3	4	5	6	7	8	9	10	11
0	1	2	3	4	4	5	6	7	8	9	10	11	11
1	2	3	4	5	5	6	7	8	9	10	11	11	11
2	3	4	5	6	6	7	8	9	10	11	11	11	11
3	4	5	6	7	7	8	9	10	11	11	11	11	11
4	5	6	7	8	8	9	10	11	11	11	11	11	12
5	5	6	7	8	8	9	10	11	11	11	11	12	12
6	5	6	7	8	8	9	10	11	11	11	12	12	12
7	6	7	8	9	9	10	11	11	11	12	12	12	12
8	7	8	9	10	10	11	11	11	12	12	12	12	12
9	8	9	10	11	11	11	11	12	12	12	12	12	13
10	9	10	11	12	12	12	12	12	12	12	12	13	13
11	9	10	11	12	12	12	12	12	12	12	13	13	13
12	9	10	11	12	12	12	12	12	12	13	13	13	13
13	9	10	11	12	12	12	12	12	13	13	13	13	13
14	9	10	11	12	12	12	12	13	13	13	13	13	14
15	10	11	12	13	13	13	13	13	13	13	13	14	14
16	10	11	12	13	13	13	13	13	13	13	14	14	14
17	10	11	12	13	13	13	13	13	13	14	14	14	14
18	10	11	12	13	13	13	13	13	14	14	14	14	14
19	10	11	12	13	13	13	13	14	14	14	14	14	14
20	11	12	13	14	14	14	14	14	14	14	14	14	14
21	11	12	13	14	14	14	14	14	14	14	14	14	14
22	11	12	13	14	14	14	14	14	14	14	14	14	14
23	11	12	13	14	14	14	14	14	14	14	14	14	14
24	11	12	13	14	14	14	14	14	14	14	14	14	14
25	11	12	13	14	14	14	14	14	14	14	14	14	14

Table 3	
Implementation Schedule for Sworn Fire Fighters and Police Officers	
Minimum Years of Service in Step	Step
1	1
1	2
1	3
1	4
1	5
1	6
1	7
1	8
1	9
1	10
5	11
5	12
5	13
Final	14

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

Table 4a Implementation Schedule for Police Sergeant and Fire Lieutenant	
Minimum Years of Service in step & class	Step
Advancement Available Each Year and Effective the First Full Pay Period in July, Pending Funding and Satisfactory Performance	1
	2
	3
	4
	5
	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18
	19
	20
Final	21

Table 4b Implementation Schedule for Police Lieutenant, Police Captain, Fire Captain, Fire Battalion Chief, and Staff Battalion Chief	
Minimum Years of Service in step & class	Step
Advancement Available Each Year and Effective the First Full Pay Period in July, Pending Funding and Satisfactory Performance	1
	2
	3
	4
	5
	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18
	19
	20
Final	21