

INTRODUCED: December 6, 2021

AN ORDINANCE No. 2021-335

To amend section II of the Pay Plan by adding therein a new subsection (D) providing for the payment of one-time bonuses to certain eligible City employees who perform public safety functions.

Patrons – Mayor Stoney,  
Ms. Lynch and Vice President Robertson

Approved as to form and legality  
by the City Attorney

PUBLIC HEARING: DEC 13 2021 AT 6 P.M.

WHEREAS, the Council of the City of Richmond adopted a pay plan for the City of Richmond, hereinafter the “Pay Plan,” by Ordinance No. 2018-319, adopted January 14, 2019, and now desires to amend such Pay Plan;

NOW, THEREFORE,

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That section II of the Pay Plan be and is hereby amended by adding therein a new subsection (D) as follows:

D. Each eligible employee shall be awarded a one-time bonus on the December 23, 2021, pay date in accordance with the following provisions:

AYES:            9            NOES:            0            ABSTAIN: \_\_\_\_\_

ADOPTED:    DEC 13 2021    REJECTED: \_\_\_\_\_    STRICKEN: \_\_\_\_\_

1. For purposes of this subsection (D), the term “eligible employee” means a public safety employee who:
  - a. Is either a full-time employee or a part-time employee employed continuously by the City as a public safety employee in either a permanent classified position or a permanent unclassified position since March 1, 2020;
  - b. If a classified employee, has obtained tenured status on or before March 1, 2021;
  - c. Has not been issued a suspension or disciplinary demotion between March 1, 2021, and December 11, 2021, provided that if the employee appeals the disciplinary action and the disciplinary action is overturned or the appeal results in a lesser disciplinary action than suspension or disciplinary demotion, the employee is an eligible employee;
  - d. Is not in leave without pay status during an investigation or disciplinary review as of December 11, 2021, provided that:
    - (1) If the outcome of disciplinary review is suspension, disciplinary demotion or termination, the employee is not an eligible employee; and
    - (2) If the employee appeals the disciplinary action and the disciplinary action is overturned or the appeal results in a lesser disciplinary action than suspension or disciplinary demotion, the employee is an eligible employee; and

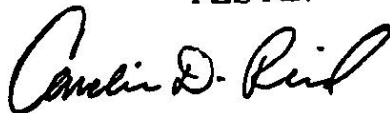
- e. Is not in leave without pay status for the entire period of time commencing March 1, 2020, and ending December 11, 2021, unless on approved military leave.

For purposes of this subsection (D), (i) the term “full-time employee” means an employee, as defined by section III(B)(5) of the Pay Plan, who has full-time employment, as defined by section III(B)(6) of the Pay Plan, (ii) the term “part-time employee” means an employee, as defined by section III(B)(5) of the Pay Plan, who has less than full-time employment, as defined by section III(B)(6) of the Pay Plan, and (iv) the term “public safety employee” means an employee of the Department of Emergency Communications, the Department of Fire and Emergency Services, the Department of Justice Services, or the Department of Police who is either a full-time employee or a part-time employee.

- 2. Each eligible employee who is a full-time employee shall receive a one-time bonus of \$3,000.00. Each eligible employee who is a part-time employee shall receive a one-time bonus of \$1,500.00.

§ 2. This ordinance shall be in force and effect upon adoption.

**A TRUE COPY:  
TESTE:**

A handwritten signature in black ink, appearing to read "Camelin D. Reed".

**City Clerk**



# CITY OF RICHMOND

## INTRACITY CORRESPONDENCE

### O&R REQUEST

**DATE:** November 17, 2021

**EDITION:** 1

**TO:** The Honorable Members of City Council

**THROUGH:** The Honorable Levar M. Stoney, Mayor

**THROUGH:** J.E. Lincoln Saunders, Acting Chief Administrative Officer

**THROUGH:** Sheila D. White, Director of Finance

**FROM:** Jason P. May Director of Budget & Strategic Planning

**RE:** Appropriation of American Rescue Plan Act (ARPA) Funds for Public Safety COVID Bonuses

**ORD. OR RES. No.** \_\_\_\_\_

**PURPOSE:** To amend Ordinance Number 2021-291 which appropriated the first half of the American Recovery Plan Act (ARPA), by transferring \$5,000,000 from the Reserve for Contingencies – First Responder Hazard Pay into a Non-Departmental Cost Center for use in providing First Responder Hazard Pay Bonuses of \$3,000 for all Full Time Public Safety Employees and \$1,500 for all Part Time Public Safety Employees.

**REASON:** On March 11, 2021, the American Rescue Plan Act (ARPA) was signed into law by the President. The ARPA is a \$1.9 trillion coronavirus rescue package designed to facilitate the United States' recovery from the economic and health effects of the COVID-19 pandemic. Of the \$1.9 trillion, \$350 billion has been allocated to aid states, cities, tribal governments, and U.S. territories in their recovery efforts. The \$350 million in State & Local Recovery Funds, an amount of approximately \$155 million has been allocated to the City. This ordinance is to amend the original appropriation of these funds and appropriate the funding reserved for First Responder Hazard Pay Bonuses.

**RECOMMENDATION:** The City Administration recommends adoption.

**BACKGROUND:** On March 11, 2021, the American Rescue Plan Act (ARPA) was signed into law by the President. The ARPA is a \$1.9 trillion coronavirus rescue package designed to facilitate the United States' recovery from the economic and health effects of the COVID-19 pandemic.

ic. Of the \$1.9 trillion, \$350 billion has been allocated to aid states, cities, tribal governments, and U.S. territories in their recovery efforts.

In May 2021, the Treasury Department released its Interim Final Guidance on the State and Local Government funding from the ARPA to provide guidance on the eligible uses. This funding is to aid localities in their recovery efforts over a four year period. The funding can be used within four area: (i) public health and economic impacts; (ii) premium pay; (iii) revenue loss; and (iv) investments in infrastructure.

The ARPA Spending Plan consists of six priority area categories, which are: (i) Building Back Affordable and Healthy Homes; (ii) Building Back Healthier; (iii) Investing in our Future – Children and Families; (iv) Building Back Stronger; (v) Building Back Greener and more Resilient; (vi) Building Back Safer. The details under each of these priority area categories can be found attached titled ARPA Spending Plan by Priority Area.

This ordinance is to amend the original appropriation (Ord. No 2021-291) related to Build Back Safer and move funding placed into contingency into a new Non-Departmental Cost Center for providing said bonuses. All Public Safety Bonuses will be provided and funding fully utilized by June 30, 2022.

\$5,000,000 will be appropriated to Non-Departmental in a new line item titled “Public Safety Employee COVID-19 Hazard Bonuses.” Permanent classified and unclassified City employees are to be awarded a one-time bonus of \$3,000 for full-time employees, and \$1,500 for part-time employees in the December 24, 2021 pay. In order to be eligible for the bonus, permanent City employees have to meet the following criteria:

- 1) Has been employed continuously by the City in a part-time permanent or full-time permanent position in the classified or unclassified services from March 1, 2020;
- 2) Has received tenure status (if a classified employee) on or before March 1, 2021;
- 3) Has not been issued a suspension or disciplinary demotion between March 1, 2020 and December 4, 2021; provided that if the employee appeals the disciplinary action and the disciplinary action is overturned or the appeal results in a less disciplinary action than suspension or disciplinary demotion, the employee will receive the bonus;
- 4) Is not in leave without pay status during an investigation or disciplinary review as of December 4, 2021:
  - a) If the outcome or disciplinary review is suspension, disciplinary demotion or termination, the employee will not receive the bonus; and
  - b) If the employee appeals the disciplinary action and the disciplinary action is overturned or the appeal results in a lesser disciplinary action than suspension or disciplinary demotion, the employee will receive the bonus; and
- 5) Is not in leave without pay status for the entire period from March 1, 2020 to December 4, 2021, unless on approved military leave.

**FISCAL IMPACT / COST:**

- **If Adopted:** The City will be able to spend up to \$5,000,000 in ARPA funds.
- **If Not Adopted:** The spending authority for these funds wouldn't be established.

**FISCAL IMPLICATIONS:** \$5,000,000 in non-local funds will be available for these efforts.

**BUDGET AMENDMENT NECESSARY:** Yes

**REVENUE TO CITY:** \$0

**DESIRED EFFECTIVE DATE:** Upon adoption

**REQUESTED INTRODUCTION DATE:** December 6, 2021

**CITY COUNCIL PUBLIC HEARING DATE:** December 13, 2021

**REQUESTED AGENDA:** Consent Agenda

**RECOMMENDED COUNCIL COMMITTEE:** N/A

**CONSIDERATION BY OTHER GOVERNMENTAL ENTITIES:** N/A

**AFFECTED AGENCIES:** Richmond Police Department, Richmond Fire Department, Department of Emergency Communications, Department of Juvenile Justice

**RELATIONSHIP TO EXISTING ORD. OR RES.:** 2021-291

**REQUIRED CHANGES TO WORK PROGRAM(S):** None

**ATTACHMENTS:** No

**STAFF:** Jason May