



**City Of Richmond, Virginia
Office of the City Clerk**

Request to Withdraw Legislation

Paper Number: Ord. No. 2022-016

Chief Patron: Vice President Ellen Robertson

Introduction Date: January 10, 2022

Chief Patron Signature: *Ellen L. Robertson*

For Office Use Only

Attestation: *Candice Reid* 1/21/2022

Effective Date: January 21, 2022

INTRODUCED: January 10, 2022

AN ORDINANCE No. 2022-016

To amend City Code § 2-331, concerning employee compensation and biennial review, for the purpose of requiring the submission of the results of the review to the Mayor and the Council on a quarterly basis, instead of on a biennial basis, and to add a requirement for the inclusion of information on pay increases and bonuses.

Patron – Vice President Robertson

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: FEB 14 2022 AT 6 P.M.

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That section 2-331 of the Code of the City of Richmond (2020) be and is hereby **amended** as follows:

Sec. 2-331. Employee compensation; [~~biennial~~] quarterly review.

It is a goal of the City that its employees be compensated at a rate comparable to the rate of compensation for employees in the public sector of the Richmond, VA Metropolitan Statistical Area in similar occupations. In determining comparability, consideration shall be given to the economic value of fringe benefits in addition to direct compensation, including pay increases and

AYES: _____ NOES: _____ ABSTAIN: _____

ADOPTED: _____ REJECTED: _____ STRICKEN: _____

bonuses. The Director of Human Resources shall conduct a [~~biennial~~] quarterly review to determine where discrepancies in compensation exist as between the City and the public sector of the Richmond, VA Metropolitan Statistical Area. The results of the review shall be reported to the Mayor and the City Council by [~~November 1 of every other year~~] no later than 30 days after the last day of each quarter with the results of the first quarterly review reported on [~~November 1, 2015~~] May 1, 2022.

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



Richmond City Council

The Voice of the People

Richmond, Virginia

Office of the Council Chief of Staff

Ordinance/Resolution Request

TO Haskell Brown, Interim Richmond City Attorney
Richmond Office of the City Attorney

THROUGH Joyce L. Davis
Interim Council Chief of Staff

FROM Samson Anderson, Council Budget Analyst

COPY Ellen Robertson, 6th District Representative
Tavares Floyd, 6th District Liaison
Tabrica Rentz, Interim Deputy Richmond City Attorney

DATE December 29, 2021

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TITLE **Employee Compensation Report Quarterly**

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

REQUESTING COUNCILMEMBER/PATRON

Ellen Robertson, 6th District
Representative

SUGGESTED STANDING COMMITTEE

Government Operations

ORDINANCE/RESOLUTION SUMMARY

The patron requests an Ordinance for the purpose of amending City Code Section 2-331, in order to require the biennial Employee Compensation Report to be due to Council quarterly.

The patron believes that City Council would benefit from receiving this information on a more frequent basis and would like to add that pay increases and bonuses should be included in this report.

BACKGROUND

City Code Section 2-331 reads as follows:

"Sec. 2-331. - Employee compensation; biennial review.

It is a goal of the City that its employees be compensated at a rate comparable to the rate of compensation for employees in the public sector of the Richmond, VA Metropolitan Statistical Area in similar occupations. In determining comparability, consideration shall be given to the economic value of fringe benefits in addition to direct compensation. The Director of Human Resources shall conduct a biennial review to determine where discrepancies in compensation exist as between the City and the public sector of the Richmond, VA Metropolitan Statistical Area. The results of the review shall be reported to the Mayor and the City Council by

November 1 of every other year with the results of the first review reported on November 1, 2015."

This requirement was first added to the City Code in 2004 and was last amended in 2015 by Ordinance Number 2014-229-2015-1.

FISCAL IMPACT STATEMENT

Fiscal Impact Yes No

Budget Amendment Required Yes No

Estimated Cost or Revenue Impact:

Attachment/s Yes No

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