



City of Richmond

900 East Broad Street
Richmond, VA 23219
www.rva.gov/office-city-clerk

City Council Meeting Minutes

Monday, March 28, 2022

1:00 PM

Council Chamber, 2nd Floor - City Hall

Council Budget Work Session #4

Councilmembers Present

The Honorable Cynthia Newbille, President
The Honorable Katherine Jordan
The Honorable Ann-Frances Lambert (late arrival)
The Honorable Kristen Nye
The Honorable Reva Trammell

Absent

The Honorable Ellen Robertson, Vice President
The Honorable Andreas Addison
The Honorable Stephanie Lynch
The Honorable Michael Jones

Staff Present

Samson Anderson, Council Budget Analyst
Debra Bowles, Assistant City Clerk
Haskell Brown, Interim City Attorney
Myrtle Brown, Council Budget Analyst
Jerry Carchedi, Council Budget Analyst
Joyce Davis, Interim Council Chief of Staff
Candice Reid, City Clerk
Debora Shaw, Council Management Analyst
RJ Warren, Deputy City Clerk

Call to Order

Council President Cynthia Newbille called the meeting to order at 1:22 p.m., and presided.

Chamber Emergency Evacuation Plan Announcement

Upon the President's request, Assistant City Clerk Debra Bowles provided information on the appropriate manner in which the Council Chamber is to be evacuated in the event of an emergency.

Councilor Ann-Frances Lambert arrived at 1:35 p.m. and was seated.

Review of the Proposed FY 23 Compensation and Pay Plan, General, Police, & Fire (Sworn)

Chief Administrative Officer (CAO) Lincoln Saunders provided an overview of the mayor's proposed budget regarding compensation increases for Fiscal Year 2023 (FY23). CAO Saunders stated that sworn police officers and firefighters have had a step increase in 8 of the past 12 years, and additional increases during the years that steps were not offered. CAO Saunders also stated that the proposed budget offers an 18.3% overall increase for sworn police officers and firefighters, which will affect approximately 1,000 employees at a cost of \$17,400,000.00. Mr. Saunders further stated that an employee moving from a non-supervisory position to a supervisory position would receive an increase in salary of approximately 10%. CAO Saunders stated that in addition to pay compensation, the proposed budget creates a Community Policing Lead program, police trainer differential and pay differential for those employees in special assignments of rescue services. Mr. Saunders also stated that the proposed budget does remove funding for the dependent career development option and the two five-year periods at the same salary level; however, the proposed budget will regrade several compressed senior positions. CAO Saunders further stated that work will continue regarding the long-term compensation of sworn police officers and firefighters to be competitive with surrounding localities. Mr. Saunders concluded stating that there will be a discussion about a potential retirement transition to the Virginia Retirement System (VRS), but no decisions have been made regarding VRS.

CAO Saunders spoke regarding compensation of the city's general employees stating that general wage increases have taken place within six of the past 12 years. CAO Saunders stated that the proposed budget will cost the city approximately \$11,100,000 to fund a 5% increase in wages and a \$17.00 minimum wage for FY23. Mr. Saunders also stated that the city has more work to do regarding employee compensation and there will be a compensation review of general employees in FY23. CAO Saunders further stated that the city needs to establish and formalize a compensation philosophy, and the city needs to be more competitive in benefits to be more marketable in the hard to fill positions. Mr. Saunders finalized by stating that the city needs to plan for the funding of step increases regardless of the city's financial status. CAO Saunders responded to questions and comments of President Newbille and Councilmembers.

President Cynthia Newbille stated that should Council have additional questions, they will be forwarded to administration for future presentations or discussions.

A copy of the following presentations have been filed.

[CD.2022.141](#) Compensation FY23 - General, Police, Fire (Sworn)

Analysis of Mayor's Proposed Operating Budget ~ Council Staff

Interim Council Chief of Staff (CCOS) Joyce Davis provided an updated budget work session schedule and a copy of the proposed budget amendment forms. Interim CCOS Davis also provided Council members with administration's responses to Council's questions from the March 21, 2022, budget work session. Ms. Davis thanked Director of Budget and Strategic Planning Jason May and Deputy Chief Administrative Officer (DCAO) for Finance and Administration Sabrina Joy-Hogg, for assistance with responses.

A copy of the following material has been filed.

[CD.2022.140](#) Analysis of Operating Budget FY23

Adjournment

There being no further business, the meeting adjourned at 2:34 p.m.

CITY CLERK