

INTRODUCED: March 4, 2016

AN ORDINANCE No. 2016-068

To amend and reordain sections 3 and 25 of Article III of Ordinance No. 93-117-159, adopted May 24, 1993, to suspend the Educational Incentive Program for certain Police and Fire Officers for Fiscal Year 2016-2017.

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Patron – Mayor Jones

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Approved as to form and legality  
by the City Attorney  
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PUBLIC HEARING: APR 11 2016 AT 6 P.M.

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That section 25 of Article III of Ordinance No. 93-117-159, adopted May 24, 1993, be and is hereby amended and reordained as follows:

**Section 25. (Education Incentive for Police and Fire)**

Whenever a Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Fire Division Chief, Chief of Fire and Emergency Services, Police Sergeant, Police Lieutenant, Police Captain, Police Major, Deputy Chief of Police or Chief of Police receives, while employed in such position, an Associate of Arts degree from an accredited college, university or junior college or is certified by same as a junior in a degree granting program, he shall receive

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

ADOPTED:    MAY 13 2016    REJECTED: \_\_\_\_\_    STRICKEN: \_\_\_\_\_

annually in addition to his regular compensation a sum of \$500.00 if exempt under the Fair Labor Standards Act and \$.25 per hour (for employees scheduled for 40 hours per week) or \$.17 per hour (for employees scheduled for 56 hours per week) if non-exempt under the Fair Labor Standards Act. This additional compensation for exempt employees shall be paid in two equal installments, one in July and the other in February.

Whenever a Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Fire Division Chief, Chief of Fire and Emergency Services, Police Sergeant, Police Lieutenant, Police Captain, Police Major, Deputy Chief of Police or Chief of Police receives, while employed in such position, a Bachelor of Arts or Bachelor of Science degree from an accredited college or university, he shall receive annually in addition to his regular compensation a sum of \$1,000.00 if exempt under the Fair Labor Standards Act and \$.50 per hour (for employees scheduled for 40 hours per week) or \$.34 per hour (for employees scheduled for 56 hours per week) if non-exempt under the Fair Labor Standards Act. This additional compensation for exempt employees shall be paid in two equal installments, one in July and the other in February.

Whenever a Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Fire Division Chief, Chief of Fire and Emergency Services, Police Sergeant, Police Lieutenant, Police Captain, Police Major, Deputy Chief of Police or Chief of Police receives, while employed in such position, a Masters Degree from an accredited college or university, he shall receive annually in addition to his regular compensation a sum of \$2,000.00 if exempt under the Fair Labor Standards Act and \$1.00 (for employees scheduled for 40 hours per week) or \$.68 per hour (for employees scheduled for 56 hours per week) per hour if non-exempt under the Fair Labor Standards Act. This additional compensation for exempt employees shall be paid in two equal installments, one in July and the other in February.

Receipt of this payment beyond the first year is contingent on evidence of on-going job related education and performance at the “Successfully Meets Expectations” or “Exceptional” level, or an equivalent rating on an approved system, on their last performance appraisal.

No new applications for educational incentives or increases in educational incentives in accordance with this section shall be accepted between July 1, 2010, and ending July 1, ~~2016~~ 2017.

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