INTRODUCED: May 23, 2016

### AN ORDINANCE No. 2016-146

## As Amended

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 providing for a step advancement for certain sworn fire and police personnel.

		Patrons – All	Members of Cou	uncil	
			to form and lega City Attorney	ality	
	PUBL	IC HEARING	: JUNE 13 2016	AT 6 P.M.	
THE CITY O	F RICHMOND I	HEREBY ORD	PAINS:		
§ 1.	That section 43	of Article III o	f Ordinance No.	93-117-159, adopted May 24, 1993	,
be and is here	eby amended as fo	ollows:			
Section	on 43. (Step-Base	ed Pay System	for Sworn Fire	Fighters and Police Officers)	
	(1) The foll	owing sworn f	Fire and police cl	lassifications shall be part of a step	p
based	pay system as sh	own in Table	l, dated March 6	5, 2015 (a copy of which is attached	d
hereto	and incorporated	d herein):			
	]	Positions		Range	
AYES:	9	NOES:	0	ABSTAIN:	_
ADOPTED:	JUNE 27 2016	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 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.
- incorporated herein, on July 9, 2016, a sworn fire and police employee eligible under this subsection (12) shall be advanced to the next higher step in the step-based pay system established by this section 43. To be eligible for a step advancement under this subsection (12), a sworn fire and police employee must (i) [be eligible to retire on July 1, 2016] have successfully completed the basic training program of the Bureau of Police or Bureau of Fire, as applicable, within the Department of Public Safety on or before March 15, 1991, (ii) serve in a nonsupervisory role as of July 9, 2016, (iii) have obtained at least a "Meets Standards" or an equivalent rating on the employee's last annual performance evaluation, and (iv) be a sworn police employee in Step 12 or Step 13 or a sworn fire employee in Step 13 of the step-based pay system established by this section 43 as of July 9, 2016.
- (13) 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 9, 2016.

Table 1 (effective July 11, 2015)

Title									1												
!	-	,	·	-	4	,	-				Steps										
	-	1			n	٥	\	8	6	10	=	12	13	7	15	16	17	18	19	2	21
Recruit	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	-							+		1	1
Hourly 40 hour	19.71154	19.71154 20.19231 20.67308 21.15385 21.63462 22.11538 22.59615	20.67308	21.15385	21.63462	22.11538		23.07692 23.55769 24.03846	23.55769	24.03846							_				
Hourly Fire Shift	14.07967	14.07967 14.42308 14.76648 15.10989	14.76648	15.10989	15.4533	15.4533 15.7967 16.14011		16.48352 16.82692 17.17033	16.82692	17.17033					_						_
Pol Off/FF I	41,500	42,579	43,686	44,822	45,987	47,183	48.410	49.669	20.960	52 285	53.644	59 008	65 499	73.350	+				1	1	
Hourly 40 hour	19.95192	19.95192 20.47067 21.00288 21.54904 22.10913 22.68413 23.27404	21.00288	21.54904	22,10913	22.68413	_	23 87933	24.5	24 5 25 13702 25 79038 28 36023	5 79038 2		34 ABOO 25 2627E	20075		_		-			
Hourly Fire Shift	14.25137	14.25137 14.62191 15.00206 15.39217 15.79224 16.20295 16.62431	15.00206	15.39217	15.79224	16.20295	_	17.05666	17.5	17 5 17 95501 18 4217 20 26374 22 49279 25 49406	18 4217	•	7 40270	5 10106							
Poi OffiFF II	42,330	43,431	44,560	45,719	46,908	48,128	٠	50,663	51.980	53,331	54.718	60 190	66.811	74 828	$\dagger$	+	$\dagger$	1			
Hourly 40 hour	20.35096	20.35096 20.88029 21.42308 21.98029 22.55192 23.13846	21.42308	21.98029	22.55192	23.13846		24.35721 24.99038		25,6399 26,30673		(T)	7 12067	35.975	_				_		
Hourly Fire Shift	14.5364	14.5364 14.91449 15.3022 15.70021 16.10852 16.52747 16.95707	15.3022	15.70021	16.10852	16.52747		17.39801	7.85027	7.39801 17.85027 18.31422 18.79052 20.66964 22.94334	8.79052	0.66964	2 94334 2	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	+	+	+	T		†	
Hourly 40 hour	20.85962	20.85962 21.40192 21.95817 22.52885 23.11442 23.71538 24.33221	21.95817	22.52885	23.11442	23.71538	24.33221	24.9649	5.61394 2	24.9649 25.61394 26.27981 26.96298 29.65913 32.92163 36.87212	6.96298	9 65913 3	2 92163 3	6 87212							
Hourly Fire Shift	14.89973	14.89973 15.28709 15.68441 16.09203	15.68441	16.09203	16.5103	16.5103 16.93956 17.38015		17.83207	8.29567	17.83207 18.29567 18.77129 19.25927 21.1851 23.51545 26.33723	9.25927	21 1851 2	3 51545 2	6 33723				_			
Pol OffiFF IV	44,473	45,629	46,815	48,032	49,281	50,562	1	53,226	54.610	26.030	57.487	63 236	70.192	78 615		$\dagger$	1			1	T
Hourly 40 hour	21.38125	21.38125 21.93702 22.50721 23.09231 23.69279 24.30865 24.94087	22.50721	23.09231	23.69279	24.30865	•••	25.58942 26.25481		26.9375 27.63798 30.40192 33.74615 37.79567	7.63798	3.40192	3.74615 3	7 79567			_				
Hourly Fire Shift	15.27232	15.27232 15.6693 16.07658 16.49451 16.92342 17.36332	16.07658	16.49451	16.92342	17.36332	17.8149	18.27816 1	8.75343 1	18.27816 18.75343 19.24107 19.74141 21.71566 24.1044 26.99691	9.74141 2	1,71566	24 1044 2	6.99691	_	_		_			
MasterPol Off/FF	46,030	47,227	48,455	49,715	51,008	52,334		55,091	56,523	57.993	59.501	65.451	72 651	81369	+	+	$\dagger$	†	†		T
Hourly 40 hour	22.12981	22.12981 22.70529 23.29567 23.90144 24.52308 25.16058	23.29567	23.90144	24.52308		25.8149 2	6.48606 2	7.17452 2	26.48606 27.17452 27.88125 28.60625 31.46683 34.92837 39.11971	8.60625 3	1.46683 3	1 92837	9 11971			-				_
Hourly Fire Shift	15.80701	ŦΙ	16.63977	17.07246	17.51648	17.97184		18.91861	9.41037	8.91861 19.41037 19.91518 20.43304	0.43304	22.4763 24.94883 27.94265	1.94883 2	7 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		76,641	78.634	80.678	82.776	84 928	87.136	89 402	91 726	64 111	96 458
Hourly 40 hour	27.78269	27.78269 28.50481 29.24615 30.00673 30.78702	29.24615	30.00673	30.78702		32.40865	3.25144 3	4.11587 3	31.5875 32.40865 33.25144 34.11587 35.00288 35.91298 36.84663 37.80481	5.91298 3	5.84663 3.	7.80481	38.7875 3	9.79615 4	0.83077	1.89231 4	12 98173 4	38.7875 39.79615 40.83077 41.89231 42.98173 44.0904 45.24567 46.42212	5 24567	16 42212
Hourly Fire Shift	19.84478	∾ิ	20.89011	21.43338	21.99073		23.14904	3.75103 2	4.36848 2	22.5625 23.14904 23.75103 24.36848 25.00206 25.65213 26.31902 27.00343 27.70536 28.42587 29.6484 29.97308 30.70124 31.49931 32.31874 33.15555	5.65213 2t	5.31902 2.	7.00343 2	7.70536 2	8.42582 2	9.16484 2	9.92308	10 70124 3	31 49931	2 31834	14865
Police Lt/Fire Capt	65,325		68,766	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	98 500 101 061 103 689 106 385 100 151	106 385	100 151
Hourly 40 hour	31.40625	32.226	33.06058	32.2226 33.06058 33.92019 34.80192 35.70673	34.80192	35.70673	36.6351	37.5875	38.5649 3	38.5649 39.56779 40.59663 41.65192	0.59663 4	1.65192	12.7351 4.	3.84615 4	4.98606	3.15577 4	7.35577 4	8 58702 4	42.7351 43.84615 44.98606 46.15577 47.35577 48.58702 49.85048 51.14663 52.47644	1 14663 4	2 47644
Hourly Fire Shift	22.43304	N	23.6147	24.22871	24.85852	25.50481 2	26.16793 2	6.84821 2	7.54636 2	8.26271	28.9976 2:	9.75137 3t	3.52507	1.31868	32.1329 3.	2.96841	3.82555 3	¥ 70501	35 60749	6 53331	7 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	996'96	98,461 101,021	101,021	103.648	106.343	109.108	106.343 109.108 111.945 114.856	114 856	117 842 120 906	120 906
Hourly 40 hour	34.78846	34.78846 35.69279 36.62067 37.5726 38.54952 39.55192 40.58029	36.62067	37.5726	38.54952	39.55192	-	11.63558 4	2.71827 4	41.63558 42.71827 43.82885 44.96827	4.96827	16.1375 4	7.33702 4	8.56779 4	9.83077 5	1.12644 5.	2.45577 5	3.81971 5		6.65481	8 12788
Hourly Fire Shift	24.8489	24.8489 25.49485 26.15762 26.83757 27.53537 28.25137 28.98592	26.15762	26.83757	27.53537	28.25137		29.7397 3	0.51305 3	29.7397 30.51305 31.30632 32.12019 32.95536 33.81216 34.69128 35.59341 36.51889 37.46841 38.44265 39.44231 40.45772 41.51992	2.12019 3;	2.95536 3:	3.81216	4.69128	5.59341 34	3.51889 3	7.46841	8 44265 3	39 44231	0.46772	11 51992

Table 1 (effective July 09, 2016)

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Title						l					Steps										
	-	2	Э	4	2	9	7	8	6	5	F	12	13	14	5	16	12	45	9	ç	5
Recruit	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49.000	50.000		!				2		2	2	3	ų l
Hourly 40 hour	19.71154	20.19231	20.67308	21.15385	21.63462	19.71154 20.19231 20.67308 21.15385 21.63462 22.11538 22.59615 23.07692 23.55769 24.03846	22.59615	23.07692	23.55769	24.03846											
Hourly Fire Shift	14.07967	14.42308	14.07967 14.42308 14.76648 15.10989 15.4533	15.10989	15.4533	15.7967	15.7967 16.14011	16.48352 16.82692 17.17033	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	20.19231 20.71731 21.25577 21.80865 22.37548 22.95721 23.55433 24.16683 24.79519	23.55433	24.16683	24.79519	25.4399	25.4399 26.10144 28.71154 31.86971 35.69423	28.71154	31.86971	35.69423							
Hourly Fire Shift	14.42308	14.79808	15.18269	15.57761	15.98249	14.42308 14.73808 15.18269 15.57761 15.98249 16.39801 16.82452 17.26202 17.71085 18.17136 18.64389 20.50824 22.78408 25.49888	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	20.59615 21.13173 21.68125 22.24519 22.82356 23.41683 24.02548	24.02548	24.65	24.65 25.29087 25.94856 26.62308 29.28558 32.50721 36.40817	25.94856	26.62308	29.28558	32.50721	36.40817							
Hourly Fire Shift	14.71154	15.09409	15.48661	15.88942	16.30254	14.71154 15.09409 15.48661 15.88942 16.30254 16.7263 17.16106 17.60714	17.16106	17.60714	18.0649	18.53468	18.0649 18.53468 19.01648 20.91827 23.21944 26.00584	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	56.760 62.436	69 304	77 620							
Hourly 40 hour	21.11106		22.22308	22.80096	23.39375	21.6601 22.22308 22.80096 23.39375 24.00192 24.62596 25.28635 25.92308 26.59712 27.28846 30.01731 33.31923 37.31731	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	16.2864 16.70982 17.14423 17.58997 18.04739 18.51648 18.99794 19.49776 21.44093 23.79946 26.5522	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	21.63894 22.20144 22.77885 23.37115 23.97885	23.37115	23.97885	24.6024	25.24183	24.6024 25.24183 25.89808 26.57163	26.57163	27.2625	N	30.76827	34 15288	38 25144							
Hourly Fire Shift	15.45639	15.85817	16.2706	16.69368	17.12775	15.45639 15.85817 16.2706 16.69368 17.12775 17.57315 18.02988 18.49863 18.97974 19.47321	18.02988	18.49863	18.97974		19.9794	19.9794 21.97734 24.39492 27.32246	24 39492	27 3224E							
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	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 39.4740	26.04904	26.72644	7.42115	28 13413	28 86538	31 75192	35 24471	39 47404							
Hourly Fire Shift	15.95089	16.36573	16.79121	17.22768	17.67548	15.95089 16.36573 16.79121 17.22768 17.67548 18.13496 18.6046 19.08032 19.58654 20.09581 20.61813 22.67985 25.17479 28.19574	18.60646	19.09032	9.58654	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 R2R	95 242	07 748
Hourly 40 hour	28.11587	28.84712	28.11587 28.84712 29.59712 30.36683 31.15625 31.96635	30.36683	31.15625	31.96635		32.7976 33.65048 34.52548 35.42308 36.34423 37.28894 38.25865 39.25337 40.27404 41.37115 42.38567 43.48808 44.67885 45.78642 48.07081	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 9798
Hourly Fire Shift	20.08276	20.60508	20.08276 20.60508 21.1408 21.69059 22.25446	21.69059	22.25446	22.8331	23.42685	22.8331 23.42685 24.03606 24.66106	34.66106	25.3022	25.96016	26.63496	27.32761	28.03812	28.76717	29.51511	30 28262	31 07005	25.3022 25.96016 26.63496 27.32761 28.03812 28.76717 29.51511 30.28582 31.07005 31.87775 32.5704	32 70673	32 5570
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	92,296 94,696	97.158	99.684	102 276	104 935	107 663	110 462
Hourly 40 hour	31.78317	32.60962	31.78317 32.60962 33.45769 34.3274 35.21971 36.13558	34.3274	35.21971	36.13558	37.075	37.075 38.03894 39.02788 40.04279 41.08413	19.02788	10.04279	41.08413	42.1524	43.24856		45.52692	46.71058		49.17115		51 76106	53 1067
Hourly Fire Shift	22.70227	23.29258	23.89835	24.51957	25.15694	22.70227 23.29258 23.89835 24.51957 25.15694 25.81113 26.48214 27.1	26.48214	27.17067 2	7.87706	28.60199	29.34581	30.10886	30.89183	7067 27.87706 28.60199 29.34581 30.10886 30.89183 31.69505 32.51923	32.51923		34.23214	35 12225	33.3647 34.23214 35 12225 36 03537 36 97218 37 93338	36 97218	37 9333
Pol Cap/Fire & Stf BC	73,228	75,132		77,085 79,089	81,145	83,255	l_	87,641	89,920	92,258	94,657	97,118	99,643	99,643 102,234 104,892	104,892		110.417	113.288	107.619 110.417 113.288 116.233 119.255	119 255	122.356
Hourly 40 hour	35.205//	35.205/7 36.12115		38.02356	39.01202	37.0601 38.02356 39.01202 40.02644 41.06731		42.1351 43.23077 44.35481 45.50817 46.69135 47.90529 49.15096 50.42885	13.23077	14.35481	45.50817	46.69135	47.90529	49.15096	50.42885	51.7399	53.0851	54.46538	53.0851 54.46538 55.88125 57.33413	57,33413	58.825
HOURLY FIRE Shift	25.14698	25.14698 25.80082	- 1	27.15968	27.86573	26.4715 27.15968 27.86573 28.59032 29.33379		30.0965 30.87912 31.68201 32.50584 33.35096 34.21806 35.10783 36.0206 36.95707 37.91793 38.90385 39.91518 An 95295 42.01786	10.87912	31.68201	32.50584	33,35096	34.21806	35.10783	36.0206	36.95707	37,91793	38 90385	39 91518	40 95295	42 017B6
																				20.000	1

Revised March 6, 2015 Ordinance Effective July 11, 2015

Revised June 8, 2015 Ordinance Effective July 11, 2015

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

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



# **Richmond City Council**

The Voice of the People

Richmond, Virginia

#### Office of the Council Chief of Staff

# **Ordinance/Resolution Request**

REQUESTING COUNCIL Patron Councilmemb	
This is a request for	the drafting of an $igcirc$ Ordinance $igtimes$ Resolution $igcirc$
TITLE	Amendment to the Police step-based pay plan
PAGE/s	1 of 2
DATE	May 12, 2016
COPY	Charles R. Samuels, 2 <sup>nd</sup> District Council Member Haskell Brown, Deputy City Attorney Vincent Jones, Deputy Chief of Staff V. Jenson Craig Bieber, 2 <sup>nd</sup> District Liaison
FROM	Leah Ford, Human Resources Liaison
THROUGH	Lou Ali, Council Chief of Staff  Leah Ford, Human Resources Liaison
10	Allen Jackson, City Attorney

#### ORDINANCE/RESOLUTION SUMMARY

The Patron requests an ordinance to amend section 43 (Step-Based Pay System for Swom Fire Fighters and Police Officers) of Article III of the pay plan adopted by Ordinance No. 93-117-159, for the purpose of providing a one (1) step pay increase to sworn Police and Fire personnel who are currently in steps 12 and 13. The effective date of this one (1) step increase is to be July 9, 2016.

#### **BACKGROUND**

City Administration, Police and Fire feel it is essential to retain senior swom Police and Fire personnel because they assist in the training and development of less experienced, sworn personnel in the Richmond Police Department and Richmond Department of Fire and Emergency Services. There are approximately 31 sworn Police personnel and approximately 26 sworn Fire personnel who, based on years of services, are eligible to retire on July 1, 2016. These employees are presently in steps where they would not ordinarily be eligible to receive a step increase due to the current implementation schedule. This ordinance would provide these sworn personnel with a one (1) step increase. This one (1) step increase is seen as a tool

The criteria for receiving the one (1) step increase is as follows:
(1) All sworn personnel identified are eligible to retire as of July 1, 2016;
(2) Currently serving in a non-supervisory role;
(3) Obtained at least a "meets standards" rating on their last performance evaluation and
(4) Currently in step 12 or 13 of the Step Based Pay System.
54
<u></u>
FISCAL IMPACT STATEMENT
Fiscal Impact Yes No 🛛
Budget Amendment Required Yes 🗌 No 🗵
Estimated Cost or Revenue Impact: It is estimated that the cost of this initiative by the Richmond Police Department will be \$588,192, which has already been budgeted for and included. For the Richmond Department of Fire and Emergency Services, it is estimated that the cost of this initiative is \$340,000, which was included in the fiscal year 2017 budget amendments provided by City Council. Both estimates include the costs of benefits for these sworn personnel.
Attachment/s Yes No 🗌