

INTRODUCED: March 6, 2019

AN ORDINANCE No. 2019-057

To amend section III(B)(40) of the Pay Plan adopted by Ord. No. 2018-319 on Jan. 14, 2019, to modify the step-based pay system for sworn firefighters and police officers from a 14-step system to an 18-step system.

Patron – Mayor Stoney

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: APR 22 2019 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 III(B)(4)(b) of the Pay Plan be and is hereby amended as follows:

40. **Step-Based Pay System for Sworn Fire Fighters and Police Officers.**

AYES: 9 NOES: 0 ABSTAIN: _____

ADOPTED: MAY 13 2019 REJECTED: _____ STRICKEN: _____

- a. The following sworn fire and police classifications shall be part of a step based pay system as shown in Table 1, dated March 6, [2015] 2019 (a copy of which is attached hereto and incorporated herein):

<i>Positions</i>	<i>Range</i>
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

- b. 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 12, 2017~~] March 6, 2019, 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)~~ Table 3, dated March 6, 2019 (a copy of which is attached hereto and incorporated herein).

~~[On July 8, 2017, subject to the provisions of the following sentence for sworn police personnel, (i) employees in the classifications of Police Officer I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, and Master Fire Fighter shall be eligible to advance their steps for FY2017 to the corresponding step for FY2018 as shown on Table 2, and (ii) employees in the classifications of Police Sergeant, Police Lieutenant, Police Captain, Fire Lieutenant, Fire Captain, Fire Battalion Chief, and Staff Battalion Chief shall be eligible to be placed in the step of their classifications which most closely corresponds to the step they would have attained had the step movement provisions of the step-based pay system been funded for each of the fiscal years from the fiscal year commencing July 1, 2006, and ending June 30, 2007, to the fiscal year commencing July 1, 2017, and ending June 30, 2018. For the purpose of properly advancing sworn police personnel from their steps for FY2017 as shown on Table 2 or their current step in accordance with Tables 3, 4a, or 4b within available funding for the~~

~~fiscal year commencing July 1, 2017, and ending June 30, 2018, the following shall apply based on the calculated differential between the pay applicable to each employee's step on June 30, 2017, and the pay applicable to each employee's step for FY2018 as shown on Table 2 or on Tables 3, 4a, or 4b:~~

~~(1) — For sworn police personnel with the ranks of Police Officer I, Police Officer II, Police Officer III, Police Officer IV, and Master Police Officer, the employee's differential shall be divided by two, the quotient of that division shall be added to the pay applicable to the employee's step on June 30, 2017, and the result shall be rounded up to the next nearest step; provided that employees in step 14 on June 30, 2017, and employees with the rank of Police Recruit shall not receive an increase; and~~

~~(2) — For sworn police personnel with the ranks of Police Sergeant, Police Lieutenant, and Police Captain, the employee's differential shall be divided by two, the quotient of that division shall be added to the pay applicable to the employee's step on June 30, 2017, and the result shall be rounded down to the next nearest step; provided that, where the aforementioned calculation would result in no change in step for the employee, in which case the employee will~~

~~advance to the next step higher than the employee's step on
June 30, 2017.]~~

In order to relieve salary compression and with the concurrence of the Director of Human Resources, the Chief of Fire and Emergency Services or the Chief of Police may place sworn personnel at a higher step.

- c. 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] 4 dated March [26, 2009] 6, 2019 (a copy of which is attached hereto and incorporated herein).
- d. 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).
- e. ~~[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 five percent 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).~~

~~f.]~~ 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.

~~[g.]~~ f. Sworn police personnel hired into the Department of Police as lateral transfers shall be placed in the step plan based upon prorating their external sworn service to sworn service the Department of Police. The pro-rating ratio shall be determined by the Department of Police.

~~[h.]~~ g. Sworn fire personnel hired into the Department of Fire and Emergency Services as lateral transfers shall be placed in the step plan based upon prorating their external sworn service to sworn service in the Department of Fire and Emergency Services. The prorating shall be determined by the Department of Fire and Emergency Services.

~~[i.]~~ h. 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.

~~[j.]~~ i. 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.

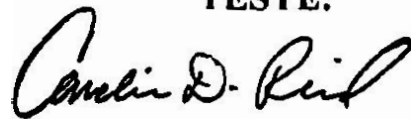
~~[k.]~~ j. Sworn fire and police personnel in the classified service shall no longer be a part of the Performance Based Pay System. However, to be eligible for a step increase, the employee must have obtained at least a “Meets Standards” or an equivalent rating on the employee’s last annual performance evaluation.

~~[l.]~~ k. 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 6, 2019.

A TRUE COPY:

TESTE:

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

City Clerk

Table 1 (Effective July 6, 2019)

	Title	Steps																				
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	Recruit	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000											
	Hourly 40 hour	20.67308	21.15385	21.63462	22.11538	22.59615	23.07692	23.55769	24.03846	24.51923	25											
	Hourly Fire Shift	14.76648	15.10989	15.4533	15.7967	16.14011	16.48352	16.82692	17.17033	17.51374	17.85714											
2	Pol Off/FF I	44,000	45,050	46,100	47,150	48,200	49,250	50,300	51,350	52,400	53,450	54,500	55,550	56,600	57,650	58,700	59,750	66,289	74,244			
	Hourly 40 hour	21.15385	21.65865	22.16346	22.66827	23.17308	23.67788	24.18269	24.6875	25.19231	25.69712	26.20192	26.70673	27.21154	27.71635	28.22115	28.72596	31.86971	35.69423			
	Hourly Fire Shift	15.10989	15.47047	15.83104	16.19162	16.5522	16.91277	17.27335	17.63393	17.99451	18.35508	18.71566	19.07624	19.43681	19.79739	20.15797	20.51854	22.76408	25.49588			
3	Pol Off/FF II	45,000	46,100	47,200	48,300	49,400	50,500	51,600	52,700	53,800	54,900	56,000	57,100	58,200	59,300	60,400	61,500	67,615	75,729			
	Hourly 40 hour	21.63462	22.16346	22.69231	23.22115	23.75	24.27885	24.80769	25.33654	25.86538	26.39423	26.92308	27.45192	27.98077	28.50962	29.03846	29.56731	32.50721	36.40817			
	Hourly Fire Shift	15.4533	15.83104	16.20879	16.58654	16.96429	17.34203	17.71978	18.09753	18.47527	18.85302	19.23077	19.60852	19.98626	20.36401	20.74176	21.11951	23.21944	26.00584			
4	Pol Off/FF III	46,000	47,150	48,300	49,450	50,600	51,750	52,900	54,050	55,200	56,350	57,500	58,650	59,800	60,950	62,100	63,250	69,304	77,620			
	Hourly 40 hour	22.11538	22.66827	23.22115	23.77404	24.32692	24.87981	25.43269	25.98558	26.53846	27.09135	27.64423	28.19712	28.75	29.30288	29.85577	30.40865	33.31923	37.31731			
	Hourly Fire Shift	15.7967	16.19162	16.58654	16.98146	17.37637	17.77129	18.16621	18.56113	18.95604	19.35096	19.74588	20.1408	20.53571	20.93063	21.32555	21.72047	23.79945	26.65522			
5	Pol Off/FF IV	47,000	48,200	49,400	50,600	51,800	53,000	54,200	55,400	56,600	57,800	59,000	60,200	61,400	62,600	63,800	65,000	71,038	79,563			
	Hourly 40 hour	22.59615	23.17308	23.75	24.32692	24.90385	25.48077	26.05769	26.63462	27.21154	27.78846	28.36538	28.94231	29.51923	30.09615	30.67308	31.25	34.15288	38.25144			
	Hourly Fire Shift	16.14011	16.5522	16.96429	17.37637	17.78846	18.20055	18.61264	19.02473	19.43681	19.8489	20.26099	20.67308	21.08516	21.49725	21.90934	22.32143	24.39492	27.32246			
6	MasterPol Off/FF	48,000	49,250	50,500	51,750	53,000	54,250	55,500	56,750	58,000	59,250	60,500	61,750	63,000	64,250	65,500	66,750	73,309	82,106			
	Hourly 40 hour	23.07692	23.67788	24.27885	24.87981	25.48077	26.08173	26.68269	27.28365	27.88462	28.48558	29.08654	29.6875	30.28846	30.88942	31.49038	32.09135	35.24471	39.47404			
	Hourly Fire Shift	16.48352	16.91277	17.34203	17.77129	18.20055	18.62981	19.05907	19.48832	19.91758	20.34684	20.7761	21.20536	21.63462	22.06387	22.49313	22.92239	25.17479	28.19574			
7	Hourly 40 hour	49,000	50,300	51,600	52,900	54,200	55,500	56,800	58,100	59,400	60,700	62,000	63,300	64,600	65,900	67,200	68,500	75,350	84,392			
	Hourly Fire Shift	23.55769	24.18269	24.80769	25.43269	26.05769	26.68269	27.30769	27.93269	28.55769	29.18269	29.80769	30.43269	31.05769	31.68269	32.30769	32.93269	36.22596	40.57308			
	Hourly Fire Shift	16.82692	17.27335	17.71978	18.16621	18.61264	19.05907	19.50549	19.95192	20.39835	20.84478	21.29121	21.73764	22.18407	22.63049	23.07692	23.52335	25.87569	28.98077			
8	Police Sgt/Fire Lt	58,000	60,400	62,800	64,200	66,100	68,000	69,900	71,800	73,700	75,600	77,500	79,400	81,300	83,200	85,100	87,000	88,900	90,800	92,828	95,242	97,718
	Hourly 40 hour	28.125	29.03846	29.95192	30.86538	31.77885	32.69231	33.60577	34.51923	35.43269	36.34615	37.25962	38.17308	39.08654	40	40.91346	41.82692	42.74038	43.65385	44.62885	45.78942	46.97981
	Hourly Fire Shift	20.08929	20.74176	21.39423	22.0467	22.69918	23.35165	24.00412	24.65659	25.30907	25.96154	26.61401	27.26648	27.91896	28.57143	29.2239	29.87637	30.52885	31.18132	31.87775	32.70673	33.55701
10	Police Lt/Fire Capt	66,100	68,300	70,500	72,700	74,900	77,100	79,300	81,500	83,700	85,900	88,100	90,300	92,500	94,700	96,900	99,100	101,300	103,500	105,700	107,900	110,462
	Hourly 40 hour	31.77885	32.83654	33.89423	34.95192	36.00962	37.06731	38.125	39.18269	40.24038	41.29808	42.35577	43.41346	44.47115	45.52885	46.58654	47.64423	48.70192	49.75962	50.81731	51.875	53.10673
	Hourly Fire Shift	22.69918	23.45467	24.21016	24.96566	25.72115	26.47665	27.23214	27.98764	28.74313	29.49863	30.25412	31.00962	31.76511	32.5206	33.2761	34.03159	34.78709	35.54258	36.29808	37.05357	37.93338
12	Pol Cap/Fire & Stf BC	75,500	77,900	80,300	82,700	85,100	87,500	89,900	92,300	94,700	97,100	99,500	101,900	104,300	106,700	109,100	111,500	113,900	116,300	118,700	121,100	123,500
	Hourly 40 hour	36.29808	37.45192	38.60577	39.75962	40.91346	42.06731	43.22115	44.375	45.52885	46.68269	47.83654	48.99038	50.14423	51.29808	52.45192	53.60577	54.75962	55.91346	57.06731	58.22115	59.375
	Hourly Fire Shift	25.9272	26.75137	27.57555	28.39973	29.2239	30.04808	30.87225	31.69643	32.5206	33.34478	34.16896	34.99313	35.81731	36.64148	37.46566	38.28984	39.11401	39.93819	40.76236	41.58654	42.41071

Table 2
Implementation Schedule for Sworn Police and Fire in PF Ranges 1 Through 7

Service Year as of 6/30/06	Implementation Year														
	FY2007	FY2008	FY2009	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Recruit	Recruit	1	2	3	3	4	5	11	11	13	14	15	16	16	16
0	1	2	3	4	4	5	6	11	11	14	15	16	16	16	16
1	2	3	4	5	5	6	7	11	11	15	16	16	16	16	17
2	3	4	5	6	6	7	8	11	11	16	16	16	16	16	17
3	4	5	6	7	7	8	9	11	12	16	16	16	16	17	17
4	5	6	7	8	8	9	10	12	12	16	16	16	17	17	17
5	5	6	7	8	8	9	10	12	12	16	16	17	17	17	17
6	5	6	7	8	8	9	10	12	12	16	17	17	17	17	18
7	6	7	8	9	9	10	11	12	12	17	17	17	17	17	18
8	7	8	9	10	10	11	11	12	13	17	17	17	17	18	18
9	8	9	10	11	11	11	11	13	13	17	17	17	18	18	18
10	9	10	11	12	12	12	12	13	13	17	17	18	18	18	18
11	9	10	11	12	12	12	12	13	13	17	18	18	18	18	18
12	9	10	11	12	12	12	12	13	13	18	18	18	18	18	18
13	9	10	11	12	12	12	12	13	14	18	18	18	18	18	18
14	9	10	11	12	12	12	12	14	14	18	18	18	18	18	18
15	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
16	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
17	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
18	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
19	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
20	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
21	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
22	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
23	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
24	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
25	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18

**Table 3
Implementation Schedule for Sworn Police and Fire
in PF Ranges 8 Through 12**

Minimum Years of Service in step & class	Step
	1
	2
	3
	4
	5
	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18
	19
	20
Final	21

**Advancement Available
Each Year and Effective
the First Full Pay Period in
July, Pending Funding
and Satisfactory
Performance**

Table 4 Implementation Schedule for Sworn Police and Fire in PF Ranges 1 Through 6	
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
1	11
1	12
1	13
1	14
1	15
5	16
5	17
Final	18

Advancements are effective the first full pay period in July, pending approved funding and satisfactory performance