

INTRODUCED: October 11, 2021

A RESOLUTION No. 2021-R075

To request that the Mayor propose an annual budget for the Fiscal Year 2022-2023 that recommends an appropriation to implement any recommendations of the Department of Human Resources' pay plan study for compensation increases for sworn employees of both the Department of Police and the Department of Fire and Emergency Services required by Ord. No. 2021-040, adopted May 24, 2021, and to express the Council's intent that any one-time bonuses proposed by the Mayor to be funded, to the extent permitted by law, as premium pay from American Rescue Plan Act funds not replace or offset any compensation increases recommended for sworn employees of the Department of Police and the Department of Fire and Emergency Services in such study.

Patron – Ms. Larson, Ms. Trammell, Ms. Lambert, Ms. Robertson,
Mr. Addison, Ms. Jordan, Ms. Newbille, Mr. Jones and Ms. Lynch

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: NOV 8 2021 AT 6 P.M.

WHEREAS, Ordinance No. 2021-040, adopted May 24, 2021, which adopted the General Fund Budget for the fiscal year commencing July 1, 2021, and ending June 30, 2022, appropriated \$100,000.00 to the Department of Human Resources for a line item entitled "Study of the Police and Fire Pay Plan for sworn employees" (the "Study") for the purpose of "the preparation and submission of a final report to the Mayor and the Council on a study concerning

AYES: 8 NOES: 0 ABSTAIN:

ADOPTED: NOV 8 2021 REJECTED: STRICKEN:

the pay plan for the Department of Police and the Department of Fire and Emergency Services;”
and

WHEREAS, it is the intent of Council that, should the Study result in recommended compensation increases for sworn employees of either the Department of Police or the Department of Fire and Emergency Services, any one-time bonuses proposed by the Mayor to be funded, to the extent permitted by law, as premium pay in accordance with the American Rescue Plan Act of 2021, H.R. 1319, 117th Cong., 1st Sess. (2021-2022) (the “Act”) not replace or offset any compensation increases recommended by the Study for sworn employees of the Department of Police and the Department of Fire and Emergency Services; and

WHEREAS, the Council believes it is in the best interest of the citizens of the City of Richmond that the Council request that the Mayor propose an annual budget for the fiscal year commencing July 1, 2022, and ending June 30, 2023, that recommends an appropriation to implement any compensation increases recommended by the Study for sworn employees of the Department of Police and the Department of Fire and Emergency Services and that the Council express its intent that any one-time bonuses proposed by the Mayor to be funded, to the extent permitted by law, as premium pay in accordance with the Act not replace or offset any compensation increases recommended by the Study for sworn employees of the Department of Police and the Department of Fire and Emergency Services;

NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF RICHMOND:

That the Council requests that the Mayor propose an annual budget for the fiscal year commencing July 1, 2022, and ending June 30, 2023, that recommends an appropriation to

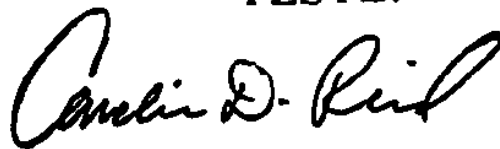
implement any compensation increases recommended by the Study for sworn employees of the Department of Police and the Department of Fire and Emergency Services.

BE IT FURTHER RESOLVED:

That the Council hereby expresses its intent that any one-time bonuses proposed by the Mayor to be funded, to the extent permitted by law, as premium pay in accordance with the Act not replace or offset any compensation increases recommended by the Study for sworn employees of the Department of Police and the Department of Fire and Emergency Services.

A TRUE COPY:

TESTE:

A handwritten signature in black ink, appearing to read "Carolin D. Reed". The signature is fluid and cursive, with the first name "Carolin" being more prominent than the last name "Reed".

City Clerk



Richmond City Council

The Voice of the People

Richmond, Virginia

RECEIVED
By City Attorney's Office at 8:02 am, Sep 23, 2021

Office of the Council Chief of Staff

Ordinance/Resolution Request

TO Haskell C. Brown, III, Interim Richmond City Attorney
Richmond Office of the City Attorney

THROUGH Joyce L. Davis
Interim Council Chief of Staff

FROM William E. Echelberger, Jr, Council Budget Analyst

COPY Kristen N. Larson, 4th District Representative
Tabrica C. Rentz, Interim Deputy City Attorney
Aaron Bond, 4th District Liaison

DATE September 22, 2021

PAGE/s 1 of 2

TITLE Funding the Police and Fire Sworn Personnel Pay Plan

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

REQUESTING COUNCILMEMBER/PATRON

Kristen N. Larson, 4th District
Representative

SUGGESTED STANDING COMMITTEE

Finance and Economic Development

ORDINANCE/RESOLUTION SUMMARY

The Patron requests a resolution to:

1. Request that the Mayor Include funds in the proposed FY23 General Fund Budget for to implement the recommendations of the "Study of the Police and Fire Pay Plan for sworn employees", and
2. Express the intent of City Council that any one-time bonuses funded from American Rescue Plan Act (ARPA) monies shall not replace, or offset, any compensation increases recommended for Police and Fire Pay Plan sworn employees in the "Study of the Police and Fire Pay Plan for sworn employees".

BACKGROUND

- The adopted General Fund Budget, Ordinance No. 2021-040, includes:
 - An amendment adopted by City Council to provide \$100,000 to the Department of Human Resources for a "Study of the Police and Fire Pay Plan for sworn employees", and
 - A text amendment adopted by City Council that states:
"The appropriation of funds to the "Study of the Police and Fire Pay Plan for sworn employees," as shown on the attachment to Ordinance No. 2021-040 entitled "Adopted General Fund Budget FY2022," is set aside for expenditure by the Department of Human Resources for the preparation and submission of a final report to the Mayor and the Council on a study concerning the pay plan for the Department

of Police and the Department of Fire and Emergency Services by no later than November 1, 2021."

FISCAL IMPACT STATEMENT

Fiscal Impact Yes ☐ No ☒

Budget Amendment Required Yes ☐ No ☒

Estimated Cost or Revenue Impact

There is no expenditure or revenue impact for the requested resolution. If the Mayor submits the requested amounts as part of the proposed FY23 General Fund Budget.

Attachment/s Yes ☐ No ☒

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