



Legislation Details (With Text)

**File #:** RES. 2021-R075    **Version:** 1    **Name:**  
**Type:** Resolution    **Status:** Adopted  
**File created:** 10/11/2021    **In control:** City Council  
**On agenda:** 11/8/2021    **Final action:** 11/8/2021

**Title:** 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.

**Sponsors:** Kristen Nye, Reva Trammell, Ann-Frances Lambert, Vice President Robertson, Andreas Addison, Katherine Jordan, Cynthia Newbille, Michael Jones, Stephanie Lynch

**Indexes:**

**Code sections:**

**Attachments:** 1. Res. No. 2021-R075

Date	Ver.	Action By	Action	Result
11/8/2021	1	City Council	adopted	Pass
10/21/2021	1	Finance and Economic Development Standing Committee	recommended for approval	
10/11/2021	1	City Council	introduced and referred	

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.

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 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, 117<sup>th</sup> Cong., 1<sup>st</sup> 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.