



## Legislation Text

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**File #:** ORD. 2022-016, **Version:** 1

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To amend City Code § 2-331, concerning employee compensation and biennial review, for the purpose of requiring the submission of the results of the review to the Mayor and the Council on a quarterly basis, instead of on a biennial basis, and to add a requirement for the inclusion of information on pay increases and bonuses.

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That section 2-331 of the Code of the City of Richmond (2020) be and is hereby **amended** as follows:

**Sec. 2-331. Employee compensation; ~~biennial~~ quarterly review.**

It is a goal of the City that its employees be compensated at a rate comparable to the rate of compensation for employees in the public sector of the Richmond, VA Metropolitan Statistical Area in similar occupations. In determining comparability, consideration shall be given to the economic value of fringe benefits in addition to direct compensation, including pay increases and bonuses. The Director of Human Resources shall conduct a ~~biennial~~ quarterly review to determine where discrepancies in compensation exist as between the City and the public sector of the Richmond, VA Metropolitan Statistical Area. The results of the review shall be reported to the Mayor and the City Council by [~~November 1 of every other year~~] no later than 30 days after the last day of each quarter with the results of the first quarterly review reported on [~~November 1, 2015~~] May 1, 2022.

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