



Legislation Text

File #: ORD. 2019-055, **Version:** 1

To amend section II of the Pay Plan adopted by Ord. No. 2018-319 on Jan. 14, 2019, to provide a 3% pay increase for classified and unclassified permanent City employees who are not in the step based pay system for police and fire employees.

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 II of the Pay Plan be and is hereby amended as follows:

II. **Transitional Provisions and Increases.**

A. The provisions of this section II(A) apply to the transition to this Pay Plan, effective January 5, 2019, from the pay plan in effect prior to that date.

1. All employees in classified and unclassified City permanent positions shall have their base rate of pay adjusted to reflect a one percent increase, subject to the following conditions:

~~[1.]~~ a. Employees not employed continuously in a permanent position on June 30, 2018, shall not be eligible for a base rate of pay adjustment.

~~[2.]~~ b. Employees in the classifications of Police Recruit, Police Officer I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Police Sergeant, Police Lieutenant, Police Captain, Fire Recruit, Fire Fighter I,

Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Fire Lieutenant, Fire Captain, Fire Battalion Chief, and Staff Battalion Chief shall not be eligible for the one percent increase in base rate of pay.

~~[3-]~~ c. The amount of the increase shall be calculated on the employee's base rate of pay as of January 4, 2019.

~~[B-]~~ 2. Following the adjustments made by section ~~[H(A)]~~ II(A)(1), all persons who are employed by the City as of the date on which the ordinance adopting this Pay Plan is adopted shall be assigned to one of the classification titles and pay ranges at the same rate of pay as adjusted in section ~~[H(A)]~~ II(A)(1), subject to the following conditions:

~~[1-]~~ a. If an employee's base rate of pay is below the minimum rate of pay for that employee's classification, that employee's base rate of pay shall be adjusted to the minimum rate of pay for the employee's classification.

~~[2-]~~ b. If an employee's base rate of pay exceeds the maximum rate of pay for that employee's classification, that employee shall not be eligible for additional increases to that employee's base rate of pay until the maximum rate of pay for that employee's classification is adjusted to exceed such employee's base rate of pay as established by this section ~~[H]~~ II(A).

~~[C-]~~ 3. Section III(30) of this Pay Plan shall not apply to the implementation of "Classifications and Assigned Ranges," dated January 5, 2019, which shall be governed by this Section ~~[H]~~ II(A). For the avoidance of doubt, the increase for which Section ~~[H(A)]~~ II(A)(1) of this Pay Plan provides is not in addition to, but

rather supersedes and replaces, the increase for which Ordinance No. 2018-071, adopted May 14, 2018, provides.

B. The provisions of this section II(B) apply to the fiscal year commencing July 1, 2019, and ending June 30, 2020. All employees in classified and unclassified City permanent positions shall have their base rate of pay adjusted to reflect a three percent increase, subject to the following conditions:

1. Employees not employed continuously in a permanent position on June 30, 2018, shall not be eligible for a base rate of pay adjustment.
2. Employees in the classifications of Police Recruit, Police Officer I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Police Sergeant, Police Lieutenant, Police Captain, Fire Recruit, Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, and any other employee in the step based pay system for which Section III(40) provides shall not be eligible for the three percent increase in base rate of pay.
3. If, as a result of the application of the three percent increase to an employee's base rate of pay for which this section II(B)(1) provides, an employee's base rate of pay would exceed the maximum rate of pay for that employee's classification, (i) that employee's base rate of pay shall be increased only to the maximum rate of pay for that employee's classification, and (ii) that employee shall not be eligible for additional increases to that employee's base rate of pay until the maximum rate of pay for that employee's classification pursuant to section I is adjusted to exceed such employee's base rate of pay.

4. The amount of the increase shall be calculated on the employee's base rate of pay as of July 5, 2019.

5. For the avoidance of doubt, constitutional officers and their employees who do not have classifications or titles set forth in the "Classifications and Assigned Ranges," dated January 5, 2019, shall receive the three percent increase if they meet the other requirements of this section II(B).

§ 2. This ordinance shall be in force and effect on July 6, 2019.