



Legislation Text

File #: ORD. 2020-082, **Version:** 1

To [amend the schedule of classifications and assigned ranges incorporated into section I of the Pay Plan for the purpose of revising the wording of certain classification titles and changing the pay ranges of certain classification titles; to amend section II(B) of the Pay Plan to provide a 2% pay increase for classified and unclassified permanent City employees who are not in the step based pay system for police and fire employees; and to] amend sections III(B)(4), III(B)(11), III(B)(12), III(B)(25)(e), III(B)(36), and III(B)(40), of the Pay Plan to (i) suspend police and fire career development, (ii) provide the Commonwealth Attorney's Office with \$884,474 for salary supplements and \$202,138 for Virginia Retirement System contributions and the Commonwealth Attorney with a \$51,074 salary supplement and a \$10,306 Virginia Retirement System contribution, [(ii)] (iii) provide the Sheriff's Office with \$2,236,106 for salary supplements and the Sheriff with a \$41,301.20 supplement, [(iii)] (iv) to suspend the education incentive for police and fire program until Jun. 30, 2021, [(iv) to change the living wage,] and (v) to add the new "Driver Pump Operator" classification to the step-based pay system for sworn fire and police officers. (As Amended)

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 the nine-page schedule entitled "Classifications and Assigned Ranges" and dated January 5, 2019, as previously amended by Ordinance No. 2019-292, adopted November 12, 2019, incorporated into the Pay Plan by section I of the Pay Plan, be and is hereby amended by excluding the classifications as shown on the ten-page schedule entitled "Classifications and Assigned Ranges, Exclude" and dated July 4, 2020, a copy of which schedule is attached to and incorporated into this ordinance, and by including the classifications as shown on the nine-page schedule entitled "Classifications and Assigned Ranges, Include" and dated July 4, 2020, a copy of which schedule is attached to and incorporated into this ordinance.

§ 2. That (i) section III(B)(29) of the Pay Plan shall not apply to the amendments made by section 1

of this ordinance, (ii) no employee whose position this ordinance moves to another classification, pay range, or pay band shall receive a pay increase or decrease due to any adjustment made by this ordinance, and (iii) for purposes of this section, words or phrases defined in section III(A) of the Pay Plan have the meanings set forth in section III(A) of the Pay Plan.

§ 3. That section II(B) of the Pay Plan be and is hereby amended as follows:

B. The provisions of this section II(B) apply to the fiscal year commencing July 1, [2019] 2020, and ending June 30, [2020] 2021. All employees in classified and unclassified City permanent positions shall have their base rate of pay adjusted to reflect a [three] two percent increase, subject to the following conditions:

1. Employees not employed continuously in a permanent position on June 30, [2018] 2019, shall not be eligible for a base rate of pay adjustment except as indicated in section II(B)(4).
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, Driver Pump Operator, 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] two percent increase in base rate of pay.
3. If, as a result of the application of the [three] two 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. If, after the application of the two percent increase, an employee's base rate of pay is below an employee's minimum rate of pay for that employee's classification, that employee's base rate of pay shall increase to the minimum of that employee's classification.

5. The amount of the increase shall be calculated on the employee's base rate of pay as of July [5, 2019] 3, 2020.

[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).]

That section III(B)(4)(b) of the Pay Plan be and is hereby amended as follows:

b. Advancement between classifications in accordance with career development plans implemented pursuant to this section, except for advancement from Police Recruit to Police Officer I and from Fire Recruit to Fire Fighter I, shall be suspended [for the period commencing July 1, 2017, and ending June 30, 2019].

§ [4] 2. That section III(B)(11) of the Pay Plan be and is hereby amended as follows:

11. **Commonwealth Attorney's Office.** The Commonwealth Attorney shall receive a salary supplement of [~~\$49,586~~] \$51,074 together with a contribution to the Virginia Retirement System on [~~his~~] her behalf of [~~\$10,006~~] \$10,306 in Fiscal Year [~~2019-2020~~] 2020-2021.

The Commonwealth Attorney's Office shall receive [~~\$828,229~~] \$884,474 to be used as salary supplements together with [~~\$194,229~~] \$202,138 to be used for a contribution to the Virginia Retirement System in Fiscal Year [~~2019-2020~~] 2020-2021 for members of the office. The proper administration of salary supplements is the responsibility of the constitutional officer.

§ [~~5~~] 3. That section III(B)(12) of the Pay Plan be and is hereby amended as follows:

12. **Sheriff's Office.** The Sheriff's Office shall receive in Fiscal Year [~~2019-2020~~] 2020-2021 an amount [~~10.68~~] 13.62 percent greater than the amount approved by the Compensation Board for the Sheriff's deputies to be used as salary supplements for members of the office, excluding the Sheriff, for which the City is reimbursed for 100 percent of salary costs approved by the Compensation Board. The Sheriff's Office shall receive an amount not to exceed [~~\$1,685,683~~] \$2,236,106 in Fiscal Year [~~2019-2020~~] 2020-2021 to be used as salary supplements for members of the office, excluding the Sheriff. From such allocation, the Sheriff's Office may, in Fiscal Year [~~2019-2020~~] 2020-2021, provide salary supplements for positions that the City is not reimbursed for [~~100%~~] 100 percent of approved Compensation Board salaries, excluding the Sheriff. No salary supplements to any positions shall be paid unless authorized by the City's Director of Budget and Strategic Planning. Any salary supplement paid directly to the Sheriff from either of these amounts shall only be for the specific amount authorized by this section. The Sheriff shall receive a salary supplement of [~~\$27,154~~] \$41,301.20 in Fiscal Year [~~2019-2020~~] 2020-2021. The proper administration of salary supplements is the responsibility of the constitutional officer.

§ [~~6~~] 4. That section III(B)(25)(e) of the Pay Plan be and is hereby amended as follows:

e. No new applications for educational incentives or increases in educational incentives in

accordance with this section shall be accepted between July 1, 2010, and ~~[ending]~~ July 1, [2020] 2021.

§ [7. That section III(B)(36) of the Pay Plan be and is hereby amended as follows:

36. Living Wage.

Any employee in a position (other than Summer Youth Program, Special Event Worker, Intern, or other special employment program participants as determined by the Director of Human Resources) working either full-time or part-time shall have an hourly rate of pay at least [~~\$12.07~~] \$12.60.

§ 8] 5. That section III(B)(40) of the Pay Plan be and is hereby amended as follows:

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

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, 2019~~] July 4, 2020 (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

Driver Pump Operator 7

Fire Lieutenant 8

Police Sergeant 8

Fire Captain10

Police Lieutenant10

Fire Battalion Chief12

Staff Battalion Chief12

Police Captain12

- 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 ~~March 6, 2019~~ July 4, 2020, 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 Driver Pump Operator, 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 Table 3, dated [~~March 6, 2019~~] July 4, 2020 (a copy of which is attached hereto and incorporated herein).

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 4 dated [~~March 6, 2019~~] July 4, 2020 (a copy of which is attached hereto and incorporated herein).

§ [9] 6. This ordinance shall be in force and effect on July 1, 2020, effective beginning with the pay period commencing on July 4, 2020.