



## Legislation Text

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**File #:** ORD. 2020-220, **Version:** 1

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To amend and reordain City Code §§ 2-927, concerning the general powers and duties of the Personnel Board, and 2-1264, concerning the creation of the personnel system, for the purpose of conforming the classes protected from discrimination under the City's personnel system to Va. Code §§ 2.2-3904 and 2.2-3905.

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That sections 2-927 and 2-1264 of the Code of the City of Richmond (2015), as amended, be and are hereby **amended** and reordained as follows:

**Sec. 2-927. General powers and duties.**

The Personnel Board shall have the power and shall be required to:

(1) Serve as a hearing panel and hear appeals of grievances filed by any employee in the classified service pursuant to procedures established by the City in compliance with Code of Virginia, § 15.2-1507. The hearing decisions of the personnel board shall be in writing and shall contain findings of fact as to the material issues in each case and the basis for the Board's findings.

(2) Review and hold public hearings on any proposed personnel rules and forward to the City Council and the Mayor its comments and recommendations relating to any such proposed personnel rule.

(3) Investigate any or all matters relating to conditions of employment in the service of the City.

(4) Receive and investigate complaints regarding alleged discrimination based on race, color, pregnancy, childbirth, or related medical conditions, religion, national origin, sex, age, political affiliation, gender identity, marital status, sexual orientation, status as a veteran, and disability from individual employees relating to such individual's employment with the City. While all employees, regardless of classification or status, may file a complaint with the Personnel Board concerning alleged discrimination, this section is not intended to and does not create any additional rights, including grievance rights or property rights in employment, for unclassified or nontenured classified employees. The means and method of filing complaints shall be prescribed by the personnel rules, provided that, in addition to the

complaint procedure established, tenured classified employees may also raise discrimination complaints using the grievance process established in the personnel rules. The Personnel Board, however, shall have final decision-making authority about how to review and investigate all complaints. The Board may utilize methods of persuasion, conciliation and mediation designed to promote adequate resolution of the dispute.

**Sec. 2-1264. Created.**

Pursuant to Code of Virginia, § 15.2-1131, the Council establishes a personnel system for the City's administrative officers and employees. Such personnel system shall be based on merit and professional ability and shall not discriminate on the basis of race, national origin, gender identity, religion, sex, age, pregnancy, childbirth, or related medical conditions, disabilities, sexual orientation, status as a veteran, political affiliation or marital status. The personnel system shall consist of rules which provide for the general administration of personnel matters, classification plans for employees, uniform pay plans and a procedure for resolving grievances of employees as provided by general law for either local government or State government employees.

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