



Legislation Text

File #: ORD. 2021-335, **Version:** 1

To amend section II of the Pay Plan by adding therein a new subsection (D) providing for the payment of one-time bonuses to certain eligible City employees who perform public safety functions.

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 by adding therein a new subsection (D) as follows:

- D. Each eligible employee shall be awarded a one-time bonus on the December 23, 2021, pay date in accordance with the following provisions:
1. For purposes of this subsection (D), the term “eligible employee” means a public safety employee who:
 - a. Is either a full-time employee or a part-time employee employed continuously by the City as a public safety employee in either a permanent classified position or a permanent unclassified position since March 1, 2020;
 - b. If a classified employee, has obtained tenured status on or before March 1, 2021;
 - c. Has not been issued a suspension or disciplinary demotion between March 1, 2021, and December 11, 2021, provided that if the employee appeals the

disciplinary action and the disciplinary action is overturned or the appeal results in a lesser disciplinary action than suspension or disciplinary demotion, the employee is an eligible employee;

d. Is not in leave without pay status during an investigation or disciplinary review as of December 11, 2021, provided that:

(1) If the outcome or disciplinary review is suspension, disciplinary demotion or termination, the employee is not an eligible employee; and

(2) If the employee appeals the disciplinary action and the disciplinary action is overturned or the appeal results in a lesser disciplinary action than suspension or disciplinary demotion, the employee is an eligible employee; and

e. Is not in leave without pay status for the entire period of time commencing March 1, 2020, and ending December 11, 2021, unless on approved military leave.

For purposes of this subsection (D), (i) the term “full-time employee” means an employee, as defined by section III(B)(5) of the Pay Plan, who has full-time employment, as defined by section III(B)(6) of the Pay Plan, (ii) the term “part-time employee” means an employee, as defined by section III(B)(5) of the Pay Plan, who has less than full-time employment, as defined by section III(B)(6) of the Pay Plan, and (iv) the term “public safety employee” means an employee of the Department of Emergency Communications, the Department of Fire and Emergency Services, the Department of Justice Services, or the Department of Police who is either a full-time employee or a part-time employee.

2. Each eligible employee who is a full-time employee shall receive a one- time bonus of \$3,000.00. Each eligible employee who is a part-time employee shall receive a one-time bonus of \$1,500.00.

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