



Colonial Heights City Council Meeting Agenda Item Executive Summary

City Council Meeting

MEETING TYPE: City Council Regular Meeting

MEETING DATE: January 12, 2021

ITEM: Ordinance No. 20-32 – Second Reading and Public Hearing

DEPARTMENT: City Manager

PROPOSED ACTION: Approval of Ordinance No. 20-32 on second reading, to approve a revised General Pay Plan Class and Salary Range that increases by 2.5% the range of each grade for full-time employees.

BACKGROUND: The FY 21 Budget included a 2.5% cost of living salary increase. Implementation of the increase was deferred due to the ongoing pandemic. A separate item was approved by Council at the December 8 meeting related to a 2.5% cost of living salary increase for full-time employees. Ordinance No. 20-32 will provide for increasing the pay ranges by 2.5% for each full-time position in the pay plan. The pay plan exhibit has some additional revisions included that were not included at first reading (the maximum salary number in the Grade 13 footnote has been corrected, and the starting salaries in parentheses in Grades 13 through 15 did not previously include the 2.5% increase, but are now updated to include this adjustment).

BUDGET/FINANCIAL IMPACT:

Funding for this item was: included not included in the current-year budget N/A

RECOMMENDATION: Staff recommends approval of Ordinance No. 20-32 on second reading.

ATTACHMENTS: Ordinance No. 20-32; Exhibit A – Revised Pay Plan

- Staff will be making a detailed presentation on this agenda item at the meeting.
- Staff will provide brief comments and answer questions on this item at the meeting.
- This is a routine procedural item and no presentation is planned for the meeting.

Councilmembers who have any detailed questions or would like to request additional information regarding this item are encouraged to contact the City Manager at their earliest convenience.