

AN ORDINANCE NO. 23-16

To adopt a revised General Pay Plan Class and Salary Range that increases the minimum and maximum of each grade's salary range by a minimum of 2%; adds in the existing positions of Victim Witness Program Assistant/Court Advocate and Victim Witness Program Director to the Pay Plan and adopts the corresponding job descriptions and class specifications; changes the salary grade, job description, and class specifications of the Senior Paralegal/Deputy City Clerk; revises the salary grade and starting salaries of numerous Public Works employees; and increases the pay range for certain part-time positions.

To adopt a revised Public Safety Pay Plan that provides 2% increases between steps for the majority of steps; increases by 6% or more the pay grade of non-supervisory employees; increases by 5-6% the pay grade of supervisory employees; changes all Officers, Sergeants, and Lieutenants in the Police Department to an 80-hour pay rate; consolidates all Emergency Medical Technician (EMT) pay grades to create a new Firefighter-EMT pay grade; and increases the pay for the Firefighter-Intermediate pay grade by 2% higher than the Firefighter-EMT pay grade.

WHEREAS, pursuant to City Charter §§ 9.7 and 9.8, "Classification Plan" and "Pay Plan", respectively, the City Manager has drafted a revised General Pay Plan Class and Salary Range that includes the following:

1. A minimum 2% increase in the salary range for most grades for full-time employees with a few of the lower grades being higher and with starting salaries for Deputy Sheriff and Sheriff's Office supervisory positions also being higher;

2. Adds in the existing positions of Victim Witness Program Assistant/Court Advocate and Victim Witness Program Director to the Pay Plan, and adopts the corresponding job descriptions and class specifications;

3. Changes the salary grade, job description, and class specification of the Senior Paralegal/Deputy City Clerk; and

4. Changes the salary grade and starting salaries of numerous Public Works employees; and increases the pay range for certain part-time positions; and

WHEREAS, the City Manager has drafted a revised Public Safety Pay Plan and a new Firefighter-EMT pay grade that include the following:

1. Provides 2% increases between steps for the majority of steps;

- 2. Increases by 6% or more the pay grade of non-supervisory employees;
- 3. Increases by 5-6% the pay grade of supervisory employees;
- 4. Changes all Officers, Sergeants, and Lieutenants in the Police Department to an 80-hour pay rate;
- 5. Consolidates all EMT pay grades to create a new Firefighter-EMT pay grade; and
- 6. Increases the pay for the Firefighter-Intermediate pay grade to be 2% higher than the Firefighter-EMT pay grade; and

WHEREAS, the Council has thoroughly reviewed all components of the General Pay Plan Class and Salary Range and the Public Safety Pay Plan; NOW, THEREFORE, THE CITY OF COLONIAL HEIGHTS HEREBY ORDAINS:

- 1. The General Pay Plan Class and Salary Range and the Public Safety Pay Plan referenced above, copies of which are both attached to and made a part of this ordinance, are approved.
- 2. This ordinance shall be in full force and effect on June 21, 2023.

Approved:

Mayor

Attest:

City Clerk

I certify that the above ordinance was:

Adopted on its first reading on _____.

Ayes: _____. Nays: _____. Absent: _____. Abstain: _____.

The Honorable Kenneth B. Frenier, Councilmember: _____

The Honorable Elizabeth G. Luck, Councilmember: _____

The Honorable, John E. Piotrowski, Councilmember: _____

The Honorable Dr. Laura F. Poe, Councilmember: _____

The Honorable John T. Wood, Councilmember: _____

The Honorable Robert W. Wade, Vice-Mayor: _____

The Honorable T. Gregory Kochuba, Mayor: _____

Adopted on its second reading on _____.

Ayes: _____. Nays: _____. Absent: _____. Abstain: _____.

The Honorable Kenneth B. Frenier, Councilmember: _____

The Honorable Elizabeth G. Luck, Councilmember: _____

The Honorable, John E. Piotrowski, Councilmember: _____

The Honorable Dr. Laura F. Poe, Councilmember: _____

The Honorable John T. Wood, Councilmember: _____

The Honorable Robert W. Wade, Vice-Mayor: _____

The Honorable T. Gregory Kochuba, Mayor: _____

City Clerk

Approved as to form:

City Attorney