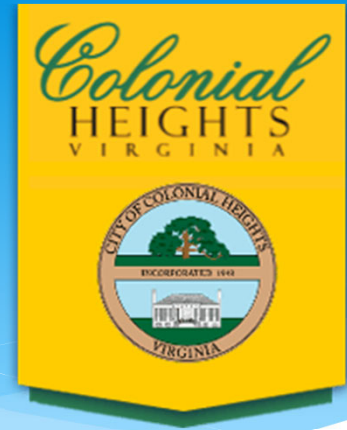




Colonial Heights
City Council Special Meeting
May 21, 2019

Colonial Heights City Council Meeting

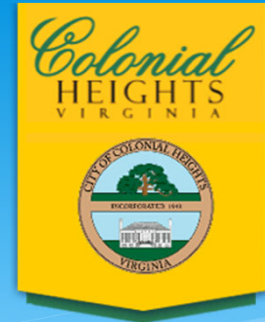
May 21, 2019



- 1. Call to Order**
- 2. Roll Call**
- 3. Declarations of Personal Interest**

Colonial Heights City Council Meeting

May 21, 2019



4. Work Session On The Following Items:

***A. Presentation And Discussion Of
Proposed Baseball Franchise At
Shepherd Stadium.***

Coastal Plain League @ Shepherd Stadium



About The Coastal Plain League



- The Coastal Plain League is a collegiate wood bat summer league, featuring top-notch college players from across the nation.
- Since 1997, the CPL has rapidly grown to be among the premier summer collegiate baseball leagues in the country. Over 120 current and former MLB players, and 3 current MLB umpires are CPL alumni.
- The CPL is comprised of 16 franchises located in GA, SC, NC and VA.
- 52 game regular season schedule – 26 Home Games (from late-May to mid-August)
- The CPL prides itself on creating a professional, minor league-like atmosphere for all its players, coaches, umpires, and fans each and every summer.



Coastal Plain League Attendance

Team	2018 Total	Games	2018 Average	2017 Average	+/-
Savannah Bananas	105,733	25	4,229	4,173	0.01
Macon Bacon	47,122	21	2,244	NA	NA
Peninsula Pilots	43,739	21	2,083	1,761	0.18
Gastonia Grizzlies	44,763	22	2,035	1,942	0.05
Lexington Co. Blowfish	35,787	22	1,627	1,385	0.17
Wilson Tobs	33,493	22	1,522	1,313	0.16
Fayetteville Swampdogs	34,556	23	1,502	1,589	-0.05
Morehead City Marlins	23,621	18	1,312	1,004	0.31
Wilmington Sharks	26,029	22	1,183	1,162	0.02
HP-Thomasville HiToms	25,043	22	1,138	1,080	0.05
Holly Springs Salamanders	24,247	25	970	1,179	-0.18
Florence Redwolves	18,164	22	826	731	0.13
Asheboro Copperheads	18,908	24	788	976	-0.19
Edenton Steamers	14,302	24	596	534	0.12
Martinsville Mustangs	11,396	20	570	1,006	-0.43
Forest City Owls	10,532	21	502	880	-0.43

Source



Development

- R & P Staff have been engaged in talks with the prospective owner 6 months.
- Prospective owner is in negotiations to acquire a current franchise to bring to Colonial Heights as early as 2020.
- New franchise owner will incur significant upfront costs; franchise fees, full & part-time staff, team equipment & uniforms, production equipment, software, insurance, business licenses, merchandise, concession and beer sale supplies.
- City staff have had preliminary discussions regarding a creative initial agreement and lease; field usage fees, taxes and licenses.
- Consistent with the R&P Departments efforts to increase sports tourism and economic impact to the City.



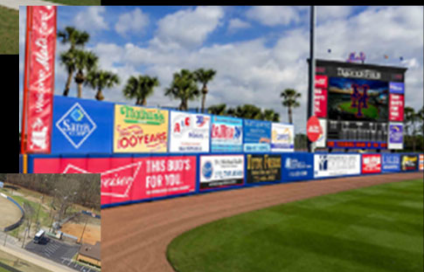
Necessary / Recommended Upgrades

Immediate

- Sponsor wall
- Heightened backstop & outfield netting
- Relocate out-of-play fencing
- Outfield wall padding

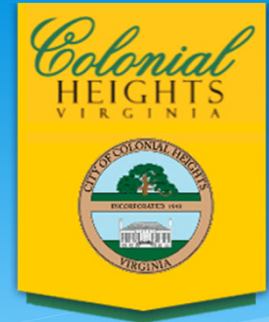
Moving Forward

- Temporary bleacher seating / to permanent grandstand seating
- Picnic / beer garden area and pavilion
- Increase parking
- Upgraded / increased restrooms
- Upgrade concession area
- Indoor facility (locker rooms, practice facility, meeting rooms, offices, umpires area, etc.)



Colonial Heights City Council Meeting

May 21, 2019



4. Work Session On The Following Items:

B. Discussion Of Pay Plan Study

Pay Plan Study:

Summary of Pay Grade/Position Title Changes

Grade	Title	Minimum	Maximum	Survey Avg. Min.	New Grade	New Title	New Minimum	Revised New Minimum	New Maximum
13	Deputy Sheriff	\$34,078	\$58,500	\$39,547	13	Deputy Sheriff	\$37,500	\$40,600	\$66,846
13	Admin.Services Deputy	\$34,078	\$58,500	\$65,465	14	Admin. Serv. Deputy	\$38,937	\$43,600	\$66,846
14	Lt. Deputy Sheriff	\$38,937	\$66,846	\$57,120	15	Lt. Deputy Sheriff	\$44,481	\$46,600	\$76,365
15	Chief Deputy Sheriff	\$44,481	\$76,365	\$75,503	16	Chief Deputy Sheriff	\$50,823	\$50,823	\$87,248

Pay Plan Study:

Methodology for Pay Adjustments – Department Specific

- Sheriff's Office - Additional Recommended Change for Full-time Deputies Below Supervisor Level
 - Moved to new minimum if below
 - Employees with 2 or more years of service receive Years of Service/Compression Adjustment

Pay Plan Study:

Costs

- Total Cost of recommended changes with additional Sheriff's Office Changes included:
 - Approximately \$181,500
 - Plus additional fringe benefit cost of approx. \$42,000
 - Approximate total: \$223,500

Pay Plan Study

Survey Overview

- Salary study conducted for 74 positions
- Comparison jurisdictions:
 - Chesterfield County
 - Hanover County
 - Henrico County
 - Prince George County
 - City of Petersburg
 - City of Hopewell
 - City of Winchester
- Removed several other jurisdictions from the analysis

Pay Plan Study

Pay Plan Adjustments

- 2.5% pay plan adjustment included
- Various Positions moved to new Pay Grades
- Title Changes - Various Positions

Pay Plan Study:

Summary of Pay Grade/Position Title Changes

Grade	Title	Minimum	Maximum	Survey Avg. Min.	New Grade	New Title	New Minimum	New Maximum
11	Deputy I	\$27,177	\$44,816		11	Deputy I	\$28,000	\$44,816
11	Facilities/ Groundskeeper I	\$27,177	\$44,816	\$24,987	11	Facilities/ Groundskeeper I	\$28,000	\$44,816
11	Meter Reader	\$27,177	\$44,816	\$28,757	11	Meter Reader	\$28,000	\$44,816
11	Public Works Technician	\$27,177	\$44,816	\$28,542	11	Public Works Technician	\$28,000	\$44,816
11	Staff Assistant	\$27,177	\$44,816		11	Staff Assistant	\$28,000	\$44,816
11	Van Driver	\$27,177	\$44,816		11	Van Driver	\$28,000	\$44,816
11	Legal Secretary	\$27,177	\$44,816	\$34,260	12	Legal Secretary	\$29,828	\$51,210
12	Records Technician	\$29,828	\$51,210	\$31,116	13	Records Technician	\$34,078	\$58,500

Pay Plan Study:

Summary of Pay Grade/Position Title Changes

Grade	Title	Minimum	Maximum	Survey Avg. Min.	New Grade	New Title	New Minimum	New Maximum
14	Chief Deputy/ Bookkeeper	\$38,937	\$66,846	\$53,937	15	Chief Deputy Circuit Ct. Clerk	\$44,481	\$76,365
14	Utility Billing Supervisor	\$38,937	\$66,846	\$50,066	15	Utility Billing Supervisor	\$44,481	\$76,365
14	Telecommunicator	\$38,937	\$66,846	\$35,107	14	Communications Officer	\$39,600	\$66,846
15	Communications Supervisor	\$44,481	\$76,365	\$50,641	15	Communications Supervisor	\$45,000	\$76,365
14	Police Officer	\$42,765	\$76,365	\$44,129	15	Police Officer	\$45,000	\$76,365
14	Police Detective	\$42,765	\$76,365	\$45,233	15	Police Detective	\$45,000	\$76,365
14	EMS Firefighter	\$42,765	\$76,365	\$43,742	15	EMS Firefighter	\$45,000	\$76,365
14	EMS Firefighter EMT-Intermediate	\$44,903	\$76,365		15	EMS Firefighter EMT-Int.	\$47,250	\$76,365
14	EMS Firefighter – Paramedic	\$47,148	\$76,365		15	EMS Firefighter – Paramedic	\$49,613	\$76,365

Pay Plan Study:

Summary of Pay Grade/Position Title Changes

Grade	Title	Minimum	Maximum	Survey Avg. Min.	New Grade	New Title	New Minimum	New Maximum
14	Engineering Technician	\$38,937	\$66,846	\$42,572	14	Engineering Technician	\$42,572	\$66,846
15	Sr. Engineering Technician	\$44,481	\$76,365	\$49,543	15	Sr. Engineering Technician	\$48,500	\$76,365
13	Youth Program Coordinator	\$34,078	\$58,500	\$45,981	14	Youth Program Coordinator	\$38,937	\$66,846
15	Senior Building Inspector	\$44,481	\$76,365	\$45,019	15	Combination Inspector	\$44,481	\$76,365
13	Deputy Sheriff	\$34,078	\$58,500	\$39,547	13	Deputy Sheriff	\$37,500	\$66,846
13	Admin.Services Deputy	\$34,078	\$58,500	\$65,465	14	Admin.Services Deputy	\$38,937	\$66,846
14	Lt. Deputy Sheriff	\$38,937	\$66,846	\$57,120	15	Lt. Deputy Sheriff	\$44,481	\$76,365
15	Chief Deputy Sheriff	\$44,481	\$76,365	\$75,503	16	Chief Deputy Sheriff	\$50,823	\$87,248
16	Information Systems Coordinator	\$50,823	\$87,248	\$60,857	17	Info. Systems Coordinator	\$57,760	\$99,684
EXEC	Econ. Development Director	\$66,193	\$137,739	\$97,877	18	Econ. Develop. Administrator	\$66,342	\$113,889

Pay Plan Study:

Summary of Pay Grade/Position Title Changes

Grade	Title	Minimum	Maximum	Survey Avg. Min.	New Grade	New Title	New Minimum	New Maximum
EXEC	Chief of Fire & EMS	\$66,193	\$137,739	<i>\$104,254</i>	EXEC	Chief of Fire & EMS	\$80,000	\$137,739
EXEC	Chief of Police	\$66,193	\$137,739	<i>\$103,206</i>	EXEC	Chief of Police	\$80,000	\$137,739
EXEC	Director of Finance	\$66,193	\$137,739	<i>\$102,502</i>	EXEC	Director of Finance	\$80,000	\$137,739
EXEC	Director of Human Resources	\$66,193	\$137,739	<i>\$101,162</i>	EXEC	Director of Human Resources	\$80,000	\$137,739
EXEC	Director of Information Technology	\$66,193	\$137,739	<i>\$98,916</i>	EXEC	Director of Information Technology	\$80,000	\$137,739
EXEC	Director Office on Youth & Human Services	\$66,193	\$137,739	<i>\$83,791</i>	EXEC	Director Office on Youth & Human Services	\$80,000	\$137,739
EXEC	Director of Parks & Recreation	\$66,193	\$137,739	<i>\$96,589</i>	EXEC	Director of Recreation & Parks	\$80,000	\$137,739

Pay Plan Study:

Summary of Pay Grade/Position Title Changes

Grade	Title	Minimum	Maximum	Survey Avg. Min.	New Grade	New Title	New Minimum	New Maximum
EXEC	Director of Planning & Community Development	\$66,193	\$137,739	\$97,327	EXEC	Director of Planning & Community Development	\$80,000	\$137,739
EXEC	Director of Public Works	\$66,193	\$137,739	\$96,923	EXEC	Director of Public Works/ City Engineer	\$80,000	\$137,739
EXEC	Library Director	\$66,193	\$137,739	\$97,123	EXEC	Library Director	\$80,000	\$137,739

Pay Plan Study:

Summary of Position Reclassifications

Grade	Title	Minimum	Maximum	New Grade	New Title	New Min.	New Max
13	Deputy III	\$34,078	\$58,500	14	Deputy Commissioner of Revenue	\$38,937	\$66,846
17	Recreation Superintendent	\$57,760	\$99,684	18	Assistant Director of Recreation & Parks	\$66,342	\$113,889

Pay Plan Study:

Methodology for Pay Adjustments

- 2.5% COLA effective July 1, 2019 applied first
- For Pay Grade changes only; employees below new minimum moved to new minimum
- For Reclassifications; position is moved to new Pay Grade and employees receive 5% increase
- Certain positions receive a Years of Service/Compression Adjustment:

Years of Service	Base Pay Increase
2	\$250
3	\$300
4	\$350
5	\$400
6	\$450
7	\$500
8	\$550
9	\$600
10	\$650
11 and up	\$700

Pay Plan Study:

Methodology for Pay Adjustments – Department Specific

- **Public Works/Recreation and Parks (and Finance Meter Readers)**
 - For Pay Grade changes - moved to minimum of new range (or new starting rate) if below
 - Full-time staff below Director level with 2 or more years of service receive Years of Service/Compression Adjustment if they are:
 - Not at pay range maximum
 - Not already receiving a reclassification adjustment

Pay Plan Study:

Methodology for Pay Adjustments – Department Specific

➤ Emergency Communications

- For Starting Pay changes - moved to minimum of new starting rate if below
- An employee within \$200 of the new minimum receives a Years of Service/Compression Adjustment

➤ Police and Fire - sworn positions below supervisor level

- For Pay Grade/Starting Pay changes - moved to new minimum if below
- Employees with 2 or more years of service receive Years of Service/Compression Adjustment

Pay Plan Study:

Methodology for Pay Adjustments – Department Specific

➤ Police and Fire - sworn supervisor positions

- For Police Sergeants through Captains and Fire Lieutenant through Deputy Chief who did not previously receive 5% per step for career development
- Receive 2% or 3% base salary increase; helps close the differential in career development between supervisory and non-supervisory staff

➤ Sheriff's Office

- 3% base salary increase for three supervisors that will not be part of the career development program

Pay Plan Study:

Costs

- Total Cost of recommended changes:
 - Approximately \$175,000
 - Plus additional fringe benefit cost of approx. \$40,000
 - Estimated total: \$215,000

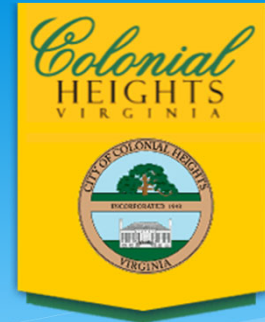
Pay Plan Study:

Future Steps

- Survey positions on more regular basis; especially hard to fill positions
- Work on additional career development related adjustments in Police and Fire (supervisory and non-supervisory) with program for promotions to recognize open career development steps
- Review career development opportunities in other areas, such as Public Works
- Potential Years of Service/Compression Adjustments for other positions

Colonial Heights City Council Meeting

May 21, 2019



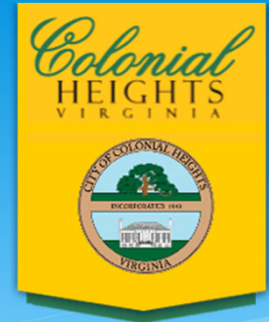
4. Work Session On The Following Items:

C. A Resolution No. 19-26

*Providing for representation on the
Chesterfield-Colonial Heights Social Service
Board.*

Colonial Heights City Council Meeting

May 21, 2019

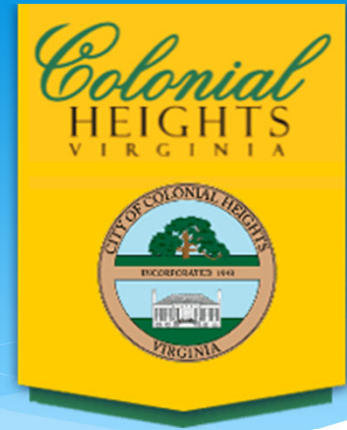


4. Work Session On The Following Items:

D. Discussion Of City Code Section 286-518.05 – Vehicle Parking In Residential Districts.

Colonial Heights City Council Meeting

May 21, 2019



5. Adjournment



Colonial Heights

City Council Special Meeting

May 21, 2019