

AN ORDINANCE BY COUNCILMEMBERS ALEX WAN AND MARY NORWOOD AMENDING THE CITY OF ATLANTA FISCAL YEAR 2016 BUDGET TO INCLUDE A PAY INCREASE IN AN AMOUNT OF THREE AND ONE HALF PERCENT (3.5%) FOR ALL ELIGIBLE PERMANENT FULL-TIME EMPLOYEES WHO ARE GRADE 19 AND ABOVE, EXCLUDING TEMPORARY, PART-TIME, CONTRACT AND SEASONAL EMPLOYEES AND SWORN PERSONNEL; AND FOR OTHER PURPOSES.(HELD 8/26/15 BY THE COMMITTEE FOR FURTHER REVIEW AND ADDITIONAL INFORMATION.)

WHEREAS; the last time the City authorized a pay increase for all City employees was during the Fiscal Year 2008 Budget in the amount of 3.5% for all employees except for sworn police and fire personnel and (2%) for police and fire personnel; and

WHEREAS, the pay increase was authorized to compensate employees who had been furloughed and who had been forced to take lower paying positions in order retain gainful employment; and

WHEREAS, since that time the cost of living has increased while most City employees' salaries have remained the same; and

WHEREAS, in efforts to make City employee salaries comparable to the current market, the City Council authorized a three and a half percent (3.5%) pay increase for all permanent fulltime employees who are Grade 19 and above, excluding temporary, part-time, contract and seasonal employees and sworn professionals; and

WHEREAS, the pay increase would be a performance-based salary increase which would allow supervisors and managers to use the increases to reward high-performing employees; and

WHEREAS, to be eligible for the pay increase, an employee must attain an evaluation rating of satisfactory or better, an employee who receives a rating of "needs improvement" shall become ineligible for the increase as per Section 114-126 of the City of Atlanta Code of Ordinances; and

WHEREAS, pursuant to 15-0-1065 adopted by the Atlanta City Council on July 20, 2015 and approved by the Mayor on July 27, 2015, all eligible full-time permanent City employees at Grade 18 and below were given a 3.5% COLA, effective July 1, 2015; and

WHEREAS, Grades 19 and above were not eligible for the COLA; and

WHEREAS, it is the desire of the Atlanta City Council that all eligible full-time permanent City employees at Grade 19 and above, excluding temporary, part-time, contract and seasonal employees and sworn professionals are authorized to receive a pay increase in the amount of 3.5%.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF ATLANTA GEORGIA, as follows:

SECTION 1: That the Fiscal Year 2016 City of Atlanta Budget be amended to include a pay increase, effective July 1, 2015, in the amount of three and a half percent (3.5%) for all permanent full-time employees who are Grade 19 and above, excluding temporary, part-time, contract and seasonal employees and sworn professionals.

SECTION 2: That compensation cost will be paid from appropriate funds with the General Fund portion allocated from 1001(GENERAL FUND) 200101 (NDP RESERVATION OF FUND) 5999901 (RESERVE CONVERSION ACCOUNT) 1512000 (ACCOUNTING).

SECTION 3: That all ordinances and parts of ordinances in conflict herewith are hereby repealed for purposes of this ordinance only, and only to the extent of the conflict.

CITY COUNCIL
ATLANTA, GEORGIA

15-O-1367

SPONSOR SIGNATURES



Alex Wan, Councilmember, District 6



Mary Norwood, Councilmember, Post 2 At-Large

**CITY COUNCIL
ATLANTA, GEORGIA**

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Workflow List:

Clerk of Council	Completed	08/19/2015 9:00 AM
Atlanta City Council	Completed	08/17/2015 1:00 PM
Finance/Executive Committee	Completed	08/26/2015 1:00 PM
Atlanta City Council	Completed	09/08/2015 1:00 PM
Finance/Executive Committee	Completed	09/16/2015 1:00 PM
Atlanta City Council	Completed	09/21/2015 1:00 PM
Finance/Executive Committee	Completed	09/30/2015 1:00 PM
Atlanta City Council	Completed	10/05/2015 1:00 PM
Finance/Executive Committee	Completed	10/14/2015 1:00 PM
Atlanta City Council	Completed	10/19/2015 1:00 PM
Finance/Executive Committee	Completed	10/28/2015 1:00 PM
Atlanta City Council	Completed	11/02/2015 1:00 PM
Finance/Executive Committee	Completed	11/10/2015 1:00 PM
Atlanta City Council	Completed	11/16/2015 1:00 PM
Finance/Executive Committee	Completed	12/02/2015 1:00 PM
Atlanta City Council	Completed	12/07/2015 1:00 PM
Finance/Executive Committee	Completed	12/16/2015 1:00 PM
Atlanta City Council	Completed	01/04/2016 1:00 PM
Finance/Executive Committee	Completed	01/13/2016 1:00 PM
Atlanta City Council	Completed	01/19/2016 1:00 PM
Finance/Executive Committee	Completed	01/27/2016 1:00 PM
Atlanta City Council	Completed	02/01/2016 1:00 PM
Finance/Executive Committee	Completed	02/10/2016 1:00 PM
Atlanta City Council	Completed	02/15/2016 1:00 PM
Finance/Executive Committee	Completed	02/24/2016 1:00 PM
Atlanta City Council	Completed	03/07/2016 1:00 PM
Finance/Executive Committee	Completed	03/16/2016 1:00 PM
Atlanta City Council	Completed	03/21/2016 1:00 PM
Finance/Executive Committee	Completed	03/30/2016 1:00 PM
Atlanta City Council	Completed	04/18/2016 1:00 PM
Finance/Executive Committee	Completed	04/27/2016 1:00 PM
Atlanta City Council	Completed	05/02/2016 1:00 PM
Finance/Executive Committee	Completed	05/11/2016 1:00 PM
Atlanta City Council	Completed	05/16/2016 1:00 PM
Finance/Executive Committee	Pending	05/25/2016 1:00 PM
Mayor's Office	Pending	

HISTORY:

08/17/15

Atlanta City Council

REFERRED WITHOUT OBJECTION

RESULT:	REFERRED WITHOUT OBJECTION	Next: 8/26/2015 1:00 PM
08/26/15	Finance/Executive Committee	HELD IN COMMITTEE
RESULT:	HELD IN COMMITTEE [UNANIMOUS]	Next: 9/8/2015 1:00 PM
AYES:	Wan, Shook, Adrean, Archibong, Martin, Moore, Smith	
09/08/15	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 9/16/2015 1:00 PM
09/16/15	Finance/Executive Committee	HELD IN COMMITTEE
RESULT:	HELD IN COMMITTEE	Next: 9/21/2015 1:00 PM
09/21/15	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 9/30/2015 1:00 PM
09/30/15	Finance/Executive Committee	HELD IN COMMITTEE
RESULT:	HELD IN COMMITTEE	Next: 10/5/2015 1:00 PM
10/05/15	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 10/14/2015 1:00 PM
10/14/15	Finance/Executive Committee	HELD IN COMMITTEE
RESULT:	HELD IN COMMITTEE	Next: 10/19/2015 1:00 PM
10/19/15	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 10/28/2015 1:00 PM
10/28/15	Finance/Executive Committee	HELD IN COMMITTEE
RESULT:	HELD IN COMMITTEE	Next: 11/2/2015 1:00 PM
11/02/15	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 11/10/2015 1:00 PM
11/10/15	Finance/Executive Committee	HELD IN COMMITTEE
RESULT:	HELD IN COMMITTEE	Next: 11/16/2015 1:00 PM
11/16/15	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 12/2/2015 1:00 PM
12/02/15	Finance/Executive Committee	HELD IN COMMITTEE

RESULT:	HELD IN COMMITTEE	Next: 12/7/2015 1:00 PM
12/07/15	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 12/16/2015 1:00 PM
12/16/15	Finance/Executive Committee	HELD IN COMMITTEE
RESULT:	HELD IN COMMITTEE	Next: 1/4/2016 1:00 PM
01/04/16	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 1/13/2016 1:00 PM
01/13/16	Finance/Executive Committee	HELD IN COMMITTEE
RESULT:	HELD IN COMMITTEE	Next: 1/19/2016 1:00 PM
01/19/16	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 1/27/2016 1:00 PM
01/27/16	Finance/Executive Committee	
02/01/16	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 2/10/2016 1:00 PM
02/10/16	Finance/Executive Committee	
02/15/16	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 2/24/2016 1:00 PM
02/24/16	Finance/Executive Committee	
03/07/16	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 3/16/2016 1:00 PM
03/16/16	Finance/Executive Committee	
03/21/16	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 3/30/2016 1:00 PM
03/30/16	Finance/Executive Committee	
04/18/16	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 4/27/2016 1:00 PM
04/27/16	Finance/Executive Committee	
05/02/16	Atlanta City Council	RETURNED AS HELD
RESULT:	RETURNED AS HELD	Next: 5/11/2016 1:00 PM
05/11/16	Finance/Executive Committee	

RESULT: RETURNED AS HELD

Next: 5/25/2016 1:00 PM

Certified by Presiding Officer	Certified by Clerk
<p>Mayor's Action <i>See Authentication Page Attachment</i></p>	