

**AN ORDINANCE BY COUNCILMEMBERS C. T. MARTIN, MICHAEL BOND, JOYCE SHEPERD, KEISHA LANCE BOTTOMS, ANDRE DICKENS AND ALEX WAN AMENDING THE CITY OF ATLANTA FISCAL YEAR 2016 BUDGET TO AUTHORIZE THE INCREASE OF ANNUAL SALARIES IN THE AMOUNT OF PERCENT ( %) FOR ALL PERMANENT FULL-TIME EMPLOYEES WHO ARE GRADE 19 AND ABOVE, EXCLUDING TEMPORARY, PART-TIME, CONTRACT AND SEASONAL EMPLOYEES AND SWORN PROFESSIONALS; TO ADDRESS COMPRESSION IN THE ATLANTA FIRE RESCUE DEPARTMENT (AFRD) AND THE DEPARTMENT OF CORRECTIONS; AND FOR OTHER PURPOSES.(HELD 12/2/15) (HELD FOR ADDITIONAL INFORMATION)**

WHEREAS, City of Atlanta Code of Ordinances Section 114-121 identifies the compensation philosophy of the City of Atlanta as being to "establish and maintain a total rewards system, including wages, salaries, benefits and incentives to attract, retain, develop and value high quality employees at all levels of city government"; and

WHEREAS, City of Atlanta Code of Ordinances Section 114-121 (b) further states that "[p Jay plans shall be as competitive as practicable with equity between internal and external peers in like job families, and shall reflect the specific labor markets from which the jobs compete for top talent"; and

WHEREAS, the last time the City authorized a Cost of Living Adjustment (COLA) for all City employees was during the Fiscal Year 2008 Budget in the amount of 3.6 percent for all employees except .for sworn police and fire personnel and two percent (2%) for police and fire personnel; and

WHEREAS, due to the global financial crisis of 2008, the City has had limited resources with which to provide cost of living adjustments, maintain competitive compensation, and address issues of salary compression; and

WHEREAS, all eligible full-time permanent City employees at Grade 18 and below except temporary, part-time, contract and seasonal employees and sworn professionals were previously authorized to receive a COLA of 3.5% pursuant to City of Atlanta Ordinance 15-0-1065; and

WHEREAS, full-time permanent City employees at Grade 19 and above have not received COLAs since Fiscal Year 2008; and

WHEREAS, salary compression has been identified as an issue that the City of Atlanta intends to address throughout its public safety departments; and

WHEREAS, salary compression within the ranks of the Atlanta Police Department (APD) Lieutenants and Sergeants has been addressed separately in City of Atlanta Ordinances 15-0-1485 and 15-0- , respectively; and

WHEREAS, the City of Atlanta wishes to enact compensation measures to realize the City's compensation philosophy for all of its employees;

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 an increase to annual salaries of all permanent full-time employees who are Grade 19 and above, excluding temporary, part-time, contract and seasonal employees and sworn professionals, in the amount of percent L\_%) effective July 1, 2015.

SECTION 2: That the Fiscal Year 2016 City of Atlanta Budget be amended to include the following pay increases for personnel in AFRD and Corrections to address historical compression in those departments:

[INSERT PAY SCHEDULE FOR AFRD AND CORRECTIONS HERE]

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-1554

**SPONSOR SIGNATURES**

*Clarence T Martin Jr*

Clarence "C. T." Martin, Councilmember, District 10

**CITY COUNCIL  
ATLANTA, GEORGIA**

15-O-1554

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**Workflow List:**

Clerk of Council	Completed	11/17/2015 4:55 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:**

11/16/15    Atlanta City Council    REFERRED WITHOUT OBJECTION

<b>RESULT:</b>	<b>REFERRED WITHOUT OBJECTION</b>	<b>Next: 12/2/2015 1:00 PM</b>
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12/02/15    Finance/Executive Committee    HELD IN COMMITTEE

<b>RESULT:</b>	<b>HELD IN COMMITTEE</b>	<b>Next: 12/7/2015 1:00 PM</b>
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12/07/15    Atlanta City Council    RETURNED AS HELD

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