

CITY COUNCIL
ATLANTA, GEORGIA

15-O-1366

AN ORDINANCE BY COUNCILMEMBER ALEX WAN AND MARY NORWOOD AS SUBSTITUTED BY FINANCE EXECUTIVE COMMITTEE AMENDING THE FIRE AND POLICE FISCAL YEAR 2016 OPERATING BUDGETS BY ADDING TO ANTICIPATIONS AND APPROPRIATIONS IN THE AMOUNT OF _____ FOR THE PURPOSE OF FUNDING SALARY INCREASES FOR PERSONNEL WITHIN THE ATLANTA POLICE DEPARTMENT AND ATLANTA FIRE RESCUE DEPARTMENT SO TO ADDRESS SALARY COMPRESSION; AND FOR OTHER PURPOSES.(HELD 8/26/15 BY THE COMMITTEE FOR FURTHER REVIEW AND ADDITIONAL INFORMATION.)

Workflow List:

Clerk of Council	Completed	08/19/2015 8:53 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
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	Pending	01/27/2016 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
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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
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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**

RESULT: RETURNED AS HELD **Next: 1/27/2016 1:00 PM**

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

CITY COUNCIL
ATLANTA, GEORGIA

15-O-1366

SPONSOR SIGNATURES



Alex Wan, Councilmember, District 6



Mary Norwood, Councilmember, Post 2 At-Large

AN ORDINANCE BY COUNCILMEMBER ALEX WAN AND MARY NORWOOD AS SUBSTITUTED BY FINANCE EXECUTIVE COMMITTEE AMENDING THE FIRE AND POLICE FISCAL YEAR 2016 OPERATING BUDGETS BY ADDING TO ANTICIPATIONS AND APPROPRIATIONS IN THE AMOUNT OF _____ FOR THE PURPOSE OF FUNDING SALARY INCREASES FOR PERSONNEL WITHIN THE ATLANTA POLICE DEPARTMENT AND ATLANTA FIRE RESCUE DEPARTMENT SO TO ADDRESS SALARY COMPRESSION; AND FOR OTHER PURPOSES.(HELD 8/26/15 BY THE COMMITTEE FOR FURTHER REVIEW AND ADDITIONAL INFORMATION.)

WHEREAS, the City of Atlanta (“City”) faces fiscal uncertainty due to the legal challenge to and defense of its historic Pension Reform; and

WHEREAS, the uncertainty created by the potential liability requires fiscal prudence with regard to significant burdens placed on the General Fund, such as the establishment of permanent increases to compensation for large numbers of City employees; and

WHEREAS, in spite of the uncertainty, it is in the City’s best interests to continue to address employee compensation concerns that have a less significant impact on City finances; and

WHEREAS, Resolution 13-R-3269 authorized the creation of the Employee Compensation Technical Advisory Group (“ECTAG”) for the purpose of identifying recommendations to create a long-term, sustainable employee compensation strategy for the City; and

WHEREAS, ECTAG has met several times over the past two years to discuss a comprehensive, sustainable compensation policy for employees that will benefit taxpayers and employees of the City; and

WHEREAS, employees of the City’s Atlanta Police Department and Atlanta Fire Rescue Department (collectively, the “Departments”) have experienced salary compression over the past several years, which is a situation that occurs when there is only a small difference in pay between employees regardless of their skills or experience; and

WHEREAS, the ECTAG has identified the amount of _____ to address salary compression for the Departments; and

WHEREAS, the Departments Fiscal Year 2016 Budgets must be amended to appropriate the funds needed to address compression.

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

SECTION 1: That the Commissioner of the Department of Human Resources is hereby authorized to provide salary increases among Atlanta Police Department and Atlanta Fire Rescue Department sworn

professionals in response to the salary compression in the an amount of
_____.

SECTION 2: That the Chief Financial Officer is authorized to amend the Fire and Police Fiscal Year 2016 Operating Budgets as follows:

TRANSFER FROM APPROPRIATIONS

TRANSFER TO APPROPRIATIONS

ADD TO APPROPRIATIONS

SECTION 3: That Chapter 114 Personnel, Article Four- Civil Service, Division Two Classification Plan of the City of Atlanta Code of Ordinances shall be amended at such time and in accordance with the Commissioner of Human Resources recommendations as needed in addressing salary compression.

SECTION 4: That due to the fiscal uncertainty resulting from the legal challenge to the City's defense of its historic pension reform, any future compensation of sworn personnel shall not be considered until a final disposition of the legal dispute has been reached.

SECTION 5: 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.