

**AN ORDINANCE BY** **15-O-1193**  
**COUNCILMEMBERS YOLANDA ADREAN, ALEX WAN, IVORY L. YOUNG, JR.,**  
**MICHAEL J. BOND, C. T. MARTIN, JOYCE M. SHEPERD, KWANZA HALL, MARY**  
**NORWOOD, AND ANDRE DICKENS**  
**AS SUBSTITUTED BY THE ATLANTA CITY COUNCIL**

**A SUBSTITUTE ORDINANCE TO AUTHORIZE THE TRANSFER OF FIVE MILLION DOLLARS INTO A RESERVE ACCOUNT TO FUND POTENTIAL COMPENSATION ADJUSTMENTS FOR CITY OF ATLANTA EMPLOYEES; AND FOR OTHER PURPOSES.**

**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 strategy for City of Atlanta (“City”) employee compensation; and

**WHEREAS**, ECTAG has met and discussed various recommendations that offer a compensation process that is consistent and fair to all employees of the City that determines future employee compensation adjustments based on employee length of service, as well as reliable metrics based on employee performance evaluations to determine future employee salary increases; and

**WHEREAS**, the City funded various positions in the Fiscal Year 2015 budget that have remained vacant, and the Chief Financial Officer has determined these funded vacancies are in the approximate amount of Four Million Dollars (\$4,000,000.00); and

**WHEREAS**, unspent salary funds from the previous fiscal year’s budget will be transferred to the City’s Fund Balance; and

**WHEREAS**, the City desires to create a reserve account (“Reserve Account”) for the purpose of providing an additional funding mechanism for the appropriate compensation increases for City employees; and

**WHEREAS**, as fiscal stewards, the Atlanta City Council must ensure that actual disbursement of funds from the Reserve Account is financially sound. As such, disbursement of any compensation increases described in Section 1 of this ordinance shall require passage of additional legislation that authorizes the specific disbursement and finds the disbursement to be financially supported.

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

**SECTION 1:** The Mayor or his designee, on behalf of the City, is hereby directed to deposit Five Million Dollars (\$5,000,000.00) from Fund Balance into a Reserve Account to fund compensation increases for Fiscal Year 2016, pursuant to the terms set forth in Section 2 below,

for City employees who have received a satisfactory rating on their most recent annual performance evaluation as described in Section 114-398 of the Code of Ordinances.

**SECTION 2:** Disbursement of the compensation increases described in Section 1 shall be contingent upon the passage of additional legislation that describes and authorizes the specific increases to be implemented, and that is supported by an analysis of the following: (1) availability of the monetary funds required for the City's current fiscal obligations; (2) availability of the monetary funds required for the City's anticipated substantial fiscal obligations; and (3) the impact of the proposed compensation increases upon the City's financial soundness.

**SECTION 3:** Funds appropriated to the Reserve Account pursuant to this ordinance shall not be used to fund vacant positions within any City department.

**SECTION 4:** Beginning with the Fiscal Year 2016 budget process and during each budget process thereafter, the Chief Financial Officer shall provide a report to the Atlanta City Council outlining detailed personnel information, by department, containing the following: the number of funded vacant positions, unspent salary funds appropriated in the previous fiscal year's budget, rate of attrition, number of newly hired employees, overtime and purchased/contracted services.

**SECTION 5:** For every subsequent year following Fiscal Year 2016, the funding source of Five Million Dollars (\$5,000,000.00) for compensation increases shall be subject to yearly budgetary appropriation by the Atlanta City Council.

**SECTION 6:** The Commissioner of the Department of Human Resources shall report on the overall performance employee compensation policies to the Finance/Executive Committee on a quarterly basis.

**SECTION 7:** In the event that there is an unspent balance in the Reserve Account at the close of each fiscal year, the funds shall be considered as committed fund balance for future compensation adjustments.

**SECTION 8:** All ordinances and parts of ordinances in conflict herewith are hereby waived for purposes of this ordinance only, and only to the extent of the conflict.