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**AN ORDINANCE BY
COUNCILMEMBER MARY NORWOOD**

AN ORDINANCE AUTHORIZING THE CHIEF FINANCIAL OFFICER TO AMEND THE FY 2016 BUDGET SO AS TO PROVIDE A SALARY INCREASE EQUIVALENT TO ONE-STEP OR 3.5% TO SWORN PERSONNEL IN THE ATLANTA POLICE DEPARTMENT, ATLANTA FIRE RESCUE DEPARTMENT, AND THE DEPARTMENT OF CORRECTIONS; AND FOR OTHER PURPOSES.

WHEREAS, sworn members of the Atlanta Fire Rescue Department and the Atlanta Police Department received a salary increase equivalent to one-step or 3.5% in accordance with Section 114-126 effective January 1, 2011 per Ordinance 10-O-1047 adopted by the Atlanta City Council on June 25, 2010 and approved by the Mayor on June 29, 2010; and

WHEREAS, all Department of Corrections employees were included in the received a 3.5% salary increase (3% effective July 1, 2013 and 0.05% effective January 1, 2014).

WHEREAS, the Department of Human Resources completed a City-wide pay and classification study in October 2011; and

WHEREAS, the Atlanta City Council adopted Ordinance 12-O-0209 on February 20, 2012 to bring certain employees to the minimum salary of their assigned pay grade in accordance with the redesigned Pay and Classification Schedule, none of these adjustments included sworn classifications (position titles) in the Atlanta Police Department, Atlanta Fire Rescue Department and the Department of Corrections; and

WHEREAS, the Atlanta City Council adopted Ordinance 12-O-0211 on February 20, 2012 which implemented the redesign of the Pay and Classification Schedule as recommended in the Pay and Salary Study conducted by AON Consulting, Inc.; and

WHEREAS, the redesigned Pay and Classification Schedule did not address sworn classifications (position titles) in the Atlanta Police Department, Atlanta Fire Rescue Department and the Department of Corrections; and

WHEREAS, with the exception of a few positions, the Department of Human Resources has not recalculated the pay scale for sworn personnel in the Atlanta Police Department, Atlanta Fire Rescue Department and the Department of Corrections since 2007; and

WHEREAS, the Department of Human Resources has been reviewing compression in the these departments since 2012 and has yet to make a formal recommendation; and

WHEREAS, Ordinance 15-O-1065 will authorize a 3.5% cost of living adjustment for all permanent full-time employees who are grade 18 and below, excluding temporary, part-time, contract, seasonal and sworn employees; and

WHEREAS, attrition in Public Safety is a major concern and continues to cost the City of Atlanta millions of dollars to recruit, hire and train public safety personnel; and

WHEREAS, the City of Atlanta continues to lose valuable members of the public safety team to other jurisdictions both within and outside the metropolitan area.

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

SECTION 1: That the Department of Human Resources re-implement the ‘Step’ Salary Schedule for the Atlanta Police Department, Atlanta Fire Rescue Department and the Department of Corrections providing an annual increment on the hire date according to the correct pay scale.

SECTION 2: That the Department of Human Resources is hereby instructed to recalculate all salaries for sworn employees in the above listed departments reflecting all increases authorized since 2007.

SECTION 3: That the Chief Financial Officer is authorized to amend the FY 2016 Budget so as to provide a salary increase equivalent to one-step or 3.5% to sworn personnel in the Atlanta Police Department, Atlanta Fire Rescue Department and the Department of Corrections based on the recalculated/updated ‘Step’ Salary Schedule.

SECTION 4: That sworn employees in the Atlanta Police Department, Atlanta Fire Rescue Department and the Department of Corrections begin receiving annual merit increments (step adjustments) on their hire date according to the newly corrected pay scale effective FY 2016.

SECTION 5: That the merit increments will not be considered across the board raises or cost of living raises and will be funded and continue annually until the employee reaches the top of the applicable pay scale.

SECTION 6: That all ordinances or parts of ordinances in conflict with the terms of this ordinance are hereby repealed only to the extent of conflict.