

AN ORDINANCE

BY COUNCILMEMBER ALEX WAN AND MARY NORWOOD



AN ORDINANCE AMENDING THE CITY OF ATLANTA FISCAL YEAR 2016 BUDGET TO INCLUDE A PAY INCREASE OF AN 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; AND FOR OTHER PURPOSES.

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 3.6 percent for all employees except for sworn police and fire personnel and two percent (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 full-time 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-O-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.