

**AN ORDINANCE  
BY COUNCILMEMBER ALEX WAN AND MARY NORWOOD  
AS SUBSTITUTED BY FINANCE EXECUTIVE COMMITTEE**

**A SUBSTITUTE ORDINANCE 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.**

**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

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**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.