

**AN ORDINANCE BY  
COUNCILMEMBER MARY NORWOOD**

**AN ORDINANCE AUTHORIZING THE DEPARTMENT OF HUMAN RESOURCES TO ACCEPT AND IMPLEMENT THE CORRECTED SALARY SCHEDULE FOR THE ATLANTA FIRE RESCUE DEPARTMENT, ATTACHED HERETO AS EXHIBIT A; AND FOR OTHER PURPOSES.**

**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 Fire Rescue Department; 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 Fire Rescue Department since 2007; and

**WHEREAS**, the Department of Human Resources has been reviewing compression in this department since 2012 and has yet to make a complete formal recommendation; and

**WHEREAS**, the 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**, the Salary Schedule for the Atlanta Fire Rescue Department must be updated as it does not reflect increases received; and

**WHEREAS**, it is in the best interest of the City to update this Salary Schedule as it will assist with correcting issues surrounding compression and will alleviate future salary inequities.

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

**SECTION 1:** That the Department of Human Resources accept and implement the corrected Salary Schedule for the Atlanta Fire Rescue Department, attached hereto as Exhibit A.

**SECTION 2:** That the Department of Human Resources make all necessary required adjustments for any salary discrepancies as a result of implementing the corrected Salary Schedule by December 7, 2015.

**SECTION 3:** That all ordinances or parts of ordinances in conflict with the terms of this ordinance are hereby repealed only to the extent of conflict.

Exhibit A

E

ATLANTA FIRE RESCUE SALARY SCHEDULE  
2015 - 2016

Grades shown in - Hourly - Daily - Weekly - Biweekly - Monthly & Annual Salaries

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
<b>12</b>	17.20	17.72	18.25	18.81	19.39	20.07	20.78	21.50	22.25	23.03	23.84	24.67	25.54	26.43	27.36	28.31	29.02
	149.11	153.56	158.15	163.04	168.08	173.96	180.05	186.35	192.88	199.63	206.61	213.85	221.33	229.08	237.09	245.39	251.47
	745.54	767.80	790.74	815.19	840.40	869.82	900.26	931.77	964.38	998.14	1,033.07	1,069.23	1,106.65	1,145.38	1,185.47	1,226.96	1,257.33
	1,491.08	1,535.61	1,581.47	1,630.38	1,680.81	1,739.64	1,800.52	1,863.54	1,928.77	1,996.27	2,066.14	2,138.46	2,213.30	2,290.77	2,370.95	2,453.93	2,514.67
	2,982.15	3,071.22	3,162.94	3,260.77	3,361.62	3,479.27	3,601.05	3,727.08	3,857.53	3,992.55	4,132.28	4,276.91	4,426.61	4,581.54	4,741.89	4,907.86	5,029.34
	35,785.84	36,854.63	37,955.33	39,129.21	40,339.39	41,751.27	43,212.56	44,725.00	46,290.38	47,910.54	49,587.41	51,322.97	53,119.27	54,978.45	56,902.69	58,894.29	60,352.06
<b>14</b>	18.86	19.44	20.04	20.66	21.30	22.05	22.82	23.62	24.44	25.30	26.18	27.10	28.05	29.03	29.75	30.79	31.87
	163.43	168.48	173.69	179.07	184.60	191.06	197.75	204.67	211.84	219.25	226.93	234.87	243.09	251.60	257.82	266.85	276.19
	817.14	842.41	868.47	895.33	923.02	955.32	988.76	1,023.37	1,059.19	1,096.26	1,134.63	1,174.34	1,215.44	1,257.98	1,289.12	1,334.24	1,380.94
	1,634.28	1,684.83	1,736.94	1,790.66	1,846.04	1,910.65	1,977.52	2,046.74	2,118.37	2,192.51	2,269.25	2,348.68	2,430.88	2,515.96	2,578.24	2,668.48	2,761.87
	3,268.57	3,369.66	3,473.87	3,581.31	3,692.08	3,821.30	3,955.04	4,093.47	4,236.74	4,385.03	4,538.50	4,697.35	4,861.76	5,031.92	5,156.47	5,336.95	5,523.74
	39,222.82	40,435.90	41,686.49	42,975.76	44,304.91	45,855.58	47,460.53	49,121.65	50,840.90	52,620.34	54,462.05	56,368.22	58,341.11	60,383.05	61,877.68	64,043.40	66,284.91
<b>17</b>	21.26	22.03	22.83	23.66	24.52	25.38	26.26	27.18	28.13	29.12	29.84	30.88	31.96	33.08	34.24	35.44	36.68
	184.26	190.94	197.87	205.05	212.48	219.92	227.62	235.58	243.83	252.36	258.61	267.66	277.03	286.73	296.76	307.15	317.90
	921.31	954.72	989.35	1,025.23	1,062.42	1,099.60	1,138.09	1,177.92	1,219.15	1,261.82	1,293.05	1,338.31	1,385.15	1,433.63	1,483.80	1,535.74	1,589.49
	1,842.61	1,909.44	1,978.70	2,050.46	2,124.83	2,199.20	2,276.17	2,355.84	2,438.29	2,523.63	2,586.10	2,676.61	2,770.29	2,867.25	2,967.61	3,071.47	3,178.98
	3,685.22	3,818.88	3,957.39	4,100.93	4,249.66	4,398.40	4,552.35	4,711.68	4,876.59	5,047.27	5,172.20	5,353.23	5,540.59	5,734.51	5,935.22	6,142.95	6,357.95
	44,222.67	45,826.60	47,488.71	49,211.10	50,995.95	52,780.81	54,628.14	56,540.13	58,519.03	60,567.20	62,066.38	64,238.71	66,487.06	68,814.11	71,222.60	73,715.39	76,295.43
<b>21</b>	25.65	26.58	27.54	142.48	29.28	30.31	31.37	32.47	33.60	34.78	35.99	37.25	38.56	39.91	41.30	42.75	44.25
	222.27	230.33	238.68	1,234.84	253.77	262.66	271.85	281.36	291.21	301.40	311.95	322.87	334.17	345.87	357.97	370.50	383.47
	1,111.35	1,151.65	1,193.42	6,174.21	1,268.87	1,313.28	1,359.25	1,406.82	1,456.06	1,507.02	1,559.77	1,614.36	1,670.86	1,729.34	1,789.87	1,852.52	1,917.35
	2,222.69	2,303.31	2,386.85	12,348.41	2,537.75	2,626.57	2,718.50	2,813.65	2,912.12	3,014.05	3,119.54	3,228.72	3,341.73	3,458.69	3,579.74	3,705.03	3,834.71
	4,445.38	4,606.61	4,773.69	24,696.83	5,075.49	5,253.14	5,437.00	5,627.29	5,824.25	6,028.09	6,239.08	6,457.44	6,683.46	6,917.38	7,159.48	7,410.07	7,669.42
	53,344.56	55,279.33	57,284.28	296,361.95	60,905.92	63,037.62	65,243.94	67,527.48	69,890.94	72,337.12	74,868.92	77,489.33	80,201.46	83,008.51	85,913.81	88,920.79	92,033.02

#6

(Do Not Write Above This Line)	First Reading		FINAL COUNCIL ACTION
<p>AN ORDINANCE BY COUNCILMEMBER MARY NORWOOD</p> <p>AN ORDINANCE AUTHORIZING THE DEPARTMENT OF HUMAN RESOURCES TO ACCEPT AND IMPLEMENT THE CORRECTED SALARY SCHEDULE FOR THE ATLANTA FIRE RESCUE DEPARTMENT, ATTACHED HERETO AS EXHIBIT A; AND FOR OTHER PURPOSES.</p>	<p>Committee _____</p> <p>Date _____</p> <p>Chair _____</p> <p>Referred To _____</p> <p>Committee _____</p> <p>Date _____</p> <p>Chair _____</p> <p>Action _____</p> <p>Fav, Adv, Hold (see rev. side) _____</p> <p>Other _____</p> <p>Members _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Refer To _____</p>	<p>Committee _____</p> <p>Date _____</p> <p>Chair _____</p> <p>Action _____</p> <p>Fav, Adv, Hold (see rev. side) _____</p> <p>Other _____</p> <p>Members _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Refer To _____</p>	<p><input type="checkbox"/> 2<sup>nd</sup>    <input type="checkbox"/> 1<sup>st</sup> &amp; 2<sup>nd</sup>    <input type="checkbox"/> 3<sup>rd</sup></p> <p>Readings</p> <p><input type="checkbox"/> Consent    <input type="checkbox"/> V Vote    <input type="checkbox"/> RC Vote</p> <p>CERTIFIED</p>
<p><input type="checkbox"/> CONSENT REFER</p> <p><input type="checkbox"/> REGULAR REPORT REFER</p> <p><input type="checkbox"/> ADVERTISE &amp; REFER</p> <p><input type="checkbox"/> 1<sup>ST</sup> ADOPT 2<sup>ND</sup> READ &amp; REFER</p> <p><input checked="" type="checkbox"/> PERSONAL PAPER REFER</p> <p>Date Referred Referred To: <i>11/2/15 Finance / Exec</i></p> <p>Date Referred Referred To:</p> <p>Date Referred:</p> <p>Referred To:</p>	<p>Committee _____</p> <p>Date _____</p> <p>Chair _____</p> <p>Action _____</p> <p>Fav, Adv, Hold (see rev. side) _____</p> <p>Other _____</p> <p>Members _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Refer To _____</p>	<p>Committee _____</p> <p>Date _____</p> <p>Chair _____</p> <p>Action _____</p> <p>Fav, Adv, Hold (see rev. side) _____</p> <p>Other _____</p> <p>Members _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Refer To _____</p>	<p>MAYOR'S ACTION</p>