

**AN ORDINANCE BY COUNCILMEMBER MARY NORWOOD 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 12-0-0211 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SECTION 3: That all ordinances or parts of ordinances in conflict with the terms of this ordinance are hereby repealed only to the extent of conflict.

**CITY COUNCIL  
ATLANTA, GEORGIA**

15-O-1510

**SPONSOR SIGNATURES**

  
Mary Norwood, Councilmember, Post 2 At-Large



<b>RESULT:</b>	<b>FAVORABLE [UNANIMOUS]</b>	<b>Next: 11/16/2015 1:00 PM</b>
<b>AYES:</b>	Wan, Shook, Adrean, Archibong, Martin, Moore	
<b>ABSENT:</b>	Carla Smith	
11/16/15 12/07/15	Atlanta City Council	TABLED Next:
<b>RESULT:</b>	<b>TABLED [UNANIMOUS]</b>	<b>Next: 12/7/2015 1:00 PM</b>
<b>AYES:</b>	Bond, Norwood, Dickens, Smith, Hall, Young Jr., Archibong, Wan, Shook, Adrean, Moore, Martin, Bottoms, Sheperd	
<b>ABSENT:</b>	Cleta Winslow	
12/07/15	Atlanta City Council	REFERRED TO COMMITTEE
<b>RESULT:</b>	<b>REFERRED TO COMMITTEE [12 TO 2]</b>	<b>Next: 12/16/2015 1:00 PM</b>
<b>AYES:</b>	Norwood, Dickens, Smith, Hall, Young Jr., Winslow, Archibong, Shook, Adrean, Martin, Bottoms, Sheperd	
<b>NAYS:</b>	Alex Wan, Felicia A. Moore	
<b>EXCUSED:</b>	Michael Julian Bond	
12/16/15	Finance/Executive Committee	HELD IN COMMITTEE
<b>RESULT:</b>	<b>HELD IN COMMITTEE</b>	
12/16/15	Atlanta City Council	HELD IN COMMITTEE
<b>RESULT:</b>	<b>HELD IN COMMITTEE</b>	
01/04/16	Atlanta City Council	RETURNED AS HELD
<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 1/13/2016 1:00 PM</b>
01/13/16	Finance/Executive Committee	HELD IN COMMITTEE
<b>RESULT:</b>	<b>HELD IN COMMITTEE</b>	<b>Next: 1/19/2016 1:00 PM</b>
01/19/16	Atlanta City Council	RETURNED AS HELD
<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 1/27/2016 1:00 PM</b>
01/27/16	Finance/Executive Committee	
02/01/16	Atlanta City Council	RETURNED AS HELD
<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 2/10/2016 1:00 PM</b>
02/10/16	Finance/Executive Committee	
02/15/16	Atlanta City Council	RETURNED AS HELD
<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 2/24/2016 1:00 PM</b>
02/24/16	Finance/Executive Committee	
03/07/16	Atlanta City Council	RETURNED AS HELD

<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 3/16/2016 1:00 PM</b>
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03/16/16	Finance/Executive Committee	
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03/21/16	Atlanta City Council	RETURNED AS HELD
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<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 3/30/2016 1:00 PM</b>
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03/30/16	Finance/Executive Committee	
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04/18/16	Atlanta City Council	RETURNED AS HELD
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<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 4/27/2016 1:00 PM</b>
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04/27/16	Finance/Executive Committee	
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05/02/16	Atlanta City Council	RETURNED AS HELD
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<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 5/11/2016 1:00 PM</b>
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05/11/16	Finance/Executive Committee	
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05/16/16	Atlanta City Council	RETURNED AS HELD
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<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 5/25/2016 1:00 PM</b>
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05/25/16	Finance/Executive Committee	
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06/06/16	Atlanta City Council	RETURNED AS HELD
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<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 6/15/2016 1:00 PM</b>
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06/15/16	Finance/Executive Committee	
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06/20/16	Atlanta City Council	RETURNED AS HELD
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<b>RESULT:</b>	<b>RETURNED AS HELD</b>	<b>Next: 6/29/2016 1:00 PM</b>
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06/29/16	Finance/Executive Committee	
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<b>RESULT:</b>	<b>FILED [12 TO 1]</b>
<b>AYES:</b>	Norwood, Dickens, Hall, Young Jr., Winslow, Archibong, Wan, Shook, Moore, Martin, Bottoms, Sheperd
<b>NAYS:</b>	Michael Julian Bond
<b>ABSENT:</b>	Yolanda Adrean
<b>AWAY:</b>	Carla Smith

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VOTE RECORD - ORDINANCE 15-O-1510						
<input type="checkbox"/> ADOPTED						
<input type="checkbox"/> ADVERSED						
<input type="checkbox"/> FAVORABLE						
<input type="checkbox"/> ACCEPTED AND FILED						
<input type="checkbox"/> FIRST READING						
<input type="checkbox"/> SECOND READING						
<input type="checkbox"/> THIRD READING						
<input type="checkbox"/> FOURTH READING						
<input type="checkbox"/> FIFTH READING						
<input type="checkbox"/> REFERRED TO COMMITTEE						
<input type="checkbox"/> HELD IN COMMITTEE						
<input type="checkbox"/> TABLED						
<input type="checkbox"/> DEFERRED						
<input type="checkbox"/> RECONSIDERED						
<input checked="" type="checkbox"/> FILED						
<input type="checkbox"/> ADOPTED AS AMENDED						
<input type="checkbox"/> AMENDED						
<input type="checkbox"/> ACCEPTED						
<input type="checkbox"/> SUBSTITUTED						
<input type="checkbox"/> AMENDED SUBSTITUTE						
<input type="checkbox"/> FILED BY COMMITTEE						
<input type="checkbox"/> REFERRED TO ZRB AND ZC						
<input type="checkbox"/> REFERRED WITHOUT OBJECTION						
<input type="checkbox"/> ADOPTED SUBSTITUTE						
<input type="checkbox"/> ADOPTED SUBSTITUTE AS AMENDED						
<input type="checkbox"/> FORWARDED WITH NO RECOMMENDATI						
<input type="checkbox"/> REFERRED TO SC						
<input type="checkbox"/> FILED WITHOUT OBJECTION						
<input type="checkbox"/> FAILED						
<input type="checkbox"/> FORWARDED TO FC/NQ						
<input type="checkbox"/> FAVORABLE/SUBSTITUTE						
<input type="checkbox"/> FAVORABLE/SUB/AMENDED						
<input type="checkbox"/> FAVORABLE/SUB/AMND/COND						
<input type="checkbox"/> FAVORABLE/AMND/COND						
<input type="checkbox"/> FAVORABLE/AMENDED						
			YES/AYE	NO/NAY	ABSTAIN	ABSENT
	MICHAEL JULIAN BOND	VOTER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	MARY NORWOOD	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	ANDRE DICKENS	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	CARLA SMITH	VOTER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	AWAY
	KWANZA HALL	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	IVORY LEE YOUNG JR.	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	CLETA WINSLOW	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	NATALYN MOSBY ARCHIBONG	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	ALEX WAN	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	HOWARD SHOOK	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	YOLANDA ADREAN	VOTER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	FELICIA A. MOORE	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	CLARENCE "C. T." MARTIN	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	KEISHA LANCE BOTTOMS	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	JOYCE SHEPERD	VOTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<input type="checkbox"/> RETURNED AS HELD <input type="checkbox"/> FAVORABLE ON CONDITION <input type="checkbox"/> FAVORABLE/SUB/CONDITION <input type="checkbox"/> QUADRENNIALY TERMINATED <input type="checkbox"/> QUESTION CALLED <input type="checkbox"/> ROUTED TO COW <input type="checkbox"/> SUSTAINED <input type="checkbox"/> OVERRIDEN <input type="checkbox"/> NOT ACCEPTED BY COMMITTEE <input type="checkbox"/> SUSTAINED W/O OBJECTION <input type="checkbox"/> TABLED W/O OBJECTION	
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[12 to 1]



Certified by Presiding Officer	Certified by Clerk
<p>Mayor's Action</p> <p><i>See Authentication Page Attachment</i></p>	