

#9

8/23

15-0-1510

(Do Not Write Above This Line) 1510

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.

FILED

JUL 05 2016 JUL 0 2016

By Council

CONSENT REFER

REGULAR REPORT REFER 12/7/2015

ADVERTISE & REFER

1ST ADOPT 2ND READ & REFER

PERSONAL PAPER REFER

Date Referred 11/2/15 Referred To: Finance/Exec

Date Referred 12/7/2015 Referred To: Finance/Exec

Date Referred: By Roll Call Vote

Referred To:

Tabled 11/16/2015 By Council

First Reading

Committee

Date

Chair

Referred To

Committee

Date

Chair

Action

Fav, Adv, Hold (see rev. side)

Other

Members

Refer To

Finance/Executive

11-10-15

Chair

Action

Fav, Adv, Hold (see rev. side)

Other

Members

Refer To

Committee

Date

Chair

Action

Fav, Adv, Hold (see rev. side)

Other

Members

Refer To

Refer To

Refer To

Committee

Date

Chair

Action

Fav, Adv, Hold (see rev. side)

Other

Members

Refer To

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FINAL COUNCIL ACTION  
2nd  1st & 2nd  3rd   
Consent  V Vote  RC Vote

CERTIFIED  
JUL 05 2016  
ATLANTA CITY COUNCIL PRESIDENT

CERTIFIED  
JUL 05 2016  
Randy D...  
M...  
CLERK

MAYOR'S ACTION

Committee

Date

Chair

Action

Fav, Adv, Hold (see rev. side)

Other

Members

Refer To

RCS# 2332  
7/05/16  
4:46 PM

Atlanta City Council

MULTIPLE 14-O-1097;15-O-1366;1510;1586;16-O-1062;  
16-O-1219; 16-O-1349;16-R-3611;16-R-3842  
FILE

YEAS: 12  
NAYS: 1  
ABSTENTIONS: 0  
NOT VOTING: 3  
EXCUSED: 0  
ABSENT 0

NV Smith	Y Archibong	Y Moore	N Bond
Y Hall	Y Wan	Y Martin	Y Norwood
Y Young	Y Shook	Y Bottoms	Y Dickens
Y Winslow	NV Adrean	Y Sheperd	NV Mitchell

MULTIPLE





RCS# 1729  
12/07/15  
5:03 PM

Atlanta City Council

PROCEDURE

CALL OF THE QUESTION

CALL QUESTION

YEAS: 13  
NAYS: 1  
ABSTENTIONS: 0  
NOT VOTING: 0  
EXCUSED: 1  
ABSENT 1

Y Smith	Y Archibong	N Moore	E Bond
Y Hall	Y Wan	Y Martin	Y Norwood
Y Young	Y Shook	Y Bottoms	Y Dickens
Y Winslow	Y Adrean	Y Sheperd	B Mitchell

PROCEDURE

RCS# 1730  
12/07/15  
5:04 PM

Atlanta City Council

MULTIPLE

15-O-1510, 15-O-1511, 15-O-1512 AND  
15-O-1555  
REFER TO FEC

YEAS: 12  
NAYS: 2  
ABSTENTIONS: 0  
NOT VOTING: 0  
EXCUSED: 1  
ABSENT 1

Y Smith	Y Archibong	N Moore	E Bond
Y Hall	N Wan	Y Martin	Y Norwood
Y Young	Y Shook	Y Bottoms	Y Dickens
Y Winslow	Y Adrean	Y Sheperd	B Mitchell

MULTIPLE

RCS# 1679  
11/16/15  
3:49 PM

Atlanta City Council

MULTIPLE

15-O-1510 AND 15-O-1511

TABLE

YEAS: 14  
NAYS: 0  
ABSTENTIONS: 0  
NOT VOTING: 1  
EXCUSED: 0  
ABSENT 1

Y Smith	Y Archibong	Y Moore	Y Bond
Y Hall	Y Wan	Y Martin	Y Norwood
Y Young	Y Shook	Y Bottoms	Y Dickens
B Winslow	Y Adrean	Y Sheperd	NV Mitchell

MULTIPLE

**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

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
12	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	
14	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	
17	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	
21	25.65	26.58	27.54	28.48	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	247.84	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	1,234.84	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	2,474.41	2,557.75	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	4,969.83	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	