

TRANSMITTAL FORM FOR LEGISLATION

TO: MAYOR'S OFFICE

ATTN: CANDACE L. BYRD

Dept.'s Legislative Liaison: Investigator Kurt Braunsroth

Contact Number: 404-546-4266

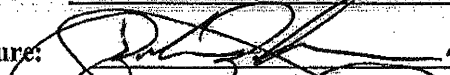
Originating Department: Police


Committee(s) of Purview: Public Safety

Chief of Staff Deadline: 24 January 2014

Anticipated Committee Meeting Date(s): 11-12 February 2014

Anticipated Full Council Date: 17 February 2014

Legislative Counsel's Signature: 

Commissioner's Signature: 

Chief Financial Officer: N/A

Chief Information Officer Signature (for IT Procurements) N/A

Chief Procurement Officer Signature: N/A


CAPTION

AN ORDINANCE TO RESCIND 13-O-0643, AND AMEND CHAPTER 114, PERSONNEL, ARTICLE "IV", PAY PLAN OF THE CODE OF ORDINANCES, CITY OF ATLANTA, GEORGIA, SO AS TO PROVIDE FOR CERTAIN POSITIONS IN THE CLASSIFIED AND UNCLASSIFIED SERVICE TO RECEIVE INCENTIVE PAY FOR BILINGUAL PROFICIENCY; AND FOR OTHER PURPOSES .

FINANCIAL IMPACT: (if any)

Mayor's Staff Only

Received by CPO: _____ (date) Received by LC from CPO: _____ (date)

Received by Mayor's Office: 1-24-14 (date) Reviewed by:  (date)

Submitted to Council: _____ (date)

AN ORDINANCE BY

FINANCE/EXECUTIVE COMMITTEE

AN ORDINANCE TO RESCIND 13-O-0643, AND AMEND CHAPTER 114, PERSONNEL, ARTICLE “IV”, PAY PLAN OF THE CODE OF ORDINANCES, CITY OF ATLANTA, GEORGIA, SO AS TO PROVIDE FOR CERTAIN POSITIONS IN THE CLASSIFIED AND UNCLASSIFIED SERVICE TO RECEIVE INCENTIVE PAY FOR BILINGUAL PROFICIENCY; AND FOR OTHER PURPOSES .

WHEREAS, the citizens and communities of the City of Atlanta have become diverse with an increasing Spanish-speaking population; and

WHEREAS, the City of Atlanta is committed to providing seamless services and delivery of such services to its changing communities; and

WHEREAS, it is the Mayor’s desire to provide pay incentives to certain sworn public safety personnel and to certain employees in the classified service for bilingual skills; and

WHEREAS, on 6 May 2013, the City Council of Atlanta, Georgia passed 13-O-0643, which authorized the amendment of Section 114-140 of the Code of Ordinances, City of Atlanta, Georgia, to provide pay incentives to certain sworn public safety personnel and to certain employees in the classified service for bilingual skills; and

WHEREAS, 13-O-0643 had a typographical error by stating “bi-annual” testing (twice per year) to recertify proficiency in Spanish was required to maintain proficiency pay, but the intended requirement was “biennially” (once every two years); and

WHEREAS, it is the Mayor’s desire to correct the typographical error so that testing can be carried out as intended.

THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA, HEREBY ORDAINS that the Code of Ordinances, City of Atlanta, Georgia, be and the same is hereby amended as follows:

SECTION 1: That 13-O-0643 in rescinded.

SECTION 2: That Section 114-140 which is currently reserved is amended as indicated below to read as follows:

Section 114-140. Bilingual Incentive Pay

Employees in the classifications listed in subsections (a), (b), (c) and (d) below may be eligible to receive bilingual incentive pay upon passing an authorized and approved Spanish proficiency exam. The Commissioner of Human Resources, or designee, shall be responsible for the authorization and approval of the Spanish Proficiency assessment. Employees certified as proficient in Spanish must retest biennially to maintain the incentive pay. If an employee does not pass the biennial assessment, the employee shall return to the salary held prior to being certified as proficient in Spanish; and such employee shall not lose any other merit pay, COLAs or any increase realized during the bilingual certification period. The percentage of increase shall be calculated or determined as follows:

- (a) Sworn public safety personnel in the Atlanta Police Department may receive a 2% increase in salary for the ranks of P1. to P.6.
- (b) Sworn public safety personnel in Atlanta Fire & Rescue Department may receive a 2% increase in salary for the ranks of F12; F14; F17; F21 and F24.
- (c) Sworn public safety personnel in the Department of Corrections may receive a 2% increase in salary for the ranks of PS12; PS14; PS17; and PS21.
- (d) Employees in the classifications of 911 Operator; Communications Dispatcher; Communications Dispatcher, Senior; Communications Dispatcher Supervisors and E911 Shift Managers may receive a 2% increase in salary.

The bilingual incentive pay shall terminate if the employee leaves the authorized classifications listed in subsections (a), (b), (c) and (d).

SECTION 3: The effective date of the ordinance shall be upon adoption by the City Council and approval by the Mayor, unless otherwise indicated.

SECTION 4: That all ordinances and parts of ordinances in conflict herewith be and the same are hereby repealed.

Legislative White Paper

Committee of Purview: Public Safety

Caption: AN ORDINANCE TO RESCIND 13-O-0643, AND AMEND CHAPTER 114, PERSONNEL, ARTICLE “IV”, PAY PLAN OF THE CODE OF ORDINANCES, CITY OF ATLANTA, GEORGIA, SO AS TO PROVIDE FOR CERTAIN POSITIONS IN THE CLASSIFIED AND UNCLASSIFIED SERVICE TO RECEIVE INCENTIVE PAY FOR BILINGUAL PROFICIENCY; AND FOR OTHER PURPOSES .

Council Meeting Date: 17 February 2014

Legislation Title: Rescind 13-O-0643 to correct a typographical error (changing the word “biannual” to “biennial.”

Requesting Dept.: Police

Contract Type: N/A

Source Selection: N/A

Bids/Proposals Due: N/A

Invitations Issued: N/A

**Number of Bids/
Proposals Received:** N/A

Bidders/Proponents: N/A

Background: 13-O-0643 was passed, authorizing incentive pay for employees certified as bilingual. However, there was a typographical error, in that the certification testing was described as “biannual” (twice per year) when in fact it was supposed to be “biennial” (every two years). This ordinance rescinds 13-O-0643 and replaces it with the exact same ordinance except that the typographical error is corrected.

Fund Account Center: general fund salary accounts

Source of Funds: General Fund

Fiscal Impact: None

Term of Contract: N/A

Method of Cost Recovery: N/A

Approvals:

DOF:

DOL:

Prepared By: Investigator Kurt Braunsroth

Contact Number: 404-546-4266