

July 07, 2017

VIA E-MAIL: ONLY
ords@municode.com

Municipal Code Company
P.O. Box 2235
Tallahassee, FL 32316

Dear Mr. Galvin:

Please include the following ordinance in the Atlanta City Code.

<u>Amendment</u>	<u>Adopted</u>	<u>Approved</u>	<u>Approved</u>
2017-31 (16-O-1719)	<u>By Council</u>	<u>By Mayor</u>	<u>By Operation</u>
	6/21/17	6/23/17	<u>of Law</u>

Please e-mail tpayne@atlantaga.gov to confirm your receipt of this information.

If you have any questions, please contact Theresa Payne at (404) 330-6334. If Theresa is not available, please contact me at (404) 330-6033. Thank you for your assistance in this matter.

Sincerely,



Rhonda Dauphin Johnson
Municipal Clerk

RDJ/tp

Enclosure (1)



**AN AMENDED ORDINANCE BY
FINANCE/EXECUTIVE COMMITTEE**

AN ORDINANCE TO AMEND SECTION 114-21 OF THE CITY OF ATLANTA CODE OF ORDINANCES, ENTITLED “COMPENSATION PHILOSOPHY” FOR THE PURPOSE OF INCREASING THE CITY’S MINIMUM WAGE TO \$15.00 PER HOUR BY JULY 1, 2019; AND FOR OTHER PURPOSES.

WHEREAS, 03-O-0409, Filed by the City Council on January 3, 2005, sought to require that the City and businesses that benefit from the receipt of City funds or from use of City property engage in responsible business practices by paying their employees a Living Wage; and

WHEREAS, in 2003, the Living Wage Commission provided recommendation that included increasing the minimum wage of City employees; and

WHEREAS, municipalities across the nation have not only increased the Living Wage of its employees, but have required businesses that operate within their limits to also adhere to paying its employees a living wage; and

WHEREAS, increasing the hourly wage of City employees may serve as a form of economic stimulus by increases the economic buying power; and

WHEREAS, it is in the best interest of the City to retain a highly skilled workforce by gradually increasing the minimum wage for all City employees to \$15.00 per hour.

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

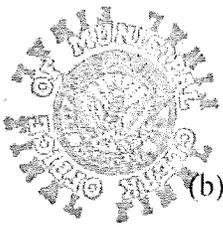
SECTION 1: That Section 114-121 of the Code of Ordinances, entitled “Compensation Philosophy” is hereby amended to read as follows (new language in bold):

Sec. 114-121. - Compensation philosophy.

The City of Atlanta shall establish and maintain a total rewards system, including wages, salaries, benefits and incentives to attract, retain, develop and value high quality employees at all levels of city government. Such compensation system shall include a pay plan that is published and directly related to the classification plan. Said compensation system shall support the city's strategies, objectives, and shall be within fiscal limits of the city budget. The compensation program shall include the following principles:

PASSED
AT THE
MEETING OF
THE
CITY COUNCIL
ON
JULY 1, 2019
(16-O-1719)

(a) Compensation shall be applied in balance with fairness and equitable treatment of all employees regardless of race, age, gender, disability, sexual orientation, or gender identity, and shall be in accordance with equal employment opportunity (EEO) regulations.



- (b) Pay plans shall be as competitive as practicable with equity between internal and external peers in like job families, and shall reflect the specific labor markets from which the jobs compete for top talent.
- (c) **Minimum pay shall be set at a minimum wage to assure that regular employees will have the opportunity to earn an annual salary consistent with a minimum wage of \$13.00 per hour beginning July 1, 2017. Beginning July 1, 2018 minimum pay shall be increased at a minimum wage that regular employees shall earn an annual salary consistent with a minimum wage of \$14.00 per hour. Beginning July 1, 2019, minimum pay shall be increased at a minimum wage that regular employees shall earn an annual salary consistent with a minimum wage of \$15.00 per hour. All pay plans may be adjusted for cost-of-living changes, as determined by the CPI-U-Atlanta, unless specifically waived or modified by council ordinance. The council will prepare and adopt specific standards under which the council will waive the 100 percent COLA as determined by CPI-U-Atlanta.**
- (d) Pay plans shall be as simple as practical to assure understanding by employees and candidates.
- (e) Every five years, or more frequently when so determined, the commissioner of human resources shall assess the need to conduct a market study of benchmark positions to maintain a competitive posture; and shall propose a plan of action, if needed, to bring any positions or classifications into competitive alignment.
- (f) Pay and incentives shall be based on performance, and no employee shall be guaranteed compensation just for adding another year to organizational service.

SECTION 2: That all ordinances and parts of ordinances in conflict herewith be and the same

are

SECTION 3: This legislation will be considered with the FY 2018 Budget.

SECTION 4: This ordinance shall become effective immediately upon signing by the Mayor or as otherwise provided by the operation of law.

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2017-06-01-1719

A true copy,

Rhonda Daughin Johnson
Municipal Clerk

ADOPTED as amended by the Atlanta City Council
APPROVED by Mayor Kasim Reed

JUN 21, 2017
JUN 23, 2017