

AN AMENDED ORDINANCE BY FINANCE/EXECUTIVE COMMITTEE

AN ORDINANCE AUTHORIZING THE AVIATION GENERAL MANAGER TO MAKE PERFORMANCE PAYMENTS TO DEPARTMENT OF AVIATION EMPLOYEES AND/OR EMPLOYEE TEAMS WHO HAVE DEMONSTRATED THEIR ABILITY TO MAKE SIGNIFICANT CONTRIBUTIONS TO THE CITY OF ATLANTA'S DEPARTMENT OF AVIATION EITHER INDIVIDUALLY OR AS A TEAM; AND FOR OTHER PURPOSES.

WHEREAS, the City of Atlanta constantly strives to deliver superior service to its customers; and

WHEREAS, the delivery of quality services is directly related to the performance of the employees of the City, and

WHEREAS, those employees who provide excellent service should be recognized and rewarded; and

WHEREAS, the reward should motivate other employees to similarly perform while reinforcing the type of employee contribution and behavior that is truly valued by the City; and

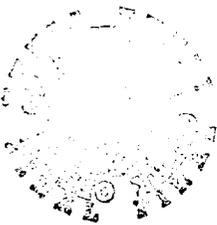
WHEREAS, the Atlanta City Council adopted Ordinance 00-O-0075, an amendment to the pay and classification plan, which established a program providing an annual one-time performance payment to employees and employee teams who have demonstrated their ability to make a significant contribution to the City of Atlanta either individually or as a team; and

WHEREAS, individual employees and teams of employees assigned to the Department of Aviation have performed in an exemplarily fashion, e.g. identifying cost saving measures, developing and implementing innovative customer service programs, working extraordinarily long hours for extended periods of time in response to the events of September 11; and

WHEREAS, as a result of Aviation employees' efforts, the Hartsfield Atlanta International Airport has been recognized by Global Airport Monitor as the world's best large hub airport for "overall passenger satisfaction" and has been nominated for the Urban Design and Excellence award as a result of the artwork in the airport; and

WHEREAS, the Department of Aviation is seeking to continue the Employee Awards Program annually that honors employees with performance payments funded through the Airport Revenue Fund Budget adopted each year by the Atlanta City Council; and

WHEREAS, the Department of Aviation is a self-supporting enterprise fund of the City of Atlanta earning revenues through fees charged its tenants and no authority to receive tax revenue of any sort from the State, County or City of Atlanta.



NOW THEREFORE BE IT ORDAINED BY THE COUNCIL OF THE CITY OF ATLANTA, GEORGIA AS FOLLOWS:

SECTION 1: Aviation General Manager is granted the authority to provide for fiscal year 2002 one-time performance payments to individual employees and employee teams that have made significant contributions to service delivery.

SECTION 2: The performance payment program shall honor employees and teams which have exceeded expectations in one or more of the following areas: quality performance, customer service, or service improvement.

SECTION 3: To be eligible, an employee must be a permanent City employee with at least two years service as of the date of the exemplary performance, must have an effective performance rating and must have met the criteria established by the City of Atlanta for receipt of a performance payment.

SECTION 4: The performance payments must be within the department's current adopted budget and may not exceed 5% of the salary appropriation. The total annual performance payment awarded to an employee may not exceed an amount equal to 10% of the employee's annual salary. The total annual amount of the Department of Aviation performance bonus payments shall not exceed \$100,000.00 per year.

Amendment Incorporated by WHG

A true copy,

Rhonda Daughin Johnson
Municipal Clerk, CMC

ADOPTED as amended by the Council
APPROVED by the Mayor

AUG 19, 2002
AUG 26, 2002

RCS# 3912
8/19/02
2:23 PM

Atlanta City Council

Regular Session

02-O-1247

Performance Payments to Aviation
Employees for Significant Contributions
ADOPT AS AMEND

YEAS: 11
NAYS: 3
ABSTENTIONS: 0
NOT VOTING: 1
EXCUSED: 0
ABSENT 1

Y Smith	Y Archibong	N Moore	N Mitchell
Y Starnes	Y Fauver	B Martin	Y Norwood
Y Young	Y Shook	Y Maddox	N Willis
Y Winslow	Y Muller	Y Boazman	NV Woolard

02-O-1247

02-0-1247

(Do Not Write Above This Line)

ORDINANCE BY

FINANCE/EXECUTIVE COMMITTEE

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ADOPTED BY

AUG 19 2002

AS AMENDED COUNCIL

- CONSENT REFER
- REGULAR REPORT REFER
- ADVERTISE & REFER
- 1st ADOPT 2nd READ & REFER
- PERSONAL PAPER REFER

Date Referred 7/15/02

Referred To: Finance/Executive

Date Referred

Referred To:

Date Referred

Referred To:

Committee FIN EXEC First Reading
 Date 7/10/02
 Chair [Signature]
 Referred To FIN EXEC

Committee: FIN EXEC

Date: 7/30/02

Chair: [Signature]

Action: [Signature]

Fav, Adv, Hold (see rev. side)

Other: [Signature]

Members: [Signature]

Refer To: [Signature]

Committee: [Signature]

Date: [Signature]

Chair: [Signature]

Action: [Signature]

Fav, Adv, Hold (see rev. side)

Other: [Signature]

Members: [Signature]

Refer To: [Signature]

Committee: [Signature]

Date: [Signature]

Chair: [Signature]

Action: [Signature]

Fav, Adv, Hold (see rev. side)

Other: [Signature]

Members: [Signature]

Refer To: [Signature]

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

CERTIFIED

CERTIFIED
 AUG 19 2002
[Signature]

CERTIFIED
 AUG 19 2002
[Signature]

CERTIFIED
 AUG 19 2002
[Signature]

MAYOR'S ACTION

[Signature]
 AUG 26 2002
 MAYOR