

10-0-0225

(Do Not Write Above This Line)

AN ORDINANCE TO AMEND SECTION 114-125, NEW APPOINTMENTS AND STARTING RATES, OF THE CODE OF ORDINANCES; AND FOR OTHER PURPOSES.

ADOPTED BY

FEB 15 2010

COUNCIL

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

Date Referred 1/19/10

Referred To: Finance/Exec

Date Referred

Referred To:

Date Referred

Referred To:

Committee \_\_\_\_\_

Date \_\_\_\_\_

Chair \_\_\_\_\_

Referred to \_\_\_\_\_

First Reading

Committee Finance/Exec

Date 1/27/2010

Chair Spahr

Action: Fav, Adv, Hold (see rev. side)

Other:

Members: [Signature]

Refer To

Committee \_\_\_\_\_

Date \_\_\_\_\_

Chair \_\_\_\_\_

Action: Fav, Adv, Hold (see rev. side)

Other:

Members

Refer To

Committee Finance/Exec

Date 2-10-10

Chair Spahr

Action: Fav, Adv, Hold (see rev. side)

Other: DN Council/Exec

Members: [Signature]

Refer To

FINAL COUNCIL ACTION

2nd  1st & 2nd  3rd

Readings

Consent  V Vote  PRC Vote

CERTIFIED

FEB 15 2010

QUEEN JAMES

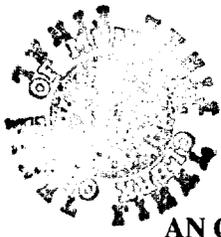
FEB 1 2010

Paul Douglas Johnson

MUNICIPAL CLERK

MAYOR'S ACTION

[Signature]



CITY COUNCIL  
ATLANTA, GEORGIA

**AN ORDINANCE**

**10-O-0225**

**BY: COUNCILMEMBERS KEISHA LANCE BOTTOMS AND C.T. MARTIN**

**AS SUBSTITUTED**

**BY: FINANCE/EXECUTIVE COMMITTEE**

**AS SUBSTITUTED AND AMENDED**

**BY: FULL COUNCIL**

**AN ORDINANCE TO RECONSTITUTE THE COMPENSATION COMMITTEE AS SECTION 114-120 OF THE ATLANTA CITY CODE OF ORDINANCES AND AMEND SECTION 114-125, NEW APPOINTMENTS AND STARTING RATES OF THE CODE OF ORDINANCES; AND FOR OTHER PURPOSES.**

**WHEREAS**, the City of Atlanta is committed to hiring solely on the basis of merit and conduct; and

**WHEREAS**, the City Council authorizes pay plans that are as competitive as practicable with equity between internal and external peers in like job families, and reflects the specific labor markets from which the jobs complete for top talent; and

**WHEREAS**, the Mayor, Council and heads of governing boards should have some authority to pay their respective employees at a point of the salary range determined to be appropriate for the skill set and educational level presented;

**WHEREAS**, department heads should be able to compete in the market place, and to attract, hire the most talented candidates; and

**WHEREAS**, the City's Civil Service system should be flexible, agile and responsive to the needs and challenges of a 21<sup>st</sup> century workforce; and

**WHEREAS**, Council respects the Mayor's and heads of governing boards' independent authority to pay their respective employees the appropriate salary based on skill set and educational level; however, oversight is necessary on behalf of the Council and citizenry, and should remain in the form of a compensation committee.

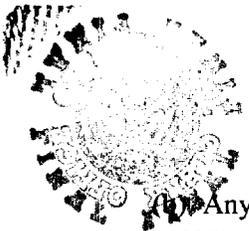
**NOW, THEREFORE BE IT ORDAINED BY THE CITY OF ATLANTA, GEORGIA:**

**SECTION 1:** That Section 114-120 which is currently reserved be amended as indicated below to read:

Sec. 114-120. Compensation Committee

There shall be an administrative board known as the compensation committee comprised of the chief operating officer, chief financial officer, commissioner of human resources, president of council (or designee) and one member of Council selected by the body. The committee shall review and act on requests for above entry hiring authorizations as provided for herein.

**SECTION 2:** That Section 114-125(b), new appointments and starting rates of the Code of Ordinances, which  
reads:



(b) Any exception to the foregoing shall be specifically provided for by ordinance, and shall be accompanied by a written explanation as to the reason and justification for the request.

Shall be deleted in its entirety and placed in lieu thereof the following:

(b) Any exception to the foregoing shall be requested by the appointing authority and approved as set forth below.

1. Starting salaries of positions at salary grade 28 and above may be approved by the department head, for new hires, up to the midpoint of the assigned pay grade, provided that prior budget funding is allocated.
2. Departmental starting salary requests above the midpoint of the assigned pay grade shall be submitted to the Commissioner of Human Resources for referral to the Compensation Committee for consideration as stipulated in Section 114-120 of the Atlanta City Code.
3. The Mayor shall have authority to hire executive officers, department heads, deputies and equivalent up to the midpoint of the assigned pay grade provided that prior budget funding is allocated.
4. Mayoral starting salary requests for executive officers, department heads, deputies and equivalent above the midpoint of the assigned pay grade shall be referred to the Compensation Committee for consideration as stipulated in Section 114-120 of the Atlanta City Code.
5. The president of city council and city council shall have the authority to hire their respective agency heads up to the midpoint of the assigned pay grade provided that prior budget funding is allocated.
6. The president of city council and city council starting salary requests for their respective agency heads above the midpoint of the assigned pay grade shall be referred to the Full Council in the form of an ordinance for consideration and approval.
7. The governing boards of the city including the city internal auditor, ethics officer and citizens' review board shall have the authority to hire up to the midpoint of the assigned pay grade provided that prior budget funding is allocated.
8. Starting salary requests from governing boards of the city above the midpoint of the assigned pay grade shall be referred to the Commissioner of Human Resources for submission to the Compensation Committee for consideration as stipulated in Section 114-120 of the Atlanta City Code.
9. All starting salary requests from the midpoint and above the assigned pay grade must be accompanied by a written explanation giving justification for the request. Such explanation must accompany the request submitted to the Compensation Committee for its approval.
10. Approved action by the Compensation Committee shall be immediately reported to the City Council. Report should include: 1) a copy of the justification, 2) certification from the Finance Department that funding has been budgeted and is available for the above entry hiring request and 3) subject position(s) classification title, salary range (including highlighted minimum mid-grade and maximum steps), above entry salary requested and the percentage and numerical difference of the increase above the minimum and mid-point of the salary range

**SECTION 3:** That these amendments to the Code of Ordinances and the authorizations contained herein shall be for a period of one (1) year from the date of adoption by City Council. Subsequent reauthorization for continuation of these or similar amendments and/or authorizations shall be provided for by specific Ordinance of Council.

**SECTION 4:** That subsequent subsections shall be re-sequenced.



**SECTION 5:** That all ordinances and parts of ordinances in conflict herewith are hereby repealed.

A true copy,  
  
Deputy Clerk

**ADOPTED as amended by the Council  
APPROVED by Mayor Kasim Reed**

**FEB 15, 2010  
FEB 23, 2010**

RCS# 79  
2/15/10  
3:15 PM

Atlanta City Council

REGULAR SESSION

10-O-0225 RECONSTITUTE COMP.COMM.AS SEC.114-120  
AND AMEND SEC.114-125  
ADOPT/SUB/AMEND

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

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

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