

12-0-0210

(Do Not Write Above This Line)

AN ORDINANCE BY C. T. MARTIN

AN ORDINANCE TO AMEND (CHAPTER 114) PERSONNEL ARTICLE 'IV' CLASSIFICATION PLAN OF CODE ORDINANCE, SO AS TO IMPLEMENT THE RESTRICTED PAY GRADES AND TITLES OF CLASSIFICATIONS BY REDUCING THE NUMBER OF PAY GRADES IN THE CITY OF ATLANTA AS RECOMMENDED IN THE PAY AND SALARY STUDY CONDUCTED BY AON CONSULTING, INC. AND FOR OTHER PURPOSES.

ADOPTED BY

FEB 2 0 2012

As substituted COUNCIL

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

Date Referred

2/6/12

Referred To:

Fin/Exec

Date Referred

Referred To:

Date Referred

Referred To:

First Reading

Committee

Date

Chair

Referred to

Finance

Date

2/15/2012

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

Committee

Date

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

Refer To

Committee

Date

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

Committee

Date

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

Refer To

Refer To

FINAL COUNCIL A

2nd

1st & 2nd

Readings

Consent  V Vote

CERTIFIED

CERTIFIED

FEB 2 0 2012

ATLANTA CITY COUNCIL PRESID

CERTIFIED

FEB 2 0 2012

MAYOR'S ACTING MUNICIPAL CLERK

MAYOR'S ACTING

APPROVE

FEB 9 9 2012

WITHOUT SIGNATURE BY OPERATION OF L



**CITY COUNCIL  
ATLANTA, GEORGIA**

**12-O-0210**

**A SUBSTITUTE ORDINANCE BY C.T. MARTIN**

**AN ORDINANCE TO AMEND (CHAPTER 114) PERSONNEL ARTICLE 'IV' CLASSIFICATION PLAN OF CODE ORDINANCE, SO AS TO IMPLEMENT THE RESTRUCTURED PAY GRADES AND TITLES OF CLASSIFICATIONS BY REDUCING THE NUMBER OF PAY GRADES IN THE CITY OF ATLANTA AS RECOMMENDED IN THE PAY AND SALARY STUDY CONDUCTED BY AON CONSULTING, INC. AND FOR OTHER PURPOSES.**

**WHEREAS, The Atlanta City Council approved a resolution (10-R-2085) authorizing the Mayor or his designee to enter into an appropriate contractual agreement with AON Consulting, Inc., for FC-5147, Comprehensive Compensation and Organizational Assessment; and**

**WHEREAS, The City of Atlanta desires to reduce the number of paygrades in the classification schedule from approximately 112 to approximately 65; and**

**WHEREAS, A new job code format will be created and a new job codes and titles will be developed; and**

**WHEREAS, The General (40 hr schedule ) and Senior Management grades will be incorporated; and**

**WHEREAS, The Fire Salary Schedule should be renumbered to create sequential numbering, with no change in range and the Public Safety Schedule for corrections to create sequential numbering, with no change in range; and**

**WHEREAS, All City Employees will be assigned tin the new class structure and the City of Atlanta wants to develop costs to bring employees who are below the minimum of their new salary range effective January 2, 2012.**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CTY OF ATLANTA, GEORGIA:**

SECTION 1: That the following attachment compares the current title and pay grade to the proposed title and pay grade for classifications



**City of Atlanta**  
**Current/New Compensation Structure Comparison**

<b>CURRENT</b>	<b>CURRENT</b>	<b>CURRENT</b>	<b>CURRENT</b>	<b>NEW</b>	<b>NEW</b>	<b>NEW</b>	<b>NEW</b>
<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>	<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
SM.08.	\$134,225	\$171,975	\$209,725	33	\$132,600	\$176,800	\$221,000
SM.07.	\$125,561	\$160,875	\$196,188	32	\$120,500	\$160,700	\$200,900
SM.06.	\$117,457	\$150,491	\$183,526	31	\$109,600	\$146,100	\$182,600
SM.05.	\$109,875	\$140,778	\$171,680	31	\$109,600	\$146,100	\$182,600
SM.04.	\$102,782	\$131,690	\$160,598	30	\$99,600	\$132,800	\$166,000
SM.03.	\$96,149	\$123,191	\$150,232	29	\$90,500	\$120,700	\$150,900
SM.02.	\$89,942	\$115,239	\$140,535	29	\$90,500	\$120,700	\$150,900
SM.01.	\$84,137	\$107,801	\$131,464	28	\$82,300	\$109,700	\$137,100
G.42.	\$77,641	\$98,383	\$119,124	27	\$74,800	\$99,700	\$124,600
G.41.	\$76,194	\$96,548	\$116,903	27	\$74,800	\$99,700	\$124,600
G.40.	\$74,773	\$91,970	\$109,167	26	\$68,000	\$90,600	\$113,300
G.39.	\$73,379	\$90,255	\$107,131	26	\$68,000	\$90,600	\$113,300
G.38.	\$72,011	\$88,572	\$105,134	26	\$68,000	\$90,600	\$113,300
G.37.	\$70,668	\$86,921	\$103,173	25	\$63,200	\$84,300	\$105,400
G.36.	\$69,350	\$85,300	\$101,249	25	\$63,200	\$84,300	\$105,400
G.35.	\$68,057	\$83,709	\$99,362	25	\$63,200	\$84,300	\$105,400
G.34.	\$66,789	\$82,149	\$97,509	25	\$63,200	\$84,300	\$105,400
G.33.	\$65,543	\$80,617	\$95,691	24	\$58,800	\$78,400	\$98,000
G.32.	\$64,321	\$79,114	\$93,907	24	\$58,800	\$78,400	\$98,000
G.31.	\$63,122	\$77,639	\$92,156	24	\$58,800	\$78,400	\$98,000
G.30.	\$60,928	\$74,941	\$88,953	23	\$54,700	\$72,900	\$91,100
G.29.	\$58,811	\$72,336	\$85,862	23	\$54,700	\$72,900	\$91,100
G.28.	\$56,767	\$69,823	\$82,879	22	\$50,900	\$67,800	\$84,800
G.27.	\$54,795	\$67,397	\$79,999	22	\$50,900	\$67,800	\$84,800
G.26.	\$52,890	\$65,055	\$77,219	21	\$47,300	\$63,100	\$78,900
G.25.	\$51,053	\$62,794	\$74,535	21	\$47,300	\$63,100	\$78,900
G.24.	\$49,278	\$60,612	\$71,945	21	\$47,300	\$63,100	\$78,900
G.23.	\$47,566	\$58,506	\$69,445	20	\$44,000	\$58,700	\$73,400
G.22.	\$45,913	\$56,473	\$67,032	20	\$44,000	\$58,700	\$73,400
G.21.	\$44,318	\$54,510	\$64,703	19	\$41,000	\$54,600	\$68,300
G.20.	\$42,778	\$52,616	\$62,454	19	\$41,000	\$54,600	\$68,300
G.19.	\$41,291	\$50,788	\$60,284	18	\$40,600	\$50,800	\$61,000
G.18.	\$39,856	\$49,023	\$58,189	18	\$40,600	\$50,800	\$61,000
G.17.	\$38,471	\$47,319	\$56,167	17	\$38,300	\$47,900	\$57,500
G.16.	\$37,135	\$45,675	\$54,216	16	\$36,500	\$45,600	\$54,700
G.15.	\$35,844	\$44,088	\$52,332	16	\$36,500	\$45,600	\$54,700
G.14.	\$34,599	\$42,556	\$50,513	15	\$34,700	\$43,400	\$52,100
G.13.	\$33,396	\$41,077	\$48,758	14	\$33,000	\$41,300	\$49,600
G.12.	\$31,806	\$43,131	\$46,436	13	\$31,400	\$39,300	\$47,200
G.11.	\$30,291	\$37,258	\$44,225	12	\$29,900	\$37,400	\$44,900
G.10.	\$28,849	\$35,484	\$42,119	11	\$28,500	\$35,600	\$42,700
G.09.	\$27,475	\$33,794	\$40,113	10	\$27,100	\$33,900	\$40,700
G.08.	\$26,167	\$32,185	\$38,203	9	\$25,800	\$32,300	\$38,800
G.07.	\$24,921	\$30,652	\$36,384	8	\$24,600	\$30,800	\$37,000
G.06.	\$24,565	\$28,608	\$34,651	7	\$24,600	\$29,300	\$35,200
				6	\$24,600	\$27,900	\$33,500

A true copy,

Deputy Clerk

ADOPTED by the Atlanta City Council  
 APPROVED as per City Charter Section 2-403

FEB 20, 2012  
 FEB 29, 2012

RCS# 1756  
2/20/12  
2:48 PM

Atlanta City Council

MULTIPLE

12-O-0209, 12-O-0210 AND 12-O-0211  
PAY AND CLASS STUDY BY AON CONSULTING  
ADOPT/SUB

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

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

MULTIPLE