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12-0-0212
(Do Not Write Above This Line)

AN ORDINANCE BY C. T. MARTIN

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.

ADOPTED BY
FEB 20 2012

As Amended

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:

Referred To:

Committee Finance/Executive First Reading
 Date _____
 Chair _____
 Referred to Finance/Executive

Committee Finance/Executive

Date 2/15/2012

Chair

Chairman

Action:

Fav, Adv, Hold (see rev. side)

Other:

As amended

Members

Chairman

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

Committee

Date

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

FINAL COUNCIL A
 2nd 1st & 2nd
 Readings
 Consent V Vote

CERTIFIED

CERTIFIED

FEB 20 2012

ATLANTA CITY COUNCIL PRESIDENT

[Signature]

CERTIFIED

FEB 20 2012

[Signature]
MUNICIPAL CLERK

MAYOR'S ACTION

APPROVE

FEB 29 2012

WITHOUT SIGNATURE
BY OPERATION OF LAW



**CITY COUNCIL
ATLANTA, GEORGIA**

AN ORDINANCE

12-O-0212

BY: COUNCILMEMBER C.T. MARTIN

AS AMENDED

BY: FINANCE/EXECUTIVE COMMITTEE

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 ORDINANCE; 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 the top talent; and

WHEREAS; the City Council authorizes pay plans that are as competitive as practicable, taking into consideration internal equity among similarly situated jobholders and reflecting current valuations of jobs within specific labor markets in which the City competes 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 21st 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.

WHEREAS, Council recognizes the need for the authority of the Mayor and heads of governing boards to pay their employees the appropriate salary based on skill set, educational level and market conditions; and respects the necessity of oversight on behalf of the Council and citizenry, which 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:

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 shall be 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 a salary grade 22 and above may be approved by the department head, for new hires up to 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 shall be submitted to the Commissioner of Human Resources for referral to the Compensation Committee for consideration as stipulated in Section 114-120 of Atlanta City Code.
3. The mayor shall have authority to hire executive officers, department heads, deputies and equivalent up to the maximum 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 maximum 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 maximum of the assigned pay grade provided that prior budget funding is allocated.
6. Should the Mayor, President of Atlanta City Council governing board of the City desire to hire an appointee above the midpoint of the assigned pay grade, an



appropriate request should be forwarded to the compensation committee as stipulated in Section 114-120 of the Atlanta City Code.

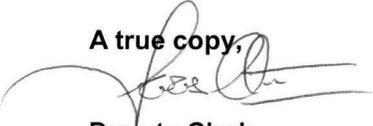
7. The president of the city council and city council starting salary requests for their respective agency heads above the midpoint of the assigned pay grade shall be referred to the full council in the form of an ordinance for consideration and approval.
8. The governing boards of the city including 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.
9. 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 114120 of the Atlanta City Code.
10. 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 submitted to the Compensation Committee for its approval.
11. Approved action by the Compensation Committee shall be reported to the City Council within five (5) business days. Report should include; 1) a copy of the justification, 2) certification from the Finance Department that funded 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 those subsequent subsections shall be re-sequenced.

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

A true copy,


Deputy Clerk

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

FEB 20, 2012
FEB 29, 2012

RCS# 1757
2/20/12
2:53 PM

Atlanta City Council

12-O-0212

RECONSTITUTE COMPENSATION COMMITTEE AS
SEC. 114-120 & AMEND SEC. 114-125
ADOPT AS AMNDED

YEAS: 13
NAYS: 1
ABSTENTIONS: 0
NOT VOTING: 1
EXCUSED: 1
ABSENT 0

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

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