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(Do Not Write Above This Line)

AN ORDINANCE

BY COUNCIL MEMBER
IVORY LEE YOUNG, JR.

AN ORDINANCE AMENDING THE ATLANTA CODE OF ORDINANCES, SECTION 114-126(a) BY REPLACING LANGUAGE STATING THAT EMPLOYEES "MAY" RECEIVE AN ANNUAL PERFORMANCE-BASED SALARY INCREASE, WITH LANGUAGE STATING THAT EMPLOYEES "SHALL" RECEIVE AN ANNUAL PERFORMANCE-BASED SALARY INCREASE; AND FOR OTHER PURPOSES.

AUTOMATICALLY TERMINATED
AND
FILED BY CLERK
PER CHARTER SECTION 2-407
DEC 02 2013

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

Date Referred 06/20/2011

Referred To: Finance / Exec

Date Referred

Referred To:

Date Referred

Referred To:

First Reading

Committee _____
Date _____
Chair _____
Referred To _____

Committee Finance / Executive
 Date 6/29/11
 Chair _____
 Action _____
 Fav, Adv, Hold (see rev. side) Held ~~Other~~ ~~File~~
 Members [Signature]
[Signature]
 Refer To _____

Committee _____
 Date _____
 Chair _____
 Action _____
 Fav, Adv, Hold (see rev. side) _____
 Other _____
 Members _____
 Refer To _____

Committee _____
 Date _____
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 Other _____
 Members _____
 Refer To _____

Committee _____
 Date _____
 Chair _____
 Action _____
 Fav, Adv, Hold (see rev. side) _____
 Other _____
 Members _____
 Refer To _____

FINAL COUNCIL ACTION

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

CERTIFIED 1810
 DEC 02 2013
 ATLANTA CITY COUNCIL PRESIDENT
[Signature]

CERTIFIED
 DEC 02 2013
 Rhonda Dugheim Johnson
 MUNICIPAL CLERK

MAYOR'S ACTION

AN ORDINANCE

BY COUNCIL MEMBER IVORY LEE YOUNG, JR.



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WHEREAS, the Atlanta Code of Ordinances Section 114-126(a) currently authorizes the City to provide an annual salary increase to regular employees who receive a performance review of "effective" or better; and

WHEREAS, these salary increases have not been included in the City's annual budget for many years; and

WHEREAS, the City wishes to guarantee employees with certain performance levels that salary increases will be provided annually.

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

Section 1.

Atlanta Code of Ordinances, Chapter 114 (Personnel), Article IV (Civil Service), Division 3 (Pay Plan), Section 114-126 (Annual Increases) shall be modified by deleting section (a) in its entirety and replacing it with a new section (a) set forth herein below.

Atlanta Code of Ordinances, Section 114-126(a) which currently reads:

- "(a) Each regular employee may receive a salary increase, which shall be based upon performance, and paid once annually for all employees on an effective date authorized by the chief financial officer in conjunction with the commissioner of human resources. To receive such an increase, an employee must attain an evaluation rating of effective or better. If such employee receives a rating of "needs improvement", such employee shall become ineligible for the annual increase and shall remain ineligible for the period in which the "needs improvement" remains. An employee who earns an "effective" performance rating at the end of the improvement period shall be eligible for the annual increase, which shall not be retroactive for the period of "needs improvement" rating. Any employee who receives "unacceptable" rating shall be ineligible for the annual

increase until after the next evaluation period, provided an effective performance rating is received.”

shall be deleted in its entirety and replaced with the following:

- “(a) Each regular employee that receives an evaluation rating of “effective” or better shall receive an annual salary increase for the year immediately following the effective date of said evaluation. Annual salary increases shall be implemented for all eligible employees on a date selected by the Chief Financial Officer in consultation with the Commissioner of the Department of Human Resources. If an employee receives a rating of "needs improvement", such employee shall become ineligible for the annual increase and shall remain ineligible for the period in which the "needs improvement" remains. An employee who earns an "effective" performance rating at the end of the improvement period shall be eligible for the annual increase, which shall not be retroactive for the period of "needs improvement" rating. Any employee who receives "unacceptable" rating shall be ineligible for the annual increase until after the next evaluation period, provided an effective performance rating is received.”

Section 2. All ordinances and resolutions in conflict herewith are hereby waived for purposes of this Ordinance only, and only to the extent of said conflict.