



13-0-0643

**AN ORDINANCE BY COUNCILMEMBER C.T. MARTIN AND
COUNCILMEMBER KEISHA LANCE BOTTOMS**



**AN ORDINANCE TO AMEND CHAPTER 114,
PERSONNEL, ARTICLE "IV", PAY PLAN OF
THE CODE OF ORDINANCES, CITY OF
ATLANTA, GEORGIA, SO AS TO PROVIDE
FOR CERTAIN POSITIONS IN THE
CLASSIFIED AND UNCLASSIFIED SERVICE
TO RECEIVE INCENTIVE PAY FOR
BILINGUAL PROFICIENCY; AND FOR
OTHER PURPOSES .**

WHEREAS, the citizens and communities of the City of Atlanta have become diverse with an increasing Spanish-speaking population; and

WHEREAS, the City of Atlanta is committed to providing seamless services and delivery of such services to its changing communities; and

WHEREAS, it is the Mayor's desire to provide pay incentives to certain sworn public safety personnel and to certain employees in the classified service for bilingual skills.

THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA, HEREBY ORDAINS that the Code of Ordinances, City of Atlanta, Georgia, be and the same is hereby amended as follows:

SECTION 1: That Section 114-140 which is currently reserved be amended as indicated below to read as follows:

Section 114-140. Bilingual Incentive Pay

Employees in the classifications listed in subsections (a), (b), (c) and (d) below may be eligible to receive bilingual incentive pay upon passing an authorized and approved Spanish proficiency exam. The Commissioner of Human Resources, or designee, shall be responsible for the authorization and approval of the Spanish Proficiency assessment. Employees certified as proficient in Spanish must retest bi-annually to maintain the incentive pay. If an employee does not pass the bi-annual assessment, the employee shall return to the salary held prior to being certified as proficient in Spanish; and such employee shall not lose any other merit pay, COLAs or any increase realized during the bilingual certification period. The percentage of increase shall be calculated or determined as follows:

- (a) Sworn public safety personnel in the Atlanta Police Department may receive a 2% increase in salary for the ranks of P1. to P.6.
- (b) Sworn public safety personnel in Atlanta Fire & Rescue Department may receive a 2% increase in salary for the ranks of F12; F14; F17; F21 and F24.
- (c) Sworn public safety personnel in the Department of Corrections may receive a 2% increase in salary for the ranks of PS12; PS14; PS17; and PS21.
- (d) Employees in the classifications of 911 Operator; Communications Dispatcher; Communications Dispatcher, Senior; Communications Dispatcher Supervisors and E911 Shift Managers may receive a 2% increase in salary.

The bilingual incentive pay shall terminate if the employee leaves the authorized classifications listed in subsections (a), (b), (c) and (d).

SECTION 2: The effective date of the ordinance shall be upon adoption by the City Council and approval by the Mayor, unless otherwise indicated.

SECTION 3: That all ordinances and parts of ordinances in conflict herewith be and the same are hereby repealed.