

**AN ORDINANCE BY COUNCILMEMBER C.T. MARTIN TO AMEND CHAPTER 114 PERSONNEL, ARTICLE IV, CLASSIFICATION PLAN OF THE CODE OF ORDINANCES, CITY OF ATLANTA, GEORGIA, SO AS TO PROVIDE FOR THE RECLASSIFICATION OF CERTAIN POSITIONS IN THE DEPARTMENT OF CITY COUNCIL; AND FOR OTHER PURPOSES.**

**Review List:**

Finance/Executive Committee	Pending	
Atlanta City Council	Completed	07/17/2013 7:38 PM
Finance/Executive Committee	Pending	

**HISTORY:**

07/15/13	Atlanta City Council	REFERRED WITHOUT OBJECTION
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<b>RESULT: REFERRED WITHOUT OBJECTION</b>
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Certified by Presiding Officer	Certified by Clerk
Mayor's Action <i>See Authentication Page Attachment</i>	

LEGISLATION HISTORY – BLUE BACK

CITY COUNCIL  
ATLANTA, GEORGIA

13-O-1193

SPONSOR SIGNATURES

*Clarence T Martin Jr*  
Clarence "C. T." Martin, Councilmember, District 10

**AN ORDINANCE  
BY COUNCILMEMBER(S) MARTIN**

**AN ORDINANCE BY COUNCILMEMBER C.T. MARTIN TO AMEND CHAPTER 114 PERSONNEL, ARTICLE IV, CLASSIFICATION PLAN OF THE CODE OF ORDINANCES, CITY OF ATLANTA, GEORGIA, SO AS TO PROVIDE FOR THE RECLASSIFICATION OF CERTAIN POSITIONS IN THE DEPARTMENT OF CITY COUNCIL; AND FOR OTHER PURPOSES.**

WHEREAS, the Office of the Council Staff should be headed by a Director, which shall be responsible for the review and analysis of all legislation before the City Council, administrative and research support to the Council Committees, the production of all Council publications fostering and maintaining proactive media relations, the release of all press releases and scheduling press conferences, and technical support for all office software and communications equipment and the general administration of the Council Officer; and

WHEREAS, Atlanta City Council Rule 3.2 states in part "*The Director of the Council Staff shall have the status of a Department Director (now called Commissioner)*"; and

WHEREAS, these Rules of Council were historically supported by the Council Staff Director's position classification grade being equal to that of Department Directors (Commissioners); and

WHEREAS, Executive level positions were upgraded in 2005, 2007; and again in 2012, however no commensurate upgrades or reclassifications were provided to the position of Council Staff Director; and

WHEREAS, during the time since the Council Staff Director positions received reclassification (2004), the Council has adopted a minimum of fifty-six (56) ordinances providing position creations/reclassifications and/or granting salary increases to position incumbents; and

WHEREAS, during the current term of office (2010-2013), the Council has adopted a minimum of eighteen (18) ordinances providing position creations/ reclassifications and/or granting salary increases to position incumbents; and

WHEREAS, there are twenty-five (25) positions currently at classification grades equal to that of Council Staff Director, yet none of those positions are that of Commissioners; and

WHEREAS, there are eighty-three (83) positions currently at classification grades higher than that of Council Staff Director, and only eighteen(18) of those positions are Commissioners or Mayor's Executive Office leadership positions; and

WHEREAS, the City previously compensated its department heads (Commissioners, Executive leadership staff, and Council Staff Director) at the same position classification. Currently, however, there are various salary classifications in use by the Executive Branch with Position Grades 33, and EL.01 through EL.05 assigned to Commissioners and Executive Leadership staff, with a compensation range of \$132,600 to \$312,981; and

WHEREAS, although the Council has not upgraded the Council Staff Director's position classification in accordance with that of the leadership positions in the Executive Branch, the Council Staff Director position has increasingly gained statutory and other designated responsibilities; and

WHEREAS, the Council believes that it is time to eliminate the great divide between the value that the Executive Branch places on its leadership (and staff) positions and that which Council places on its own, and thus wishes to place the position of Council Staff Director at salary grades and ranges commensurate with the positions' level of responsibility and authority, and in accordance with the Council's own Rules; at an appropriate relational level to Executive Leadership positions in the

Executive Branch; and

WHEREAS, the Atlanta City Council, at its June 17, 2013 Regular Meeting expressed a commitment to address this matter within thirty days of that date.

NOW THEREFORE 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: EFFECTIVE DATE OF ACTIONS: That the effective date of actions contained within this ordinance shall be upon adoption by the City Council, however, if Council does not take action on this matter within 60 days, or by August 30, 2013, the positions shall be administratively reclassified as shown in Section 2 below.

SECTION 2: DEPARTMENT OF CITY COUNCIL POSITION RECLASSIFICATION WITH INCUMBENTS: That the following positions and incumbents are hereby reclassified in the Department of Council:

ACCOUNT NUMBER

POS. NO.

NO. CLASSIFICATION TITLE POS.

CLASS CODE

PAY ANNUAL GRADE SALARY

<b>1001</b>	<b>030301</b>	<b>17254</b>	<b>1</b>	<b>Council Staff Director</b>	<b>AD0520</b>	<b>33</b>	<b>\$132,600</b>
<b>5111001</b>							<b>\$176,800</b>
<b>1130000</b>							<b>Midpoint</b>

SECTION 3: That all ordinance or parts of ordinance in conflict her

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**WHEREAS**, the Office of the Council Staff should be headed by a Director, which shall be responsible for the review and analysis of all legislation before the City Council, administrative and research support to the Council Committees, production of all Council publications fostering and maintaining proactive media relations, the release of all press releases and scheduling press conferences, and technical support for all office software and communications equipment and the general administration of the Council Officer; and

**WHEREAS**, Atlanta City Council Rule 3.2 states in part *"The Director of the Council Staff shall have the status of Department Director (now called Commissioner)"*; and

**WHEREAS**, these Rules of Council were historically supported by the Council Staff Director's position classification grade being equal to that of Department Directors (Commissioners); and

**WHEREAS**, Executive level positions were upgraded in 2005, 2007; and again in 2012, however no commensurate upgrades or reclassifications were provided to the position of Council Staff Director; and

**WHEREAS**, during the time since the Council Staff Director positions received reclassification (2004), the Council has adopted a minimum of fifty-six (56) ordinances providing position creations/ reclassifications and/or granting salary increases to position incumbents; and

**WHEREAS**, during the current term of office (2010-2013), the Council has adopted a minimum of eighteen (18) ordinances providing position creations/ reclassifications and/or granting salary increases to position incumbents; and

**WHEREAS**, there are twenty-five (25) positions currently at classification grades equal to that of Council Staff Director, none of those positions are that of Commissioners; and

**WHEREAS**, there are eighty-three (83) positions currently at classification grades higher than that of Council Staff Director and only eighteen(18) of those positions are Commissioners or Mayor's Executive Office leadership positions; and

**WHEREAS**, the City previously compensated its department heads (Commissioners, Executive leadership staff, and Council Staff Director) at the same position classification. Currently, however, there are various salary classifications in use by the Executive Branch with Position Grades 33, and EL.01 through EL.05 assigned to Commissioners and Executive Leadership staff, with a compensation range of \$132,600 to \$312,981; and

**WHEREAS**, although the Council has not upgraded the Council Staff Director's position classification in accordance with that of the leadership positions in the Executive Branch, the Council Staff Director position has increasingly gained statutory and other designated responsibilities; and

Attachment: #2 (13-O-1193 : Chapter 114)

**WHEREAS**, the Council believes that it is time to eliminate the great divide between the value that the Executive Branch places on its leadership (and staff) positions and that which Council places on its own, and thus wishes to place the position of Council Staff Director at salary grades and ranges commensurate with the positions' level of responsibility and authority, in accordance with the Council's own Rules; at an appropriate relational level to Executive Leadership positions in the Executive Branch; and

**WHEREAS**, the Atlanta City Council, at its June 17, 2013 Regular Meeting expressed a commitment to address this matter within thirty days of that date.

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**SECTION 1: EFFECTIVE DATE OF ACTIONS:** That the effective date of actions contained within this ordinance shall be upon adoption by the City Council, however, if Council does not take action on this matter within 60 days, or by August 1, 2013, the positions shall be administratively reclassified as shown in Section 2 below.

**SECTION 2: DEPARTMENT OF CITY COUNCIL POSITION RECLASSIFICATION WITH INCUMBENTS:** That the following positions and incumbents are hereby reclassified in the Department of Council:

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1001	030301	17254	1	Council Staff Director	AD0520	33	\$132,600
	5111001						\$176,800
	1130000						Midpoint

**SECTION 3:** That all ordinance or parts of ordinance in conflict herewith are hereby repealed.

Attachment: #2 (13-O-1193 : Chapter 114)