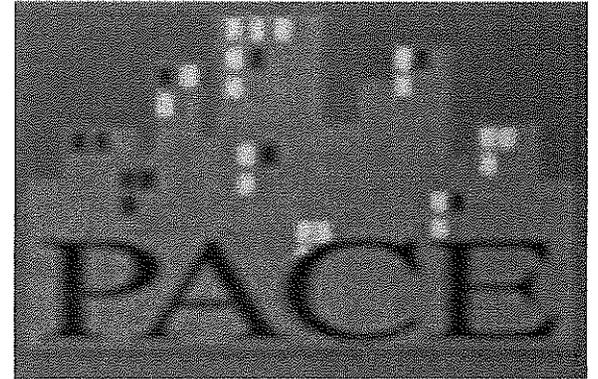
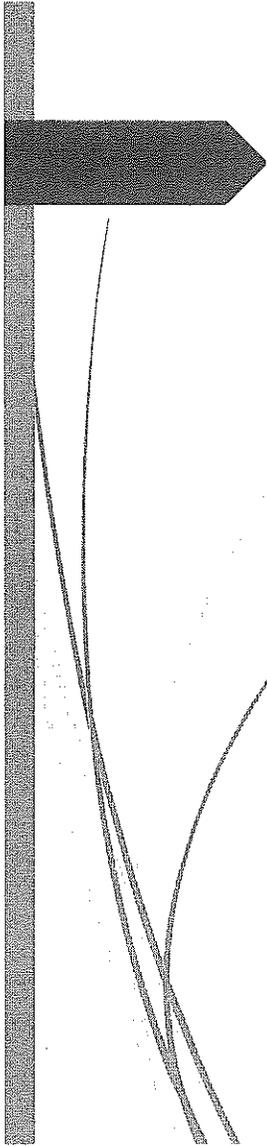


PACE **Presentation**

Professional Association of City Employees
Atlanta City Council
May 24, 2018

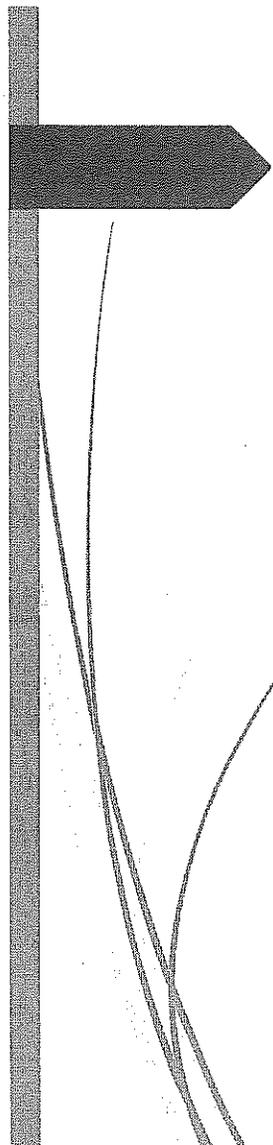




Employee Development

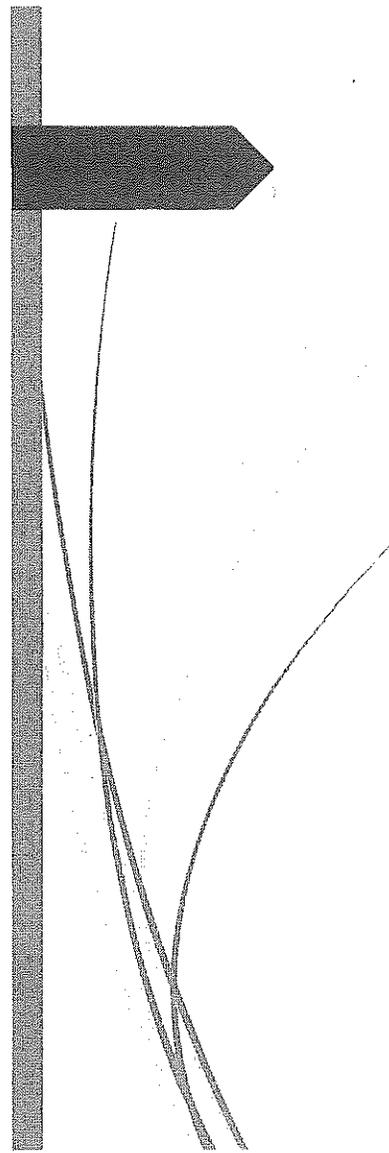
Code of Ordinance Section 114-451

- ▶ *The commissioner of human resources shall cooperate with department heads, employees and others in promoting and providing programs of development for the civil service. Such programs shall improve the quality of service rendered to the public and to enhance employees' skills for advancement and career success.*
- ▶ *The commissioner of human resources shall cooperate with department heads, employees and others in promoting measures directed toward making working conditions more sanitary, safe and healthful.*
- ▶ *The commissioner of human resources shall create a comprehensive tuition assistance/job training program for all eligible employees of the city. The tuition assistance/job training program shall consist of associate and/or college degree programs and job-specific certification programs that are directly related to an employee's present position or to a reasonable promotional/transfer opportunity within the city that are approved by the commissioner of human resources.*
- ▶ *Included in the establishment of this program, the commissioner of human resources shall also create policies related to eligibility criteria, application process, performance requirements, and repayment obligations.*



Increments Restored

- ▶ This restoration of increments would enhance the employee development strategy because employees will have longevity with the City and external hiring would not be able to make an abundance amount of salary above the employee that has tenure and doing the same job. The employee will have a step increase annually.
- ▶ The only employees that should have an open range salary are the ones that would be considered in an unclassified position at a higher level of authority.
- ▶ This would help eliminate salary compression
- ▶ Would have a 10 step plan of pay succession.
- ▶ Open range salaries not working – go back to what worked

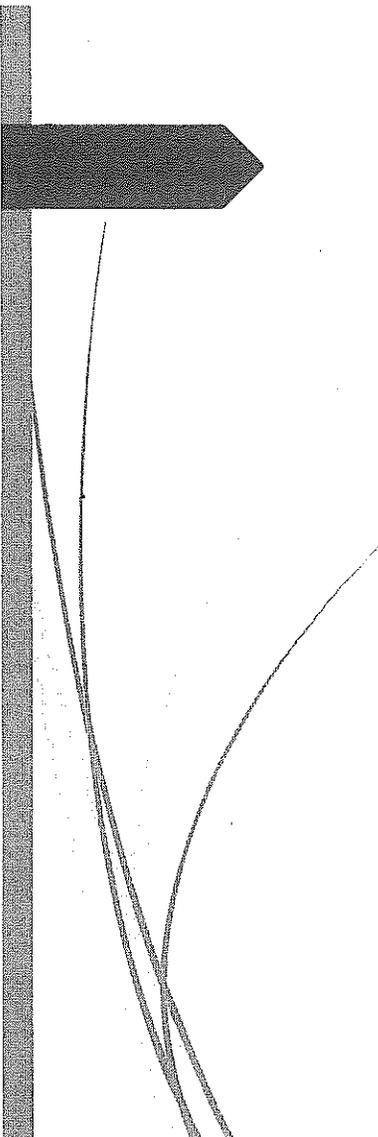


Longevity Incentive Bonus Pay

Code of Ordinance Section 114-142

- ▶ A longevity bonus is an incentive used to recognize and reward long-term service of employees to the city. All eligible employees of the city shall be eligible for an annual lump sum longevity bonus the month after their anniversary month of employment.
- ▶ Employees that have been employed with the city for less than ten years shall not be eligible for any longevity payment. Any person that is reemployed with the city shall surrender any eligibility as it relates to a longevity bonus, and their length of service shall commence with the date of rehire.
- ▶ **Note:** this was orchestrated by the Employee Compensation Committee, vetted by council and placed in ordinance. But we are not exercising the Code.

Years of Service	Incentive Pay
10 but less than 15 years	\$200.00
15 but less than 20 years	\$350.00
20 but less than 25 years	\$500.00
25 or more years	\$750.00

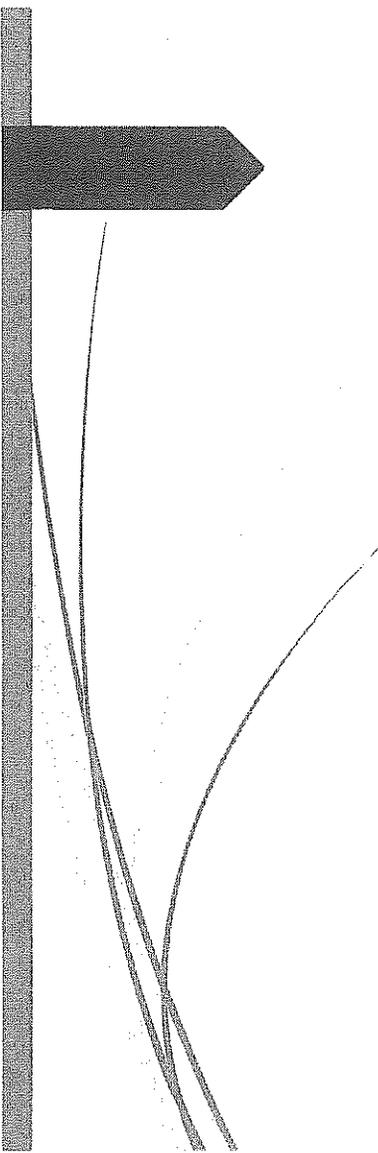


Minimum Wage Increase \$14.00

Code of Ordinance Section 114-121 – Compensation philosophy

- *The City of Atlanta shall establish and maintain a total rewards system, including wages, salaries, benefits and incentives to attract, retain, develop and value high quality employees at all levels of city government. Such compensation system shall include a pay plan that is published and is directly related to the classification plan. Said compensation system shall support the city's strategies, objectives and shall be within fiscal limits of the city budget. The compensation program shall include :*

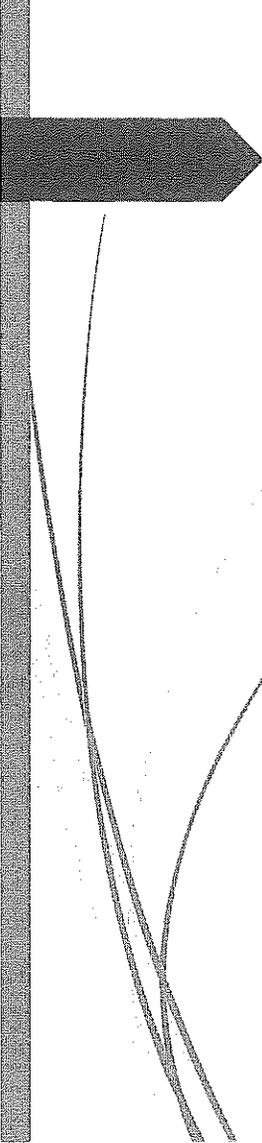
(c) Minimum pay shall be set at a minimum wage to assure that regular employees will have the opportunity to earn an annual salary consistent with a minimum wage of \$13.00 per hour beginning July 1, 2017. Beginning July 1, 2018 minimum pay shall be increased at a minimum wage that regular employees shall earn an annual salary consistent with a minimum wage of \$14.00 per hour. Beginning July 1, 2019, minimum pay shall be increased at a minimum wage that regular employees shall earn an annual salary consistent with a minimum wage of \$15.00 per hour.



Raises for General Employees

Code of Ordinance Section 114-123

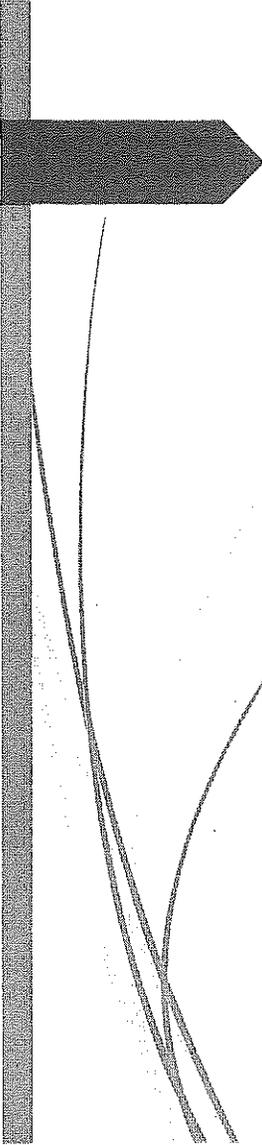
- ▶ *Every five years, or more frequently when so determined, the commissioner of human resources shall assess the need to conduct a market study of benchmark positions to maintain a competitive posture; and shall propose a plan of action, if needed, to bring any positions or classifications into competitive alignment*
- ▶ **Note:** we are past due for a pay in class study. There are many disparities in pay amongst our employees. Longevity employees making less than the employee hired externally and doing the same job.
- ▶ **Note:** There are disparities in pay of men making more than woman doing the same jobs.



Annual Increases

Code of Ordinance Section 114-126

- ▶ *(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.*
- ▶ *(c) Employees may receive an increase in pay based on changes in duties or responsibilities and other qualifying factors which shall not exceed ten percent of their current salary in a given 12 month period.*
- ▶ **Note:** Employees that received an effective rating should be given an annual increase as stated above and item C is not being honored because we have a lot of cases of employees Working out of class and not being compensated.



NPAA (notice of proposed adverse action)

FAA (final adverse action)

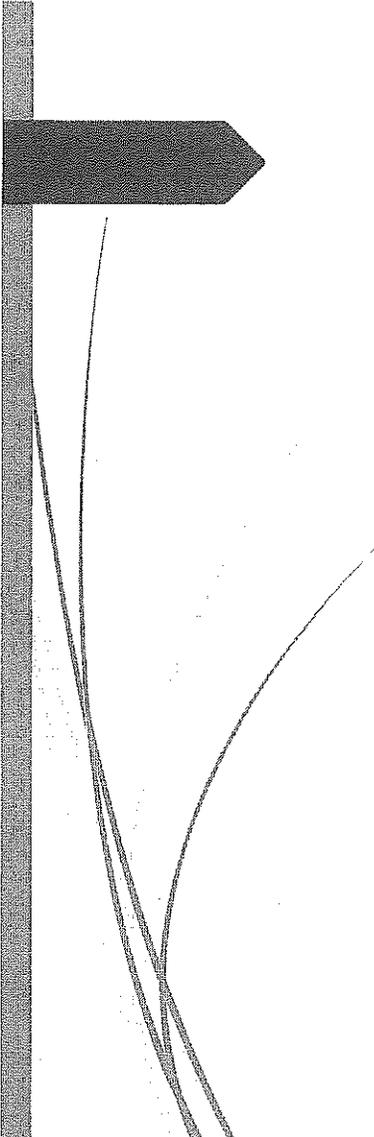
Code of Ordinance Section 114-530

- ▶ *(a) Notice required. An employee against whom an adverse action is to be taken shall be given a written notice of proposed adverse action, signed by the appointing authority or designee at least ten working days prior to the effective date of the proposed adverse action.....During the period of the notice, the employee is expected to perform usual duties without disrupting the activities of other employees or operations of the city department. Any action by the employee to the contrary shall be considered an emergency situation as defined in section 114-532.*
- ▶ **Note:** It is now a practice that anytime an employee is being disciplined for a NPAA, they are placed on administrative leave with pay until investigations are made. Sometimes, the NPAA is mailed to their homes. Sometimes employees are home months before a resolve is made.
- ▶ **Note:** Per Code Section 114-530 (b) Contents of notice required, it is missing the supporting documentation of the charges from the employer. Employee has to provide their supporting documentation when challenging the adverse action but does not know what incidents they are challenging.



Section 114-532 – Emergency Situations

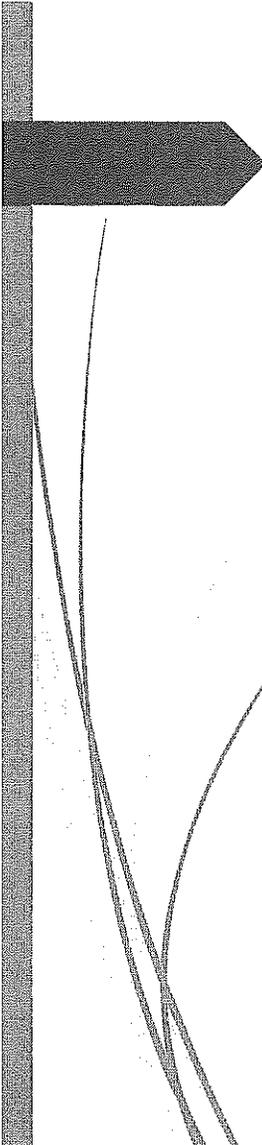
- ▶ (a) Conditions for use. The appointing authority or designee may immediately suspend an employee with pay upon the determination that the following circumstances exist:
 - ▶ (1) there is cause to believe that the employee has committed a crime involving moral turpitude or a felony which is job related or deters the employee from effective performance of the employee's job.
 - ▶ (2) the retention of the employee is active duty status may result in damage to property or may be disruptive, detrimental or injurious to the employee, coworkers, subordinates or the general public or may be disruptive to the daily operation of a city government function.



CSB (Civil Service Board)

Code of Ordinance 114-550

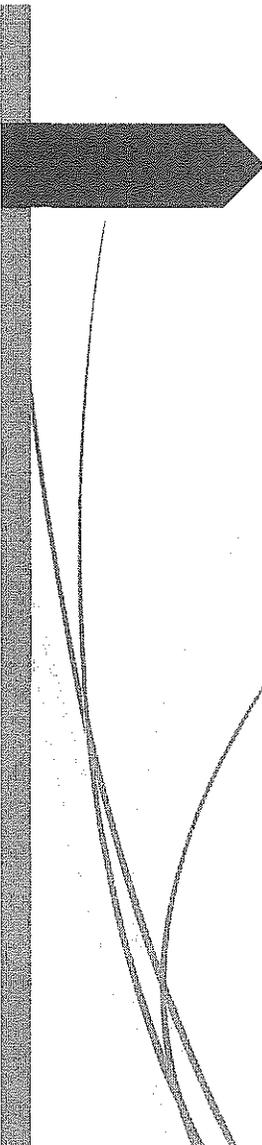
- ▶ (1) Notice of hearing. The hearing shall be held within 60 days after receipt of the notice of appeal by the commissioner of human resources. Within ten days prior to the date for which the hearing is set, the commissioner of human resources shall designate, from an alphabetical rotation system, a hearing officer/panel of the civil service board and an appropriate time and place to conduct the hearing and shall so notify all parties in writing.....
- ▶ **Note:** CSB Hearings are so far behind that even if we held one hearing per day, we would not complete the outstanding cases before the year ends.
- ▶ **Note:** DHR Labor Relations and its EEOC staff should conduct pre-hearings to see if some of these cases can be resolved without a hearing. If their findings is that it cannot, then it moves forward to the CSB. This will help eliminate some of the backlog. Most of your cases loses are due to technicality and PACE legal team's expertise. We are willing to mediate beforehand.



Pension

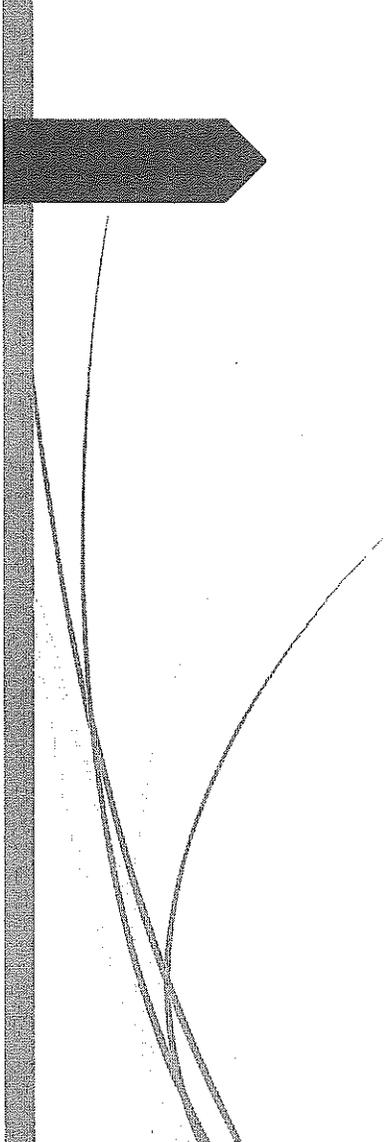
Employee additional 5% contribution stop

- ▶ Comparisons of pension fund performance using funding levels and saying that the pension boards were dysfunctional were misleading. Savings of administrative costs should have not been the sole source of deciding to make a hostile takeover of the three boards.
- ▶ Employees recognize that the solution to the pension crisis of 2011 – a solution that came from elected pension board members, unions and collaboration of council, the extra 5% contribution, saves the city about \$20M a year in pension contributions.
- ▶ Employees are livid because they feel that their 5% contribution is not being spent appropriately, for example, allowing 288 people back into their plan at a cost of almost \$3M a year without a real conversation about how to fund that cost of about \$30M to the unfunded liability and the GEPF begged the City not to do this.
- ▶ Therefore, in light of all this pension drama, employees no longer trust the management of their additional contributions and want their 5% reverted back into their salaries.



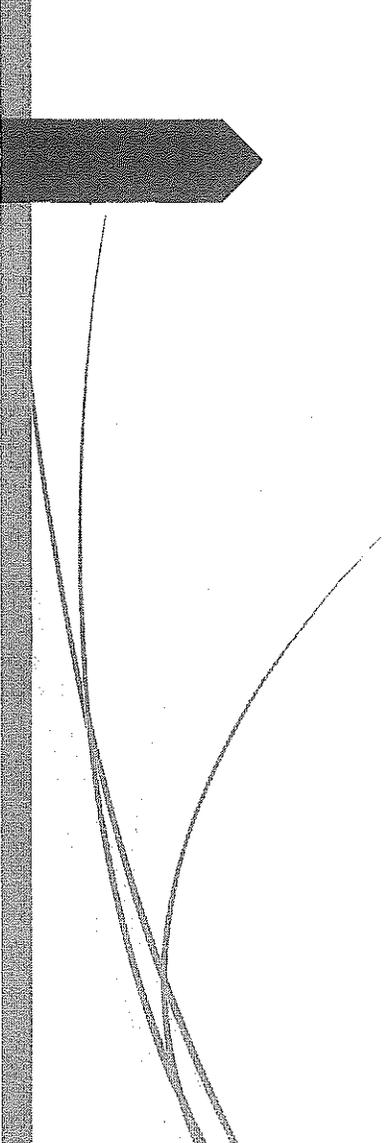
Workplace Bullying

- ▶ There has been a wide range of conversation from PACE to the past Commissioner of DHR Yvonne Yancey before she left, discussion has been made with the Interim Commissioner Angela Addison, and now the Interim Commissioner Sherri Dickerson.
- ▶ We continue to hear that there is a legislation and/or ordinance to be presented soon or to “roll out” but this has not happened as of yet.
- ▶ Workplace bullying is consistent throughout the city work sites. And surprisingly, it comes from higher authority which filters down to the second level of authority and it seems to be the culture to talk to employees any kind of way or treat them as second class citizens.
- ▶ The unions with DHR needs to meet and confer to get this identified, vetted and submitted to legislation. It needs to be placed in the code of ordinances and titled “Division 6. Workplace Bullying” right under Division 5. Sexual Harassment. This should be taken just as serious as all other egregious violations.



TAD (Turnaround Documents)

- ▶ Too many employees have been complaining that they don't know what their classifications are or when there are changes being made to their positions, etc.
- ▶ Historically, whenever there were personnel changes, promotions, demotions, discipline that caused a creation so TADs the employee had to sign the document and received a copy. This is no longer the case.
- ▶ If the city is entering the world of transparency, this action should resume its presence.



Closing Remarks

- ▶ Unions should have transparent information from the City when there are changes to benefits, wages, personnel issues citywide before any implementation.
- ▶ The Department of Public Works is now having training sessions for its managers and supervisors and it is entitled "Reset" and so far it seems to be working with some that want to reset and change their ways to more positive results.
- ▶ In closing, PACE believes the entire City needs to reset its way of thinking and working to show transparency and solidarity so that we can have a safe and productive work environment.
- ▶ **Thank you for your time and patience with our presentation.**