05-O -1297

AN ORDINANCE

BY: COUNCILMEMBER DEBI STARNES

AN ORDINANCE TO AMEND DIVISION 2, CLASSIFICATION PLAN OF THE CODE OF ORDINANCES OF THE CITY OF ATLANTA, SO AS TO CREATE A NEW SECTION 114-113 PUBLIC SAFETY PAY PARITY; TO AMEND SECTION 114-76 DEFINITIONS; AND FOR OTHER PURPOSES.

WHEREAS, the City of Atlanta is charged with the responsibility to provide a safe and secure environment for its citizens, businesses visitors and property; and

WHEREAS, in accomplishing this responsibility the City operates Correction, Fire, and Police operations through its Corrections Department, Fire Department, and Police Department, collectively known as Public Safety; and

WHEREAS, the Atlanta City Council recognizes the inextricable value of these departments and their employees; and

WHEREAS, the Atlanta City Council believes that the sworn personnel in these operations should be compensated equitably for the protective services provided to the Atlanta citizenry and customers; and

WHEREAS, the Atlanta City Council recognizes the equitable principle of "equal pay for equal work" and desires a uniformity of pay among employees who perform similar tasks; and

WHEREAS, the Atlanta City Council desires to maintain the pay of its Public Safety personnel at a level commensurate with other jurisdictions to enhance recruitment and retention of well-qualified personnel in these key departments.

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

SECTION ONE: that a new Section 114-113 be created in the Atlanta City Code, entitled "Public Safety Pay Parity", to read as follows:

It shall be the policy of the City of Atlanta Georgia that the salaries paid to its sworn personnel within the Departments of Corrections, Fire, and Police be maintained in parity with the respective salaries paid to sworn Public Safety personnel of like job descriptions in similar jurisdictions.

SECTION TWO: that Sec. 114-76. Definitions, be amended to add a definition for "Parity" to read as follows:

Parity means the payment and maintenance of salaries for sworn personnel in the Public Safety Departments of Corrections, Fire, and Police be comparable with the respective salaries paid to sworn Public Safety personnel in similar jurisdictions, considering such factors as:

1) the relative size of those jurisdictions as compared to the City of Atlanta; and
2) the cost of living in those jurisdictions as compared to the City of Atlanta; and

3) the difficulty, responsibility, and characteristic duties of the Public Safety positions in those jurisdictions as compared to the City of Atlanta; and
4) other factors that may properly be considered to have a bearing on the fairness and adequacy of Public Safety salaries.

SECTION THREE: All ordinances or parts of ordinances in conflict herewith are hereby repealed.