

RESOLUTION ESTABLISHING A PLAN FOR A LIVABLE MINIMUM WAGE FOR CITY OF SOUTH FULTON EMPLOYEES AND FOR OTHER LAWFUL PURPOSES

(Sponsored by Mayor Khalid)

WHEREAS, the City of South Fulton ("City") is a municipal corporation duly organized and existing under the laws of the State of Georgia; and

WHEREAS, the duly elected governing authority of the City is the Mayor and Council thereof ("City Council"); and

WHEREAS, Section 4.15 of the City Charter authorizes the City Council to put rules and regulations in place concerning the pay for persons employed by the City; and

WHEREAS, the average rent for an apartment in the Atlanta Metropolitan Statistical Area (MSA) is now \$1800 per month and inflation has hit a 40-year high; and

WHEREAS, the lowest paid workers in our city (and our country) are being disproportionately impacted by inflation, especially the rapidly rising cost of housing; and

WHEREAS, the City Council finds that establishing a livable minimum wage will help boost the economy and working productivity while reducing poverty, income inequality employee turnover; and

WHEREAS, this Resolution is intended to be consistent with state law and also in the best interest of the welfare of the City, its businesses, visitors and residents.

THE CITY COUNCIL OF THE CITY OF SOUTH FULTON HEREBY RESOLVES
as follows:

Section 1. The City Council hereby acknowledges its intent to increase the hourly minimum wage for City employees to twenty (\$20) dollars per hour effective January 1, 2023.

Section 2. The City hereby instructs a Classification & Compensation study to incorporate the City's intent to increase the City's minimum wage while — accounting for compression — increasing the pay of City Department Heads and executive staff as little as possible.

Section 3. It is hereby declared to be the intention of the Mayor and Council that: (a) All sections, paragraphs, sentences, clauses and phrases of this Ordinance are or were, upon their enactment, believed by the City Council to be fully valid, enforceable and constitutional.

(b) To the greatest extent allowed by law, every section, paragraph, sentence, clause or phrase of this Ordinance is severable from every other section, paragraph, sentence, clause or phrase of this Ordinance. No section, paragraph, sentence, clause or phrase of this Ordinance is mutually dependent upon any other section, paragraph, sentence, clause or phrase of this Ordinance.

(c) In the event that any phrase, clause, sentence, paragraph or section of this Ordinance shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise unenforceable by the valid judgment or decree of any court of competent jurisdiction, it is the express intent of the City Council that such invalidity, unconstitutionality or unenforceability shall, to the greatest extent allowed by law, not render invalid, unconstitutional or otherwise unenforceable any of the remaining phrases, clauses, sentences, paragraphs or sections of the Ordinance.

Section 4. All Ordinances and parts of Ordinances in conflict herewith are hereby expressly repealed.

Section 5. The City Attorney, City Clerk and contracted City Codifier are authorized to make non-substantive formatting and renumbering edits to this ordinance for proofing, codification, and supplementation purposes. The final version of all ordinances shall be filed with the clerk.

Section 6. The effective date of this Ordinance shall be the date of adoption unless provided otherwise by the City Charter or state and federal law.

[signatures and voting tabulations appear on the following page]