**LEGISLATIVE SPONSORS**

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| ☑ MAYOR LESTER M. MILLER | ☑ MAYOR PRO TEMPORE SETH CLARK |
| ☐ COMMISSIONER VALERIE WYNN | ☑ COMMISSIONER PAUL BRONSON |
| ☑ COMMISSIONER ELAINE LUCAS | ☐ COMMISSIONER MALLORY C. JONES, III |
| ☐ COMMISSIONER RAYMOND WILDER | ☐ COMMISSIONER BILL HOWELL |
| ☑ COMMISSIONER VIRGIL WATKINS, JR. | ☐ COMMISSIONER AL TILLMAN |

**AN RESOLUTION ADOPTING A POLICY TO INCREASE THE MINIMUM WAGE FOR MACON-BIBB COUNTY CONSOLIDATED GOVERNMENT EMPLOYEES TO REACH $15.00 PER HOUR BY CALENDAR YEAR 2023; AND FOR OTHER LAWFUL PURPOSES.**

**WHEREAS,** on November 17, 2020, the Macon-Bibb County Commission approved Ordinance No. O-20-0087, adopting a new pay scale for all employees paid through the Macon-Bibb County payroll system; and

**WHEREAS,** the 2020 pay scale increased the salaries of many employees to bring them to pay levels that are comparable with the local job market based on the professional duties of each employee, but established a minimum wage for Macon-Bibb County of $26,332.18 or approximately $12.66 per hour; and

**WHEREAS,** the Macon-Bibb County Commission finds that employees earning $15.00 per hour or more generally tend to be better suited to obtain healthcare, retain stable housing, have access to fresh and nutritious foods, and to generally be less susceptible to the impacts of poverty than employees earning lower wages; and

**WHEREAS,** the Macon-Bibb County Commission desires to adopt a policy to provide pay increases to employees currently earning less than $15.00 per hour, in order to bring the minimum wage for all employees paid through the Macon-Bibb County payroll system up to $15.00 per hour; and

**WHEREAS,** this Resolution is necessary and proper to promote or protect the safety, health, peace, security, and general welfare of Macon-Bibb County and its inhabitants; and

**NOW, THEREFORE, BE IT RESOLVED** by the Macon-Bibb County Commission and it is hereby so resolved by the authority of same that it is hereby adopted as a policy of Macon-Bibb County that the salaries of those employees, paid through the Macon-Bibb County payroll system, now or hereafter earning wages of less than $15.00 per hour shall be increased according to the following scale:

1. Effective January 2022, the hourly wages of all employees paid through the Macon-Bibb County payroll system and earning less than $14.00 per hour shall receive a salary increase to $14.00 per hour; and
2. Effective January 2023, the hourly wages of all employees paid through the Macon-Bibb County payroll system and earning less than $15.00 per hour shall receive a salary increase to $15.00 per hour; and
3. To the extent that an employee is eligible for both a salary increase in accordance with this policy and a salary increase in accordance with the public safety longevity policy that is being considered contemporaneously with this Resolution, then the employee's salary shall be calculated by applying the salary increase provided under this Resolution first, and then applying the salary increase provided under the contemporaneous resolution providing for a public safety longevity policy.

**BE IT FURTHER RESOLVED** that the first salary increases given under the new policy set forth in this Resolution shall be made effective as of January 2022, provided that the Macon-Bibb County Manager, Human Resources department, and Finance department shall have the discretion and authority to identify the particular payroll period in which such salary increases shall take effect, and to adopt any other reasonable procedures necessary to implement this policy.

**BE IT FURTHER RESOLVED** the Macon-Bibb County Commission hereby declares that the foregoing preamble and whereas provisions set forth hereinabove constitute, and shall be considered to be, substantive provisions of this Resolution and are hereby incorporated by reference into this provision.

**BE IT FURTHER RESOLVED** that in the event scrivener's errors shall be discovered in this Resolution or in the Exhibits hereto after the adoption hereof, the Macon-Bibb County Commission hereby authorizes and directs that each such scrivener's error shall be corrected in all multiple counterparts of this Resolution.

**BE IT FURTHER RESOLVED** that in the event that this Resolution or part thereof is found by any court of competent jurisdiction to be substantively more appropriately denominated an act of ordinance by the Macon-Bibb County Commission, it is the intent of this Commission that this Resolution or such portion thereof shall be considered to have been adopted as an ordinance of the Macon-Bibb County Commission. Where any law bearing on the subject matter of this Resolution calls for the taking of any legislative action by the governing authority of Macon-Bibb County, and such law specifies for such action to be taken by resolution or by ordinance, it is the intent of this Commission that this Resolution satisfy such requirement, and that this Resolution be construed accordingly.

**BE IT FURTHER RESOLVED** the Macon-Bibb County Commission grants the Mayor the authority to take any and all further actions necessary to carry out the intents and purposes of this Resolution.

**BE IT FURTHER RESOLVED** that except as specifically provided herein, any and all ordinances or resolutions or parts of ordinances or resolutions in conflict with this Resolution shall be and the same hereby are repealed, and this Resolution shall be in full force and effect from and after its adoption.

**BE IT FURTHER RESOLVED** this Resolution shall become effective immediately upon its approval by the Mayor or upon its adoption into law without such approval.

[Signatures on the following page.]

**APPROVED AND ADOPTED** this _____ day of _____, 2021.

By: _____
LESTER M. MILLER, Mayor

Attest: _____
(SEAL) JANICE S. ROSS, Clerk of Commission

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