

(Do Not Write Above This Line)

Communication By  
Acting CFO Roosevelt Council, Jr.  
  
A Communication by Acting CFO Roosevelt Council, Jr., regarding the Recertification of Employee Organizations.

*Filed up  
objection by  
Full Council  
2/15/10*

- CONSENT REFER
- REGULAR REPORT REFER
- ADVERTISE & REFER
- 1<sup>ST</sup> ADOPT 2<sup>ND</sup> READ & REFER
- PERSONAL PAPER REFER

Date Referred  
Referred To:  
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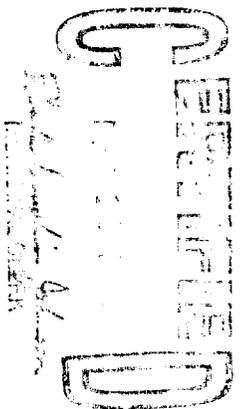
First Reading  
Committee \_\_\_\_\_  
Date \_\_\_\_\_  
Chair \_\_\_\_\_  
Referred To \_\_\_\_\_

Committee \_\_\_\_\_  
Date \_\_\_\_\_  
Chair \_\_\_\_\_  
Action Fav, Adv, Hold (see rev. side) Other \_\_\_\_\_  
Members \_\_\_\_\_  
Refer To \_\_\_\_\_

Committee \_\_\_\_\_  
Date \_\_\_\_\_  
Chair \_\_\_\_\_  
Action Fav, Adv, Hold (see rev. side) Other \_\_\_\_\_  
Members \_\_\_\_\_  
Refer To \_\_\_\_\_

FINAL COUNCIL ACTION  
 2<sup>nd</sup>       1<sup>st</sup> & 2<sup>nd</sup>       3<sup>rd</sup>  
 Readings  
 Consent     V Vote     RC Vote

FEB 15 2010



MAYOR'S ACTION



10-C-0386

## CITY OF ATLANTA

**KASIM REED**  
MAYOR

**DEPARTMENT OF FINANCE**  
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ATLANTA, GEORGIA 30303-0312  
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**ROOSEVELT COUNCIL, JR.**  
CHIEF FINANCIAL OFFICER, INTERIM  
ROCOUNCIL@ATLANTAGA.GOV

**TO:** Honorable Ceasar Mitchell, President  
**FROM:** Roosevelt Council, Chief Financial Officer, Interim  
**DATE:** February 15, 2010  
**RE:** Recertification of Employee Organizations

The City of Atlanta currently recognizes four employee organizations: the American Federation of State, County and Municipal Employees (AFSCME); the Professional Association of City Employees (PACE); the International Association of Fire Fighters (IAFF); and the International Brotherhood of Police Officers (IBPO). Recognition is granted to these organizations based on their representing a majority of employees in their respective communities of interest. The Commissioner of the Department of Human Resources (DHR) determines the appropriate community of interest of each organization.

City of Atlanta Code of Ordinances Section 114-28 requires that the Chief Financial Officer, on February 1<sup>st</sup> of each year following a mayoral election, to examine the dues deduction authorization cards submitted by each employee organization recognized by the City, and determine if the membership of such organization represents a majority of the employees in their respective communities of interest. City Code also requires that the Chief Financial Officer certify to City Council and the affected employee organizations the results from such review. DHR has reviewed data provided by Finance and this correspondence serves to provide you with our conclusions.

Of the four employee organizations at the City, only IBPO has demonstrated majority status within their community of interest. The other organizations (AFSCME, IAFF and PACE) were each deficient. The attached document summarizes our findings. City Code allows each organization an additional 30-days from the date of this certification to submit additional authorization cards in order to demonstrate majority status within their respective community of interest. An organization may also voluntarily reduce classifications within its' established community of interest to include only those classifications where a majority of employees have expressed a desire for representation. In the alternative, recognition will be withdrawn and deduction of dues will cease. Specific deficiencies by classification and department have been forwarded to the affected employee organizations.

Should you have any questions, please contact me at 404-865-8667 or Sherri Dickerson, Commissioner, at 404-330-6360.

**Attachment**

**cc: Honorable Mayor, Kasim Reed  
Honorable Members of the City Council  
Sherri Dickerson, DHR Commissioner  
Employee Organizations (AFSCME, IAFF, IBPO, PACE)**



## City of Atlanta

### Recertification Status of Employee Organizations February 11, 2010

The City of Atlanta currently recognizes the following four employee organizations:

- American Federation of State, County and Municipal Employees (AFSCME)
- International Association of Fire Fighters (IAFF)
- International Brotherhood of Police Officers (IBPO)
- Professional Association of City Employees (PACE)

Recognition is granted to these organizations based on their representing a majority of employees in their respective communities of interest, as determined by the Commissioner of Human Resources.

The current recertification status of the various organizations is outlined below:

#### AFSCME

AFSCME submitted 674 valid authorization cards covering employees in 151 different classifications. The total number of employees in those classes totals 2,216 and a majority would be 1,109. AFSCME has not met the recertification requirement.

#### IAFF

IAFF submitted 273 valid authorization cards covering employees in 5 different classifications. The total number of employees in those classes totals 690 and a majority would be 346. IAFF has not met the recertification requirement.

#### IBPO

IBPO submitted 907 valid authorization cards covering employees in four different classifications. The total number of employees in those classes totals 1,490 and a majority would be 746. IBPO has met the certification requirement.

#### PACE

PACE submitted 198 valid authorization cards covering employees in 116 different classifications. The total number of employees in those classes totals 944 and a majority would be 473. PACE has not met the recertification requirement.