

12-C-1242

A COMMUNICATION BY MAYOR KASIM REED:

APPOINTING MS. DURRYA FAROOQUI AS CHIEF OPERATING OFFICER.

CONFIRMED BY

SEP 17 2012

COUNCIL

Unanimously

- CONSENT REFER
- REGULAR REPORT REFER
- ADVERTISE & REFER
- 1ST ADOPT 2ND READ & REFER
- PERSONAL PAPER REFER

Date Referred: 09/04/12
Referred To: Finance Dept & Council

Date Referred:
Referred To:
Date Referred:
Referred To:

First Reading

Committee _____
Date _____
Chair _____
Referred To _____

Committee

Date

Chair

Action

Other

Members

9/12/12
Chair
Action
Other
Members
Refer To

Committee

Date

Chair

Action

Other

Members

Refer To

FINAL COUNCIL ACTION
 2nd 1st & 2nd 3rd
Readings
 Consent V Vote RC Vote

CERTIFIED

SEP 17 2012

COUNCIL PRESIDENT PROTREM

MUNICIPAL CLERK

MAYOR'S ACTION

RCS# 2283
9/17/12
2:22 PM

Atlanta City Council

12-C-1242

MAYOR KASIM REED APPOINTING MS. DURIYA
FAROOQUI AS CHIEF OPERATING OFFICER
CONFIRM

YEAS: 15
NAYS: 0
ABSTENTIONS: 0
NOT VOTING: 0
EXCUSED: 0
ABSENT 1

Y Smith	Y Archibong	Y Moore	Y Bond
Y Hall	Y Wan	Y Martin	Y Watson
Y Young	Y Shook	Y Bottoms	Y Willis
Y Winslow	Y Adrean	Y Sheperd	B Mitchell

12-C-1242



12-C-1242

CITY OF ATLANTA

KASIM REED
MAYOR

55 TRINITY AVENUE, S.W.
ATLANTA, GEORGIA 30303-0300
TEL (404) 330-6100

August 31, 2012

CONFIRMED BY

SEP 17 2012

COUNCIL

The Honorable Caesar Mitchell, President
Members of Atlanta City Council
55 Trinity Avenue, SW
Atlanta, Georgia 30035

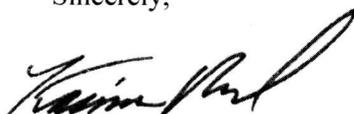
Dear President Mitchell and Members of Council:

It is my pleasure to appoint Duriya Farooqui as Chief Operating Officer. Ms. Farooqui has an undergraduate degree in Economics and Mathematics from Hampshire College and a master's degree in Public Administration and International Development from the Kennedy School of Government at Harvard University. Prior to joining the City of Atlanta Ms. Farooqui held positions with the World Bank and the Center for Global Development in Washington, DC. Since joining the City in 2007 she has held progressively more responsible roles within Finance and the Executive Offices. Under my administration Ms. Farooqui has played an integral role in driving key initiatives and high impact projects. As Deputy Chief Operating Officer she led negotiations with Delta Airlines and other carriers. This led to an amendment of the lease agreement with the City adding \$30 million in increased revenues and enabling the timely financing of the Maynard H. Jackson Jr. International Terminal. She spearheaded the Atlanta Street Car project that was awarded a \$47 million Tiger II federal grant and will be completed in 2013.

Ms. Farooqui has served as Interim Chief Operating Officer since December 2011. In this role she has been instrumental in developing the strategies and tactics for successful implementation of my administration's key priorities and goals. Ms. Farooqui led the development and passage of the 2013 budget; she launched the Bloomberg Philanthropy Innovation Grant 311 customer service initiative to improve the City's interactions with constituents; and has actively managed all of the City's operating departments.

I am certain that Ms. Farooqui will serve the City of Atlanta with distinction, and I respectfully urge your confirmation of this appointment.

Sincerely,



Kasim Reed



CITY OF ATLANTA

KASIM REED
MAYOR

68 MITCHELL STREET, S.W. • ATLANTA, GEORGIA 30303-0306
TEL: 404-330-6360 • FAX: 404-658-6892

DEPARTMENT OF HUMAN RESOURCES
YVONNE COWSER YANCY
COMMISSIONER

MEMORANDUM

DATE: September 17, 2012

TO: All Members of City Council

FROM: Yvonne Cowser Yancy, Commissioner of Human Resources

CC: M. Kasim Reed, Mayor

RE: Background Check Confirmation – Ms. Duriya Farooqui

The purpose of this memo is to confirm that the background check for Ms. Duriya Farooqui, the Mayor's nominee for Chief Operating Officer has been completed. Ms. Farooqui passed the background check in each category. If there are any questions or concerns about this process please feel free to contact my office.

Duriya M. Farooqui

1709 McLendon Avenue

Atlanta, GA 30307

Work Phone: (404) 330-6025 Work E-Mail: dfarooqui@atlantaga.gov

Summary

Senior Executive with high impact leadership experience in public sector operations, enterprise performance management, budget development and strategic business analysis. Proven record of driving optimization of strategy, efficiency and financial decision-making in a large organization. Possesses exceptional analytical skills with rigorous training in economics, econometrics and impact evaluation for solving the most complex problems.

Experience

INTERIM CHIEF OPERATING OFFICER, City of Atlanta – Mayor’s Office, Atlanta GA Dec 2011 – Aug 2012

Responsible for policy direction and executive management over all operating departments: Aviation, Fire, Police, Corrections, Procurement, Information Technology, Human Resources, Parks, Recreation and Cultural Affairs, Planning and Community Development, Public Works, Watershed Management, Office of Contract Compliance, Office of Enterprise Assets Management, Office of Sustainability, Office of Program Management, Emergency Management Services and the external city agencies.

Key accomplishments and ongoing initiatives include:

- Increasing the City’s reserves to more than \$100 million in 2012 -- compared to \$7.4 million in 2010 -- through strong expenditure controls and management, despite the economic recession.
- Managing the opening of the \$1.4 billion Maynard H. Jackson Jr. International Terminal within the budget and timeframe committed to by the Reed Administration in January 2010.
- Working with City Council to pass a conservative and balanced city budget for the third year in a row without a property tax increase, despite revenue declines of more than \$100 million since 2008.
- Achieving the longstanding goal to expand the city’s police force to 2,000 officers for the first time in the City’s history. Officer attrition was reduced to an 8-year low and the City has hired more than 500 police officers since January 2010.
- Working with the Atlanta Police Department to reduce major crime citywide, including the second lowest number of homicides in 40 years: 87 in 2011.
- Improved EMS and Fire response by fully staffing Atlanta Fire and Rescue with four firefighters on fire engines. For the first time in the department’s history, there are no vacant firefighter positions.
- Investing more than \$7 million in the city’s recreation centers to better serve families and youth.
- Completing a pay in class assessment of all city employees that collapsed grade structures and brought all salaries within a broadly competitive range (a minimum of 80 percent of the market).
- Initiating multiple sustainability projects, including a \$2 million grant from Atlanta Gas Light Co. to build two compressed natural gas stations and begin the conversion of the City fleet to compressed natural gas.
- Launching a 311 customer service initiative to significantly improve the city’s interactions with constituents, including a streamlined call center, optimized work-order management system and service training for all employees.

DEPUTY CHIEF OPERATING OFFICER, Office of Mayor Kasim Reed, Atlanta GA Jan 2010 – present

- Responsible for direct oversight of several departments and offices: Public Works, Parks Recreation and Cultural Affairs, Department of Planning and Community Development, Information Technology, Procurement, the Office of Program Management. Support Chief Operating Officer in citywide management.
- Leading the Atlanta Streetcar Project for the City of Atlanta (total budget of \$82 M) to build the first 2.6 mile loop of light rail along the downtown corridor scheduled for completion in 2013. Requires engagement with partners Marta and all major utility companies to drive complex decisions that impact multiple stakeholders.
- Developed the Innovation Delivery Team plan that will be funded by a \$3.3M grant secured from Bloomberg Philanthropies. The team will focus on two high priority initiatives: homelessness and initiating a 311 system.
- Engaged in business case development and decision to purchase 60 acres for Airport use, adjacent to the new Porsche headquarter site. Supported negotiations for complex land swap agreement with seller and Porsche.
- Drove the analysis for City's pension reform that passed in June 2011 that saved the city \$22 Million annually. Directed actuaries on modeling of options and developed all external and employee communication decks.
- Led negotiations on Mayor Reed's behalf with Delta Airlines and other CPCT airlines at Hartsfield Jackson Airport to solve a multi-year debt coverage gap. Closed on agreement that amended master airline lease via \$30M in increased revenue from airlines combined with structural cost reductions at Hartsfield Jackson Airport. The amendment enabled a \$1.6B bond financing for opening the new International Terminal on time.
- Planned and developed Mayor Reed's first \$550K budget for 2011 and led citywide revenue roundtables to find revenue increases of \$7.3M as well as strategic reductions of \$10M across departments based on impact. Cost recovery initiatives and cuts funded 100 new police officers, opening of recreation centers and raises.
- Drove completion of 2010 Infrastructure Report, which assessed the City's investment backlog at over \$1 B.

DIRECTOR OF PERFORMANCE MANAGEMENT, Office of the COO, Atlanta GA Mar 2008 – Dec 2010

- Implemented and led the City's Performance Management Program ATLStat and managed the scorecards for 15 agencies that represent a budget of over \$1 billion, to monitor performance and drive strategic decisions.
- Led ATLStat sessions to hold departments accountable to performance metrics; managed all ad hoc analysis.
- Drafted and published the first ATLStat Report that analyzed and captured the City's performance for 2009.
- Created a citywide tracker for all information on the ARRA stimulus programs, federal guidelines, the City's applications, status of activities and reporting across more than 30 programs that the City was pursuing.

BUDGET AND POLICY MANAGER, City of Atlanta Finance Department, Atlanta, GA Aug 2007 – Feb 2008

- Managed a portfolio of Transportation and Aviation related projects, which included reduction of the City's motor fleet and impact analysis of deferred maintenance in the city's transportation infrastructure.
- Completed the first comprehensive analysis of the City's Infrastructure. The 2008 report itemizes a \$750 M backlog and annual investment needs of \$100M on an annual basis. Created an asset management model that can be updated annually based on inventory age, lifecycles and the replacement costs across each category.

RESEARCH ANALYST, Center for Global Development, Washington DC Oct 2002 – Apr 2003

- Conducted research for a book on education policy in developing countries, which examined socio-political determinants of policy formation and implementation. Managed compilation and revision of book chapters.
- Developed policy lessons from the experiences of select country cases to examine the potential successes and challenges in the future path to achieving the UN Millennium Development Goals for basic education.

RESEARCH ASSISTANT, Center for Intl. Development/World Bank, Washington DC Aug 2001 - Oct 2002

- Undertook research to evaluate the determinants of school choice in a developing country and conducted econometric analysis on five randomized demographic health household surveys from the 1990s.
- Investigated the role of demographic, socio economic and cultural belief indicators in parental school choices
- Created test instrument for primary school students in a feasibility study for a multi-year World Bank project.

INSTRUCTOR, Economics Department, Harvard University, Cambridge MA Jan 2001- Jun 2001

- Designed an original college course syllabus and taught a Harvard College tutorial titled "Education and Development". The economics sophomore tutorial is a requirement for all students majoring in economics.
- All students produced original technical analysis applied to a development policy topic in a final term paper.

CONSULTANT, Health & Population, World Bank, Washington D.C. Jun 2000 - Sep 2000

- Conducted cost benefit analyses of national investments in Early Childhood Education (ECD) ages 0-5 and developed lessons for policy intervention using data of ECD programs implemented in over 10 countries.
- Prepared a report to inform the World Bank's discussion with developing countries on investments in ECD.

TEACHING ASSISTANT, Harvard University, Cambridge, MA Aug 2000 - Dec 2000

- Served at the Teaching Assistant for a graduate course on Human Rights and International Politics taught by Professor Michael Ignatieff (Director of Carr Center for Human Rights) at Kennedy School of Government.
- Graded assignments, facilitated class discussions, helped develop course plans and advised eighty students

ACADEMIC WORKSTUDY, Hampshire College, Amherst, MA Aug 1996 - Jun 1999

- Worked at the five college center for the study of world languages as translator and technology researcher
- Course Assistant for Introductory Economics at Hampshire college; graded assignments and tutored students
- Led new student orientation and managed a five day workshop with a group of entering college students
- Worked as a student liaison at the International Students and Cultural Center at Hampshire College

Education

HARVARD UNIVERSITY, Masters in Public Administration and International Development 2001

Awarded scholarship by Center for International Development in recognition of *academic and professional promise*
 Elected Class Representative for Student Govt. and Chair of Professional Interest Council on Intl. Development
 Served as the Kennedy School student representative on the Harvard University Presidential Search Committee

HAMPSHIRE COLLEGE, Bachelors in Economics and Mathematics 1999

Awarded full tuition scholarship and grant for four years of study; completed coursework within 3 years

Honors

Women in the Spotlight 2010 award recipient granted to 6 Atlanta women that demonstrate exemplary leadership
 2012 Recipient of High Heels Trumpet Award which recognizes women who break barriers in achievement
 Selected for 2011 Regional Leadership (RLI) class for Georgia that comprises of 50 Georgia leaders across sectors
 Speaker at several conferences and keynote events; hosts include Governing, Smarter Cities, CDC and Harvard.



Classification Specification

CHIEF OPERATING OFFICER

JOB CODE 312001

Minimum: \$200,308
Midpoint: \$256,645
Maximum: \$312,982

DISTINGUISHING FEATURES OF THE CLASSIFICATION

The purpose of this job is to manage, plan, and direct all city operations and functions. Duties include, but are not limited to: managing department commissioners; directing activities; communicating city goals and strategies; ensuring that the goals of the city are met; overseeing policy development, implementation and interpretation; and processing associated paperwork.

CORE COMPETENCIES AND ESSENTIAL FUNCTIONS

Work Delegation:

- Supervises and evaluates assigned staff, handling all employee concerns, directing work assignments, counseling and disciplining employees when necessary, and completing employee performance appraisals.
- Oversees the formulation and management of the city budget which includes communicating with each department through budget meetings to ensure that city goals, policies, programs and strategies are met.

Planning and Organizing:

- Works with the Mayor, Chief of Staff, City Attorney and Chief Financial Officer to plan for policy implementation through the execution of the budget and other policies.
- Plans and reviews each department's goals, budget, and implementation of new programs, operations, policies, etc., with department commissioners.
- Ensures proper staffing and the most effective and efficient use of staff within each department.

Communication:

- Meets with the Mayor and department commissioners regarding major policies affecting the administration of the city and/or with the city departments regarding major policies, services or business.
- Attends meetings to strategize on how to accomplish departmental goals and programs; discusses operational and inter-divisional issues, problems and coordination with inter-agency managers and supervisors.
- Discusses the effective and efficient operation of each department with department commissioners through retreats and budget meetings.
- Relays city policies from the Mayor to department commissioners to ensure commissioners understand the policies and are able to interpret policies and carry out policies in an effective manner.

Employee Development:

- Oversees and ensures city programs and policies regarding staff training and development are met through departments.
- Ensures department commissioners are kept current regarding changes in policies, regulations, laws, and programs and trained and/or instructed accordingly.

Fiscal Responsibilities:

- Works with the Mayor and Chief Financial Officer to ensure that department commissioners meet budget goals and effectively and efficiently manage budget operations.
- Ensures that the Mayor's financial policies are incorporated in the overall city budget.

Quality Assurance:

- Ensures each department commissioner responds to the city's mission, understands the importance of quality, and ensures the public receives quality services.

- Communicates the importance of quality of services to each department commissioner and works with each commissioner to maintain to high quality of service delivery.

Problem Identification and Solution:

- Manages fiscal and interpersonal problems as they occur.
- Develops strategies with each commissioner to solve problems and to communicate such strategies to the Mayor for approval.

Marginal Job Functions

- Performs other related duties as required.

Knowledge, Skills and Abilities

Has extensive knowledge of the principles, practices and procedures of the City and the operations and functions of all departments. Has extensive knowledge of public administration, management, financial, human resource and planning principles, practices, policies and procedures as necessary in the completion of daily responsibilities. Is able to develop and administer policies, procedures, plans and activities and to monitor performance of subordinates against measured established goals. Knows how to develop and administer City wide operations and staff plans and objectives for the expedience and effectiveness of specific duties of the City. Is able to develop and implement long-term goals for the City and each department in order to promote effectiveness and efficiency. Has extensive knowledge of all applicable laws, ordinances, policies, standards and regulations pertaining to the specific duties and responsibilities of the job. Knows how to keep abreast of any changes in policy, methods, operations, budgetary and equipment needs, etc. as they pertain to City wide operations and activities. Is able to effectively communicate and interact with the Mayor, Council members, subordinates, management, employees, members of the general public and all other groups involved in the activities of the City. Is able to assemble information and make written reports and documents in a concise, clear and effective manner. Has good organizational, management, human relations, and technical skills. Is able to use independent judgement and discretion in managing subordinates including the handling of emergency situations, determining and deciding upon procedures to be implemented, setting priorities, maintaining standards, and resolving problems. Has the ability to comprehend, interpret, and apply regulations, procedures, and related information. Has the mathematical ability to handle required calculations using statistical calculations. Is knowledgeable and proficient with computers. Is able to read, understand and interpret personnel and financial reports and related materials.

MINIMUM QUALIFICATIONS

Bachelor's degree in Business/Public Administration, Finance, or related field required, Master's degree preferred; five years of progressively responsible senior, executive level management experience such as a City Manager in similar size organization; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

**(ADA) MINIMUM QUALIFICATIONS OR STANDARDS REQUIRED
TO PERFORM ESSENTIAL JOB FUNCTIONS**

PHYSICAL REQUIREMENTS: Must be physically able to operate a variety of job related machines and/or office equipment. Must be able to move or carry job related objects or materials. Physical demand requirements are at levels of those for sedentary or office environment work.

DATA CONCEPTION: Requires the ability to compare and/or judge the readily observable functional, technical, structural, compositional or identifiable characteristics (whether similar to or divergent from obvious standards) of data, people, or things.

INTERPERSONAL COMMUNICATION: Requires the ability to communicate with people to convey or exchange professional information.

LANGUAGE ABILITY: Requires the ability to read a variety of professional, technical and administrative documentation, directions, instructions, methods and procedures. May require the ability to produce reports with proper format, punctuation, spelling and grammar, using all parts of speech. Requires the ability to communicate with and before others using correct English.

INTELLIGENCE: Requires the ability to learn and understand subject matter principles and techniques; to make independent judgments in absence of supervision within the scope of respective job duties and tasks; to acquire and be able to expound on knowledge of topics related to primary occupation.

NUMERICAL APTITUDE: May require the ability to utilize mathematical formulas; add and subtract; multiply and divide totals; determine percentages; determine time and weight; and interpret same as may be appropriate.

FORM/SPATIAL APTITUDE: Requires the ability to inspect items for proper length, width, and shape.

MOTOR COORDINATION: Requires the ability to utilize job related equipment in the course of accomplishing job duties and tasks associated with respective primary duties.

COLOR DISCRIMINATION: May require the ability to differentiate colors and shades of color.

INTERPERSONAL TEMPERAMENT: Requires the ability to interact with people (i.e. staff, supervisors, general public and elected officials) beyond giving the receiving instructions. Must be adaptable to performing under minimal stress when confronted with an emergency.

CHAPTER 2. - CHIEF OPERATING OFFICER

Section 3-201. - Appointment; qualifications; residency; compensation; removal.

Section 3-202. - Powers and duties.

Section 3-201. - Appointment; qualifications; residency; compensation; removal.

(a) *Appointment.* The mayor shall appoint, subject to the confirmation by a majority vote of the entire council, an officer whose title shall be "chief operating officer."

(b) *Qualifications.* The chief operating officer shall have a graduate or professional degree plus a minimum of ten years, or an undergraduate degree plus a minimum of 15 years, of progressively responsible administrative experience in the public or private section which has included responsibility for supervising a large scale service delivery program with a substantial budget. The qualifications herein may be waived by the city council upon a three-fourths' vote of its membership.

(c) *Residency.* The chief operating officer need not be a resident of the city or of the State of Georgia at the time of his or her appointment but shall reside in the city throughout his or her appointment.

(d) *Compensation.* The chief operating officer shall receive such compensation as fixed by the council.

(e) *Removal.* The chief operating office [officer] shall hold office at the pleasure of the mayor and may be dismissed by the mayor without the approval of the council.

(1996 Ga. L. (Act No. 1019), p. 4469)

Section 3-202. - Powers and duties.

The chief operating officer shall have the following powers and duties:

(1) To the extent delegated by the mayor, to exercise supervision over all activities of city departments and the boards and commissions connected with such departments and be the contact officer between the mayor and such departments, boards, and commissions;

(2) To make periodic reports with such recommendations to the mayor regarding the activities of the various departments, bureaus, boards, commissions, authorities, and other agencies of the city under his or her jurisdiction and make or cause to be made investigations and studies of the organization and procedures thereof and to require such reports therefrom as deemed necessary;

(3) To provide liaison, coordination, and communications between and among city departments and agencies and the various agencies of the federal, state, and local governments and other public and private agencies concerning the affairs of the city;

(4) To provide direction on participation in federal and state grant-in-aid programs, monitoring and evaluation of grant contract programs, and communication of program policies and priorities;

PART I - CHARTER AND RELATED LAWS
Subpart A - CHARTER
ARTICLE 3. - EXECUTIVE
CHAPTER 2. - CHIEF OPERATING OFFICER

- (5) To conduct research and make information available to the mayor, council, and the various departments, offices, and agencies of the city;
- (6) To attend meetings of the council and its committees and to make available such information as may be requested; and
- (7) To perform all other duties as required by this Charter or lawfully delegated to him or her by the mayor.

(1996 Ga. L. (Act No. 1019), p. 4469)

OFFICE OF THE MAYOR



CABINET NOMINEE PACKAGE

Nominee: Duriya Farooqui

Chief Operating Officer

August 17, 2012

Presented By: The Honorable Kasim Reed

Mayor, City of Atlanta

Submitted To: The Honorable Ceasar Mitchell

President, Atlanta City Council & Members of Council

City of Atlanta Government
Estimate of Total Compensation Package

NAME: Ms. Duriya Farooqui

ROLE: Chief Operating Officer

This personalized sheet will provide you with valuable information about your *TOTAL COMPENSATION* package. The figures listed below represent the dollar value of your direct and indirect compensation for one year. This document is only an *estimate* of your total annual compensation based on the proposed salary.

What is your Total Compensation?

Your *Total Compensation* is more than the salary you see reported on your W-2 each year. The City of Atlanta also makes payments toward benefits, goods and services for you as an employee. Together, your salary and indirect compensation make up your *Total Compensation package*.

Your Proposed Salary, Annualized: **\$221,000**

You are eligible for 9 paid holidays annually. Your salary includes the value of those holidays. The *estimated* annual value of holiday pay is 9 times your daily rate of **\$850** or **\$7,650**. Your daily rate is calculated by dividing the proposed annual salary by 260 (actual work days in a calendar year). Your salary also includes the value of your annual leave and sick leave. City employees accrue a minimum total of 12 days of annual and 13 days sick leave each year. Therefore, the *estimated* value of your annual leave is **\$10,200**. The *estimated* value of your sick leave is **\$11,050**.

Your Relocation Benefit: **N/A**

The City of Atlanta will assist you with relocation expenses to Atlanta. Qualified candidates are eligible for payment of expenses up to 10% of the maximum authorized salary. (Invoices are required to qualify for this benefit.) This benefit covers housing and moving costs directly attributable to your relocation.

Your Defined Contribution Pension Plan: **\$13,260**

Each payday the City of Atlanta contributes toward your future retirement through a city-sponsored pension program. You also make a contribution to this fund. The City of Atlanta currently matches your 6% pension contribution with an additional 6%. The City's approximate annual contribution, based on your *estimated* annual salary, is valued at **\$13,260**.

Your Health Care and Dental Care Benefits: **\$4,718**

Eligibility for **health care benefits** is one of the most valued employer-provided benefits. The City health care plans include a POS and HMO. The City pays 70% of the insurance premium of the health plan selected, which ranges from **\$4,477** annually for an employee and up to **\$14,777** for an employee and family. The employee contribution depends on the health care plan and level of coverage selected. (**Special Note:** The city contribution towards insurance coverage begins on the 91st day of employment.)

Dental Insurance is an additional optional benefit. The City pays an amount equal to 70% of the insurance premium, which ranges from **\$241** annually for an employee up to **\$806** for an employee and family. The employee contribution depends on the dental care plan and level of coverage selected.

* This amount is based on the City's contribution to the POS plan for employee only.

City of Atlanta Government
Estimate of Total Compensation Package
Duriya Farooqui, Chief Operating Officer
Page 2

Your Life Insurance: **\$21**

The minimum amount of life insurance coverage is one times your base salary. The City of Atlanta pays for the first \$10,000 in basic life insurance, at \$21 per employee per year. If you choose this option, you may also enroll in the voluntary supplemental plan and increase your life insurance coverage, in increments of \$10,000, up to three times your annual salary and cannot exceed \$250,000.

Your Medicare Coverage: **\$3,205**

Medicare: Since 1986, the City of Atlanta has participated in the Federal Medicare retirement health care program. The City matches your contribution of 1.45% of your *estimated* annual salary. Your *estimated* Medicare benefit is \$3,205 annually.

Your Other Benefits: **\$1,800**

Blackberry Cellular Telephone Service: Blackberry cellular telephone service is included in this package. The City of Atlanta pays for all “official” calls. The *estimated* average annual value of this service is \$1,200.

Supplemental Flexible Benefits Plan:

Under this plan, you can use pre-tax dollars to pay for several different insurance and benefits programs. You may elect up to \$5,000 per year for dependent care reimbursement and up to \$2,500 per year for unreimbursed medical expenses. The following supplemental insurance plans are available: cancer coverage, hospital intensive care, hospital indemnity, accidental/disability, and personal short-term disability.

Deferred Compensation Plan: The City of Atlanta provides a “tax deferred” compensation plan, offering a choice of three companies for investment of tax-deferred earnings. An employee may contribute up to \$16,500 annually to this plan (or \$22,000 for employees aged 50 or older or \$33,000 if employee plans to retire in 3 years.).

Atlanta City Employee Credit Union: The City of Atlanta provides employees with credit union services.

Savings Bond: You may purchase United States savings bonds through our payroll deduction plan.

Parking: The City of Atlanta provides parking at a discounted rate of \$35/ per month in a secure parking lot conveniently located to city hall. The rate for non City of Atlanta employees is \$85 mo/\$1020 yr, saving you \$50 mo/\$600 annually.

Total Estimated Compensation Package **\$244,004**

When you add it up, your salary is only a part of your overall total compensation package. The value of your *estimated* total compensation package is \$244,004 annually.

This offer is contingent upon a satisfactory background evaluation and assessment.

Signature

Date Accepted

COO's Organizational Chart

Mayor's Office - City of Atlanta

