

12-C-1410

First Reading

Committee \_\_\_\_\_  
 Date \_\_\_\_\_  
 Chair \_\_\_\_\_  
 Referred 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

A COMMUNICATION BY MAYOR  
 KASIM REED:

APPOINTING MR. PATRICK L. LABAT  
 TO THE POSITION OF CORRECTIONS  
 CHIEF.

CONFIRMED BY

NOV 05 2012

COUNCIL

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

Date Referred: 10/15/12  
 Referred To: Public Safety + COC  
 Date Referred: \_\_\_\_\_  
 Referred To: \_\_\_\_\_  
 Date Referred: \_\_\_\_\_  
 Referred To: \_\_\_\_\_

Committee  
 Date  
 Chair  
 Referred To

10/15/12  
 Chair  
 Action  
 Fav, Adv, Hold (see rev. side)  
 Other

Committee  
 Date  
 Chair  
 Action  
 Fav, Adv, Hold (see rev. side)  
 Other

Members

ATLANTA CITY COUNCIL PRESIDENT

Members  
 Refer To

Refer To

CERTIFIED  
 NOV 05 2012  
 Patrick L. Labat  
 MUNICIPAL CLERK

MAYOR'S ACTION

Committee  
 Date

Committee  
 Date

Chair  
 Action  
 Fav, Adv, Hold (see rev. side)  
 Other

Chair  
 Action  
 Fav, Adv, Hold (see rev. side)  
 Other

Members

Members

Refer To

Refer To

Refer To

RCS# 2377  
11/05/12  
2:28 PM

Atlanta City Council

12-C-1410

MAYOR KASIM REED APPOINTING MR. PATRICK  
LABAT; COA POSITION OF CORRECTIONS CHIEF  
CONFIRM

YEAS: 12  
NAYS: 0  
ABSTENTIONS: 0  
NOT VOTING: 3  
EXCUSED: 0  
ABSENT 1

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

12-C-1410



12-C-1410

## CITY OF ATLANTA

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

KASIM REED  
MAYOR

October 15, 2012

**CONFIRMED BY**

NOV 05 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 Mr. Patrick Labat to the position of Corrections Chief. Mr. Labat has an undergraduate degree in Business Administration and Marketing from Clark Atlanta University and a master's degree in Public Administration from Columbus State University. Mr. Labat has over twenty-five years of experience within the Corrections field and has spent his career in progressively more responsible roles within the Corrections department at the City of Atlanta. Beginning as a Corrections Officer in 1986, Mr. Labat has demonstrated a commitment to public safety and the effective delivery of the critical services within Corrections. His successful career progression through the ranks to his nomination for Corrections Chief reflects not only his technical expertise in the field but also his commitment to the City.

Mr. Labat has served as Interim Corrections Chief since October 2010. Since his appointment he has successfully implemented and expanded the inmate work detail program which has collected more 1.5m pounds of garbage in the last 12 months; he has created as a special response team (VIPER) which has allowed the department to be partner more effectively in special operations such as Occupy Atlanta; and he has continued strong relationships with Fulton County Corrections and other law enforcement partners.

I am certain that Mr. Labat will continue to serve the City of Atlanta with distinction, and I respectfully urge your confirmation of this appointment.

Sincerely,

Kasim Reed

## CHAPTER 4. - CHIEF OF CORRECTIONS

Section 98-152. - Hiring and firing authority; qualifications of chief of corrections.

Sec. 98-153. - Duties of chief of corrections

### **Sec. 98-152. - Hiring and firing authority; qualifications of chief of corrections.**

- (a) The chief of corrections is the hiring and firing authority in the department of corrections, subject to applicable rules and regulations.
- (b) In addition to the general qualifications set out in Charter, appendix IV, section 3(a), the chief of corrections shall have the following qualifications:
  - (1) Graduation from an accredited college or university with a baccalaureate degree and one year of graduate study in penology, criminal justice, public administration or in a closely related field and three years supervisory experience prison administration, correctional facilities maintenance and management, or in a related area; or
  - (2) Eight years of experience at a supervisory level which included five years in the areas specified above; or
  - (3) Any equivalent combination of the above.

(Code 1977, § 11-5001(a); Ord. No. 1995-07, § 17, 3-8-95; Ord. No. 2002-71, § 71, 9-16-02)

### **Sec. 98-153. - Duties of chief of corrections.**

The chief of corrections shall have the following powers and duties:

- (a) It shall be the duty of the chief of corrections to formulate and implement rules and regulations for the operations of the department of corrections. The chief of corrections shall have the authority to promulgate departmental rules and regulations that are consistent with the terms or intent of the laws and ordinances relating to the department. Any changes in the rules and regulations for the operation of the department of corrections, including the employee work rules shall be executed by the chief of corrections in writing. The chief of corrections shall provide the municipal clerk with a copy of the Corrections Department Work Rules from time to time whenever the same are amended.

PART II – CODE OF ORDINANCES  
ARTICLE 4. – CORRECTIONAL SERVICES  
CHAPTER 98. - DEPARTMENT OF CORRECTIONS

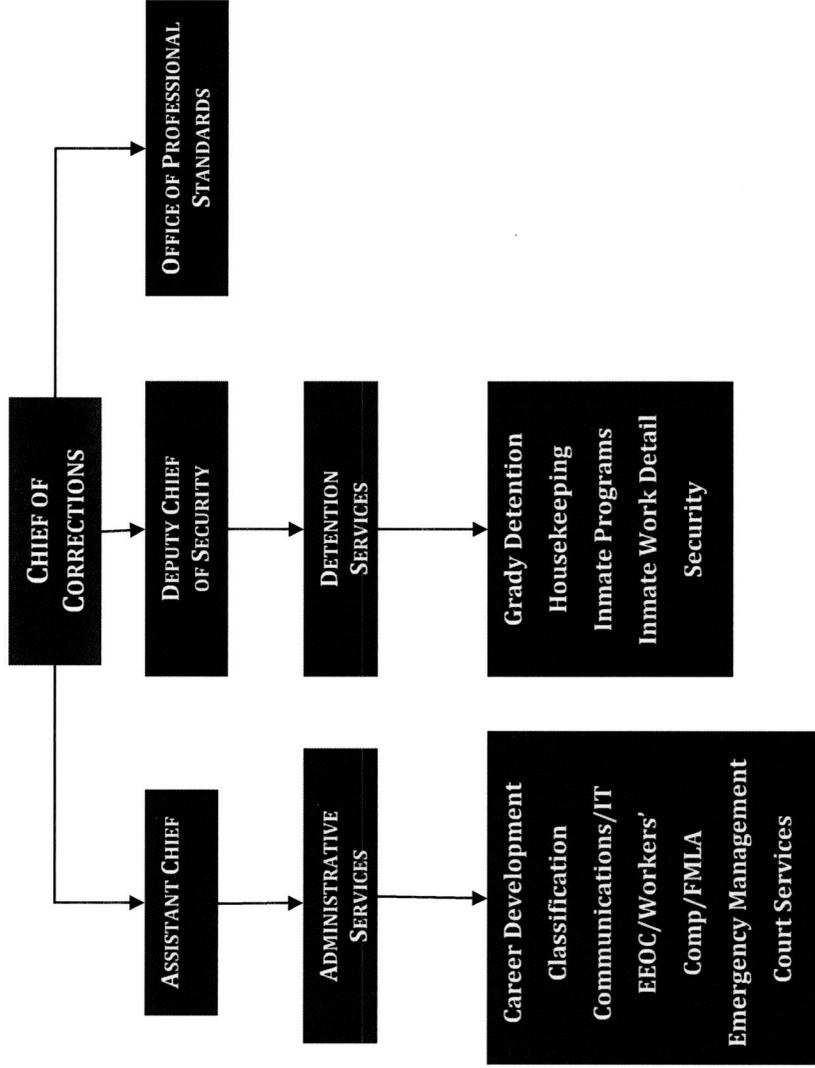
(b) It is also the duty of the chief of corrections to:

- (1) Administer corrective and disciplinary action for violation of rules and regulations of the department of corrections. Such action may include but is not limited to formal counseling, oral or written reprimands, retraining and suspension without pay or with or without a monetary fine not to exceed \$500.00, which shall be deducted from the employee's salary, or termination.
- (2) Suspend any employee with or without pay pending an investigation in which the employee is accused of misconduct if the commissioner or the commissioner's designee determines that the suspension is in the best interest of the department of corrections, the public welfare or the accused employee.
- (3) Cause an investigation into an employee's conduct when the employee's conduct indicates probable cause for disciplinary action.
- (4) Develop other necessary procedures for the implementation of the rules and regulations.

(Ord. No. 2002-71, § 71, 9-16-02; Ord. No. 2002-80, §§ 3, 4, 11-8-02)

# ORGANIZATIONAL CHART

*Corrections*



# CITY OF ATLANTA, GEORGIA

## CLASSIFICATION SPECIFICATION

**Job Title:** Corrections Chief

**Date:** 1995

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### **Purpose of Job**

The purpose of this job is to represent and to stand accountable for the Departmental of Corrections' actions to those outside the Department. Duties and responsibilities include administering the correctional system; managing and coordinating all divisions so as to protect life and property by enforcing all city and state codes, ordinances, laws and regulations; directing, either personally or through subordinate supervisors, the activities of department personnel involved in correctional operations; responding to inquiries, concerns and requests from inmates, employees, media and general public; working to achieve the highest level of cooperation and to enhance the effectiveness and efficiency of all departments within the City of Atlanta.

### **Essential Duties and Responsibilities**

The following duties are normal for this job. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

#### **Work Delegation:**

- Supervises, directs and evaluates assigned staff, handling employee concerns and problems, directing work, counseling, disciplining and completing employee performance appraisals.
- Directs, manages and administers, either personally or through subordinate supervisors, the day-to-day operations of the correctional system, activities of division heads and work of department personnel.
- Oversees determination of departmental manpower needs and ensures that such needs are consistently met.
- Enforces all city and state codes, ordinances, laws and regulations.

#### **Planning and Organizing:**

- Plans, develops and implements correctional goals and objectives, makes necessary administrative decisions that affect the operations of the department; sets priorities for the department.
- Plans and schedules staff meetings, employee conferences and recognition ceremonies.
- Prepares two to three year new facility and old facility conversion plans including designing, construction and occupancy.
- Coordinates and develops plans and activities and obtains assistance with City agency heads and community activists.

**Communication:**

- Communicates correctional system needs, goals and progress to community and intergovernmental organizations; promotes a better understanding of correctional operations.
- Responds to individual citizens' concerns and complaints, news media inquiries, inmate requests and employee grievances.
- Meets with subordinates on all levels to strategize on how to accomplish departmental goals, to assess operations and needs, to obtain feedback and to receive advice.
- Discusses facility building and design with architects and contractors; consults with vendor/sales representatives to receive product information and view demonstrations.
- Meets with the Mayor, Chief Operating Officer, Council members and staffs regarding major policies affecting the administration of the department and/or with other city departments regarding major policies, services or business.
- Answers and returns telephone calls; provides information, advice and guidance.

**Employee Development:**

- Directs the development of training programs; establishes testing procedures for the testing of applicants and for promotions within the department.
- Establishes goals for employees on a regular basis; oversees recruitment and selection of personnel.
- Guides and trains division heads and subordinate supervisors on proper procedures and protocol of the department.
- Establishes rules and regulations of the department, and controls and disciplines officers and members of the department in accordance with established rules and regulations of the city and the department.

**Administrative Duties:**

- Reviews and/or approves various reports, requests, files and records including operational and inspection reports, training, pay and procurement requests, discipline files, payroll and personnel documents, etc.
- May substitute for other supervisors and co-workers in temporary absence of same.
- Attends meetings, seminars and training sessions as required to remain knowledgeable of departmental/city operations and to promote improved job performance.

**Fiscal Responsibilities:**

- Surveys buildings, grounds and equipment to estimate needs of department in preparation of the departmental budget.
- Prepares and presents the annual operating and capital budgets to appropriate city officials; administers and monitors expenditures to ensure compliance with approved budget.

**Quality Assurance:**

- Reviews and evaluates architectural plans and specifications for new facilities; makes design decisions.
- Manages new facility construction and expansion and/or renovation of existing institutions.

**Problem Identification and Solution:**

- Conducts and directs inspections of jail and prison facilities; identifies deficient areas and areas of concern; issues written directive to correct condition.
- Reviews and studies state and city ordinances, codes, and reference materials to determine and/or clarify existing law or policy for a specific situation or to use as an aid in developing new policies and procedures.

**Productivity and Accountability:**

- Stands accountable for the entire Department of Corrections' actions to those outside the department; attends seminars, conferences, conventions and special educational meetings to stay current with modern security techniques and new technologies in correctional facilities.
- Develops specifications for equipment to utilized by the department and is responsible for the purchase of such equipment upon approval.
- Reads literature to stay abreast of activities and projects of external agencies; reads various trade and professional journals and publications.
- Requisitions recommended equipment, materials and supplies based on budget monies available.
- Uses knowledge of various software programs to operate a computer in an effective and efficient manner.

**Equipment Use and Maintenance:**

- Operates a computer, printer, etc., to enter, store and retrieve data to prepare and produce reports, compose routine correspondence and disseminate information to others on the system.
- Uses a calculator to compile and compute numbers for reports and statistics; may use a typewriter to complete forms, documents.
- Utilizes a photocopy machine to copy and a facsimile machine to transmit and receive correspondence, documents and reports.
- Operates a vehicle to mobilize to various facilities, meetings, events, etc., which requires employee's presence outside employee's office building.
- Uses communications equipment including two-way radio devices, cellular telephone, pager/beeper, etc., to communicate with staff and others and to respond to situations requiring management's immediate attention.

**Record Keeping and Documentation:**

- Prepares, maintains, and/or oversees the preparation of records and monthly, trimester and annual reports; prepares annual budget and summary of operations reports.
- Writes and revises standard operating procedures.
- Completes special project reports for presentations.
- Composes routine correspondence, letters, memoranda and other documents to report activities, request service, etc.

#### **Interpersonal Relations:**

- Networks and interacts with personnel from other agencies and public officials from other cities in an effort to exchange ideas in areas of mutual interest, to discuss emerging trends in city government and correctional facilities and to establish good working relationships.
- Serves in Mayoral Cabinet and other executive-side policy making groups; serves in leadership capacity in professional organizations.
- Attends unrelated government ceremonies and employee personal affairs.
- Cooperates with federal, state, and local law enforcement agencies and its officers or representatives when their activities or investigations are related to on-going investigations being conducted within the City of Atlanta; works to achieve the highest level of cooperation and efficiency possible.

#### **Marginal Job Functions**

- Performs other related duties as required.

#### **Knowledge of Job**

Has extensive knowledge of the principles, practices and procedures of the City, Department of Corrections and the various department operations and functions. Has extensive knowledge of management, governmental corrections/detention operations, and financial 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 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 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 departmental and corrections/detention operations and activities. Is able to effectively communicate and interact with subordinates, elected officials, management, employees, members of the general public and all other groups involved in the activities of the City as they relate to the department. 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 financial and management reports and related materials.

**Minimum Training and Experience Required to Perform Essential Job Functions**

Bachelor's degree in Criminal Justice, Public Law, Corrections Management, Social Science, Business/Public Administration required, Master's degree preferred; five years progressively responsible management and administrative experience as a Corrections Deputy Director, in a similarly sized correctional system, or related field; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid Georgia driver's license. Supervisory experience required.

**(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 equipment. Must be able to use body members to work, move or carry related objects or materials. Must be able to exert up to twenty pounds of force occasionally, and/or up to ten pounds force frequently. Physical demand requirements are at levels of those for active work. Must be able to lift and/or carry weights of twenty to forty pounds.

**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 speak and signal to 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 related to police work and law enforcement. Requires the ability to write reports and essays with proper format, punctuation, spelling and grammar, using all parts of speech. Requires the ability to speak with and before others with poise, voice control, and confidence using correct English and well-modulated voice.

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

**VERBAL APTITUDE:** Require the ability to record and deliver information such as in public speaking situation, to explain procedures, to follow verbal and written instructions.

**NUMERICAL APTITUDE:** Requires the ability to utilize mathematical formulas; add and subtract; multiply and divide totals; determine percentages; determine time and weight; and interpret 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 coordinate body members in utilizing job related/law enforcement equipment (i.e., motor vehicles, firearms, handcuffs, office equipment, etc.) and in the physical act of performing arrest mechanics.

**COLOR DISCRIMINATION:** 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.

**MANUAL DEXTERITY:** Requires the ability to handle a variety of office/law enforcement equipment items. control knobs, switches, etc. Must have the ability to use one hand of twisting motion or turning motion while coordinating other hand with different activities. Must have eye/hand/foot coordination.

**PHYSICAL COMMUNICATION:** Requires the ability to speak (talking- expressing or exchanging ideas by means of spoken words), hear (hearing-perceiving nature of sounds by ear) and signal (using body members).

# **PATRICK L. LABAT**

2065 Village Crest Drive  
Atlanta, Georgia 30318  
Tel: (404) 859-0237  
Email: PLabat@Atlantaga.gov

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## **Objective**

Corrections professional with over 25 years of experience in law enforcement, detention facility management and dedicated quality service. Excellent management and leadership skills, cutting edge knowledge of modern corrections methods, facilities, construction and technology, and excellent written and verbal skills – including community and media relations. Committed to providing innovative leadership to enable the City of Atlanta Department of Corrections to become an accredited agency and provide first-class service to the citizens of Atlanta to enhance public safety.

## **Skills/Qualifications**

- ◆ POST Jailer Certified
- ◆ Bachelor's Degree in Business Administration & Marketing
- ◆ Master's Degree in Public Administration
- ◆ Outstanding interpersonal, leadership and management abilities
- ◆ Outstanding technical, analytical and critical thinking skills

## **Professional Experience**

2010 - Present

### **Interim Chief**

#### **City of Atlanta, Department of Corrections**

Stands accountable for the entire Department of Corrections' actions to those outside the department; attends seminars, conferences, conventions and special educational meetings to stay current with modern security techniques and new technologies in correctional facilities. Serve in Mayoral Cabinet and other executive-side policy making groups; serve in leadership capacity in professional organizations.

Cooperate with federal, state, and local law enforcement agencies and its officers or representatives when their activities or investigations are related to on-going investigations being conducted within the City of Atlanta; work to achieve the highest level of cooperation and efficiency possible.

Supervise, direct and evaluate assigned staff, handling employee concerns and problems, directing work, counseling, disciplining and completing employee performance appraisals. Direct, manage and administer, both personally and through subordinate supervisors, the day-to-day operations of the correctional system, activities of division heads and work of department personnel. Oversee determination of departmental manpower needs and ensures that such needs are consistently met. Enforce all city and state codes, ordinances, laws and regulations. Plan, develop and implement correctional goals and objectives, and make necessary administrative decisions that affect the operations of the department; set priorities for the department.

Communicates correctional system needs, goals and progress to community and intergovernmental organizations; promotes a better understanding of correctional operations. Meet with the Mayor, Chief Operating Officer, Council members and staffs regarding major policies affecting the administration of the department and/or with other city departments regarding major policies, services or business.

Direct the development of training programs; establishes testing procedures for the testing of applicants and for promotions within the department. Establish rules and regulations of the department, and control and discipline officers and members of the department in accordance with established rules and regulations of the city and the department.

# **PATRICK L. LABAT**

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2009 - Present

## **Lieutenant**

### **City of Atlanta, Department of Corrections**

Due to the reduction of force in the City of Atlanta, I was returned to my previous sworn position of Lieutenant.

2007 - 2009

## **Major**

### **City of Atlanta, Department of Corrections**

ACDC Facility Commander; responsible for overseeing functions and operations of all facilities in accordance with all state and city codes, ordinances, laws and regulations for which the Department of Corrections is accountable. Duties include directing the activities of department personnel – both personally and through subordinate supervisors; providing management support in planning; developing and implementing goals and objectives of the department; responding to inquiries and requests from elected officials, Chief, Assistant Chief, division heads, co-workers, inmates, media and the general public; developing and implementing long-term goals for security; and working to achieve the highest level of cooperation in order to promote effectiveness and efficiency of all departments within the City of Atlanta.

2005 – 2007

## **Training Specialist; Lieutenant**

### **City of Atlanta, Department of Corrections**

Develop and manage training programs; directing and evaluating, either personally or through subordinate supervisors, the activities and education of department personnel, including instructors, recruits and certified officers; planning, formulating and implementing goals and objectives of the department; providing hands-on assistance and support to staff and outside agencies; reviewing and/or preparing requests, forms, reports and other documents; working to achieve the highest level of cooperation and to enhance the effectiveness and efficiency of all departments within the City of Atlanta.

2004 – 2005

## **Lieutenant - Acting and Permanent (Morning Watch Commander)**

### **City of Atlanta, Department of Corrections**

Managed and supervised Sergeants and Line Officers; created initiatives to promote employee training and career development; administered employee discipline and conducted coaching and counseling sessions as needed; reviewed and assessed inmate disciplinary packages; conducted nightly area inspections to ensure all areas met departmental SOP

2003 – 2004

## **Special Assistant to the Assistant Chief**

### **City of Atlanta, Department of Corrections**

Coordinate the Basic Law Enforcement Mandate Program; develop and update Standard Policy and Procedures (SOPs); conducted weekly Housing Unit Inspections as part of the Core Management Team; coordinate and manage Special Operations for Mass Arrest; Assisted in the development of the Phone Card Revenue System

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1997 – 2003

## **Sergeant, Technical Services Division City of Atlanta, Department of Corrections**

Develop and manage the Automated Fingerprint Identification System (AFIS) to provide accurate inmate identification; responsible for daily AFIS transmission to the Georgia Bureau of Investigation (GBI) and the Federal Bureau of Investigation (FBI); develop and manage the Police Central Photo Image System for accurate inmate identification; responsible for the creation and execution of emergency management plans for AFIS, Police Central, computer/mainframe, and other Technical Services Division equipment; assisted in the development of the Department of Corrections Local Area Network (LAN); direct preparation of the Technical Services Division budget; responsible for developing Standard Operating Procedures (SOPs) for the Department of Corrections; develop guidelines for departmental pilot projects and programs; supervise daily operation of the Identification and Booking Units, and coordinate staffing levels; responsible for departmental training, as well as direct supervision of the jail climate, cell searches and inspections

1996 – 1997

## **Sergeant, Detention Division City of Atlanta, Department of Corrections**

Responsible for daily Correction Officer assignments and management of overtime accrual; coordinated the intake of arrestees; ; coordinating the intake and booking of arrestees during Black College Spring Break; supervised the Public Information Unit and managed the Housing Unit; conducted monthly and annual employee evaluations; assisted the Watch Commander as needed; conducted monthly and annual employee evaluations.

1986 – 1996

## **Corrections Officer City of Atlanta, Department of Corrections**

Housing Pod Officer responsible for daily custody and care of inmates; Court Officer responsible for all inmate court documentation and departmental court activities; Transportation Officer responsible for the movement of all inmates as well as documenting and tracking inmate medical requests

## **Education**

### **Masters in Public Administration**

Columbus State University, Columbus, GA; 2006-2009

### **Bachelor of Arts, Business Administration/Marketing**

Clark Atlanta University, Atlanta, GA; 1986-1993

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### **Training**

State Department of Corrections Correctional Leadership Institute (CLI), Management Training, University of Georgia, Carl Vincent Institute of Government (2008)

City of Atlanta Rising Stars Management Program, Clark Atlanta University Program (2008)

Georgia Peace Officer Standards and Training Council (POST) Departmental Training Officer Certification; North Central Georgia Law Enforcement Academy, Austell, GA (2007)

Georgia Peace Officer Standards and Training Council (POST) Senior Instructor Certification; North Central Georgia Law Enforcement Academy, Austell, GA (2007)

Field/Jail Training Officer Certification (POST); Fulton County Public Safety Training Center, College Park, GA (Annually, 1997 - 2007)

Basic Peace Officer Training / Police Officer Mandate Program, Fulton County Public Safety Training Center (2003)

Management Training Level 1, 2, and 3; Georgia Public Safety Training Center, Forsyth, GA (2000)

Supervision Training 120 Modules A, B, and C; Fulton County Public Safety Training Center, College Park, GA (2001)

Terminal Operator Certification; Georgia Crime Information Center, Decatur, GA (2000)

Security and Integrity Certification; Georgia Crime Information Center, Decatur, GA (2000)

Creating Customer Satisfaction; City of Atlanta, Bureau of Training (2000)

Administering Microsoft Windows NT 4.0; New Horizons Computer Learning Center, Atlanta, GA (1999)

Interpersonal Communications Certification; City of Atlanta, Department of Corrections (1998)

Firearms Certification; City of Atlanta, Department of Corrections (1997 – 2007)

Georgia Peace Officer Standards and Training Council Instructor Certification; Fulton County Public Safety Training Center, College Park, GA (1996)

Basic Jail Certification; Fulton County Public Safety Training Center, College Park, GA (1994)

## **PATRICK L. LABAT**

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### **Awards and Affiliations**

President, National Organization of Black Law Enforcement Executives (N.O.B.L.E.),  
Georgia Chapter (2011-12)

Vice President, National Organization of Black Law Enforcement Executives (N.O.B.L.E.),  
Georgia Chapter (2011-12)

Project Lead / Facilitator, City of Atlanta, Department of Corrections Jail Management  
System Upgrade and Requirement Committee (2008)

Nominee, Team Spirit Award (2007)

Outstanding Quality Customer Service Award 1st and 2nd Quarter (2000)

Identification Unit Team Spirit Award - Supervisor (2000)

Nominee; Chief's Award of Merit (2001)

Nominee; Distinguished Service Award (2000 and 2001)

Nominee; Supervisor of the Year Award (2000 and 2001)

Public Safety Award of Merit (for pulling a detainee from a burning cell) (1997)

Customer Service Officer of the Year Award (1996)

Member; Kappa Alpha Psi, Inc. (1987)

Member; American Jail Association

Member; Georgia Jail Association

Member; City of Atlanta Automated Fingerprint Identification System (AFIS)  
Implementation Committee

Member; Fulton County Pre-Indictment Committee

Member; City of Atlanta Y2K Compliance and Preparation Committee

Member; City of Atlanta, Department of Corrections Intake Re-engineering Committee

Facilitator, City of Atlanta, Department of Corrections Standard Operating Procedure  
(SOP) Committee

# City of Atlanta Government

## Estimate of Total Compensation Package

**NAME:** Patrick Labat

**ROLE:** Corrections Chief

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:*** **\$135,000**

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 **\$519** or **\$4,671**. 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 **\$6,228**. The *estimated* value of your sick leave is **\$6,747**.

### ***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:*** **\$8,100**

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 **\$8,100**.

### ***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 91<sup>st</sup> 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**  
**Patrick Labat, Chief of Corrections**  
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:*** **\$1,958**

**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 **\$1,958** 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*** **\$151,597**

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 **\$151,597** annually.

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

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date Accepted

**OFFICE OF THE MAYOR**



**CABINET NOMINEE PACKAGE**

**Nominee: Patrick Labat**

**Corrections Chief**

**October 15, 20102**

Presented By: The Honorable Kasim Reed

Mayor, City of Atlanta

Submitted To: The Honorable Ceasar Mitchell

President, Atlanta City Council & Members of Council