ORIGINAL
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CITY CLERK

2020 APR 23 PM 11: 19

Executive Order
Office of the Mayor
City of Atlanta

EXECUTIVE ORDER NUMBER 2020-52
BY THE MAYOR

ORDERING THE IMPLEMENTATION OF A SUPPLEMENT TO THE HAZARD PAY POLICY ESTABLISHED PURSUANT TO ADMINISTRATIVE ORDER 2020-08 FOR FRONT-LINE CITY OF ATLANTA EMPLOYEES WORKING IN AREAS NECESSARY FOR THE ELIMINATION OR REDUCTION OF IMMEDIATE THREATS TO LIFE, PUBLIC HEALTH, OR SAFETY DUE TO THE CONTINUING COVID-19 DISASTER, WHOSE WORK COULD EXPOSE THEM TO THE CORONAVIRUS, SUCH SUPPLEMENT TO AMEND THE EFFECTIVE DATE OF THE HAZARD PAY POLICY SUCH THAT IT SHALL BE EFFECTIVE MARCH 11, 2020, TO PROVIDE FOR THE AWARD OF TWENTY-FOUR (24) HOURS OF HAZARD PAY COMPENSATORY TIME PER WEEK DURING THE CONTINUING COVID-19 DISASTER TO EMPLOYEES ELIGIBLE UNDER THE HAZARD PAY POLICY, AND TO GRANT AUTHORITY TO THE CHIEF FINANCIAL OFFICER TO PROVIDE CASH PAYMENTS OF ONE-FOURTH OF THE ACCUMULATED HAZARD PAY COMPENSATORY TIME AWARDED DURING THE COVID-19 DISASTER TO ANY EMPLOYEE WHO SEPARATES FROM THE CITY PRIOR TO THE EXHAUSTION OF THEIR ACCUMULATED HAZARD PAY COMPENSATORY TIME IN ACCORDANCE HEREWITH; AND FOR OTHER PURPOSES.

WHEREAS, like much of the world, the United States, the State of Georgia, and the City of Atlanta are currently responding to an outbreak of respiratory disease caused by a novel coronavirus named "SARS-CoV-2" and the disease it causes named "coronavirus disease 2019" (abbreviated "COVID-19"); and

WHEREAS, on March 11, 2020 the World Health Organization declared the COVID-19 outbreak a pandemic; and

WHEREAS, on March 13, 2020 the President of the United States announced a national emergency in response to the COVID-19 pandemic, which included two emergency declarations: one under the National Emergencies Act and one under the Stafford Disaster Relief and Emergency Assistance Act; and

WHEREAS, on March 14, 2020 Governor Brian Kemp signed a public health state of emergency to address the COVID-19 pandemic through assisting health and emergency management officials across Georgia by deploying all available resources for the mitigation and treatment of COVID-19; and

WHEREAS, due to the COVID-19 pandemic, on March 15, I declared there to be an emergency in existence within the City of Atlanta pursuant to Section 2-181(a) of the City of Atlanta Code of Ordinances; and

WHEREAS, the Center for Disease Control ("CDC") has issued guidance on the emerging and rapidly evolving situation of the COVID-19 pandemic, including how to protect oneself from this illness; and

WHEREAS, social distancing is recommended by the CDC to prevent the continued spreading of this illness in the community; and

WHEREAS, as of March 16, 2020, the CDC advised that during the next fifteen (15) days, all events in the United States of ten (10) or more people should be cancelled or held virtually; and

WHEREAS, on March 22, 2020 twenty-four (24) infectious disease clinicians in Georgia signed onto an opinion that it is in their belief that there is little time to "flatten the curve" of the spread of COVID-19; and

WHEREAS, on March 23rd, I declared there to be the existence of an emergency within the City of Atlanta and issued a Stay at Home Order; and

WHEREAS, on April 2, 2020, Governor Brian Kemp signed an Executive Order to Ensure a Safe and Healthy Georgia ("Governor's Executive Order 04.02.20.01") to address the COVID-19 pandemic by implementing temporary actions, effective beginning at 6:00 P.M. on Friday, April 3, 2020 and expiring at 11:59 P.M. on Monday, April 13, 2020, necessary and appropriate to protect the health, safety, and welfare of Georgia's residents and visitors;

WHEREAS, in recognition that there is a necessity for certain front-line City of Atlanta employees to continue their work in areas necessary for the purposes of eliminating or reducing immediate threats to life, public health, or safety where their work could expose them to the coronavirus, on March 16, 2020 I signed Administrative Order 2020-04 in which I ordered the Chief Operating Officer to coordinate with the Commissioner of the Department of Human Resources to examine, establish and promulgate a process by which the City may provide for the creation of certain employee classification(s) which provide for temporary salary increases for certain employees experiencing increased burdens in their work responsibilities during this and other times of emergency;

WHEREAS, as a result, and due to the need created by the continuing COVID-19 disaster, the Chief Operating Officer and the Commissioner of the Department of Human Resources recommended the implementation of a hazard pay policy for front-line employees working in areas necessary for the elimination or reduction of immediate threats to life, public health, or safety, where their work could expose them to the coronavirus, which I authorized via Administrative Order 2020-08, ("the Hazard Pay Policy"); and

WHEREAS, pursuant to the Hazard Pay Policy, nearly 5,400 affected front-line employees, including sworn public safety personnel, and civilians performing critical watershed, aviation, solid waste, transportation, inspection, parks and recreation and other front-line functions will receive Five Hundred Dollars ($500.00) per month in hazard pay; and

WHEREAS, the effective date of the Hazard Pay Policy was Monday March 30, 2020, with the policy to remain in effect through June 30, 2020; and

WHEREAS, the hazard pay provided in accordance with the Hazard Pay Policy is in consideration of the substantial benefit the eligible employees are providing the City of Atlanta by working in areas necessary for the purposes of eliminating or reducing immediate threats to life, public health, or safety,

where their work could expose them to the coronavirus, and in accordance with the current adopted and approved FY2020 budget; and

WHEREAS, the Chief Operating Officer and the Commissioner of the Department of Human Resources have continued to examine how to further address the extraordinary needs and burdens of front-line employees working in areas necessary for the elimination or reduction of immediate threats to life, public health, or safety, where their work could expose them to the coronavirus; and

WHEREAS, as a result, the Chief Operating Officer and the Commissioner of the Department of Human Resources have proposed the adoption of a supplement to the Hazard Pay Policy; and

WHEREAS, pursuant to the recommended supplement to the Hazard Pay Policy, the effective date of the Hazard Pay Policy should be amended such that it shall be March 11, 2020, the date the World Health Organization declared the COVID-19 outbreak a pandemic, with hazard pay provided in accordance therewith; and

WHEREAS, pursuant to the recommended supplement to the Hazard Pay Policy, eligible employees should be awarded hazard pay compensatory time (Hazard Pay Compensatory Time) at the rate of twenty-four (24) hours per week (six days per pay period); and

WHEREAS, pursuant to the recommended supplement to the Hazard Pay Policy, any Hazard Pay Compensatory Time awarded must be utilized as the sole source for leave exhaustion prior to utilization of other available leave balances (i.e., accrued annual leave, sick leave, or standard compensatory time) for all employee leave requests; and

WHEREAS, pursuant to the recommended supplement to the Hazard Pay Policy, the Chief Financial Officer should be granted the authority to provide cash payments of one-fourth of the accumulated Hazard Pay Compensatory Time awarded during the COVID-19 disaster to any employee who separates from the City prior to exhausting their accumulated Hazard Pay Compensatory Time as mandated by the supplement to the Hazard Pay Policy.

NOW THEREFORE, I, KEISHA LANCE BOTTOMS, AS MAYOR OF THE CITY OF ATLANTA, NOW HEREBY AUTHORIZE, ORDER AND DIRECT AS FOLLOWS:

SECTION 1. That the effective date of the Hazard Pay Policy applicable to front-line City of Atlanta employees working in areas necessary for the elimination or reduction of immediate threats to life, public health, or safety, whose work could expose them to the coronavirus, implemented pursuant to Administrative Order 2020-08 (the Hazard Pay Policy) shall be March 11, 2020, and shall remain in effect through June 30, 2020, with all hazard pay to be provided in accordance therewith.

SECTION 2. That in addition to the receipt of hazard pay in accordance with the Hazard Pay Policy, employees eligible to receive hazard pay shall be awarded hazard pay compensatory time (Hazard Pay Compensatory Time) at the rate of twenty-four (24) hours per week (six days per pay period); and

SECTION 3. That any Hazard Pay Compensatory Time awarded in accordance herewith must be utilized as the sole source for leave exhaustion prior to utilization of other available leave balances (i.e., accrued annual leave, sick leave, or standard compensatory time) for all employee leave requests.

SECTION 4. That the Chief Financial Officer is hereby granted the authority to provide cash payments of one-fourth of the accumulated Hazard Pay Compensatory Time awarded during the COVID-19 disaster to any employee who separates from the City prior to the exhaustion of their accumulated Hazard Pay Compensatory Time as mandated herein.

SO ORDERED this 23rd day of April 2020.

Keisha Lance Bottoms
Mayor

ATTESTED:

Municipal Clerk

Foris Webb, III
Municipal Clerk