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Executive Order
Office of the Mayor
City of Atlanta

**EXECUTIVE ORDER NUMBER 2020-93
BY THE MAYOR**

ORDERING THE EXTENSION OF THE HAZARD PAY POLICY IMPLEMENTED PURSUANT TO ORDINANCE 20-O-1298 AND 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, SUCH THAT IT SHALL REMAIN IN EFFECT THROUGH SEPTEMBER 30, 2020.

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, 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 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 accordance with the Governor's Executive Order all residents and visitors of the State of Georgia, including the City of Atlanta were required to shelter in place within their homes or places of residence except as provided therein; and

WHEREAS, on April 23, 2020 Governor Kemp signed an Executive Order 04.23.20.02 which, effective May 1, 2020, lifted the shelter in place order for most residents and visitors of the State of Georgia, including the City of Atlanta, leaving it in place only for persons who are considered at higher risk for severe illness resulting from a COVID-19 infection; and

WHEREAS, Governor Kemp has since signed various executive orders which have extended the shelter in place mandate for persons who are considered at higher risk for severe illness resulting from COVID-19 infection such that it shall remain in place through June 12, 2020; and

WHEREAS, in recognition of the necessity of 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 via which the Chief Operating Officer was ordered 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; and

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 was initially implemented 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 initial 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, following the implementation of the initial Hazard Pay Policy, the Chief Operating Officer and the Commissioner of the Department of Human Resources proposed the adoption of a supplement to the Hazard Pay Policy; and

WHEREAS, pursuant to Section 2-182 of the City of Atlanta Code of Ordinances, the Mayor may issue executive orders which apply to events of short duration and which expire at the next meeting of the Atlanta City Council subsequent thereof unless ratified by a majority vote of the members present and voting; and

WHEREAS, in accordance therewith, I signed an executive order implementing a supplement to the Hazard Pay Policy; and

WHEREAS, pursuant to the supplement to the Hazard Pay Policy, the effective date of the Hazard Pay Policy was amended such that it would 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 supplement to the Hazard Pay Policy, eligible employees were 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 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 supplement to the Hazard Pay Policy, the Chief Financial Officer was 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; and

WHEREAS, in recognition of the necessity of 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, the Atlanta City Council to ratified the executive order implementing the Hazard Pay Policy and the supplement thereto through passage of Ordinance 20-O-1298, which I signed into law on May 11, 2020; and

WHEREAS, in accordance with Ordinance 20-O-1298, the Hazard Pay Policy shall remain in effect through June 30, 2020; and

WHEREAS, due to the continued dangers of the COVID-19 disaster, it is my desire that the Hazard Pay Policy authorized by 20-O-1298 shall remain in effect through September 30, 2020.

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

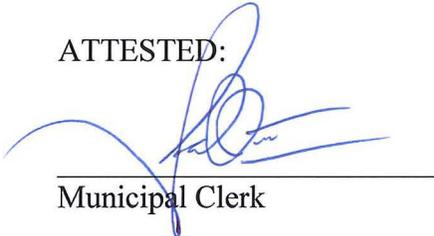
That the Hazard Pay Policy implemented pursuant to Ordinance 20-O-1298 and applicable to front-line City of Atlanta employees working in areas necessary for the elimination or reduction of immediate threats to life, public health, or safety, whose work could expose them to the coronavirus, shall be extended such that it shall remain in effect through September 30, 2020.

SO ORDERED this 1st day of June 2020.



Keisha Lance Bottoms
Mayor

ATTESTED:



Municipal Clerk

Foris Webb, III
Municipal Clerk