

Department of Human Resources Finance/Executive Committee Quarterly Report



“Driving Policy, Partnerships, and Progress”



Presented by: Jeffrey B. Norman, Commissioner

August 10, 2022

Departmental Highlights

- Fiscal Year 23 Wellness Event
- Employee Resource Groups
- Employee Spotlight Awards
- Coronavirus Disease 2019 (COVID-19) Pandemic Response
- Talent Acquisition
- Health and Wellness
- Training and Organizational Development
- Compensation Initiatives
- Housing Wage 21-R-4064
- Key Metrics FY23

FISCAL YEAR 23 FISCAL WELLNESS EVENT



* 452 COA Employee Attendees

FISCAL YEAR 23 FISCAL WELLNESS EVENT



* People First Budget

EMPLOYEE RESOURCE GROUPS

As we close out National Pride Month,
you are invited to join
MAYOR ANDRE DICKENS
for the launch of the City of Atlanta's
LGBTQ Employee Resource Group

Atlanta City Hall Atrium
TUESDAY JUNE 28, 2022
11:00 am - 1:00 pm

Remarks from
Mayor Dickens at 12:30pm

T-Shirts, food, and beverages will be
provided to the first 150 attendees

The LGBTQ Employee Resource Group is a voluntary, employee-led group whose aim is to create a safe and welcome space to connect people and foster a diverse and inclusive workplace. This Employee Resource Group is open to all current City of Atlanta employees.

Scan
to join



Coming Soon:

- Women's ERG (August 2022)



Employee Resource Group

Women's

- Veteran's ERG (November 2022)



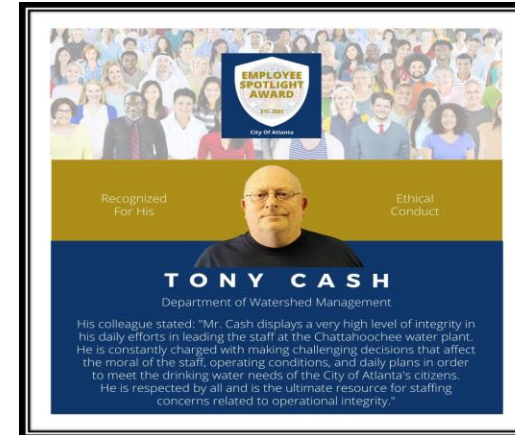
Employee Resource Group

Veterans

EMPLOYEE SPOTLIGHT AWARD

This program is designed to reward City employees who exceed normal job duties and expectations, and demonstrate the embodiment of our 3 city-wide core values:

1. Committed to customer service
2. Focused on equity
3. Grounded in ethical conduct



	FY22 Quarter	Number of Employees
	1 st Quarter	88
	2 nd Quarter	72
	3 rd Quarter	85
	4 th Quarter	25

* 270 FY22 Employee Spotlight Award Recipients

COVID-19 PANDEMIC RESPONSE

COVID-19 VACCINATE AND TAILGATE **FREE**

SATURDAY, JUNE 25TH

COA EMPLOYEES ONLY 9:30AM - 10:30AM
OPEN TO THE PUBLIC 10:30AM - 3:30PM

Atlanta City Hall | 55 Trinity Ave SW, Atlanta, GA 30303

Warrick Dunn
Former Running Back
Atlanta Falcons, Tampa Bay Buccaneers
3-Time Pro Bowler, Atlanta Falcons Ring of Honor

Terance Mathis
Former Wide Receiver
Atlanta Falcons, New York Jets
Pro Bowler

Billy "White Shoes" Johnson
Former Wide Receiver, Return Specialist
Atlanta Falcons, Houston Oilers
3-Time Pro Bowler

Dan Benish
Former Defensive Tackle
Atlanta Falcons, Washington Commanders
Super Bowl Champion

Andrew Bolton
Former Running Back
Detroit Lions, Seattle Seahawks
NFL Alumni Georgia Chapter President

Horace King
Former Running Back
Detroit Lions, University of Georgia
One of the first Black scholarship athletes at UGA

SHOW YOUR TEAM SPIRIT AND WEAR YOUR FAVORITE TEAM'S GEAR!

MEET FORMER NFL PLAYERS

ENJOY FREE FOOD, NON-ALCOHOLIC DRINKS & MUSIC

VENDORS & GIVEAWAYS

> \$100 GIFT CARD FOR 1ST OR 2ND VACCINE DOSE + COA INCENTIVE PROGRAM

SCAN HERE TO REGISTER

COA INCENTIVE GOOD THROUGH JUNE 30TH

DPH | FULTON COUNTY BOARD OF HEALTH | CORE | gopuff



***56 On-site Vaccinations**

(20th City Sponsored Vaccination Event)

City of Atlanta Recommended Guidelines
KNOW WHEN TO STAY HOME

QUARANTINE 5 DAYS

IF YOU WERE EXPOSED TO SOMEONE WITH COVID-19 STAY HOME AND AWAY FROM OTHER PEOPLE FOR AT LEAST 5 DAYS

- The date of exposure is considered **DAY 0**
- The first day after contact with a person who has COVID-19 is **DAY 1**

WERE YOU EXPOSED TO COVID-19?
See recommendations below depending on your vaccination status:

	0-5 DAYS	DAY 5	0-10 DAYS
UP-TO-DATE ON VACCINATIONS	Do not need to quarantine at home unless you develop symptoms.	Get Tested at least 5 days after exposure, even if you don't develop symptoms.	Wear a well-fitted mask around others.
NOT UP-TO-DATE ON VACCINATIONS	Stay home and quarantine.	Get Tested at least 5 days after exposure, even if you don't develop symptoms.	Watch for symptoms.
IF EXPOSED TO COVID-19 & HAD CONFIRMED COVID-19 IN THE PAST 90 DAYS (TEST POSITIVE USING A VIRAL TEST)	Do not need to quarantine at home unless you develop symptoms.	Get Tested at least 5 days after exposure, even if you don't develop symptoms.	Avoid travel.
			Avoid being around people who are at high-risk.

IF YOU DEVELOP SYMPTOMS ISOLATE IMMEDIATELY AND GET TESTED. STAY HOME UNTIL YOU KNOW THE RESULTS.

ISOLATE 5 DAYS

IF YOU TEST POSITIVE FOR COVID-19 OR HAVE SYMPTOMS

- The date of positive test is considered **DAY 0**
- The first day after testing positive is **DAY 1**

	0-5 DAYS	DAY 5	0-10 DAYS
REGARDLESS OF VACCINATION STATUS	Stay home and isolate.	End isolation after 5 full days if you are fever-free for 24 hours (without the use of fever-reducing medication) OR you did not have symptoms.	Wear a well-fitted mask around others.
			Avoid travel.
			Avoid being around people who are at high-risk.

IF YOU WERE SEVERELY ILL WITH COVID-19 YOU SHOULD ISOLATE FOR AT LEAST 10 DAYS. CONSULT YOUR DOCTOR BEFORE ENDING ISOLATION.

www.CDC.gov/coronavirus
MAYOR'S OFFICE OF EMERGENCY PREPAREDNESS

MONKEYPOX

Signs and Symptoms

You may experience all or only a few symptoms

- Symptoms usually start within 3 weeks of exposure to the virus.
- If someone has flu-like symptoms, they will usually develop a rash 1-4 days later.
- Monkeypox can be spread from the time symptoms start until the rash has healed, all scabs have fallen off, and a fresh layer of skin has formed.
- The illness typically lasts 2-4 weeks.

If You Have a New or Unexplained Rash or Other Symptoms...

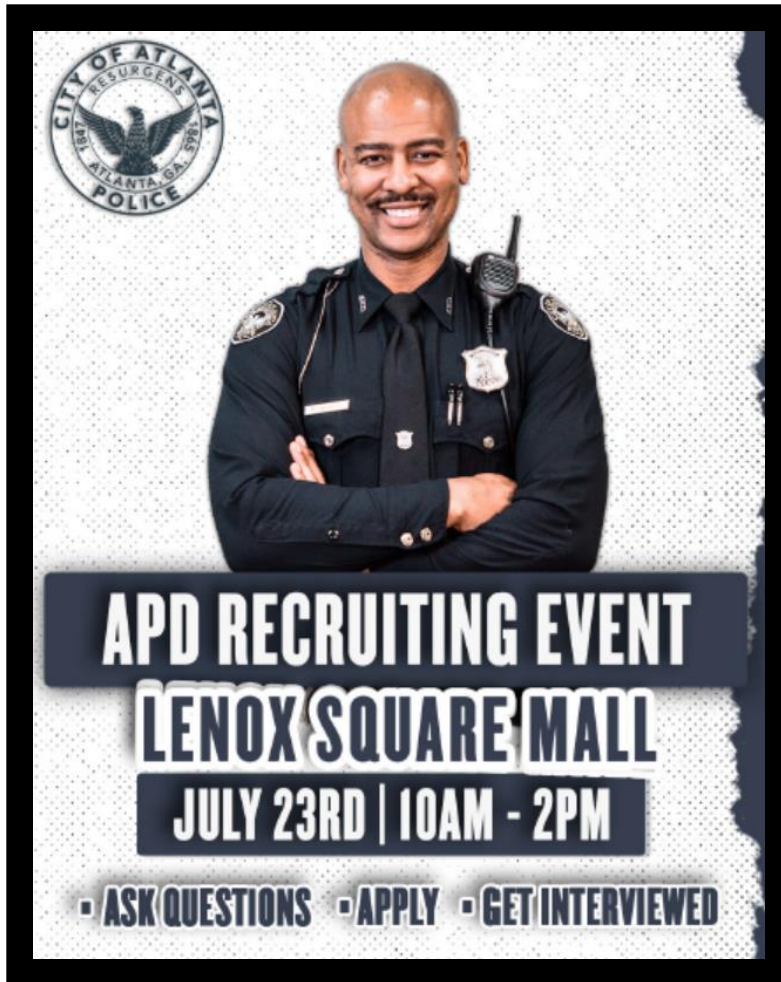
- Avoid close contact, including sex or being intimate with anyone, until you have been checked out by a healthcare provider.
- If you don't have a provider or health insurance, visit a public health clinic near you.
- When you see a healthcare provider, wear a mask, and remind them that this virus is circulating in the area.

Most people with monkeypox will get a rash. Some people have developed a rash before (or without) other symptoms.

Sometimes, people get a rash first, followed by other symptoms. Others only experience a rash.

#ATLSTRONG
For more information, please visit: www.cdc.gov/poxvirus/monkeypox

* Centers for Disease Control and Prevention: www.cdc.gov



APD Lenox Mall Hiring Event

July 23, 2022

72 attendees

The target attendees for the job fair were individuals interested in Communications Dispatcher I and Police Officer Recruit. Attendees were given the opportunity to apply and interview.

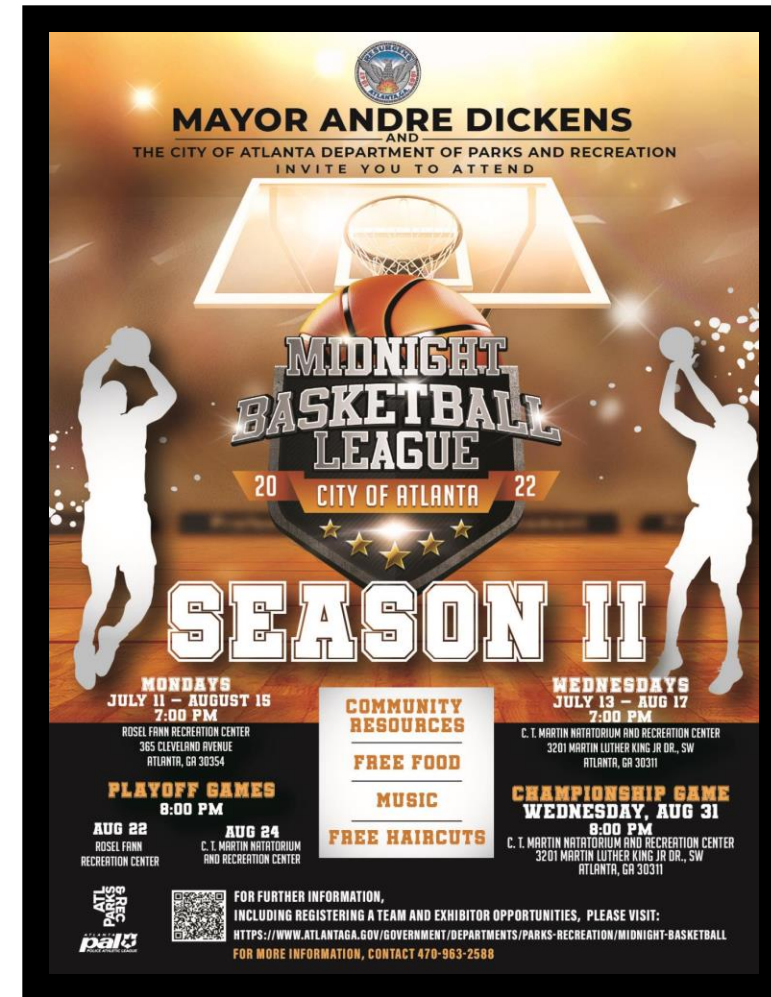
Mayor's Midnight Basketball League Events

(ongoing; weekly)

Rosel Fann Recreation Center

CT Martin Natatorium and Recreation Center

The target attendees for the job fair are individuals interested in COA opportunities.





KAISER PERMANENTE.
CORPORATE
RUN
WALK
ROLL

Annual Atlanta Corporate 5K
Thursday, September 1, 2022, 7PM
Piedmont Park

[CLICK HERE
TO JOIN TEAM
CITY OF
ATLANTA!](#)

Code to Join Team: ATL22

The image is a promotional poster for a 5K event. It features a background of the Atlanta skyline with green trees in the foreground. The text is centered and includes the event name, date, time, location, a call-to-action button, and a team code.



Team City of Atlanta Goal
250 Participants

JOIN SISTERS BY CHOICE, DR. ROGSBERG PHILLIPS-REED, AND THOUSANDS OF OTHERS IN THE FIGHT AGAINST BREAST CANCER



For your complimentary registration as a member of the **City of Atlanta Employee Team** (first 125 COA employees only), please use the link below, and include the promo code: **CITYOFATLANTA2022**

[CLICK HERE TO REGISTER!](#)



For more information contact: mhayes@atlantaga.gov



* 102 Team COA Registered Participants



STRATEGIC BENEFITS ADVISORS (SBA)

LUNCH LEARN

TUESDAY, JULY 12TH

Strategic Benefits Advisors (SBA), the Administrator for City of Atlanta's Pension Plans, launched a new, self-service Pension Portal this past fall. The Pension Portal provides 24/7 access to City of Atlanta pension plan information and an interactive calculator you can use to model your future pension benefit.

Please join SBA for a LUNCH & LEARN on July 12th at 12 noon in the old City Council Chambers in City Hall. SBA will provide an overview of pension benefits and will provide a demonstration of how to use the new Pension Portal. SBA will also be available to answer any questions you may have following the session.

To preview the Pension Portal, please visit <https://coa.sba-inc.com/calculator>.

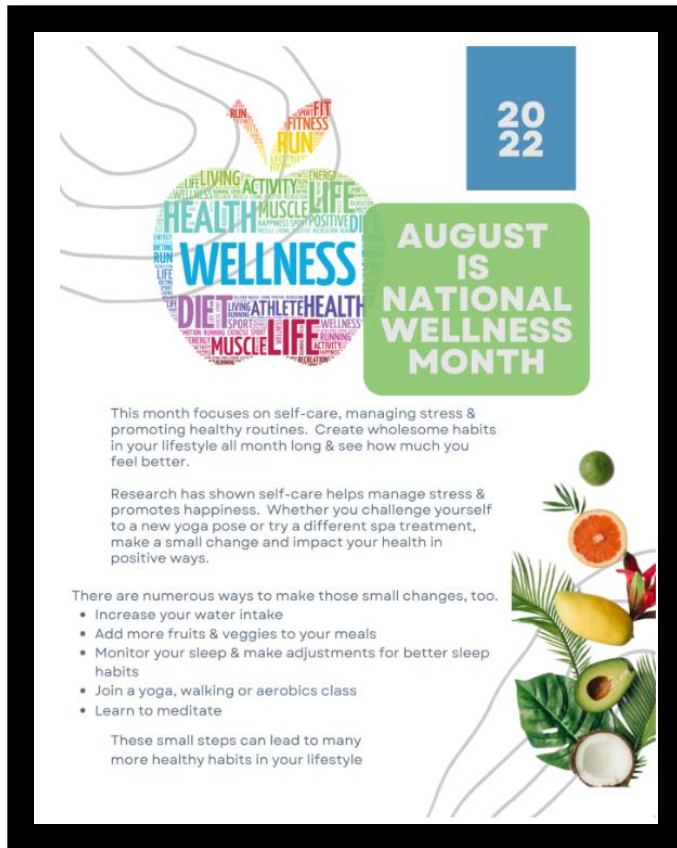


CLICK HERE
TO REGISTER
FOR THE JULY
12th EVENT!



- * 53 Employees attended Men's Health Session
- * 150+ Employees attended Pension Session

- Launched the first ever EAP Website for City of Atlanta Employees to access information in one central location
- Established an EAP Newsletter



2022

AUGUST IS NATIONAL WELLNESS MONTH

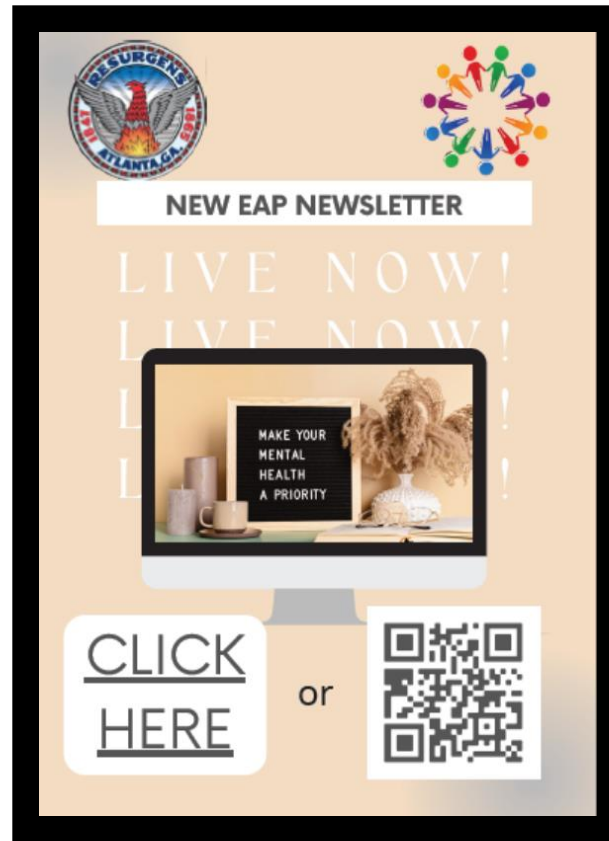
This month focuses on self-care, managing stress & promoting healthy routines. Create wholesome habits in your lifestyle all month long & see how much you feel better.

Research has shown self-care helps manage stress & promotes happiness. Whether you challenge yourself to a new yoga pose or try a different spa treatment, make a small change and impact your health in positive ways.

There are numerous ways to make those small changes, too.

- Increase your water intake
- Add more fruits & veggies to your meals
- Monitor your sleep & make adjustments for better sleep habits
- Join a yoga, walking or aerobics class
- Learn to meditate

These small steps can lead to many more healthy habits in your lifestyle

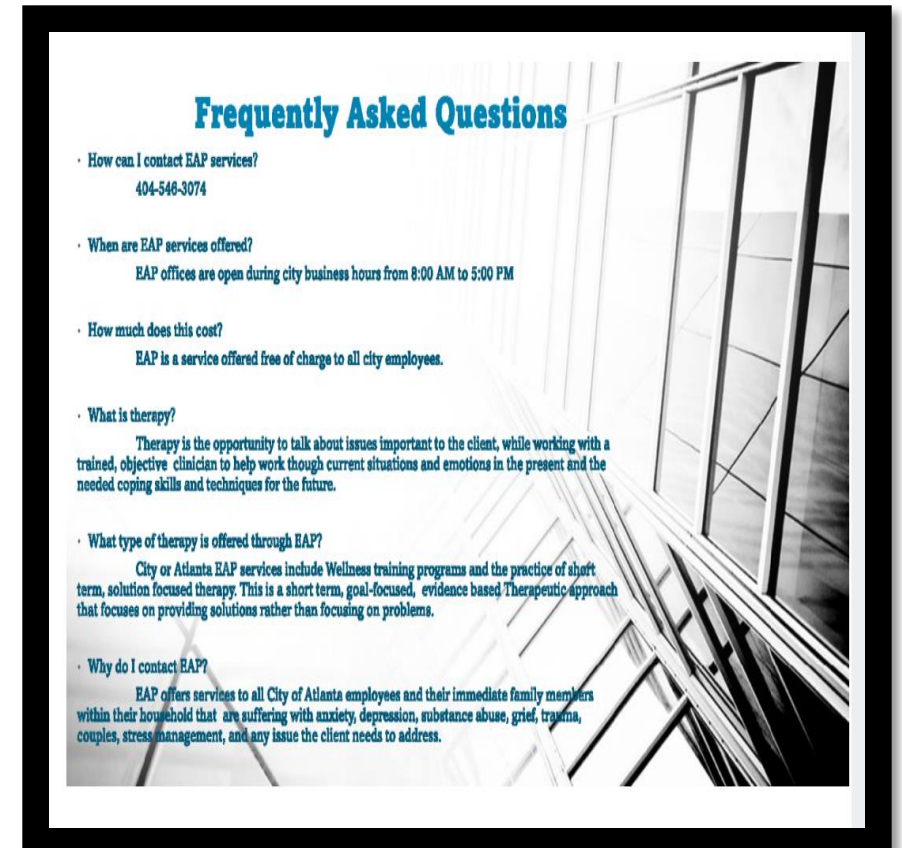


NEW EAP NEWSLETTER

LIVE NOW!
LIVE NOW!
LIVE NOW!

MAKE YOUR MENTAL HEALTH A PRIORITY


CLICK HERE or [QR CODE]



Frequently Asked Questions

- How can I contact EAP services?
404-546-3074
- When are EAP services offered?
EAP offices are open during city business hours from 8:00 AM to 5:00 PM
- How much does this cost?
EAP is a service offered free of charge to all city employees.
- What is therapy?
Therapy is the opportunity to talk about issues important to the client, while working with a trained, objective clinician to help work through current situations and emotions in the present and the needed coping skills and techniques for the future.
- What type of therapy is offered through EAP?
City or Atlanta EAP services include Wellness training programs and the practice of short term, solution focused therapy. This is a short term, goal-focused, evidence based Therapeutic approach that focuses on providing solutions rather than focusing on problems.
- Why do I contact EAP?
EAP offers services to all City of Atlanta employees and their immediate family members within their household that are suffering with anxiety, depression, substance abuse, grief, trauma, couples, stress management, and any issue the client needs to address.

* New office location: 185 Ted Turner Drive



City of Atlanta Language Access Plan

City of Atlanta Employees,


To fulfill the City's language access legal obligations, iSpeakATL has been created to ensure that all City departments are equipped to serve all constituents equally, equitably, efficiently, and free of charge irrespective of the language they speak.

The annual mandatory iSpeakATL training pursuant to Section 114-90 of the Code of Ordinances of the City of Atlanta, Georgia is ongoing on ATLcloud Learn under "Required Learning".

Please make it a priority to complete the training before the closeout date on 8/12/2022.

Interpretation line information is also available via the City's directory by searching "Translation and Interpretation" or by visiting <http://www.welcomingatlanta.com/ispeakatl/>.

Thank you for your help in ensuring that all Atlantans are served equitably and efficiently.



City of Atlanta Manager & Supervisor Grievance Training

This is Required Training for ALL City of Atlanta
Managers & Supervisors

Completion Due By: Monday, August 1, 2022



Coming Soon:

* Georgia Open Records Compliance Training

Public Safety:

- **Atlanta Police Department Retention Bonuses:**
1,295 eligible sworn employees have currently submitted retention agreements
- **Department of Corrections:**
All salary increases for sworn Corrections Officers (21-O-0951) have been processed in ATLcloud Oracle System
- **Atlanta Fire Rescue Department:**
On schedule to have all sworn employee tier adjustments completed by end of August 2022 in ATLcloud Oracle System (August 26, 2022 pay check)

COMPENSATION INITIATIVES

Premium Pay:

The City of Atlanta implemented a temporary Premium Pay Program that has been extended through June 30, 2023 to City of Atlanta critical infrastructure employees within the Department of Public Works, Department of Transportation, Department of Enterprise Management, and Department of Parks and Recreation performing essential in-person front line services as designated by the participating departments during the COVID-19 public health emergency and as defined under the American Rescue Plan Act (ARPA). Operating departments identified eligible job classifications based upon: (1) current rate of pay and administration of recent compensation treatment; (2) availability of active and pre-existing incentive opportunities; and (3) staffing challenges directly impacting critical service delivery needs (i.e., absenteeism, vacancies, retention). The purpose of premium pay is to further incentivize workers who are relied upon to maintain continuity of operations of essential critical services, including those who are critical to protecting the health and wellbeing of the community. The premium pay is comprised of four dollars and twelve cents (\$4.12) per hour applied to an eligible employee's regular rate of wages for only the hours worked during the qualifying monthly period. The Premium Pay Program is only available to Grade 19 and below employees. 138 approved job classifications (approximately 1,510 eligible employees).

Hazard Pay (no longer active):

The City of Atlanta implemented a Hazard Pay Program 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. Pursuant to the Hazard Pay Program, nearly five thousand four hundred (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 were identified to receive Five Hundred Dollars (\$500.00) per month in hazard pay. In addition to the monthly payment, eligible employees were awarded hazard pay compensatory time (Hazard Pay Compensatory Time) at the rate of twenty-four (24) hours per week (six (6) days per pay period). Notably, accrued hazard pay compensatory time does not expire during an employee's tenure with the City. The Hazard Pay Program was terminated June 30, 2021. The Hazard Pay Compensatory Time component of the Hazard Pay Program was terminated September 30, 2020.

COVID-19 Pay:

The City of Atlanta will provide paid leave for any employee who is screened and provides proof of a positive test result for COVID-19 for the duration of the required five-day quarantine period.

COLA Pay:

All City of Atlanta employees will receive a two percent (2%) Cost of Living Adjustment "COLA" per ordinance 22-O-1337 except for sworn employees within the Atlanta Fire and Rescue Department effective January 1, 2023.

Citywide Compensation Study:

The City will be conducting a Citywide Compensation Study that will include all employees across the entire enterprise. The study will ensure that all positions within the City of Atlanta are internally equitable and externally competitive. The study will determine if employees job classification are being paid within the market range and if not, appropriate salary increases will be recommended.

**CITY COUNCIL
ATLANTA, GEORGIA** 21-R-4064

A RESOLUTION BY COUNCILMEMBERS MATT WESTMORELAND, CARLA SMITH, JOYCE M. SHEPHERD, MARCI COLLIER OVERSTREET, JENNIFER N. IDE, ANDREA L. BOONE, MICHAEL JULIAN BOND, DUSTIN R. HILLES, ANDRE DICKENS, NATALYN M. ARCHIBONG, ANTONIO BROWN AND AMIR R. FAROKHI REQUESTING THAT THE COMMISSIONER OF HUMAN RESOURCES AND THE CHIEF FINANCIAL OFFICER CONDUCT A FEASIBILITY STUDY REGARDING INCREASING THE MINIMUM WAGE OF ALL FULL-TIME CITY EMPLOYEES TO A "HOUSING WAGE" TO ENSURE THEIR RIGHT TO LIVE IN THE CITY THEY SERVE, AND FOR OTHER PURPOSES.

WHEREAS, The National Low Income Housing Coalition releases an annual report titled "Out of Reach," which calculates the "Housing Wage" a full-time worker must earn to afford a rental home in every zip code without spending more than 30 percent of their income on housing costs; and

WHEREAS, Out of Reach 2021 found that in no state, metropolitan area, or country can a full-time minimum wage worker afford a modest two-bedroom rental home; and

WHEREAS, The report also highlights that housing affordability is a racial justice issue. Black and Latino workers earn less than white workers, and Black and Latino households are more likely to spend more than 30 percent of their incomes on housing; and

WHEREAS, Structural injustices, unequal access to housing and healthcare, and greater exposure in low-wage and frontline jobs have resulted in people of color disproportionately contracting COVID-19 and being at high risk of losing their homes; and

WHEREAS, Out of Reach 2021 found the Housing Wage needed to a two-bedroom apartment within the City of Atlanta without being cost burdened ranged, depending on zip code, from \$18.65 per hour to \$34.23 per hour; and

WHEREAS, The current minimum wage of \$15 per hour for City of Atlanta employees is inadequate in ensuring workers have the opportunity to live in the city they serve if they so choose; and

WHEREAS, Increasing the minimum wage will help improve the delivery of essential city services through reduced employee turnover, increased productivity, and a more stable and supportive work environment; and

NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA, that the Commissioner of Human Resources and the Chief Financial Officer are hereby

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GEORGIA

#26*

In **Georgia**, the Fair Market Rent (FMR) for a two-bedroom apartment is **\$1,090**. In order to afford this level of rent and utilities — without paying more than 30% of income on housing — a household must earn **\$3,635** monthly or **\$43,618** annually. Assuming a 40-hour work week, 52 weeks per year, this level of income translates into an hourly Housing Wage of:

\$20.97

PER HOUR
STATE HOUSING
WAGE

FACTS ABOUT GEORGIA:

STATE FACTS	
Minimum Wage	\$7.25
Average Renter Wage	\$20.48
2-Bedroom Housing Wage	\$20.97
Number of Renter Households	1,377,105
Percent Renters	36%

116

Work Hours Per Week At
**Minimum Wage To Afford a 2-Bedroom
Rental Home (at FMR)**

100

Work Hours Per Week At
**Minimum Wage To Afford a 1-Bedroom
Rental Home (at FMR)**

2.9

Number of Full-Time Jobs At
**Minimum Wage To Afford a
2-Bedroom Rental Home (at FMR)**

2.5

Number of Full-Time Jobs At
**Minimum Wage To Afford a
1-Bedroom Rental Home (at FMR)**

Category	Amount
Two bedroom FMR	\$1,090
One bedroom FMR	\$941
Rent affordable at area median income (AMI)	\$2,097
Rent affordable with full-time job paying mean renter wage	\$1,065
Rent affordable at 30% of AMI	\$629
Rent affordable with full-time job paying minimum wage	\$377
Rent affordable to SSI recipient	\$252

MOST EXPENSIVE AREAS	HOUSING WAGE
Atlanta-Sandy Springs-Roswell HMFA	\$24.79
Savannah MSA	\$20.52
Gainesville MSA	\$19.77
Hinesville HMFA	\$19.54
Warner Robins HMFA	\$18.73

MSA – Metropolitan Statistical Area; HMFA – HUD Metro FMR Area
* Ranked from Highest to Lowest 2-Bedroom Housing Wage. Includes District of Columbia and Puerto Rico.

OUT OF REACH 2022 | © NATIONAL LOW INCOME HOUSING COALITION

* No. of employees making less than \$18.09 (1 bedroom) = 1,499

* No. of employees making \$18.09 up to \$20.97 (2 bedroom) = 1,338

Metric	Definition	Benchmark	Y-T-D Average
Time to Fill	The number of days between the job posting and offer. National Benchmark is 42.8 days.	35 days	47.5 days
Offer Acceptance Rate	The percentage of extended offers that have been accepted.	95%	96%
Employee Turnover Rate	The loss of talent in the workforce for a specified period. Percentage of employees leaving the organization during a specified time period. National Benchmark for local governments is 18%.	5%	16.8%
City-wide Mandated Training Completion Rate	The City's benefit of employees who complete their training include a more skilled team that can produce better results. Additionally, well-trained employees also reduce risk, particularly in the areas of compliance and safety.	90%	86%
EAP Utilization Rate	The number of employee's that are utilizing mental health services from our internal licensed professionals.	10%	9%
OLER Case Completion Rate	Resolution of formal OLER cases.	90 days	48.4 days

QUESTIONS?