

PROFESSIONAL ASSOCIATION OF CITY EMPLOYEES

An Affiliate of the National Association of Government Employees

MAY 1, 2024



Presentation to Atlanta
City Council

Gina Pagnotta

PACE President

COLLABORATING, CONNECTING & CHAMPIONING FOR MEMBERS FIRST!





PACE is a diverse group of employees who have joined forces in membership as a union to seek the well being and protection of their tenure while working within the City of Atlanta. The central idea of **PACE** is to build City employment relationships with our members, Labor/Management, Human Resources, City Council, and the Administration, for the better, and not for worse. **PACE** is one of many resources for the City of Atlanta to encourage City employees to abide by the fair and reasonable expectations of their employment. It is only when unfair labor practices, unspoken or spoken expectations (PIP), workplace bullying, harassment, intimidations, threats, whistleblowing, and unsettled disputes arise, that **PACE** becomes involved, to negotiate settlements of disputes before they escalate to terminations, lawsuits, and arduous legal litigation.

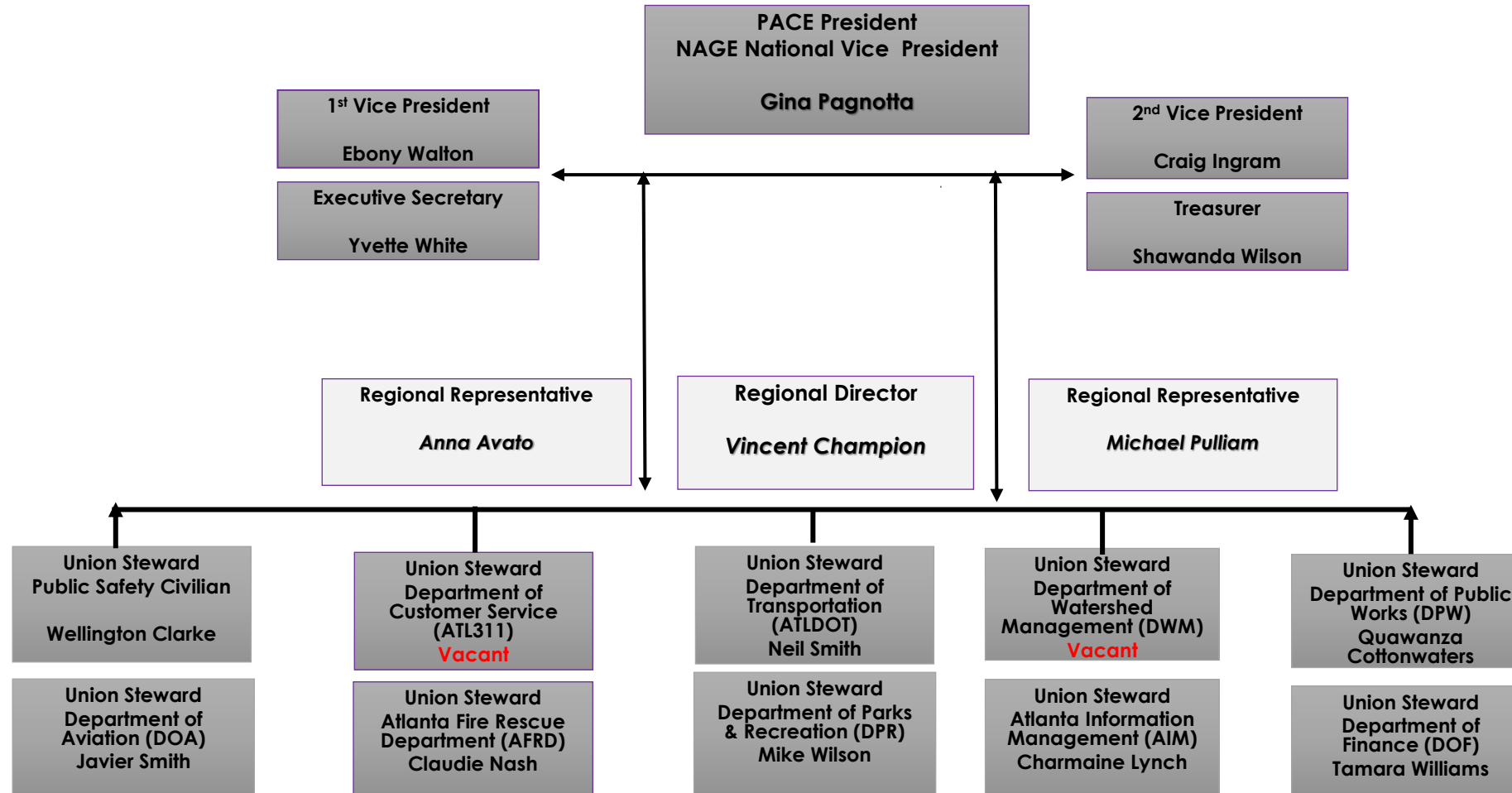
We receive and listen to evidence provided by our members of what they perceive to be unlawful employment actions, unfair labor treatment, and unethical practices.

City employees often feel they have no recourse for their claims to be properly vetted and secured. Employees believe that if they report any unlawful activity or mistreatment asserted on them from their management, it will result in the demise of their job, even if their assertions were proven true.

That is why **PACE** exists...To be their **VOICE!**

PACE OVERVIEW

PACE EXECUTIVE BOARD HEIRARCHY



WHAT WE DO:

WE AFFORD PROTECTION TO OUR CLASSIFIED & UNCLASSIFIED MEMBERS FROM UNFAIR PERSONNEL ACTIONS

WE FORMULATE A FRAMEWORK FOR BRINGING PAY /BENEFITS IN LINE WITH CURRENT GOVERNMENT STANDARDS

WE PROVIDE AN EFFECTIVE PATH OF COMMUNICATION FOR OUR MEMBERS



E911 and PACE Accomplishments

- PACE and E-911 leadership has created a cohesive bond and by working together our shared goals has propelled the department to move forward and with the following partnered accomplishments
- Structured Career Ladder for promotional opportunities
- Creation of a web portal for employees to provide suggestions directly to the leadership
- A resilience assessment has been created for the employees to determine if they are a right fit for the department

E911 and PACE Accomplishments



- E-911 has increased its staffing by hiring 80 new employees since January 2023 to present.
- Increase of staffing of E-911 has allotted for proper breaks and employee requested time off
- As of April 2024, there are only 8 vacancies with 12 new hires waiting on background checks.
- By implementing 10-hour shifts it has added to employees work-life balance.
- Employees receive premium pay when working holidays and special event days

E911 and PACE Continued Discussions



- Continue Monthly Labor/Management meetings with E911 Executive Leadership Team
- Maintain a staff of reserve dispatchers and call takers for personnel relief
- Incentive Pay for E911 Certifications (\$1,000.00) per cert

Peter Aman and Desiree Arnold, we didn't think we would have made it this far, but we did and its delightful. Many thanks for your partnering.

ATL311 and PACE Accomplishments



- Continued engagement of PACE Representatives during the DCS/ATL311 New Hire Class Orientation.
- Ongoing collaboration with leadership and employees that underscores the importance for employees to comprehend the role and significance of unions.
- Strong partnership with labor/management in resolving personnel matters for employees that are union members.

AFRD and PACE Accomplishments



- Thank you, Chief Rod Smith, for inviting PACE to have a standing seat at his monthly labor meetings to discuss in solidarity any issues that may or have risen within his department and its employees.
- PACE gives thanks to all AFRD Leadership for allowing us to continue to send out inter-departmental surveys to employees in collaboration with their Chief for employee engagement.

DWM and PACE Accomplishments



- DWM Commissioner Mikita Browning approved and implemented the premium pay to become base pay for DWM's mission critical employees before other departments adopted (she moved the cheese)
- DWM Leadership continues to collaborate with PACE to discuss issues and concerns from their employees
- DWM made improvements in their safety program and PACE has a seat at their monthly safety meetings.

DOF and PACE Accomplishments



- CFO Balla in collaboration with PACE have gotten to the bottom of issues to find resolves as well as being receptive to meeting with labor union to discuss ongoing issues/city budget respective to their department

DPW Suggestions



- PACE will begin monthly meetings with DPW Commissioner and its new Fleet Leadership to collaborate on any issues within the department and its employees
- Reanalyze “Employee Initiatives” and rebirth the process to combat the fear of outsourcing

Aviation Suggestions



- PACE will begin monthly meetings with Leadership to collaborate on issues within the department and its employees to improve the work environment
- Create and disseminate employee surveys for management to analyze and make cohesive changes for the betterment of the employees

ATLDOT Suggestions



- PACE will begin quarterly meetings with Leadership to collaborate on issues within the department and its employees
- Create and disseminate employee surveys for management to analyze and make cohesive changes for the betterment of the employees



AIM Suggestions

- Begin Quarterly meetings with PACE and Leadership for labor/management discussions to improve work environment.
- PACE would like to recognize and thank all AIM employees for their contributions to the City of Atlanta. We acknowledge your hard work and efforts from the Desktop Support Tech to the Network Engineer to the Training Manager and all roles in between that help to support the internal customers of the City of Atlanta by ensuring that our network runs smoothly.

WE APPRECIATE YOU!!!

DHR Kudos



- Many thanks to Commissioner Smith and her team for their tireless energy in assisting PACE answering the calls and emails in a frenzy.
- Special thanks to DC Candace Kollas and her team who is very instrumental with bringing peace to the E-911 leadership and PACE to get the job done! YEAHHH!!!

PACE Requests to City Council



- All employees who currently receives \$4.12 premium pay be fostered into their hourly salary once the budget is passed; effective July 2024.
 - No increase in benefits
 - 10% Increase in Salary who is not eligible for Premium Pay
- ***-2 options: Grades 30 and below- 5% each for 2 consecutive years or just one payout****

PACE Requests to City Council



- **Longevity Bonus-** be given to all employees who did not meet the eligibility for the Compensation Study for salary increases.
- *City of Atlanta employees who have been employed with the city for 10 years or more shall be eligible for an annual lump sum longevity bonus (see chart on next slide). This pay is in reference to the ordinance passed in May 2015 (15-O-1195). This incentive is used to recognize and reward employees for long-term service. Employees will be eligible for this incentive pay the month after their anniversary month of employment*
- **Retention Bonuses**
 - 5-10 year (5% increase) 10-20 year (20%)*(This is a retention bonus and must not be construed as salary increase for raises given)*

THANK YOU MAYOR ANDRE DICKENS & YOUR ADMINISTRATION!

On behalf of PACE, I want to express our sincerest gratitude for your unwavering support of our union and its members. Your commitment to fostering positive labor relations and advocating for the rights and interests of workers in Atlanta has not gone unnoticed.

By recognizing the value of organized labor and actively engaging with our union, you have helped to cultivate a collaborative environment where dialogue and cooperation are prioritized.

We look forward to continuing our partnership with your administration to create a more just and equitable Atlanta for all.

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