

QUARTERLY PRESENTATION

Department of Human Resources

September 11, 2024



COMPENSATION HIGHLIGHTS

CLASSIFICATION AND COMPENSATION STUDY WITH EVERGREEN AND MERCER

- August 14, Classification and Compensation Study was presented at FEC.
- August 19, the Atlanta City Council approved the Classification and Compensation study Ordinance.
- Mayor Dickens held a signing ceremony adopting the Classification and Compensation Study.



COMPENSATION STRATEGIC PRIORITIES

PHASE I STUDY IMPLEMENTATION

- Individual letters will be mailed to employee, **September 2024 (Tentatively)**.
- Onsite meetings will be held to address any questions, **September – October 2024**.
- Address the new Classified vs Unclassified threshold, **September – December 2024**.
- New job descriptions to be reviewed and finalized by departments, **September – December 2024**.
- All personnel transaction to be placed on hold, **December 2024**.
- Study changes and salary adjustments to be entered into the system, **January 2025**.

ATLCLLOUD PERFORMANCE MANAGEMENT

- Individual department year end training are scheduled, **September – October 2024.**
- Two citywide webinars will be hosted by Deloitte, **October & November 2024.**
- Continued monthly citywide reminders and metrics to leadership.
- Continued training with departments leading up to January 1, 2025, for the first performance review in the new system.

FLSA (FAIR LABOR STANDARD ACT)

- The new Exempt salary threshold will go up to from \$43,888 to \$58,656 **Effective January 1, 2025.**
- This exemption threshold will affect over 200 classification grades.
- Mid-Year personnel paper will include grade amendments for exempt classifications with a minimum salary range below \$58,656.
- Exempt employees, who are affected, will receive salary adjustments to meet new the FLSA standards.

TALENT ACQUISITION



Internship & Seasonal Hiring

Total:
182

Summer Interns

Total:
143

Seasonal Hires

Total:
325

Total Interns & Seasonal Hires

DoD SkillBridge Partnership

The Department of Human Resources and the DoD SkillBridge program connects retiring and transitioning military service members to employment opportunities within the City of Atlanta.

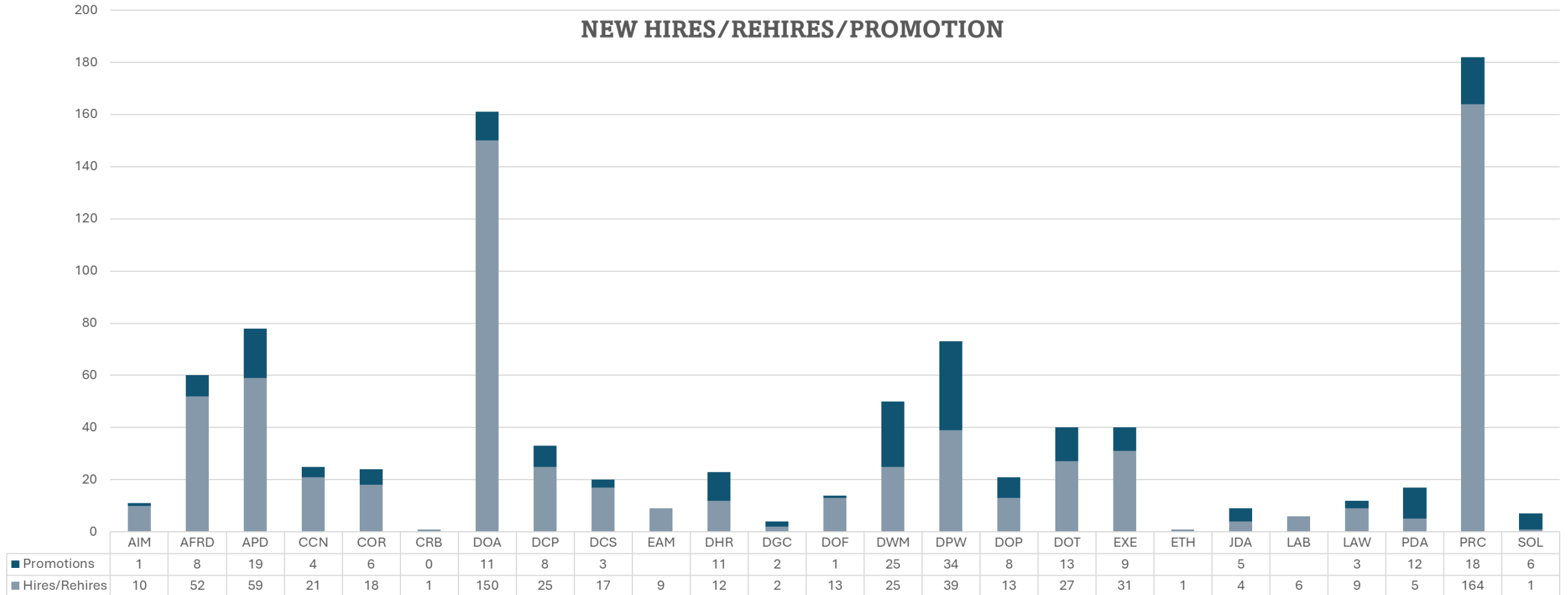
A pilot program has been launched with the Department of City Planning, which is currently focused on assisting 17 service members in securing full-time employment..



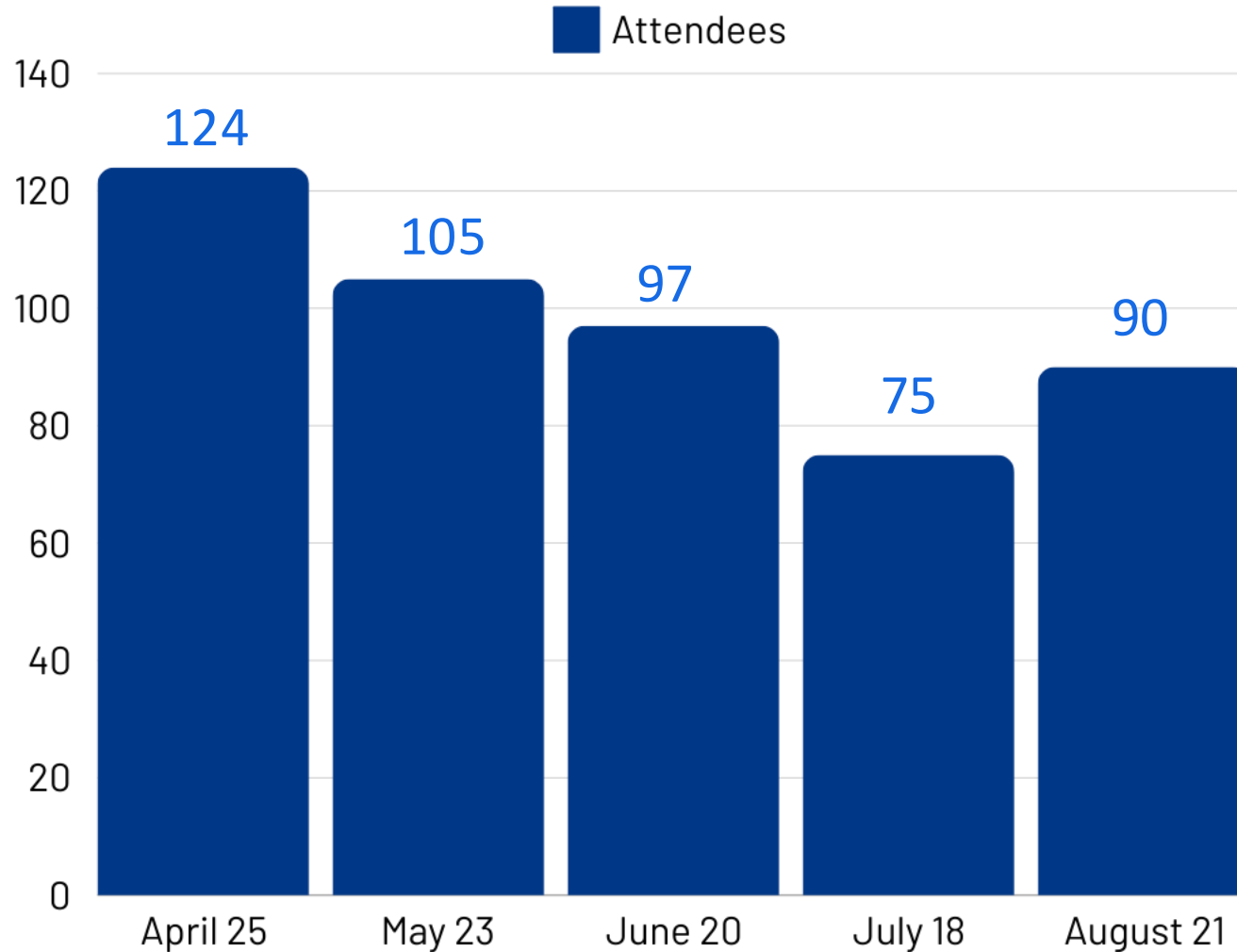
TALENT ACQUISITION QUARTERLY STATISTICS

**Total:
930**

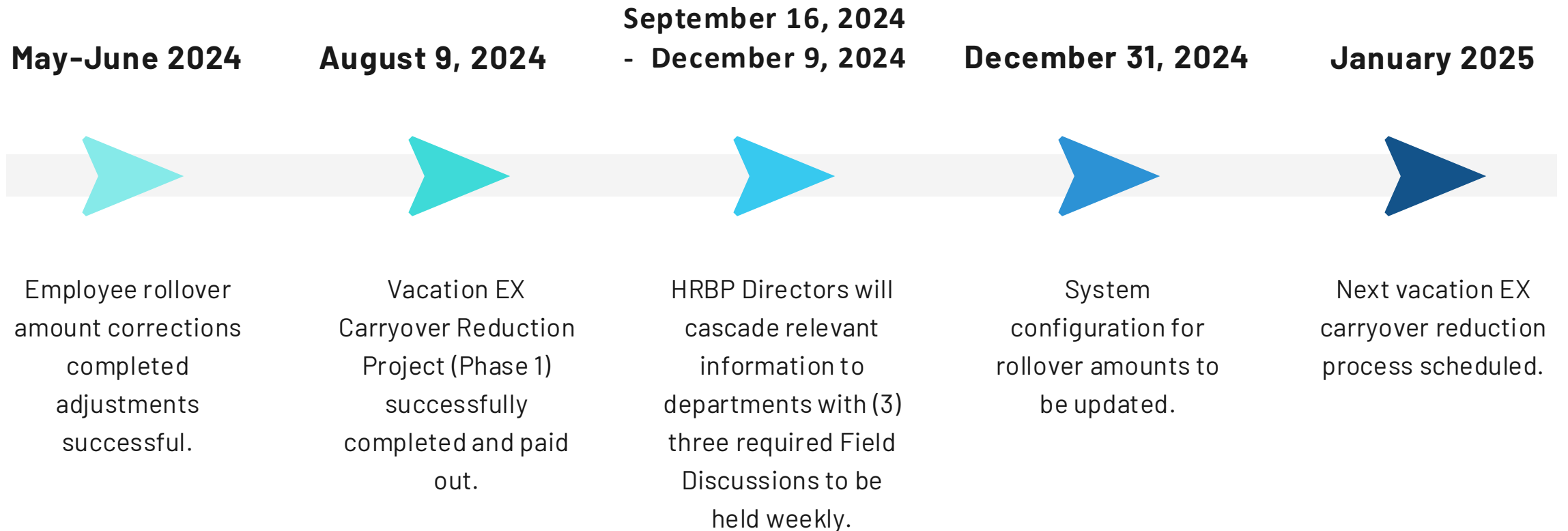
NEW HIRES/REHIRES/PROMOTION



NEW EMPLOYEE ORIENTATION ATTENDANCE



VACATION EX CARRYOVER REDUCTION PROJECT



EMPLOYEE HEADCOUNT AS OF AUGUST 27, 2024

Filled Positions

8973

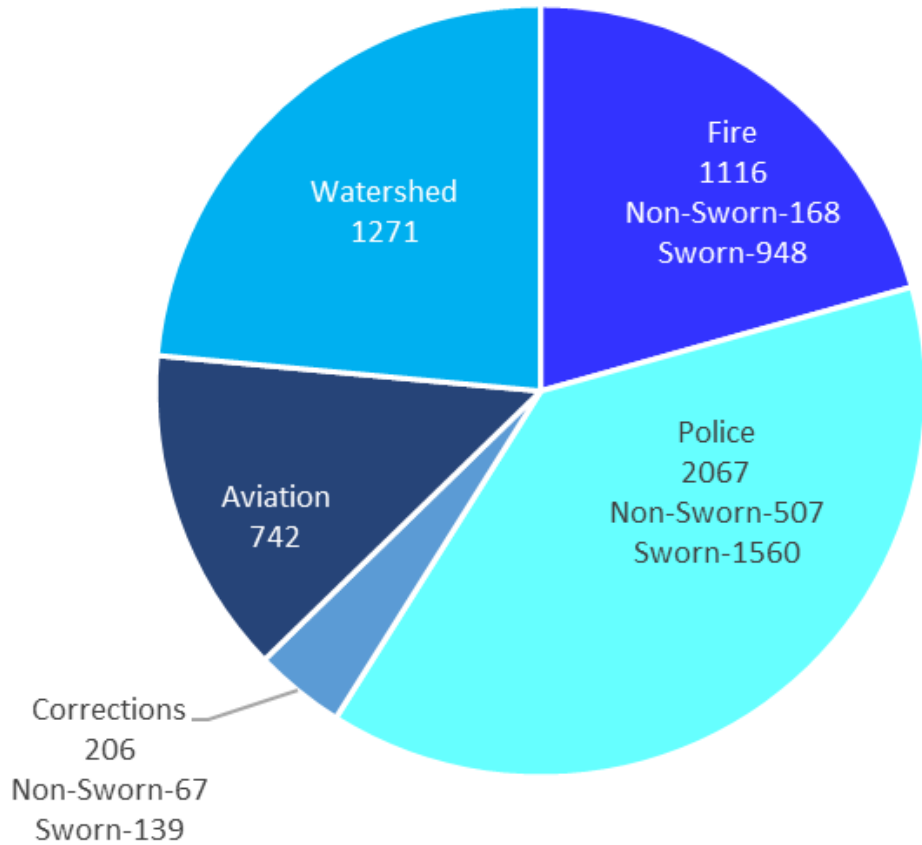
**Includes Full Time, Part Time, Suspended, Seasonal, Extra Help and
Excludes Non-Worker (Contractors/Retirees)**

Vacant Positions (Authorized)

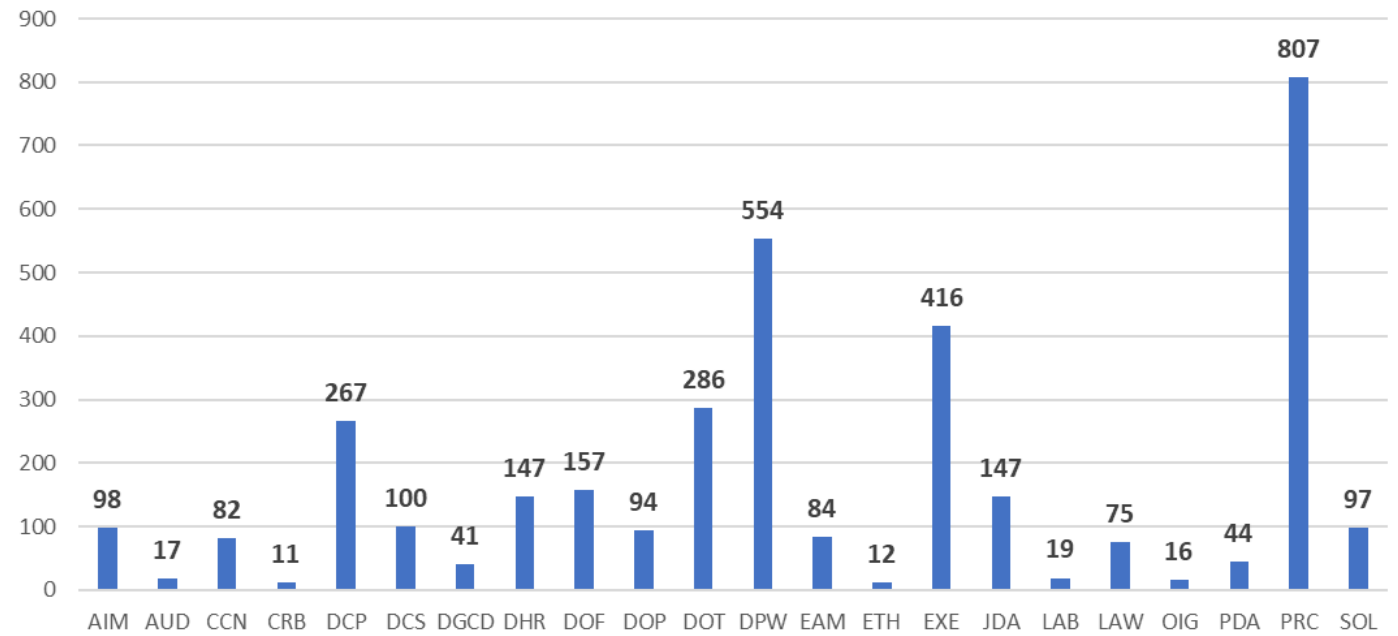
2688

FILLED POSITIONS

AUGUST 27, 2024

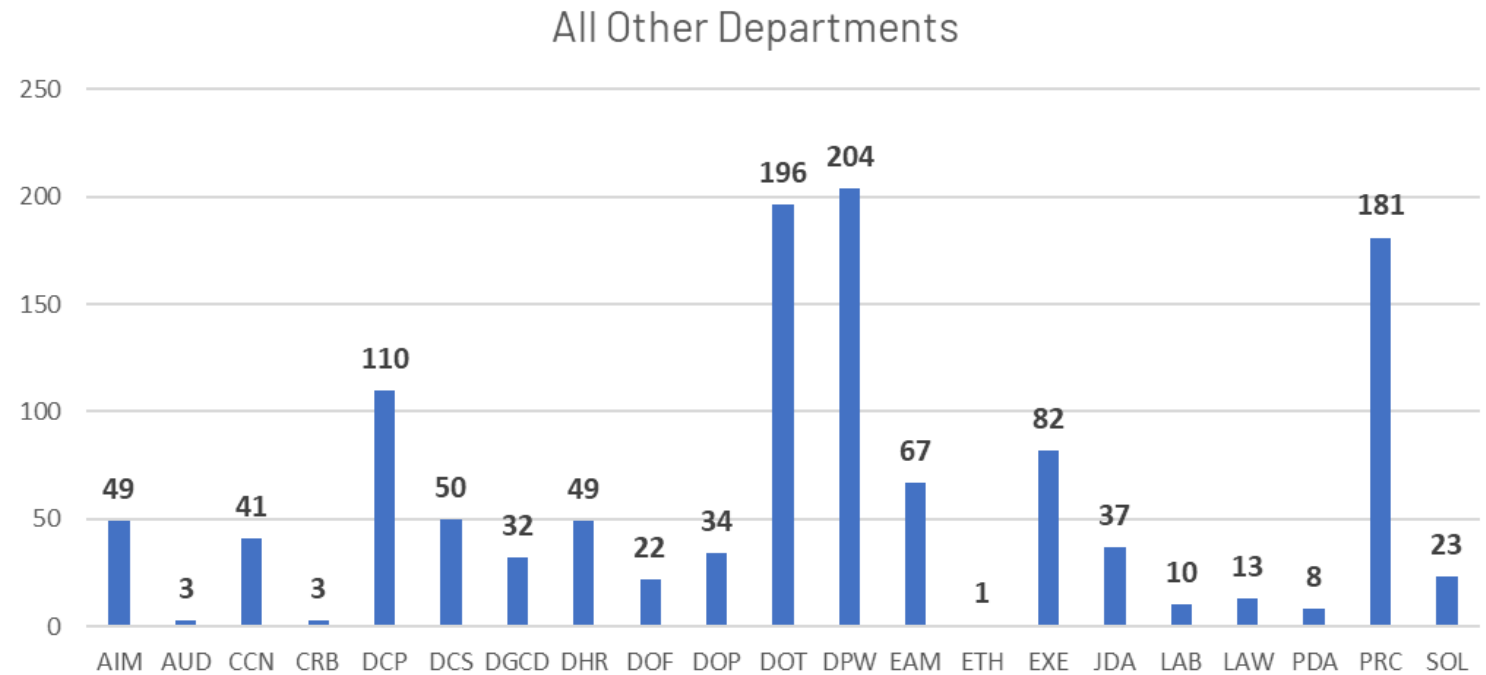
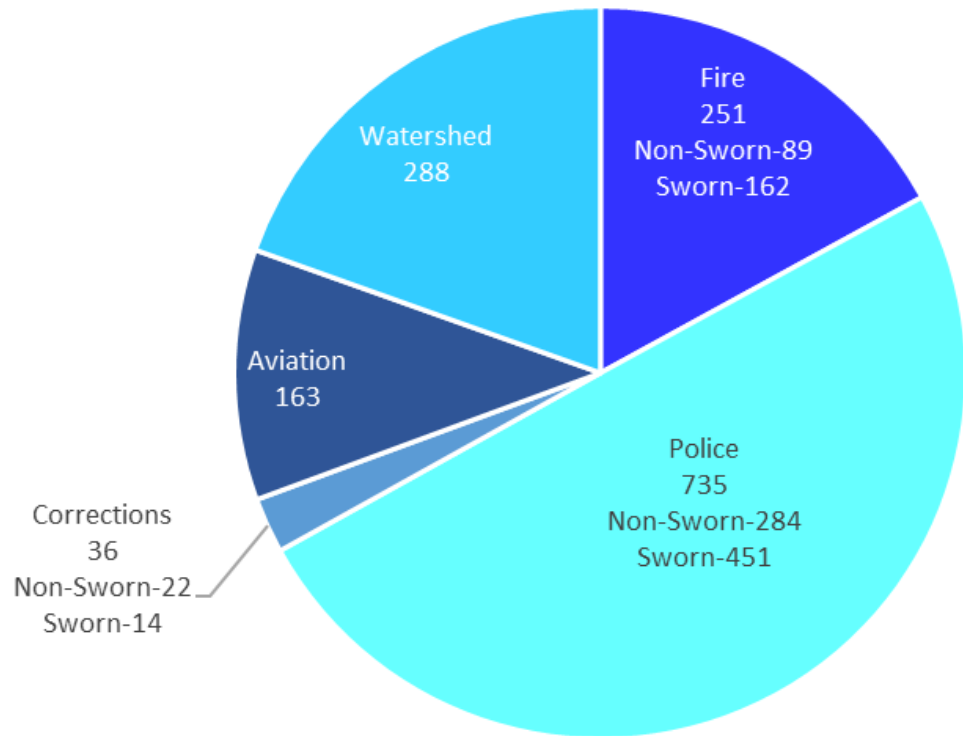


All Other Departments

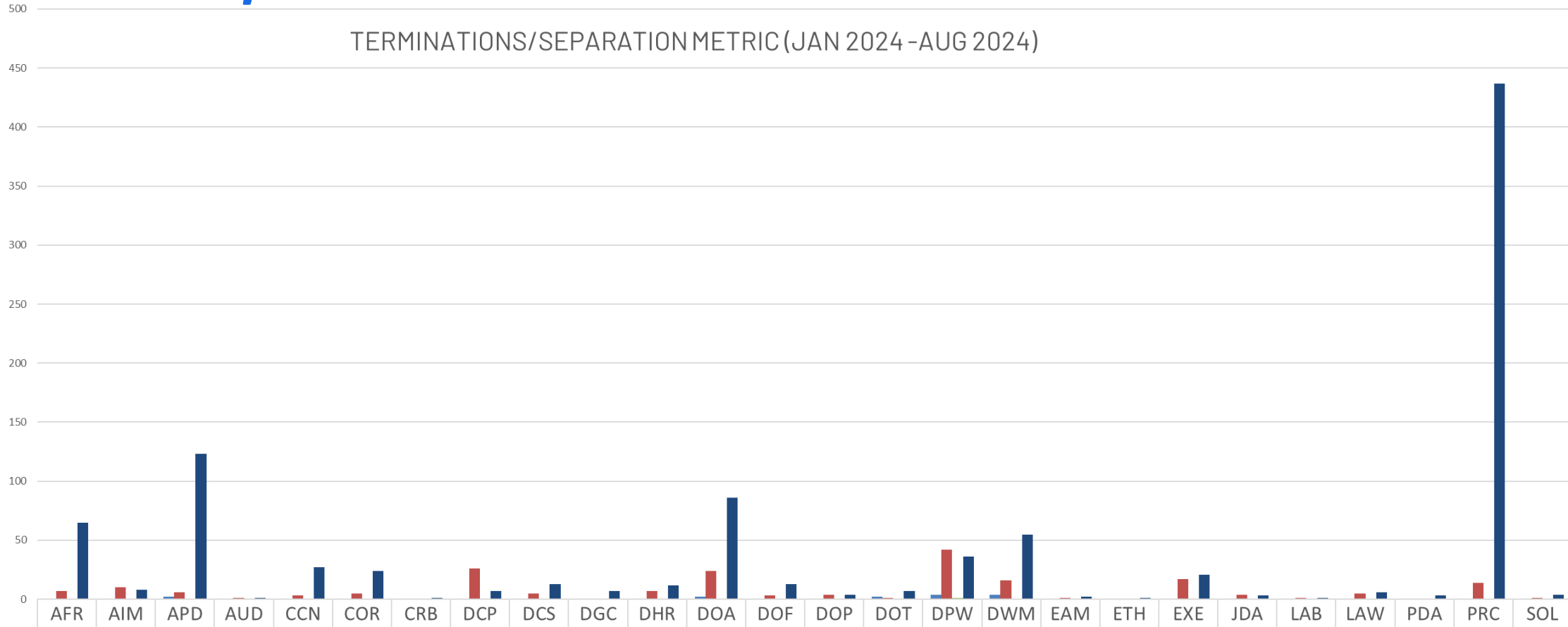


VACANT POSITIONS

AUGUST 27, 2024

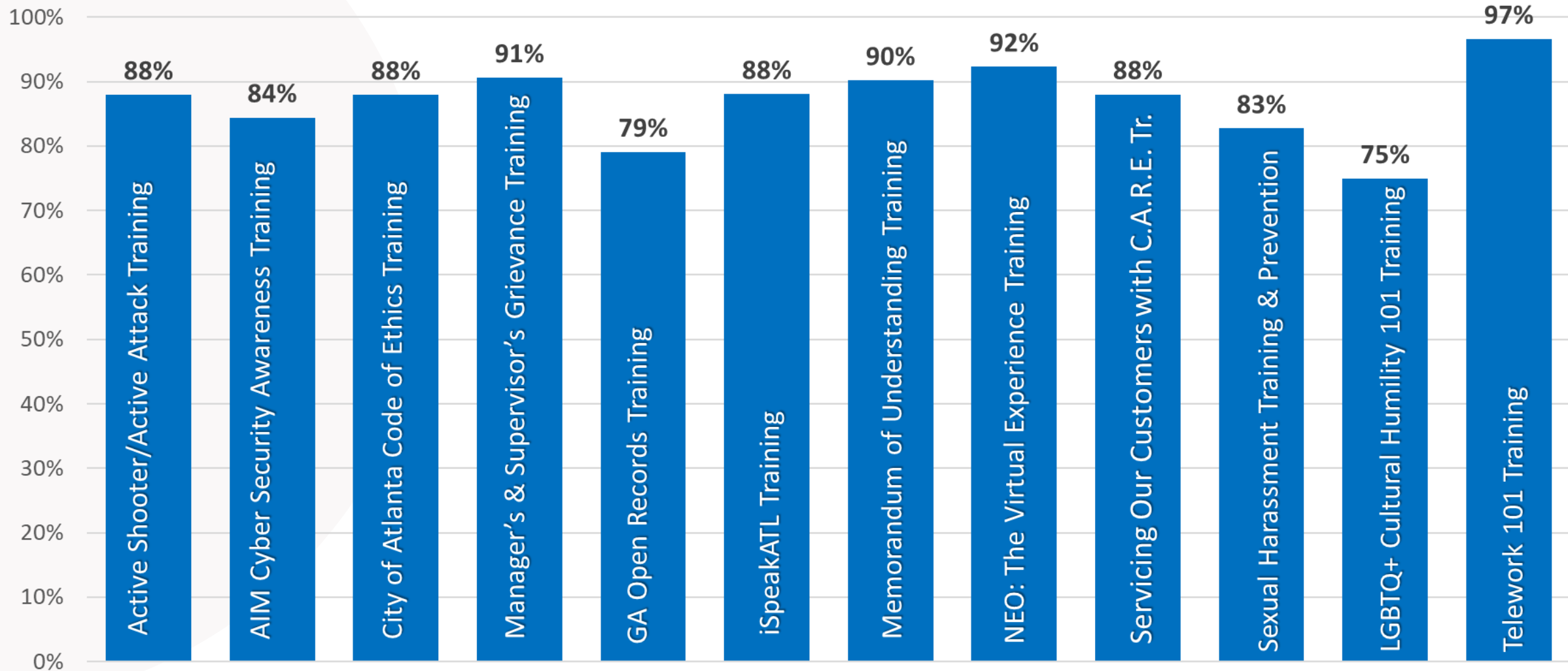


TERMINATIONS & SEPARATIONS AS OF AUGUST 27, 2024



	AFR	AIM	APD	AUD	CCN	COR	CRB	DCP	DCS	DGC	DHR	DOA	DOF	DOP	DOT	DPW	DWM	EAM	ETH	EXE	JDA	LAB	LAW	PDA	PRC	SOL	
Death			2									2			2	4	4										
Involuntary Termination	7	10	6	1	3	5		26	5		7	24	3	4	1	42	16	1		17	4	1	5		14	1	
Retirement																1											
Voluntary Termination	65	8	123	1	27	24	1	7	13	7	12	86	13	4	7	36	55	2	1	21	3	1	6	312	437	4	

CITY-WIDE MANDATORY COMPLIANCE TRAINING - FY24



BENEFITS



- Finalizing 2025 benefit rates to present before Finance Executive Committee.
- Engaging with key stakeholders to ensure clarity and alignment on proposed rates.
- Open Enrollment period will run from **November 4th through November 17th**.
- All employees and retirees will be required to review and select their benefits during this time.
- Communication campaigns will start in mid-October to educate employees and retirees on changes and available plans.
- DHR will be hosting **Showcase Week** during the open enrollment period.
- Showcase Week will include informational sessions on benefits, wellness programs, and retirement planning.

UPCOMING WELLNESS EVENTS SEPTEMBER 2024



THE CITY OF ATLANTA DEPARTMENT OF HUMAN
RESOURCES WELLNESS TEAM PRESENTS:

**FREE PROSTATE
(BLOOD DRAW)
CANCER SCREENINGS**

THURSDAY, SEPTEMBER 5TH, 2024
10:00 AM - 2:00 PM
CITY HALL
55 TRINITY AVE SW
COMMITTEE ROOM #2

Please click below or scan the
QR code to schedule a time.

[CLICK HERE TO SCHEDULE AN
APPOINTMENT FOR
THURSDAY, SEPTEMBER 5TH
AT CITY HALL](#)



Walk-ins will be accepted as capacity allows.



EARLY
DETECTION
SAVES LIVES

SEPTEMBER UPCOMING EVENTS

05
THU

RETRAIN YOUR BRAIN
WEBINAR
WEBINAR - ANTHEM

05
THU

PROSTATE SCREENINGS
CITY HALL
MOREHOUSE SCHOOL OF MEDICINE
55 TRINITY AVE COMMITTEE ROOM #2

9
MON

PROSTATE SCREENINGS
WATER LODGE
MOREHOUSE SCHOOL OF MEDICINE
655 GREEN STREET

10
TUE

FIND YOUR WAY
WEBINAR
SPONSORED BY KAISER

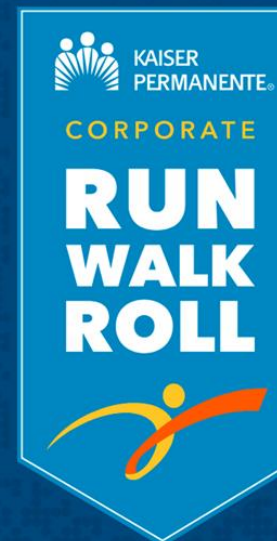
17
TUES

PROSTATE SCREENINGS
PUBLIC SAFETY HEADQUARTERS
MOREHOUSE SCHOOL OF MEDICINE
226 PEACHTREE STREET SW

25
WED

UNDERSTANDING ALZHEIMER'S &
DEMENTIA
WEBINAR- ALZHEIMER'S ASSOCIATION

Specific details and RSVP links for all event can be found on the flyer.



JOIN THE FUN

September 25th - 7PM | Piedmont Park

Atlanta's Largest Office Party (*after the 5K) | Live entertainment, hot food, great fun!

This fully inclusive event offers you and your co-workers the opportunity to train, triumph and thrive together. Celebrate health and our city with your co-workers on a 5K Run/Walk in and around Piedmont Park and enjoy the festivities that await you at the finish line. This is Team building at its best!

KPrunwalkroll.com

EAP UTILIZATION

June 2024

Total Monthly Visits:

Total Eligible Employees
7134

Total Employee Utilization
742

Percentage of use Total
10.40%

July 2024

Total Monthly Visits:

Total Eligible Employees
7134

Total Employee Utilization
546

Percentage of use Total
7.60%

August 2024

Total Monthly Visits:

Total Eligible Employees
8112

Total Employee Utilization
986

Percentage of use Total
8.38%

PUBLIC SAFETY WELLNESS

UTILIZATION

Employee Utilization by Month and Year



DHR'S UPCOMING STRATEGIC PRIORITIES

- Develop and provide a Total Reward Statement for all COA employees by the 2025 calendar year.
- Implement strategies to improve employee retention through mentorship, development, and recognition programs.
- Leverage social media to showcase the City of Atlanta as an employer of choice and highlight employee achievements and culture.
- Strengthen partnerships with departments across the city to host targeted hiring events.
- Continue delivering citywide professional development training through live webinars and on-demand content.
- Partner with the Public Safety Training Division to implement a suicide prevention and post-traumatic growth curriculum (Struggle Well/Bouldercrest Foundation).
- Explore new wellness initiatives to enhance employee well-being.
- Continue cross-departmental collaborations to improve HR operations and service delivery.



QUESTIONS