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An Administrative Order 2020 MAR 31 AM 9:20 Administrative Order No. 2020- 08  
Office of the Mayor  
City of Atlanta

**OFFICE OF THE MAYOR  
AN ADMINISTRATIVE ORDER**

**AN ADMINISTRATIVE ORDER DIRECTING THE CHIEF OPERATING OFFICER TO COORDINATE WITH THE COMMISSIONER OF THE DEPARTMENT OF HUMAN RESOURCES TO IMPLEMENT A HAZARD PAY POLICY 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, WHOSE WORK COULD EXPOSE THEM TO THE CORONAVIRUS, DUE TO THE CONTINUING COVID-19 DISASTER; WHEREBY AFFECTED EMPLOYEES SHALL RECEIVE AN ADDITIONAL FIVE HUNDRED DOLLARS (\$500.00) PER MONTH IN HAZARD PAY IN LINE WITH THE BUDGET; 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**, these clinicians advised that at least one model suggests that “the point of no return” for Georgia is estimated to begin on March 24, 2020 and that after that date, every day of delay before restrictive measures, such as those put in place by California, New York, and Illinois, are taken will lead to an earlier and higher peak of infected Georgians that will completely overwhelm our hospital systems; and

**WHEREAS**, it is my opinion that based upon the advice of the CDC and of the Georgia infectious disease clinicians the extreme likelihood of destruction of life or property within the territorial jurisdictional limits of the City of Atlanta due to the unusual condition of the COVID-19 Pandemic is significant; and

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

**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 have 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; and

**WHEREAS**, in accordance with this policy, affected employees shall receive an additional Five Hundred Dollars (\$500.00) per month in hazard pay, and

**WHEREAS**, the Federal Department of Labor defines hazard pay as additional pay for performing hazardous duty or work involving physical hardship, including work duty that causes extreme physical discomfort and distress which is not adequately alleviated by protective devices; and

**WHEREAS**, the United States Congress is examining the possibility of providing hazard pay to federal employees whose work could expose them to the coronavirus, specifically Congress is examining the provision of hazard pay for federal employees who directly treat individuals diagnosed with COVID-19 or those with frequent, unavoidable contact with the public; and

**WHEREAS**, it is my desire to implement a hazard pay policy for front-line City of Atlanta employees whose work could expose them to the coronavirus, as a result of the COVID-19 pandemic disaster; and

**WHEREAS**, pursuant to this 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 this policy shall be today, Monday March 30, 2020, and this policy shall remain in effect through June 30, 2020; and

**WHEREAS**, the hazard pay provided in accordance with this policy shall be paid prospectively and in consideration of the substantial benefit the affected 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

**NOW, THEREFORE, BY THE POWER VESTED IN ME AS MAYOR OF THE CITY OF ATLANTA**, pursuant to Section 3-104 of the City of Atlanta Charter and Section 2-182(4) of the City of Atlanta Code of Ordinances that


**SECTION 1:** Due to the continuing COVID-19 disaster, it is hereby ordered that the Chief Operating Officer shall coordinate with the Commissioner of the Department of Human Resources to implement a hazard pay policy 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, whose work could expose them to the coronavirus;

**SECTION 2:** In accordance with this hazard pay policy, affected employees shall receive an additional Five Hundred Dollars (\$500.00) per month in hazard pay, in line with the budget.

**SECTION 3:** The effective date of this policy shall be Monday March 30, 2020 and this policy shall remain in effect through June 30, 2020.

**SO ORDERED** this 30<sup>th</sup> day of March 2020.

  
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Keisha Lance Bottoms  
Mayor

ATTESTED:  
  
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Municipal Clerk  
**Foris Webb, III**  
**Municipal Clerk**