



CITY OF ATLANTA

DEPARTMENT OF HUMAN RESOURCES

QUARTERLY REPORT

SEPTEMBER 30, 2020

PRESENTED BY
INTERIM COMMISSIONER JEFFREY B. NORMAN



VISION

One DHR working to manifest the **realization** of the Mayor's Strategic Vision of a **World-Class Workforce** who meets business needs in an efficient and timely manner, while providing excellent customer service to One Atlanta.





OVERVIEW

- Coronavirus Disease 2019 (COVID-19) Pandemic Response
 - COVID-19 Employee Testing
 - Extension of Hazard Pay Program
 - Time Off with Pay for Employee Voting Access
 - Civil Service Board Remote Hearings
- Departmental Highlights
- Quarterly Headcount Statistics

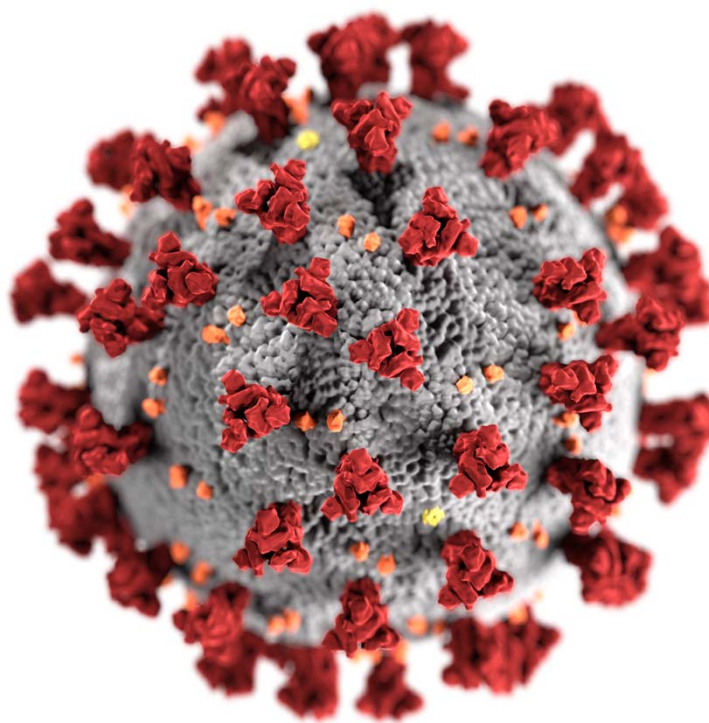




CORONAVIRUS DISEASE 2019 (COVID-19) PANDEMIC RESPONSE

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OBJECTIVE

The City of Atlanta (COA) is working to ensure that all appropriate measures are taken to minimize the impact of the SARS-CoV-2 virus and the disease it causes, named “coronavirus disease 2019” (COVID-19). COA employees are continuously provided with **up-to-date reliable pandemic information, best workplace safety practices and precautions**, as well as other **public health advisories** from state and local health departments, emergency management agencies and the Centers for Disease Control (CDC).





COVID-19 EMPLOYEE TESTING

- Established a direct testing program managed by the City through HealthStat to expand mission-critical employees' access to testing services and linking them to care through the City of Atlanta Wellness Center.
- In coordination with the guidance provided by the Georgia Department of Public Health (DPH) the City has provided mission-critical employees with the opportunity to obtain free COVID-19 testing through the Fulton County Health Department and other local testing partners.
- Worked with our medical health care providers, Anthem Blue Cross Blue Shield of Georgia and Kaiser Permanente, to provide free testing through employees' primary care physicians.





COA COVID-19 Testing Program



- In July of this year the rate for positive COVID-19 cases significantly increased in the Metro Atlanta Area and it resulted in a strain on our health partners at the Fulton County Health Department and Georgia Department of Public Health to provide accessible testing for our Residents and particularly our Employees. As a result of this critical concern, the Mayor's Pandemic Coordination Team, the City's Chief Health Officer and DHR's Office of Employee Benefits developed a COVID-19 testing program that allows the City to offer direct COVID-19 testing, specifically for our First Responders and Essential Workers due to the increased vulnerability for exposure to COVID-19.
- The City has partnered with HealthStat, our contracted medical vendor at the Employee Wellness Center, to administer the test. HealthStat utilizes the most reliable FDA authorized PCR testing, nasal swab external icon, to conduct COVID-19 viral tests for City of Atlanta employees, including first responders and essential staff.



COA COVID-19 Testing Program *(cont.)*



During the months of August and September, COVID-19 Testing was provided at the following City facilities:

- AWDA – 818 Pollard Avenue – (drive- thru testing)
- DWM Water Lodge – (drive-thru testing)
- C. T. Martin Recreation Center – (walk-up testing)
- Rosel Fann Recreation Center –(walk-up testing)





COA COVID-19 Testing Program (cont.)



▪ Testing results as of September 11, 2020

▪ Total Administered = 334

(331) Negative

(3) Positive

Department	Negative Test Results	Positive Test Results	Total No. Employees Tested
APD	78	1	79
AFRD	25	-	25
Public Works	56	-	56
Watershed	91	2	93
Transportation	9	-	9
Executive Offices	2	-	2
Parks & Recreation	62	-	62
DEAM	4	-	4
Human Resources	1	-	1
WorkSource	3	-	3

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Extension of Hazard Pay Program



- Extended through December 31, 2020
- All Mission-critical employees are eligible
- \$500 per month hazard pay benefit
- No further award of hazard pay compensatory time



Extension of Hazard Pay Program (*cont.*)

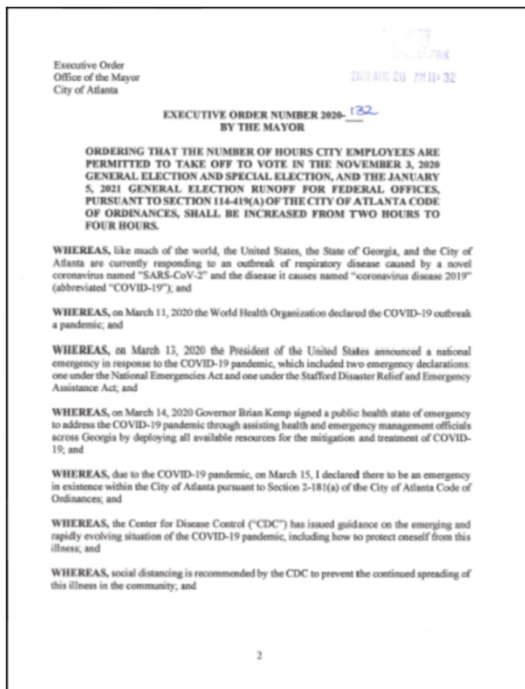


- Pro-rated hazard pay benefit award based on attendance and utilization measures
- The restriction that hazard pay compensatory time be utilized first is removed
- Employees eligible to receive cash payment of one-fourth of accumulated hazard pay compensatory time at time of separation from City





Executive Order No. 2020–132: Time Off with Pay for Employee Voting Access



- Increases the amount of hours City of Atlanta employees are permitted to take off to vote in the November 3, 2020 election and General Election Runoff held January 5, 2021.
- From two (2) hours to four (4) hours.
- The expansion to four (4) hours is also applicable during the Early Voting period scheduled for the General Elections and General Election Run-off for Federal Offices.



Civil Service Board Remote Hearings

- Hearings scheduled to resume on October 1, 2020
- Classified Employee Appeals

Adverse Actions

- Suspension without pay
- Demotion
- Dismissal





HIGHLIGHTS

- EAP Services through Tele-Mental Health Platform
- EAP In-Person Pulse Check Sessions with AFRD and APD
- Citywide Distribution of Resources for September is Suicide Prevention Month

Department of Human Resources
Psychological Services and Employee Assistance Program (PS/EAP)
City of Atlanta PS/EAP is also providing support services via Tele-Mental Health.
If you wish to contact us, please call our main line: 404-546-3074.

5 Action Steps for Helping Someone in Emotional Pain

 ASK "Are you thinking about killing yourself?"	 KEEP THEM SAFE Reduce access to lethal items or places.	 BE THERE Listen carefully and acknowledge their feelings.	 HELP THEM CONNECT Save the National Suicide Prevention Lifeline number 1-800-273-8255.	 STAY CONNECTED Follow up and stay in touch after a crisis.
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National Institute of Mental Health
www.nimh.nih.gov/suicideprevention



HIGHLIGHTS (continued)

- Coordinated Citywide virtual Fitness Training Sessions with contracted vendors – Aquila Fitness Consultants

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**Tues/Thurs: 4pm & 5pm
Wednesdays: 4pm**

Info: 770-868-9296
BellaFitnessGroup.com

Join the free weekly
City of Atlanta Employee
WORKOUTS VIA ZOOM

Exercise from home via Zoom video conference. All fitness levels welcomed and modifications provided. Zoom meeting ID: 9661313333

TRAIN WITH FITNESS ADVOCATE & AUTHOR. CHAUNDA WALLS

MAYOR KEISHA LANCE BOTTOMS



Aquila

City of Atlanta Fitness Center Virtual Services

We are committed to helping you become a healthier you by offering these virtual services!

- Fitness Classes offered via Zoom
- Fitness Consultations with a Certified Fitness Specialist via Zoom
- Access to 100+ fitness and tutorial videos in our video library
- Weekly newsletters sent directly to your inbox with workout plans, healthy recipes, and more
- COA Fitness Center Facebook page to help you stay connected
- Monthly challenges such as step challenge, weight loss, and more
- 15-minute Stretch Breaks via Zoom with our Fitness Specialists throughout the week
- Webinars that focus on topics such as stress management, staying fit while working from home, and more are offered throughout the month

Email us at coafitnesscenter@aquilald.com for more information on how to get started with using these benefits at no cost to you!



HIGHLIGHTS (continued)

- Completed FY21 personnel paper transactions
- Completed Phase II and Phase III pay increases for AFRD and APD
- Utilized virtual platform to conduct Professional Development Training and New Employee Orientation
- Transitioned ATL311 into Full Telework Model
- Launched 2020 Citywide Healthy Rewards Program for participants in Anthem BCBS POS and Kaiser HMO



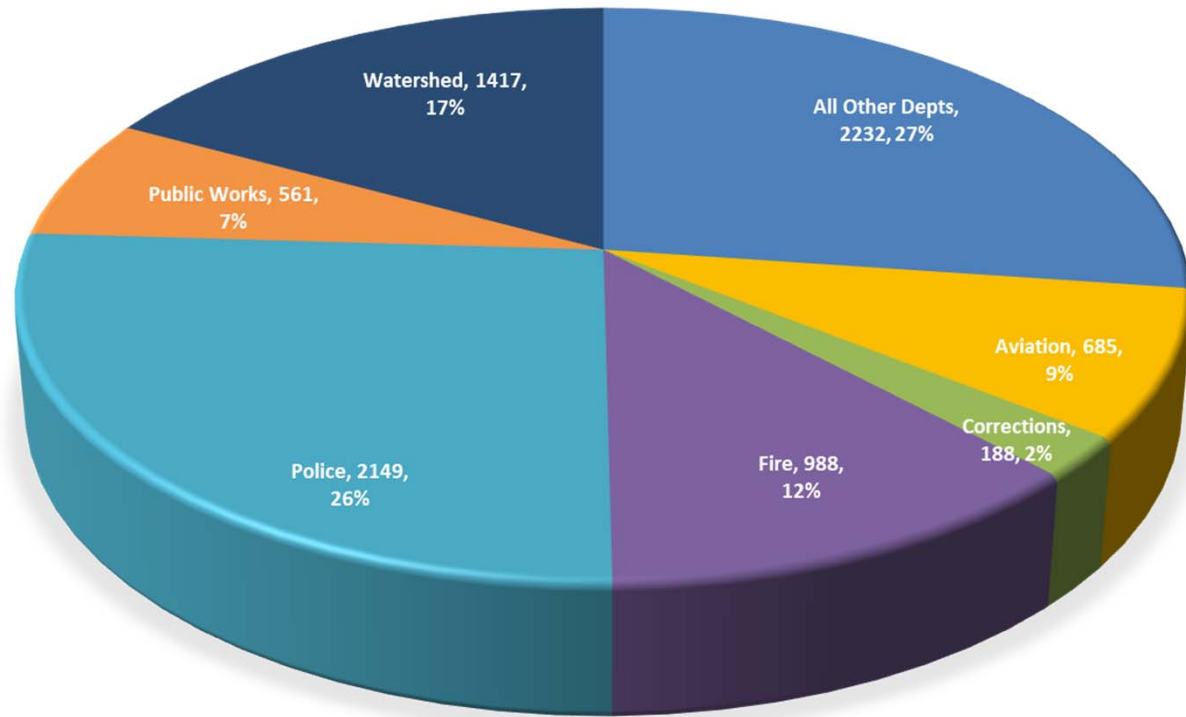


QUARTERLY HEADCOUNT STATISTICS



HEADCOUNT AS OF SEPTEMBER 28, 2020

By Department



TOTAL 8462





ALL OTHER DEPARTMENTS

By Count



ALL OTHER DEPTS	
DIVISION	TOTAL
AIM	138
AUD	18
CCN	62
CRB	9
DCP	244
DCS	110
DGC	1
DHR	114
DOF	153
DOP	54
DOT	273
EAM	104
ETH	7
EXE	193
JDA	140
LAW	90
PDA	39
PRC	404
SOL	79
Grand Total	2232



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QUESTIONS?

