

Department of Human Resources Finance/Executive Committee Quarterly Report



“Driving Policy, Partnerships, and Progress”



Presented by: Jeffrey B. Norman, Commissioner

May 11, 2022

Departmental Highlights


- Employee Assistance Program
- Fitness Center Re-opening
- Coronavirus Disease 2019 (COVID-19) Pandemic Response
- Talent Acquisition
- Premium Pay
- Training and Organizational Development
- Procurements

Quarterly Headcount Statistics

MAY IS MENTAL HEALTH
AWARENESS MONTH

Together for Mental Health





PS/EAP

Psychological Services/Employee Assistance Program

Confidential Assessments
Promoting a Life of Wellness and Work Life Balance

PS/EAP is an added Health Benefit that offers FREE Short-Term Services to the City of Atlanta Employees and their immediate family members living in the same household

Contact 404-546-3074 to schedule an appointment or for more information

PS/EAP Can Help

- Personal & Work Relationships
- Individual & Couples Counseling
- Stress Management
- Trauma
- Emotional Distress
- Anxiety
- Depression
- Grief
- Marital Concerns
- Substance Abuse

CRISIS INTERVENTION AFTER HOURS & WEEKENDS 404-614-6525

PS/EAP follows the guidelines on confidentiality set by the State of Georgia Board of Psychological Examiners and the Board of Professional Counselors, Social Workers, Substance Abuse Professionals and Marriage and Family Therapist. All clients sign an informed consent form prior to counseling, which includes information about confidentiality.

Our Clinical Staff are all licensed in the State of Georgia and includes licensed psychologists, counselors, and substance abuse professionals.

Each May we raise awareness about the importance of mental health and its impact on the well-being of all Americans, including children, adults, families, and communities across our Nation. We also give thanks to the dedicated mental health providers whose service and support improve the lives of so many Americans. We stand in solidarity with those who are experiencing mental health conditions, renewing our commitment to providing them with the support they need and deserve.

Even before the pandemic, millions of Americans were experiencing stress, trauma, anxiety, and heightened levels of depression. The COVID-19 pandemic exacerbated those conditions, creating an unprecedented mental health crisis across our country. Communities of color, frontline workers, health care workers, and individuals with eating disorders have been disproportionately impacted, and the rate of depression across the country has more than tripled compared to rates in 2019.

Despite these disturbing trends, less than half of Americans struggling with mental illness receive the treatment they need—even fewer within Black and Brown communities. A variety of factors contribute to this problem. For example, too many communities lack sufficient numbers of mental health providers. Even where there are enough mental health providers, our fragmented system makes it difficult for people to access them.

QR Codes For Wellness

Scan each topic with smartphone to access resources



Nutrition



Exercise



Calm
Meditation & Sleep



Insight Timer
Meditation



Suicide
Prevention I



Suicide
Prevention II



Stress Tips



Am I Ok
Surveys

THE COA FITNESS CENTER IS BACK!

We are happy to announce that the City of Atlanta Fitness Center located at 235 Central Ave Suite A (across the street from Atlanta City Hall) will open on Monday, May 16th!

The City of Atlanta Fitness Center is open to all active employees that work for City of Atlanta government. If you are a new employee and never signed up for membership, your admittance to the fitness center is contingent upon completion of the online waiver application and showing your City of Atlanta employee ID badge.

You can complete the online waiver application at www.waiverking.com prior to visiting the center.

Aquila 



HOURS & SERVICES

During the weeks of May 2nd and May 9th, the fitness center will be open from 10:30 AM - 1:30 PM Monday-Friday to allow employees to sign up for new membership, pick-up membership key tags, complete body composition assessments, tour the facility, and more!

(Please note: The Fitness Center will be closed for in-person sign-up on May 9th)

Some items to keep in mind for the opening:
Hours of Operation (effective May 16, 2022)
Monday - Friday: 6:00 AM - 7:00 PM

Services Offered:

- State of the art fitness equipment orientations
- Fitness Assessments
- Fitness Consultations
- Wellness Programs
- Fitness Challenges
- Virtual group fitness classes

Towel Service:

Towel service will be discontinued until further notice. So, be sure to bring your own towels for use in the locker rooms.

Juice Bar:

The juice bar will continue to be closed until further notice.

If you have any questions or need assistance with signing up, please email coafitnesscenter@aquilaltd.com.

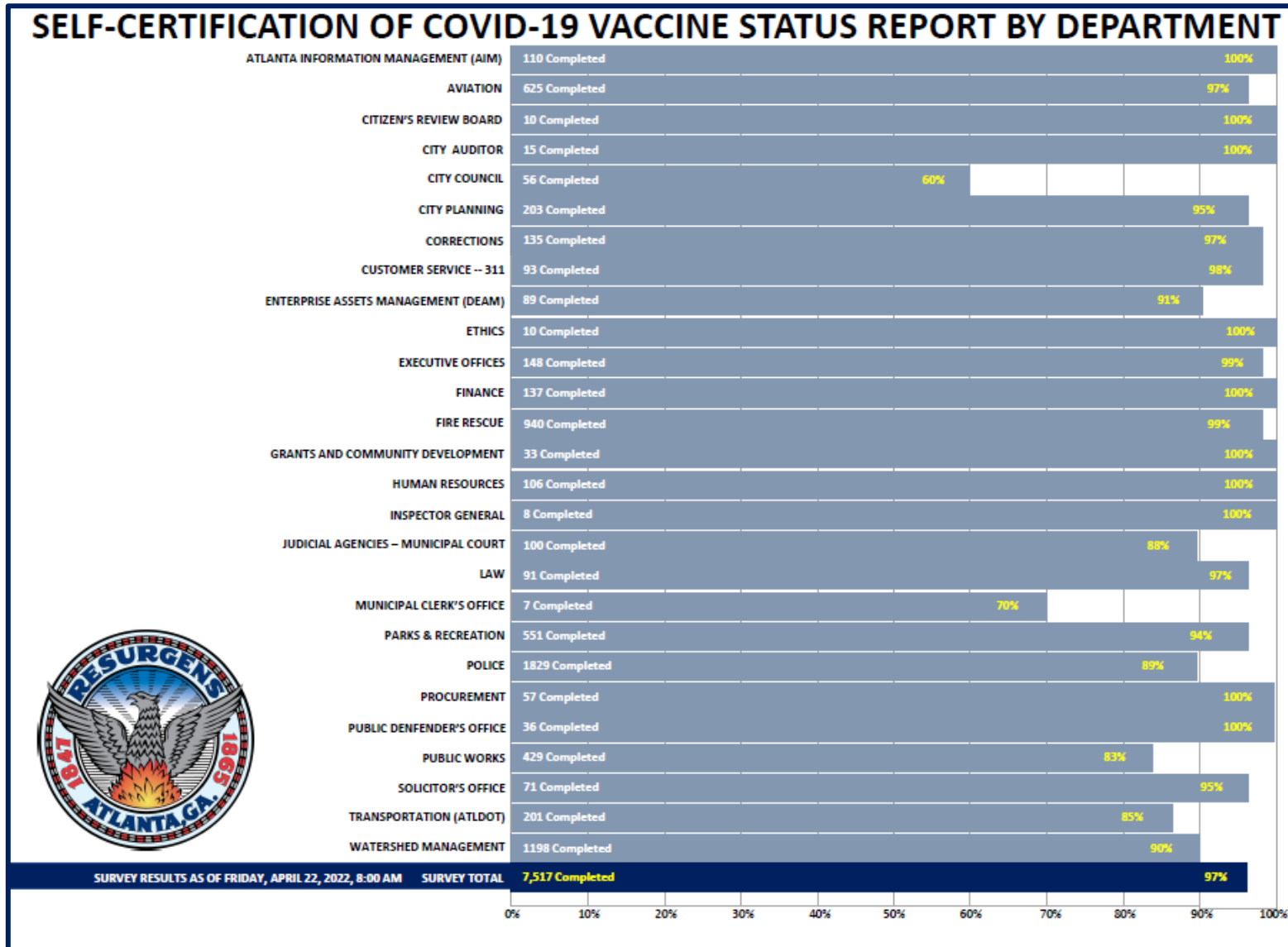
FITNESS CENTER REOPENING



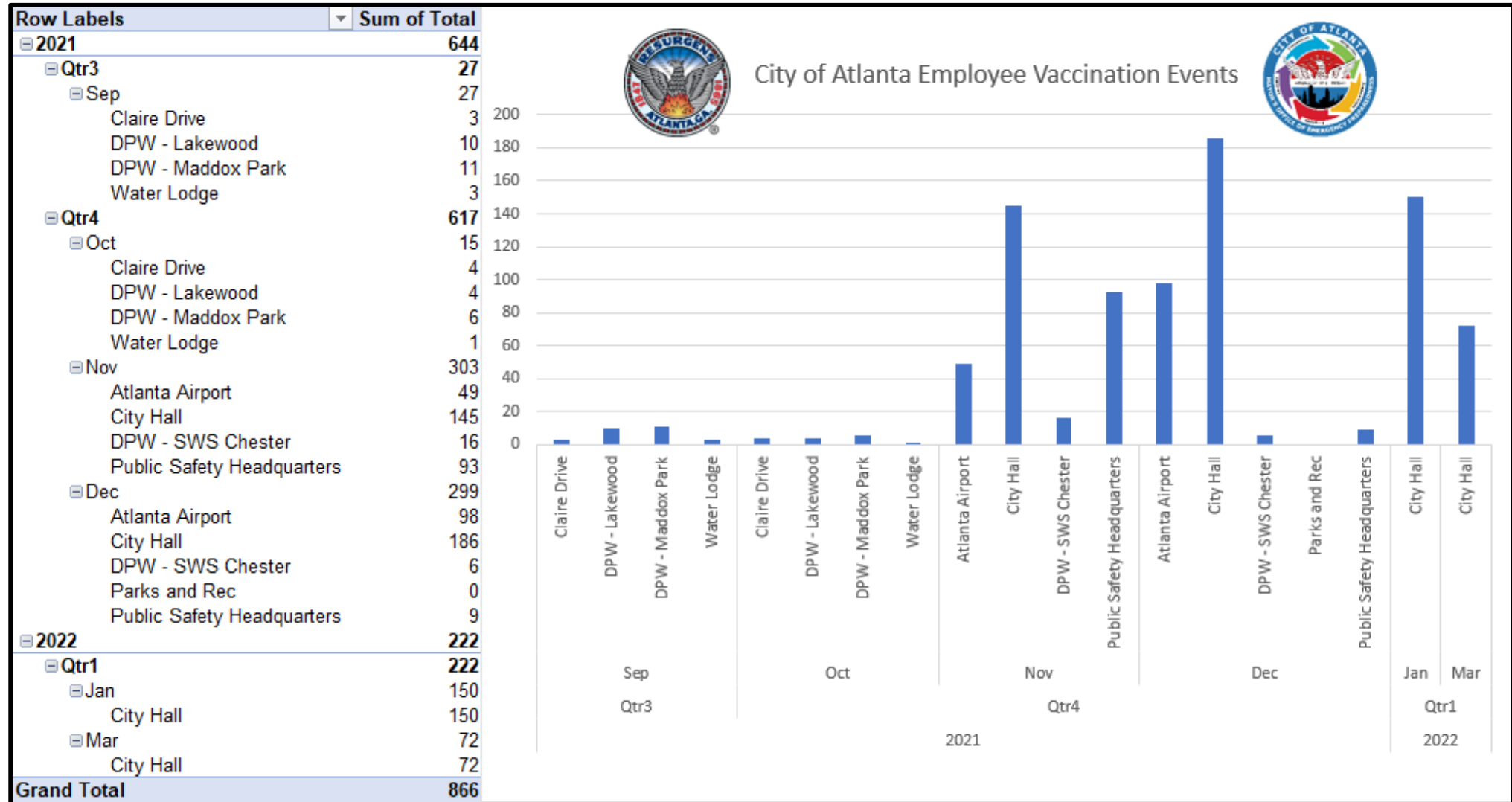
- **5,000-square foot Fitness Center**
- **Employees will be able to take advantage of:**
- **State of the art exercise machines, Full-service locker rooms, Juice bar, group and individual fitness training programs, lifestyle and wellbeing engagement programs, nutritional programs and access to fitness coaches.**

Fitness Center located at City Plaza building across from City Hall – May 9, 2022

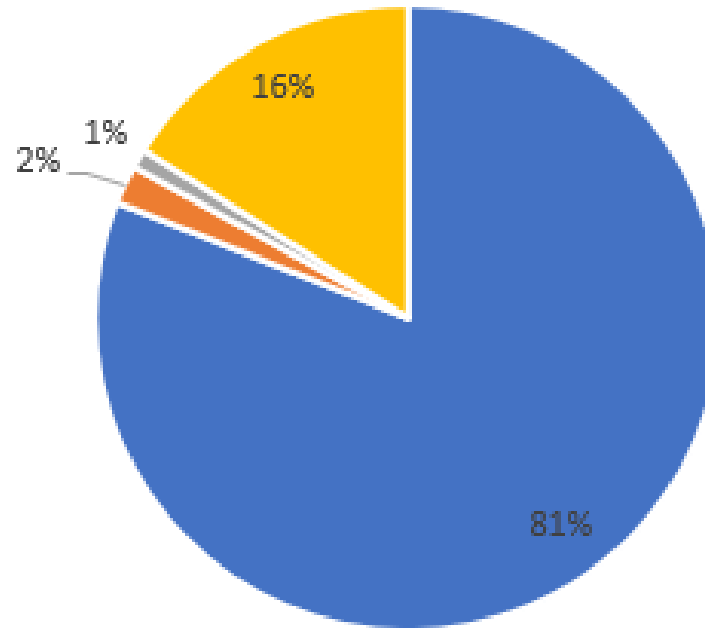
COVID-19 EMPLOYEE VACCINATION



COVID-19 EMPLOYEE VACCINATION



City of Atlanta Vaccination Status



■ Fully Vaccinated ■ Partially Vaccinated ■ Vaccine Appt. Scheduled ■ Not Vaccinated





City of Atlanta's Employee Vaccination Incentive Program

On Mayor Dickens first day in office, Executive Order 2022-01 was issued to extend the City's \$100 vaccination incentive program through June 30, 2022, in an effort to encourage all City employees to take advantage of the opportunity to protect themselves against COVID-19.

- City employees receiving their initial COVID-19 vaccinations between September 15, 2021 and June 30, 2022 shall be eligible to receive a one-time One Hundred Dollar **(\$100.00)** incentive payment
- City employees receiving a COVID-19 booster between October 18, 2021 through June 30, 2022, shall also be eligible to receive a one-time One Hundred Dollar **(\$100.00)** incentive payment

DHR General job fairs

Jean Childs Young Middle School inaugural job fair

- Saturday, April 30th, 2022
- 58 attendees
- The target attendees for the job fair are the neighborhoods that feed into Jean Childs Young Middle School. Candidates spoke to a recruiter and completed applications on site.

911 Communications Dispatcher Job Fair

- Saturday, April 30th, 2022
- 23 attendees
- The target attendees for the job fair are individuals interested in 911 Dispatchers. Onsite Critical testing and Interviewing.

HiCounselor Virtual Career Fair

- April 28th, 2022
- 17 attendees
- The target attendees for the job fair are individuals interested in Tech Roles.

Friendship Baptist church hiring event

- April 13th, 2022
- 37 attendees
- The target attendees for the job fair are individuals interested in COA opportunities.

HR Panel for Career Planning Class - Andrew Young School

- April 1st, 2022
- 56 attendees
- The target attendees for the job fair GSU students.

Spring 2022 Job Fair-West Hunter Street Baptist Church

- March 31st, 2022
- 47 attendees
- The target attendees for the job fair are individuals interested in COA opportunities.

APD Hiring Event

- March 19th, 2022
- 93 attendees
- The target attendees for the job fair are individuals interested in APD.

Mayor's Midnight Basketball events (ongoing; weekly)

APD Virtual Open House (monthly)

Parks and Recreation

- Hiring Event/Blitz Date(s) – April 16, 2022
- Number of Attendees – there were 210 individuals in attendance
- Outcomes/Metrics – interviewed and hired 39 candidates and 114 candidates were successfully onboarded.

Upcoming

- Department – Parks and Recreation
- Hiring Event/Blitz Date(s) – May 14, 2022
- Number of Attendees – we are inviting approximately 200 candidates to complete onboarding and drug test
- Outcomes/Metrics – We anticipating completing the onboarding over 100.

Department of Aviation

ATL Airport Career Fair on March 23, 2022

This was a full cycle hiring event that included on the spot interviews and potential job offers. The highlights/results from this event included the following:

Candidates Interviewed

16

Candidates Hired

10 (*4 Communications Dispatcher / 6 Facility Maintenance Mechanics*)

Aerotropolis Career and Job Expo ATL March 10, 2022

This event was to help expose high school juniors and seniors to companies and careers at the Airport.

Upcoming

New Birth Virtual Career Fair on May 12. The online platform will offer video conferencing and on the spot interviews.

Department of Public Works

Hiring Blitz - May 9, 2022

Extended 13 offers (*3 for SWOII and 10 for SWEO - all CDL roles*)

Hiring Blitz - March 25, 2022

Extended 16 offers (*6 SWEO, 6 SWOI, 1 SWOII, 2 ESWII, 1 ESWIII*)

Department of Public Works

- Hiring Blitz – 4/22/22 – SWS Drivers: Impromptu Blitz requested by DPW on the same week.
- 3 Candidates attended
- 3 offers

- Hiring Blitz – 3/25/22 - SWS Drivers
- 12 Candidates attended
- 12 Candidates offered

- Hiring Blitz – 3/11-22 – SWS Drivers
- 17 Candidates attended
- 14 offers

- Onboarding / Hiring Blitz – 2/24/22 – SWS Drivers and ESW
- 28 Candidates attended
- 14 Candidates successfully completed onboarding
- 14 Candidates offers

- Hiring Blitz – 1/28/22
- 11 Candidates Attended
- 7 offers

911 COMMUNICATIONS DISPATCHER I

STARTING SALARY \$38,500

- Increased Pay Incentive with each Phase of Training
- Overtime Opportunities
- Health/ Dental/ Life Insurance
- Free gym and wellness clinic
- Tuition Reimbursement
- Holiday Pay Work Incentive

SCAN ME

VIRTUAL OPEN HOUSE

WEDNESDAY, JAN 26TH
11AM - 12PM & 6PM - 7PM
Zoom: 922 613 6757 PASSCODE: JOINAPD

ATLANTA PARKS & RECREATION

SUMMER JOB FAIR

SAVE THE DATE!

SATURDAY, APRIL 16
 10 a.m.-2 p.m. | CT Martin Recreation Center

Apply and Interview Onsite!

Summer Camp • Golf • Parks • Aquatics
Athletics • Recreation • Tennis

CITY OF ATLANTA HOT JOBS

- Facilities Maintenance Mechanic - Airport Groundskeeping/Landscaping
- Electrician Specialist
- Communications Dispatcher I
- Communications Dispatcher, Sr
- Airport Planner
- Assistant Director – Airside/Landside/Cargo Area Project Manager
- Assistant Director - Terminal and Concourses Area Project Manager
- Assistant Director - Renewal and Replacement/ Noise Insulation Project Area Manager

To search our full list of job openings visit: www.atlantaga.gov or scan the QR code.

SCAN ME

Stay Connected:
 Twitter: @CooCareers
 Email: Talent@atlantaga.gov

YOUR POSSIBILITIES ARE ENDLESS

City of Atlanta

WE ARE HIRING!

APPLY NOW atlantaga.gov

JOIN OUR TEAM!

APPLY NOW

SCAN ME

Stay Connected:
 Twitter: [atlantaga](https://twitter.com/atlantaga)
 Email: Talent@atlantaga.gov

HIRING EVENTS



HIRING EVENTS



HIRING EVENTS



Mayor Andre Dickens
& The City of Atlanta Parks and Recreation
invite you to attend the

MIDNIGHT BASKETBALL LEAGUE
20 CITY OF ATLANTA 22

Every Wednesday @ 7 P.M.
April 27 - June 8, 2022
FREE CHICK-FIL-A • FREE HAIRCUTS

C.T. Martin Natatorium and Recreation Center
3201 Martin Luther King Jr. Drive, SW Atlanta, GA 30311

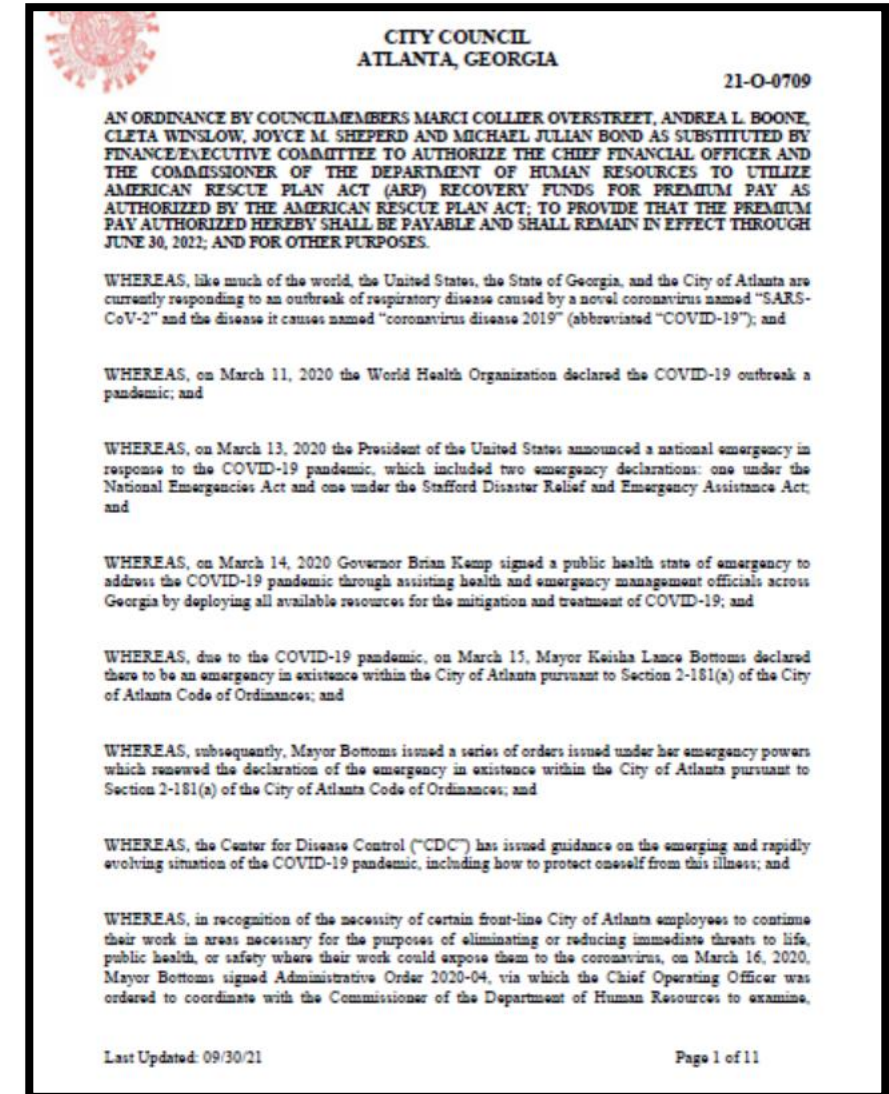
COMMUNITY RESOURCES • FREE FOOD • MUSIC

For league information, contact Ramondo Davidson,
Director of Parks & Recreation at rdavidson@atlantaga.gov
To register a team, contact Charles Brown at [cbrownii@atlantaga.gov](mailto:cbbrownii@atlantaga.gov)
For exhibitor & partnership opportunities, contact Shaneshia Blount
at sblount@atlantaga.gov

For more information call: 470.963.2588

Ordinance 21-O-0709

- To provide temporary premium pay through June 30, 2022 to City of Atlanta critical infrastructure employees within the Department of Public Works, Department of Transportation, Department of Parks and Recreation, Department of Enterprise Management, and Department of Corrections performing essential in-person front line services as designated by the Chief Operating Officer during the COVID-19 public health emergency and as defined under the American Rescue Plan Act (ARPA).
- The premium pay shall be three dollars and twelve cents (\$3.12) per hour (**approximately \$500 per month**) applied to an eligible employee's regular rate of wages.



DEPARTMENT	NUMBER OF EMPLOYEES
CORRECTIONS	141
TRANSPORTATION	173
PUBLIC WORKS	512
ENTERPRISE ASSET MANAGEMENT	62
PARKS AND RECREATION	502
GRAND TOTAL	1383

New Compliance Training for FY23



**City of Atlanta
GEORGIA
OPEN RECORDS
COMPLIANCE
TRAINING**
Chief Transparency Officer



**iSpeakATL
Training**
Start Course

Serving Atlanta's Foreign-Born Population

**Labor & Employee Relations
Grievance Training**

ATLcloud Performance Training

FY22 Compliance Training for Dedicated PC Users	Completion Rate*
Active Shooter/Active Attack Training	100%
Sexual Harassment Prevention Training	100%
Cyber Security Training	96%
LGBTQ Cultural Humility 101 Training	100%
City of Atlanta's Code of Ethics Training	87%
Teleworking 101 Training	80%
Teleworking 101 for Tele-Managers	74%
ATLcloud Time & Labor Training	66%
New Employee Orientation: The Virtual Experience	51%

*** Based on 6,641 Dedicated PC Users**

Compliance Trainings (*Active Shooter/Active Attack, Sexual Harassment Prevention, Cyber Security Training & LGBTQ Cultural Humility 101 Training*) were converted to a “movie” to play for Blue-collar workers (approximately 1,500), as needed. Attendance Rosters and Acknowledgement Forms for each compliance training are uploaded to ATLcloud Learn for completion and tracking purposes.

Ethics Division will conduct *City of Atlanta Code of Ethics* training ongoing for Blue-Collar Workers.

City-wide Compensation Study

Conduct a benchmark compensation study of all City of Atlanta positions and make recommendations to update our compensation structure in accordance with the study results

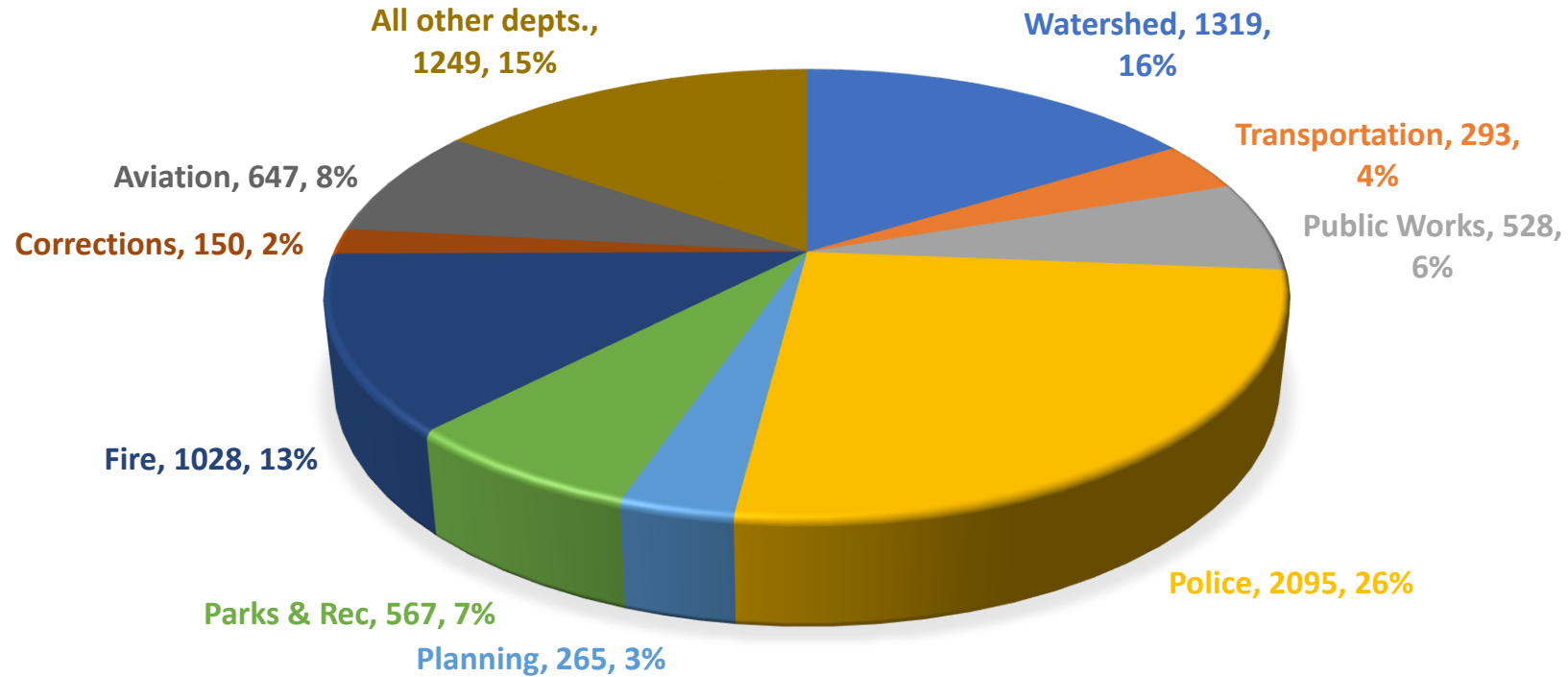
Employee Healthcare Benefits

Solicitation for employee healthcare benefits to support the City of Atlanta's active and retiree employee base

Health Center Management

Health Center Management on behalf of the City of Atlanta for the Onsite Employee Wellness Center

TOTAL 8141



- HEADCOUNT AS OF May 10, 2022
- Headcounts cover General Fund, Enterprise Funds, and Trust or Grant Funded positions

QUARTERLY HEADCOUNT STATISTICS

DEPARTMENT	FILLED
Atlanta Citizens Review Board	9
Atlanta Fire Rescue	1,028
Atlanta Information Management	111
Atlanta Police	2,095
Audit	17
Aviation	647
City Council	88
City Planning	265
Corrections	150
Customer Service/311	106
Enterprise Assets Management	90
Executive Office	169
Finance	132
Grants & Community Development	15
Inspector General	21
Human Resources	118
Judicial Agencies	132
Law	85
Parks & Recreation	567
Procurement	51
Public Defender	37
Public Works	528
Solicitor	80
Transportation	293
Watershed Management	1,319
TOTAL:	8,141

Active Employee Headcount

Includes all Active/Suspended Employees (Full Time, Part Time, Seasonal, Extra Help) and Excludes Non Workers (Contractors/Retirees)

QUESTIONS?