



CITY OF ATLANTA

ANDRE DICKENS
MAYOR

68 MITCHELL STREET, S.W. • ATLANTA, GEORGIA 30303-0306
TEL: 404-330-6360 • FAX: 404-658-6892

DEPARTMENT OF HUMAN RESOURCES
JEFFREY B. NORMAN
COMMISSIONER

August 18, 2022

Shannon Manigault, Inspector General
Office of the Inspector General
185 Ted Turner Drive
Suite 6200
Atlanta, Georgia 30303

RE: City of Atlanta Hazard Pay Compensatory Time

Ms. Manigault:

The Department of Human Resources (DHR) has had an opportunity to review your June 30, 2022 correspondence regarding the Office of the Inspector General's (OIG) review of the City of Atlanta's (COA) administration of the COA's COVID-19 hazard pay compensatory time program wherein your office determined that hazard pay compensatory time and other employee compensation programs have been inaccurately labeled as and linked to the Family First Coronavirus Relief Act (FFCRA). As previously discussed, DHR has verified with the Department of Finance (DOF) that no funds associated with the COVID-19 hazard pay compensatory program have been part of any reimbursable expenses sought or recovered or sought from the Federal Emergency Management Agency (FEMA), Coronavirus Aid, Relief, and Economic Security Act (CARES), or American Rescue Plan Act (ARPA). DHR has further verified that any references to FFCRA compensatory time accruals are the result of an erroneous mislabeling of the intended COVID-19 hazard pay compensatory time accruals. Accordingly, as recommended by OIG, DHR will work with DOF to ensure that all accrual categories are accurately coded based on the City's current configuration capabilities to reflect their intended purpose. Correspondingly, DHR will provide a direct communication to employees to explain the coding adjustments and underlying distinctions between FFCRA and COVID-19 hazard pay compensatory time.

In an effort to clarify the context of this matter, it is important to note that as a result of the need created by the COVID-19 pandemic, the City of Atlanta implemented through a sequence of mayoral administrative and executive orders, subsequently ratified by the Atlanta City Council, with an effective date of March 11, 2020, a COVID-19 Hazard Pay Program 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. Pursuant to the COVID-19 Hazard Pay Program, nearly five thousand four hundred (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

were identified to receive Five Hundred Dollars (\$500.00) per month in hazard pay. In addition to the monthly payment, eligible employees were awarded hazard pay compensatory time (Hazard Pay Compensatory Time) at the rate of twenty-four (24) hours per week, which is the equivalent of six (6) days per pay period. The COVID-19 Hazard Pay Program was terminated June 30, 2021. The COVID-19 Hazard Pay Compensatory Time component of the COVID-19 Hazard Pay Program was terminated September 30, 2020.

DHR and DOF appreciate your review of this matter and look forward to continuing to work with your office in a collaborative fashion to ensure the integrity of the City of Atlanta's municipal operations.

Sincerely,
DocuSigned by:



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Jeffrey B. Norman

Commissioner, Department of Human Resources

cc: Lisa Gordon, Chief Operating Officer
Mohamed Balla, Chief Financial Officer
Tina Wilson, Deputy Chief Financial Officer
Jerry L. DeLoach, Chief Risk Officer