



**CITY OF ATLANTA
OFFICE OF THE INSPECTOR GENERAL**

SHANNON K. MANIGAULT
INSPECTOR GENERAL

185 TED TURNER DRIVE SW, SUITE 6200
ATLANTA, GA 30303

INSPECTORGENERAL@ATLANTAGA.GOV
ATLOIG.ORG • 404.546.2270

FOR IMMEDIATE RELEASE
Monday, July 31, 2023

RELEASE #2-2023
CONTACT: FELECIA HENDERSON
404.546.0791

**OFFICE OF THE INSPECTOR GENERAL ISSUES REPORT HIGHLIGHTING
CONCERNS REGARDING CITY OF ATLANTA POLICIES ON
VEHICLE USE, DRUG AND ALCOHOL TESTING, AND VEHICLE DAMAGE REIMBURSEMENT**

ATLANTA, GA – The City of Atlanta Office of the Inspector General (OIG) issued a report today highlighting conflicts and enforcement concerns regarding the City of Atlanta’s (COA) policies and procedures for vehicle use, drug and alcohol testing, and vehicle damage reimbursement. OIG’s findings arose from an investigation into the delayed administration of a post-accident drug and alcohol test to an employee involved in an October 2021 collision in a COA vehicle. During its investigation, OIG identified inconsistencies and conflicts among COA policies governing vehicle use and drug and alcohol testing, and the City of Atlanta Municipal Code of Ordinances (Atlanta Code) and found that the City does not seek reimbursement from employees for costs to repair vehicles damaged as a result of City employee negligence. OIG’s review showed that in Fiscal Year 2022, four City departments accumulated more than \$300,000 in City vehicle damage attributable to preventable accidents but sought no reimbursement from City employees, as delineated in the COA Vehicle Use Policy (VUP) and Atlanta Code.

“The inconsistencies and enforcement lapses surrounding vehicle use and drug and alcohol testing policies have real costs,” said City of Atlanta Inspector General Shannon K. Manigault, “not only in taxpayer dollars, but also in the compromise to public safety when an employee engaging in reckless conduct faces no repercussions. City of Atlanta employees should always exercise care when driving, but there should be certainty regarding the consequences of their actions if they do not.”

The OIG investigation revealed:

- Several provisions of the City’s VUP and its drug and alcohol testing policies do not conform with Atlanta Code.
- City departments do not routinely record accidents in City systems, as required by the VUP, hampering a complete review and analysis of City accidents.
- The City does not have a standardized window to give drug and alcohol tests following accidents, thwarting its ability to effectively administer post-accident employee screenings.

- The employee involved in the October 2021 collision was not disciplined as required by the VUP and Atlanta Code; the employee was not required to reimburse the City for the cost of repairs to the damaged City vehicle.
- Across four departments reviewed in Fiscal Year 2022, no employees responsible for preventable accidents were required to reimburse the city for repair costs to damaged vehicles, at a cost to the City of at least \$322,667.19.

OIG issued twelve recommendations to the City to address the issues uncovered in the OIG investigation:

1. The Department of Public Works (DPW) remove or revise the use of preventability as a criterion for issuing drug and alcohol tests, as per Section 25 of the VUP so that it complies with Atlanta Code.
2. DPW remove or revise the preventability framework from Section 29 of the VUP so that it complies with the progressive discipline requirements of Atlanta Code.
3. DPW remove or revise the point system framework described in Section 14 and Appendix C of the VUP so that it complies with Atlanta Code.
4. DPW revise the reimbursement language from Section 27 of the VUP to comply with Atlanta Code.
5. DPW revise its Safety Division's Standard Operating Procedures so that it complies with the VUP and Atlanta Code.
6. DPW include in the VUP a set timeframe that a drug or alcohol test must be performed after an accident.
7. DPW follow United States Department of Transportation regulations regarding the administration of drug and alcohol tests.
8. The Department of Human Resources (DHR) take measures to ensure that City departments comply with the discipline policies established by Atlanta Code.
9. DHR remove or revise Section 7.6 of the City of Atlanta Drug and Alcohol Policy so that it complies with Atlanta Code.
10. The Office of Enterprise Risk Management (Risk) communicate with all City departments the VUP guidelines regarding entering accident information into Origami.
11. The Chief Operating Officer (COO) direct City departments to comply with the property damage reimbursement requirements set forth in Atlanta Code.
12. DPW, DHR and Risk, in conjunction with the City of Atlanta Department of Law, ensure all additional sections of the VUP, Drug and Alcohol Policy, and any other

relevant policies currently implemented pertaining to post-accident discipline and procedures comply with Atlanta Code.

The investigation was conducted by Investigation Manager Jason A. Speights of the OIG Compliance Division, with assistance from Investigative Data Analyst J. Chandler Shockley and former Investigative Attorney Antonio Elera, under the supervision of Deputy Inspector General Shelby J. Williams and former Deputy Inspector General Anthony C. Bennett.

###

The City of Atlanta Office of the Inspector General (OIG) is an independent entity charged with fostering and promoting accountability and integrity in city government. Through its Independent Procurement Review and Compliance Divisions, OIG seeks to build public trust in the City of Atlanta government by engaging in prevention, investigation and review, and enforcement to eliminate fraud, waste, abuse, and corruption.