

CITY OF SOUTH FULTON, GEORGIA

Virtual

Monday, April 13, 2020, 10:00 AM



The Honorable William "Bill" Edwards, Mayor
The Honorable Catherine F. Rowell, District 1 Councilmember
The Honorable Carmalitha Gumbs, District 2 Councilmember
The Honorable Helen Z. Willis, District 3 Councilmember
The Honorable Naeema Gilyard, District 4 Councilmember
The Honorable Corey A. Reeves , District 5 Councilmember
The Honorable khalid kamau, District 6 Councilmember
The Honorable Mark Baker, District 7 Councilmember

SPECIAL CALLED MEETING AGENDA

1. Meeting Called to Order
2. Roll Call
3. Agenda Items
 1. Council Discussion on Gladiator Benefits Program for Essential Staff Members (City Manager)
4. Adjournment of Meeting



CITY OF SOUTH FULTON



COUNCIL AGENDA ITEM

COUNCIL SPECIAL MEETING

SUBJECT: Council Discussion on Gladiator Benefits Program for Essential Staff Members

DATE OF MEETING: 4/13/2020

DEPARTMENT: City Manager

ATTACHMENTS:

Description	Type	Upload Date
City's Manager's Presentation	Cover Memo	4/10/2020
Memo_Gladiator Benefits Program	Cover Memo	4/10/2020
Memo_Hazard Pay	Cover Memo	4/10/2020
Memo_COVID19 Hazardous Pay Recommendations	Cover Memo	4/10/2020



GLADIATOR BENEFITS PROGRAM

Presented By:
Odie Donald II, City Manager

CITY OF SOUTH FULTON
5440 FULTON INDUSTRIAL BLVD, SOUTH FULTON, GA 30336

GOVERNMENT OF THE CITY OF SOUTH FULTON

Office of the City Manager

WILLIAM “BILL” EDWARDS
MAYOR



ODIE DONALD II
CITY MANAGER

MEMORANDUM

TO: Honorable Mayor William “Bill” Edwards & City Council Members

FROM: Odie Donald II 
City Manager

DATE: April 10, 2020

SUBJECT: **Gladiator Benefits Program**

Gladiator Benefits Program for Essential Staff Members

Currently, the world is experiencing a historic health emergency in the form of a coronavirus, COVID-19. Responding to the virus has created a myriad of issues related to municipal service delivery and direct person-to-person contact. The pandemic is also currently wreaking havoc on the global economy, which is quickly being felt in local economies, including the City of South Fulton.

The City has made great strides in stabilizing finances and following an aggressive plan to alleviate a long-standing budget deficit. While current projections provided exclusively by the City Treasurer show the City is in solid position to endure the pandemic, margins to do so are razor thin. As such, the City Treasurer’s fiscal impact statement related to cash payments, shows that the City is unable to move forward with a cash payout at this time.

The proposed Gladiator Benefits Program (GBP) for Essential Staff Members is structured to provide hazard compensation by creating a longer term pay incentive in lieu of one-time cash payments. GBP is designed to promote retention of the City’s most valued partners, its employees. The program has several unique options which includes flexible shift scheduling, new paid leave accrual, and a potential for cash payout options.

Flexible Work Scheduling

If staffing levels permit, applicable department heads would be authorized to adjust work schedules by one shift allowing employees greater flexibility. Rotational scheduling of a flex work shift is encouraged to allow all eligible employees an opportunity to take advantage of the benefit. Employees will continue to receive their full compensation during their scheduled flex shift day. The intent of this benefit is to encourage a level of work-life balance and mental-wellness renewal. Recently, the City of Atlanta implemented this shift change for its sworn police officers.

New Paid Leave Accrual

Through creation of an additional leave bank, the Gladiator Benefits Program would include a new paid leave accrual category. Eligible employees will accrue one shift for each full month worked through the declared end of the emergency period. Employees scheduled for a flex shift day will remain eligible for this leave accrual, although they may not physically work a full schedule due to enjoying the benefit of the flex shift day. The accrued leave would be maintained in a separate leave bank allowing the employee to utilize the leave at a future date or take a cash payout option, **if** the City has been authorized for federal reimbursement.

The monthly cost impact is shown in the below illustration. Please note that the valuation of the accrued leave will increase over time as the proposed Cost of Living Adjustments (COLA), previously recommended at a total of 3% split over two years, are implemented with the next two budget adoptions (FY2021 and FY2022).

	# of Positions	Gladiator Leave Accrual @ 1 shift per month
Community Development & Regulatory Affairs	17	\$ 3,005
Arborist	1	\$ 239
Code Enforcement Administrator	1	\$ 277
Code Enforcement Officer	11	\$ 1,648
Code Enforcement Team Leader	2	\$ 380
Development Site Inspector	2	\$ 462
Fire	126	\$ 28,805
Fire Battalion Chief	5	\$ 1,673
Fire Captain	22	\$ 6,436
Fire Sergeant	44	\$ 10,088
Firefighter	55	\$ 10,609
Police	129	\$ 38,915
Crime Scene Supervisor	1	\$ 227
Crime Scene Technician	2	\$ 308
Criminal Information Systems Technician	4	\$ 563
GCIC Records Manager	1	\$ 269
Police Captain	2	\$ 887
Police Detective	10	\$ 3,379
Police Lieutenant	10	\$ 3,870
Police Officer II	77	\$ 22,364
Police Officer II- Park Ranger Division	3	\$ 900
Police Quartermaster	1	\$ 179
Police Sergeant	17	\$ 5,634
Police Sergeant- Park Ranger Division	1	\$ 335
Grand Total	272	\$ 70,726

Cash Pay Out

If stimulus funding becomes available, the City will revert to leveraging federal funds to the highest dollar value available and allow cash payout of the accrued leave, in accordance with the policy of this benefit program and the approved legislation governing the City's reimbursement eligibility.

Eligible Employees

Eligible employees include first responders and employees previously identified by their department head as holding frontline safety-sensitive positions that require them to perform essential duties involving direct interaction with the public. Newly hired employees and recruits that are still under the scope of on-the-job training may not be immediately eligible for the benefits program.

Effective Date and Vesting Period

Both the flexible shift scheduling and paid leave accrual benefits will be made effective beginning the pay period of April 13, 2020. As such a program would require a resolution of Mayor and Council, which if approved would occur on April 27, 2020, the accruals would be retroactive.

All employees designated as essential front-line and first responders are needed daily to continue life, safety and critical operational services for South Fulton residents and customers. Therefore, employees will be able to utilize the new paid leave accrual benefit upon continuing one full year of service after activation of the GBP.

If the employee separates before satisfying the one-year requirement, the employee will be entitled to 25% vesting of the accrued leave at the end of every quarter that they remain a South Fulton employee (see chart below).

	GBP Leave Accrual Vested Percentage
April - June 2020	25%
July - September 2020	50%
October - December 2020	75%
January - March 2021	100%

After one-year, the employee will become fully vested and can begin taking well-deserved paid time off or elect a cash payout, if applicable, as defined in the cash payout section. The accrued leave will not expire and will continue to roll-over until the balance has been exhausted. However, if the City in its discretion decides to cash out an employee's accrued leave balance at a time other than specified in this program, payments for such accrued leave will be paid at the regular rate earned by that employee at the time the employee receives such payment.

Summary

The Gladiator Benefits Program is intended to show our employees the immense value they have to the City and how much we appreciate and value their commitment by offering a unique benefits program coupled with flexible work shifts and paid leave accrual. GBP is intended to balance the employees dedicated service to the residents and customers of South Fulton and also allow them a level of work-life balance, as much as we are able to do so without placing the City in a significant financial hardship during these uncertain times.

The City of South Fulton continues to lead the region by offering a competitive compensation package and benefits contribution to employees. In 2019, the City adopted a compensation plan that pays first responders and front-line employees above the market in most classifications, when compared to other local and regional jurisdictions. The City offers 14 paid holidays a year and employees accrue approximately one day of vacation and one day of sick leave every month. The City has an aggressive retirement match for employees contributing to the defined and deferred contribution plans. By implementing the Gladiator Benefits Program, an eligible employee's total compensation package will increase as a result of the new paid leave category.

Job Title	Department	Average Annual Salary	Total Compensation
Arborist	Community Development & Regulatory Affairs	\$ 62,131.00	\$ 92,394.91
Code Enforcement Administrator	Community Development & Regulatory Affairs	\$ 71,999.00	\$ 105,299.22
Code Enforcement Officer	Community Development & Regulatory Affairs	\$ 38,182.00	\$ 61,076.99
Code Enforcement Team Leader	Community Development & Regulatory Affairs	\$ 49,354.00	\$ 75,686.53
Development Site Inspector	Community Development & Regulatory Affairs	\$ 60,000.00	\$ 89,608.22
Fire Battalion Chief	Fire	\$ 76,838.00	\$ 113,734.89
Fire Sergeant	Fire	\$ 52,007.00	\$ 80,582.44
Firefighter	Fire	\$ 44,926.00	\$ 71,128.43
Crime Scene Supervisor	Police	\$ 59,134.00	\$ 88,475.76
Crime Scene Technician	Police	\$ 40,092.00	\$ 63,574.68
Criminal Information Systems Technician	Police	\$ 36,364.00	\$ 58,699.60
GCIC Records Manager	Police	\$ 70,000.00	\$ 102,685.14
Police Records and Docs Supervisor	Police	\$ 51,822.00	\$ 78,913.91
Police Quartermaster	Police	\$ 46,411.00	\$ 71,837.99
Police Captain	Police	\$ 76,838.00	\$ 118,466.57
Police Detective	Police	\$ 57,338.00	\$ 91,230.85
Police Lieutenant	Police	\$ 66,375.00	\$ 103,852.86
Police Officer II	Police	\$ 52,007.00	\$ 83,785.03
Police Officer II- Park Ranger Division	Police	\$ 52,007.00	\$ 83,785.03
Police Sergeant	Police	\$ 57,338.00	\$ 91,230.85
Police Sergeant- Park Ranger Division	Police	\$ 58,000.00	\$ 92,155.47

Total compensation illustration is based on current average annual salary and the city's current benefits contributions.

Conclusion

This overview of the program should be considered high level with a formal detailed presentation planned for the Council on Monday, April 13, 2020 at 10am as part of the virtual meeting. The presentation will also provide recommendations related to mitigating the fiscal impact of the current global pandemic.

Should you need further information regarding this correspondence, please contact Odie Donald II at odie.donald@cityofsouthfultonga.gov.

GOVERNMENT OF THE CITY OF SOUTH FULTON

Office of the City Manager

WILLIAM “BILL” EDWARDS
MAYOR



ODIE DONALD II
CITY MANAGER

MEMORANDUM

TO: Honorable Mayor William “Bill” Edwards & City Council Members

FROM: Odie Donald II 
City Manager

DATE: April 7, 2020

SUBJECT: Hazard Pay

Background

Previously submitted salary information has been updated and included below to include code enforcement ranges and salaries from Union City. As previously stated, the hazard pay being offered by these agencies still does not equate to the base salary being paid to our employees without the provision of hazard pay, with the exception of the classifications with pay ranges that are higher than the City’s as shown in the table below.

Minimum Entry Salary					
	South Fulton	Dekalb	Gwinnett	Atlanta	Union City
Code Enforcement Officer	↓ \$38,182	↓ \$36,555	↑ \$38,923	↓ \$36,783	↓ \$33,737
Code Enforcement Team Lead	↓ \$42,096	↓ \$39,747	↑ \$46,032	no position	↓ \$37,907
Code Enforcement Administrator	↑ \$71,999	↓ \$62,888	↓ \$60,740	no position	no position
Police Officer	↑ \$52,007	↓ \$44,280	↓ \$42,784	↓ \$48,500	↓ \$40,182
Police Sergeant	↓ \$57,338	↑ \$59,394	↓ \$49,851	↓ \$51,800	↓ \$53,772
Police Detective	↑ \$57,338	↓ \$47,835	↓ \$44,868	↓ \$44,587	↓ \$50,728
Police Lieutenant	↑ \$66,375	no positions	↓ \$56,195	↓ \$64,451	↓ \$56,998
Police Captain	↑ \$76,838	↓ \$73,617	no positions	↓ \$73,793	↓ \$64,043
Firefighter	↑ \$44,926	↓ \$42,504	↓ \$34,246	↓ \$41,132	↓ \$35,761
Fire Sergeant	↑ \$52,007	↓ \$49,614	↓ \$42,047	↓ \$45,175	↓ \$47,857
Fire Lieutenant	↑ \$60,205	no positions	↓ \$48,695	↓ \$56,259	↓ \$53,772
Fire Captain	↓ \$66,375	↓ \$59,354	↓ \$55,582	↑ \$67,191	no position
Fire Battalion Chief	↑ \$76,838	↓ \$73,617	↓ \$70,077	↓ \$73,000	↓ \$60,418

Hazard Pay – Evaluation of a Proposed three months’ Pay Incentive

Staff has utilized a few relative and key assumptions to develop scenarios related to hazard pay to fully evaluate the City’s ability to provide such benefit in line with the City’s intent balanced with our current fiscal constraints. Illustrations are included below and prepared assuming that each employee will work their full bi-weekly schedule for the next three months. Most hazard provisions include this requirement, and it is expected that any state or federal support may also include such requirements for reimbursement.

Front Line Employees - Code Enforcement, Land Development, GCIC and Administrative positions in Police

First Responders - Police and Fire

- **Cash payment at \$250 for all eligible**
 - Lowest cost option. Requires monthly cash payments.
- **Cash payment at \$500 for all eligible**
- **Cash payment at \$250 for frontline (non-first responders) and \$500 for first responders**
- **Comp Time accrual at 2 days**
 - *Lowest comp time accrual option. Results in higher cost impact than cash payment.*
 - 16 hours comp time for 80-hour employee
 - 24 hours comp time for 84-hour employee
 - 24 hours comp time for 106-hour employee
- **Comp Time accrual at 25% per month**
 - 40 hours comp time for 80-hour employee
 - 42 hours comp time for 84-hour employee
 - 53 hours comp time for 106-hour employee
- **Comp Time accrual at 50% per month**
 - *Same as offered by Dekalb County*
 - 80 hours comp time for 80-hour employee
 - 84 hours comp time for 84-hour employee
 - 106 hours comp time for 106-hour employee
- **Comp Time accrual at 100% per month**
 - 160 hours comp time for 80-hour employee
 - 168 hours comp time for 84-hour employee
 - 212 hours comp time for 106-hour employee

Department	# of Positions	Cash Payment @ \$250 per employee x 3 months	Cash Payment @ \$500 per employee x 3 months	Cash Payment @ \$500 first responders @250 frontline per employee x 3 months	Comp Accrual @ 2 days per month x 3 months	Comp Accrual @ 50% per month x 3 months	Comp Accrual @ 100% per month x 3 months
Community Development & Regulatory Affairs	17	\$ 12,750	\$ 25,500	\$ 12,750	\$ 18,031	\$ 45,078	\$ 90,156
Arborist	1	\$ 750	\$ 1,500	\$ 750	\$ 1,434	\$ 3,584	\$ 7,169
Code Enforcement Administrator	1	\$ 750	\$ 1,500	\$ 750	\$ 1,662	\$ 4,154	\$ 8,308
Code Enforcement Officer	11	\$ 8,250	\$ 16,500	\$ 8,250	\$ 9,889	\$ 24,722	\$ 49,444
Code Enforcement Team Leader	2	\$ 1,500	\$ 3,000	\$ 1,500	\$ 2,278	\$ 5,695	\$ 11,389
Development Site Inspector	2	\$ 1,500	\$ 3,000	\$ 1,500	\$ 2,769	\$ 6,923	\$ 13,846
Fire	126	\$ 94,500	\$ 189,000	\$ 189,000	\$ 172,830	\$ 381,667	\$ 763,335
Fire Battalion Chief	5	\$ 3,750	\$ 7,500	\$ 7,500	\$ 10,037	\$ 22,165	\$ 44,330
Fire Captain	22	\$ 16,500	\$ 33,000	\$ 33,000	\$ 38,616	\$ 85,278	\$ 170,555
Fire Sergeant	44	\$ 33,000	\$ 66,000	\$ 66,000	\$ 60,526	\$ 133,662	\$ 267,323
Firefighter	55	\$ 41,250	\$ 82,500	\$ 82,500	\$ 63,651	\$ 140,563	\$ 281,127
Police	129	\$ 96,750	\$ 193,500	\$ 189,000	\$ 221,295	\$ 396,887	\$ 793,774
Crime Scene Supervisor	1	\$ 750	\$ 1,500	\$ 1,500	\$ 1,365	\$ 3,412	\$ 6,823
Crime Scene Technician	2	\$ 1,500	\$ 3,000	\$ 3,000	\$ 1,850	\$ 4,626	\$ 9,252
Criminal Information Systems Technician	4	\$ 3,000	\$ 6,000	\$ 3,000	\$ 3,380	\$ 8,449	\$ 16,898
GCIC Records Manager	1	\$ 750	\$ 1,500	\$ 750	\$ 1,615	\$ 4,038	\$ 8,077
Police Captain	2	\$ 1,500	\$ 3,000	\$ 3,000	\$ 3,546	\$ 8,866	\$ 17,732
Police Detective	10	\$ 7,500	\$ 15,000	\$ 15,000	\$ 19,311	\$ 33,794	\$ 67,588
Police Lieutenant	10	\$ 7,500	\$ 15,000	\$ 15,000	\$ 22,114	\$ 38,699	\$ 77,398
Police Officer II	77	\$ 57,750	\$ 115,500	\$ 115,500	\$ 127,796	\$ 223,643	\$ 447,286
Police Officer II- Park Ranger Division	3	\$ 2,250	\$ 4,500	\$ 4,500	\$ 5,144	\$ 9,001	\$ 18,002
Police Quartermaster	1	\$ 750	\$ 1,500	\$ 750	\$ 1,071	\$ 2,678	\$ 5,355
Police Sergeant	17	\$ 12,750	\$ 25,500	\$ 25,500	\$ 32,192	\$ 56,335	\$ 112,671
Police Sergeant- Park Ranger Division	1	\$ 750	\$ 1,500	\$ 1,500	\$ 1,912	\$ 3,346	\$ 6,692
Grand Total	272	\$ 204,000	\$ 408,000	\$ 390,750	\$ 412,157	\$ 823,633	\$ 1,647,265

Please note that for patrol officers and firefighters “two days” equate to 24 hours due to their current 12-hour shifts. All other “two days” will accrue at 16 hours (8-hour days) per month.

Key Considerations (Pros and Cons) to offering Comp Time

Pros

- Allows the City to spread the cost implementation over time
- Competitive-- accrual rates at two days, per employee are above the current hazard pay being offered by other jurisdictions (based on the employee's salary)

Cons

- More expensive than paying a cash lump sum
- Impacts cash flow if employee separates (resignation or termination)—the total accrued hours must be paid upon termination
- Employee does not realize immediate benefit of the incentive-- employees that value having the time off to spend with friends and family might value this offer; however, other employees will prefer the extra cash payment.

HR Policies and Procedures, Overtime and Compensatory Time 314-18 (Attached)

- The policy for compensatory time (i.e. Comp Time) is only offered in lieu of paying cash overtime.
- A resolution to offer hazard pay through comp time would be required. Please see attached Union City Resolution for reference.

Summary of Turnover during Q1 and Q2 for FY20

	Q1 FY20			Q2 FY20			Grand Total
	October 2019	November 2019	December 2019	January 2020	February 2020	March 2020	
Resigned	3	2	4	4	2	1	16
Community Development Reg Affairs	1			1	1	1	4
Finance		1	1	1			3
Fire	1	1	1		1		4
Parks, Recreation Cultural Affairs				1			1
Police			2				2
Public Works	1			1			2
Termination			5	2	4	1	12
Community Development Reg Affairs				1	2	1	4
Parks, Recreation Cultural Affairs			1				1
Police			3	1	2		6
Public Works			1				1
Grand Total	3	2	9	6	6	2	28

- During this period:
 - 57% - Resignations
 - 43% - Terminations

Conclusion

Currently, the United States is within the first month of officially battling the global pandemic COVID-19. If the global trend of countries faced with the pandemic provide insights to the time frame, the United States must endure at least another quarter in the battle to mitigate the effects on day to day life. As such, it remains challenging to provide a true projection of anticipated revenues, which proves quite difficult to accomplish our stated desire to extend hazard pay.

Both cash and compensatory time have lasting cost implications on the City's overall financial well-being. While we know our actual personnel expenses through the end of this fiscal year, we do not have accurate revenue projections through FY2020 or the necessary insights into how the projected historic highs in unemployment (estimated to exceed 26% for the first time in the country's history) will impact the FY2021 budget.

One key point of clarity that is often missed when discussing fiscal decisions is a comparison of budget versus actual. While the City's expenses remain well under budget, revenue collections show that the actual funds available are not sufficient to take on new unbudgeted expenses. More than at any other time, this remains a pertinent consideration as the City is committed to provide compensation to all current employees. Funding hazard pay at a conservative estimate of approximately \$400,000, would undoubtedly result in furloughs and potentially a reduction in force.

Additionally, in comparing South Fulton to the various municipalities who have instituted hazard pay, we must compare the fiscal positions of each. While the City of Atlanta and DeKalb County have operating budgets exceeding \$1 billion and extensive "rainy day" funds that eclipse the entire budget of the City of South Fulton. Further, in comparing the City of South Fulton to Union City, our contingency fund is now less than \$1 million, while our counterparts boast a fund balance that exceeds \$12 million.

Currently, our fiscal professionals, under the leadership of the City Treasurer, are reviewing revenue collections, expenditures, and growing needs on a weekly basis. Among a myriad of

considerations, hazard pay and/or creative benefits in support of our essential employees remain one of the City's top priorities. The COVID-19 pandemic comes at one of the most inopportune times in the City's history as we have taken great strides to eliminate a long-standing deficit (from the City's inception in 2017). As the City attempts to remain on course in the face of this unprecedented health crisis, it remains imperative that we balance our strong desire to fully support our staff, with the realistic consequences fiscal decisions will have on the future of the City.

Should you need further information regarding this correspondence, please contact Odie Donald II at odie.donald@cityofsouthfultonga.gov.

Attachments

- City of South Fulton Overtime and Compensatory Time Policy
- Union City Hazard Pay Resolution
- Financial Impact Statement Hazard Pay- Finance
- Hazard Pay Finance Memo
- 2020 Budget Amendment- Finance

I. Statement of the Policy

It is the policy of the City to properly compensate employees for all time worked, including payment of overtime and accrual of compensatory time, as allowed by and in accordance with applicable law.

II. Applicability

This policy and procedure applies to all employees who are “non- exempt” as defined in the Fair Labor Standards Act (FLSA) and may apply to exempt employees in certain circumstances as set forth herein.

1. Overtime Pay

When operating requirements or other needs cannot be met during regular working hours, employees may be scheduled to work overtime. Non-exempt employees will be paid one and one-half (1.5) times their regular rate of pay for all hours worked in excess of the applicable maximum hours as listed below and as otherwise required by applicable state and federal law, unless the employee receives compensatory time for overtime work as set forth in this policy:

- 40 hours in one standard work week for all non-exempt employees except those engaged in law enforcement or fire protection activities (as defined in 29 U.S.C. § 207(k));
- 212 hours in one 28-day work period for non-exempt fire protection employees (as defined in 29 U.S.C. §207(k)); or
- 168 hours in one 28-day work period for non-exempt law enforcement personnel (as defined in 29 U.S.C. §207(k)).

Paid time, i.e., sick pay, holiday pay, vacation pay, and jury duty pay (where applicable) will not count toward hours worked for the purpose of determining overtime pay.

All overtime work must be authorized in advance by the employee’s supervisor. Employees will be compensated for all time worked. However, working overtime without prior authorization may result in disciplinary action. The standard work week and 28-day work period discussed above are defined in the Work Week, Work Period, and Pay Period Policy.

2. Accruing Compensatory Time

The City may offer time off with pay (compensatory time) in lieu of overtime pay for overtime worked as provided by applicable law to a non-exempt employee to whom the City has provided sufficient notice under the law informing the employee that compensatory time will be provided in lieu of overtime pay as allowed by law.

Compensatory time shall accrue at the rate of one and one-half (1.5) hours for each hour worked in excess of the applicable maximum hours set forth above in Section II (1) or as otherwise required by applicable State and Federal law. Paid time off such as sick pay, holiday pay, vacation pay, and jury duty pay (where applicable) will not count toward hours worked for the purpose of determining overtime pay.

Eligible employees may not accrue more than 120 hours of compensatory time at any time.

If an employee believes he or she has been subject to an improper salary deduction, has been improperly classified as exempt or non-exempt, or has not been paid overtime for any hours worked over their respective work period, the employee should notify HR or Finance directly.

III. Procedure for Using Compensatory Time

Non-exempt employees are encouraged to use their accrued compensatory time. A non-exempt employee who accrues compensatory time will be allowed to use his or her compensatory time within a reasonable period after making a request, so long as the use does not unduly disrupt the business operations of the City. To request the use of compensatory time, an employee should submit a written request to their supervisor as far in advance as possible. There is no guarantee that the compensatory time approved will be for the specific date(s) requested by the employee.

Any leave taken by an employee will be charged against accrued compensatory leave balances, if available, before any holiday or vacation balances are charged. Hours of compensatory time used during a work week do not count towards “hours worked” for that work week for purposes of assessing whether an employee is entitled to payment of overtime or accrual of additional compensatory time.

The City reserves the right at any time to pay an employee in cash for any or all accrued compensatory time and/or to require the employee to use accumulated compensatory time.

IV. Paying out Compensatory Time

Any comp time accrued over the 120 hours maximum will be paid the following pay period in which it is earned. Employees, supervisors, and department heads should closely monitor comp time accruals to ensure the maximum accrual is not exceeded.

Compensatory time will be paid out as following (whichever occurs first):

- 1.** 120 hours maximum accrual
- 2.** Separation of employment
- 3.** Change in classification affecting compensation (i.e. promotion/ demotion)

If the City in its discretion decides to cash out an employee’s accrued compensatory time balance at a time other than upon termination, payments for such accrued compensatory time will be paid at the regular rate earned by that employee at the time the employee receives such payment.

V. Exempt Employees

Exempt employees are expected to work as much of each workday as is necessary to fulfill their job responsibilities. Exempt employees are not eligible for overtime pay. At the sole discretion of the City, exempt employees may be offered compensatory time in certain circumstances, upon approval from the City Manager, for departments under his or her direct supervision. If such compensatory time is offered, exempt employees will be allowed to use the compensatory time at a time convenient for the City. Exempt employees will receive payment for accrued unused compensatory time at their regular rate of pay upon separation from employment with City.

CITY OF UNION CITY
COUNTY OF FULTON

RESOLUTION

NO.: 2020-08

AN EMERGENCY RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF UNION CITY, GEORGIA, UNDER SECTION 1.03 (55) OF THE CHARTER OF THE CITY OF UNION CITY, GEORGIA, DECLARING A LOCAL EMERGENCY OF THE NOVEL CORONAVIRUS DISEASE 2019 GLOBAL PANDEMIC; AND FOR OTHER PURPOSES.

WHEREAS, Union City, a municipal corporation of the State of Georgia, is experiencing events of critical significance as a result of the Coronavirus, hereinafter referred to as COVID -19; and

WHEREAS, Union City affirmed its declaration of a local public health state of emergency on or about March 27, 2020 to be in place until April 27, 2020, unless otherwise repealed, amended, rescinded, or extended; and

WHEREAS, the Mayor and Council of Union City hereby incorporate all of their previous findings as the basis for the declaration of a local public health state of emergency in this Resolution; and

WHEREAS, on April 2, 2020, Governor Brian Kemp issued an Executive Order , mandating a state-wide shelter in place order through April 13, 2020, unless further extended; and

WHEREAS, certain public safety and public services employees make up Union City's front line of defense in exercising the City's best efforts to address this COVID - 19 outbreak;

and

WHEREAS, the Mayor and Council have determined that those public safety and public services employees receive a pay supplement for the duration of this declared emergency.

NOW, THEREFORE, BE IT RESOLVED that certain public safety and public services employees who constitute the front line of Union City's defense of the COVID - 19 outbreak shall receive a temporary pay supplement as follows:

1.

The Mayor and Council for the City of Union City, in recognition of those public safety and public services employees who are out and about in the community preserving the public health, safety, and welfare, desire to provide additional compensation by way of a temporary pay supplement to certain public safety and public services employees. This temporary pay supplement shall be in effect for the months of March, April, May, and June 2020 (the "Emergency Period") so long as the local public health state of emergency remains in existence for that duration. If the local state of public health emergency is terminated prior to June 30, 2020, the temporary pay supplement shall terminate at the same time as the termination of the local state of public health emergency.

2.

Union City's public safety employees consist of those employees in the Union City Police Department and the Union City Fire Department. Certain public safety employees will receive a pay supplement of FIVE HUNDRED AND 00/100 (\$500.00) DOLLARS per month during the Emergency Period. Those public safety employees who will not be eligible for this pay supplement are as follows:

a. Police Department – Chief of Police, Assistant Chief of Police, Captains, Certification Manager, Communications Technician, Executive Assistant, Administrative

Assistant, and Records Clerk; and

b. Fire Department – Fire Chief, Assistant Fire Chief, Battallion Chiefs, Fire Marshal Inspectors; and Executive Administrative Assistant.

All remaining public safety employees shall receive the pay supplement accordingly.

3.

Union City's public services employees consist of certain employees in the Public Services Department and certain employees in the Parks and Recreations Department. Certain public services employees are eligible to receive a pay supplement of TWO HUNDRED FIFTY AND 00/100 (\$250.00) DOLLARS per month during the Emergency Period. These eligible public services employees must perform their assigned tasks for at least forty hours in the work week during the Emergency Period to be eligible to receive the pay supplement for any given work week.

a. Those public services employees in the Public Services Department who are not eligible to receive the pay supplement are: Public Services Director; Division Manager; Administrative Assistant; and Clerical Assistant. All remaining Public Services Department employees are eligible to receive the pay supplement accordingly.

b. Those public services employees in the Parks and Recreation Department who are eligible to receive the pay supplement are only those employees classified as Laborer I.

4.

If any paragraph, subparagraph, sentence, clause, phrase or any other portion of this Resolution should be declared invalid or unconstitutional by any Court of competent jurisdiction or if the provisions of any part of this Resolution as applied to any particular person, situation or set of circumstances is declared invalid or unconstitutional, such invalidity shall not be construed

3

to affect the provisions of this Resolution not so held to be invalid, or the application of this Resolution to other circumstances not so held to be invalid. It is hereby declared to be the legislative intent of the Mayor and Council of Union City, Georgia to provide for separate and divisible parts and it does hereby adopt any and all parts hereof as may not be held invalid for any reason.

5.

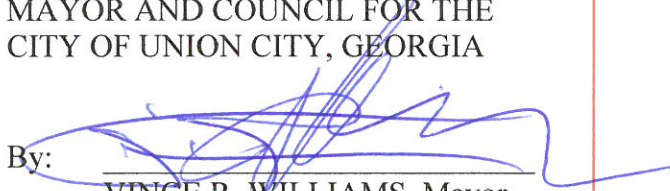
This Resolution shall become and is effective following the approval of the Mayor and Council of Union City held at 11:00 a.m. on the 3rd day of April, 2020 and shall remain in effect until 11:59 PM on June 30, 2020 or until extended, rescinded, superseded or amended in writing by the Mayor and Council of Union City.

SO RESOLVED this 3rd day of April, 2020.

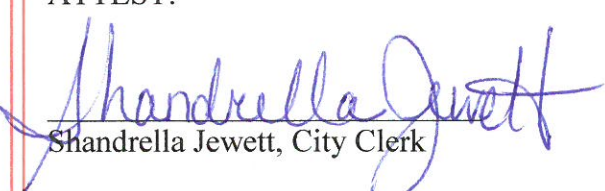
(SEAL)

MAYOR AND COUNCIL FOR THE
CITY OF UNION CITY, GEORGIA

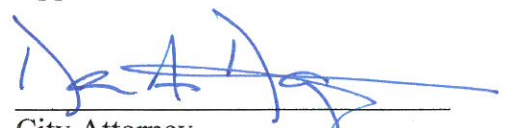
By:


VINCE R. WILLIAMS, Mayor

ATTEST:


Shandrella Jewett, City Clerk

Approved as to form:


City Attorney

GOVERNMENT OF THE CITY OF SOUTH FULTON

Office of the City Manager

WILLIAM “BILL” EDWARDS
MAYOR



ODIE DONALD II
CITY MANAGER

MEMORANDUM

TO: Diane White, City Clerk

FROM: Frank S. Milazi, City Treasurer

DATE: April 3, 2020

SUBJECT: Fiscal Impact Statement –Hazard Pay

CONCLUSION

Funds will be needed for the implementation of the proposed hazard pay.

BACKGROUND

In response to the COVID-19 pandemic, the City is proposing to provide hazard pay to eligible employees who may be potentially perform hazardous duties. There are approximately 272 employees (Police, Fire, and Code Enforcement) who are eligible to receive hazard pay, which will amount to \$408,000.

The breakdown is as follows:

Department	# of Positions	Cost Impact (\$500 x 3 months)
Community Development & Regulatory Affairs	17	\$25,500
Arborist	1	\$1,500
Code Enforcement Administrator	1	\$1,500
Code Enforcement Officer	11	\$16,500
Code Enforcement Team Leader	2	\$3,000
Development Site Inspector	2	\$3,000
Fire	126	\$189,000
Fire Battalion Chief	5	\$7,500
Fire Captain	22	\$33,000
Fire Sergeant	44	\$66,000
Firefighter	55	\$82,500
Police	129	\$193,500
Crime Scene Supervisor	1	\$1,500
Crime Scene Technician	2	\$3,000
Criminal Information Systems Technician	4	\$6,000

GCIC Records Manager	1	\$1,500
Police Captain	2	\$3,000
Police Detective	10	\$15,000
Police Lieutenant	10	\$15,000
Police Officer II	77	\$115,500
Police Officer II- Park Ranger Division	3	\$4,500
Police Quartermaster	1	\$1,500
Police Sergeant	17	\$25,500
Police Sergeant- Park Ranger Division	1	\$1,500
Grand Total	272	\$408,000

FINANCIAL IMPACT

There will be a significant financial impact on the FY 2020 General Fund budget. There are not enough funds in the General Fund to cover such expenses without having a negative financial impact on current allocations and operations. The decision to allocate funds (\$408,000) for hazard pay will make the situation even worst as the City is not having normal revenue inflow to cover recurring expenses such as payroll for all current employees, contractual obligations and unknown expenses to contain the spread of the pandemic within the City. As no one know how long this will last.

There is only \$453,031 in Contingency for the rest of the year. The City will not be able to sustain paying hazard pay at this time unless there is a directive of cutting some services.

GOVERNMENT OF THE CITY OF SOUTH FULTON
OFFICE OF THE CITY MANAGER

WILLIAM “BILL” EDWARDS
MAYOR



ODIE DONALD II
CITY MANAGER

MEMORANDUM

TO: Odie Donald II, City Manager

FROM: Frank S. Milazi, CFO

DATE: April 1, 2020

SUBJECT: Hazard Pay – Coronavirus Emergency

Overview:

Request from Public Safety staff (Police Department, Fire Rescue and Code Enforcement) to receive monthly hazard pay as is the case with some of their colleagues in other municipalities.

Tasked to: Review the request, gather information and make a recommendation if the request can be implemented for our affected departments.

Finance organized conference call yesterday at 4:00 pm in order to have input from HR, PD, Fire and Code Enforcement. During our Meeting, we were informed that two of the three municipalities currently providing hazard pay to their public safety have EMS transport that generate revenues to meet some expenditures. We needed more information about these entities in comparison with our City in terms of size and budget.

1. City of Atlanta:

City of Atlanta’s public safety personnel were paid lower than most governments. They recently gave public safety personnel a raise to bring them up to what other municipalities and agencies make. In order to pay for the raises, they cut other departmental budgets.

General Operating Budget	\$677,628,773
Enterprise Fund	1,244,504,071
Other Funds	<u>282,115,710</u>
Total Budget	\$2,204,248,554

2 Cobb County:

General Fund Operating	\$998,930,000
Capital budget	<u>80,000,000</u>
Total Budget	\$1,078,930,000

3. **DeKalb County:**

DeKalb County has reserves they set aside for a “rainy day”. Therefore, they can probably sustain if they pay their employees hazard pay.

4.

5.

**DeKalb Commissioners Unanimously Adopt
Fiscal Year 2020 Budget**
*CEO Thurmond prioritizes public safety; \$113.3 million
rainy-day fund*

Today, DeKalb County Board of Commissioners unanimously approved CEO Michael Thurmond's proposed \$1.4 billion budget for Fiscal Year 2020, which projects a \$113.3 million rainy-day fund and prioritizes enhancements to public safety.

6.

Summary: The request from our public safety personnel (hazard pay) is not included in our 2020 budget. Checked with respective affected department representatives (Chief Broome, Deputy Chief Rodgers and Director Reed all of them stated that they did not have funds in their personnel or operating budgets to allocate for hazard pay at this time.

We have pending bill from the feds that is considering hazard pay but it's not out yet, see details below. We will take advantage of that as soon as we get all facts and eligibility. As of now, the City is unable to provide hazard pay to affected staff as requested due the fact that it was not budgeted and the inflow of revenues to support the expenditure is uncertain due to the pandemic outbreak situation, we are in. Our focus is to make sure that the City has enough funds for payroll for all employees without lay off or furloughing some of them.

WASHINGTON — U.S. Treasury Secretary Steven Mnuchin has said that hazard pay for first responders could be included in future legislation to address the [COVID-19 national health emergency](#).

Mnuchin [told CNN](#) Monday that his department has not yet begun work on a fourth stimulus package, as it works to implement the third package passed by the Senate last week, but that hazard pay for first responders and healthcare workers is “definitely something we will put in the next bill.”

GOVERNMENT OF THE CITY OF SOUTH FULTON

OFFICE OF THE CITY MANAGER

WILLIAM “BILL” EDWARDS
MAYOR



ODIE DONALD II
CITY MANAGER

MEMORANDUM

TO: Mayor Edwards and City Council Members
FROM: Frank S. Milazi, Chief Financial Officer
DATE: February 4, 2020
SUBJECT: 2020 Budget Amendment #4
(a) Transfer funds from Contingency to Legal Counsel
(b) Blighted Properties Fund Creation
(c) Landfill Air Testing
(d) Fulton County Election Services Refund

Overview

1. Transfer of \$1,000,000 from contingency into Legal Counsel line for formal approval of the Governing Body.
2. Blighted Properties Fund was established after adopting ordinance to clear and maintain blighted properties citywide. \$200,000 will be required every year in the Blighted Properties Fund and this is the initial allocation to the fund for fiscal year 2020.
3. Council approved to allocate \$150,000 to be used for air testing at the Bishop landfill within the City of South Fulton.
4. The City received a refund from Fulton County for the election fees paid to the County for the 2019 Elections services to the City. \$80,000 of the refund was distributed within the City Clerk's Budget from which the payment was made. \$142,000 balance of the refund is being allocated to the contingency.
5. Blighted Properties Fund creation for \$200,000 and Landfill Air testing for \$150,000 for a total of \$350,000 will come from the Insurance Premium Tax revenue that the City received over what was budgeted. The following is the distribution of \$2,000,000 additional Insurance Premium Tax revenue.

Received	\$7,000,000
Budgeted	<u>(\$5,000,000)</u>
Surplus	2,000,000
FC Election Refund	<u>142,000</u>
Sub Total	2,142,000
Southwest Art Center	(1,000,000)
Fire Breathing Equipment	(338,969)
Blighted Properties Fund	(200,000)
Bishop Landfill Air Testing	<u>(150,000)</u>
Unassigned	\$453,031

GOVERNMENT OF THE CITY OF SOUTH FULTON

Office of the City Manager

WILLIAM “BILL” EDWARDS
MAYOR



ODIE DONALD II
CITY MANAGER

MEMORANDUM

TO: Honorable Mayor William “Bill” Edwards & City Council Members

FROM: Odie Donald II 
City Manager

DATE: April 1, 2020

SUBJECT: COVID-19 Hazardous Duty Pay Recommendations/Considerations

Overview

As presented in both public and private forums, the City of South Fulton has begun to explore our ability to provide compensation for hazard pay, as well as determining the categories of essential services that may or may not qualify. The focus of our evaluation has centered on Public Safety personnel (Police Department, Fire Rescue and Code Enforcement) regarding the City of South Fulton offering monthly hazard pay similar to other municipalities in the metro Atlanta area.

The Finance, Human Resources, Police, Fire Rescue, and Community Development & Regulatory Affairs Departments were tasked with a review to gather information and make a recommendation if the additional funding can be implemented.

Background

1. What is hazardous duty pay?

The Department of Labor defines hazard pay as additional pay for performing hazardous duty or work involving physical hardship. Work duty that causes extreme physical discomfort and distress which is not adequately alleviated by protective devices is deemed to impose a physical hardship. Especially, if protective devices will not entirely mitigate the danger or hardship involved.

2. Which COSF employees fall in the category of performing hazardous duty?

The hazard pay policy should apply to front-line staff positions, including sworn public safety positions and civilians performing critical life and safety, inspection, and other front-line functions. Any employee required to perform duties that potentially exposes them to the hazard of contracting COVID-19.

3. Rationale: How do we determine Coronavirus pandemic as working in hazardous conditions?

Fire Rescue and law enforcement employees have an increased risk of exposure to COVID-19 due to the essential functions required in their role. Additionally, other front-line employees that conduct inspections and land development must interact with the public to perform the essential duties of their job.

4. **Are employers required to pay hazardous duty pay?** There is no law requiring COSF to pay hazard pay: both the amount of the pay and the conditions under which it is paid are determined by the employer.
5. **What is the criteria for hazardous duty pay?**
Employees must have worked 100% of their scheduled hours each pay period to be eligible for the monthly disbursement. The intent behind the hazard pay is to incentivize those physically working their full schedule. This criteria must be spelled out because there are several essential, non-first responder employees that will be eligible for the new paid leave categories for childcare and/or other absences related to COVID-19.
6. **What is the recommendation for COSF hazardous duty pay?**
The most feasible option, if funding permits, is to pay a flat rate at \$250 a month (\$125 a pay period) beginning April 13, 2020 through July 5, 2020—contingent upon on developing events related to COVID-19. The impacted departments have identified **272 employees** that would qualify for such pay. The approximate cost calculation is **\$204,000** (calculated at \$125, per 6 pay periods, per employee).

Additionally, if an employee that is eligible to receive hazard pay does not work 100% of their scheduled hours due to vacation and/or receives compensation for an absence covered under a paid leave category (i.e. sick, COVID- sick, EFMLA, holiday, etc.), s/he should not be entitled to receive hazard pay for that pay period.

Pay increases per employee would increase the employee's overtime rate of pay which would further impact the general fund budget. Therefore, pay increases are not recommended.

COSF Departments & Employees

Department	# of Positions	Cost Impact (\$125 x 6 pp)
Community Development & Regulator	17	\$ 12,750.00
Arborist	1	\$ 750.00
Code Enforcement Administrator	1	\$ 750.00
Code Enforcement Officer	11	\$ 8,250.00
Code Enforcement Team Leader	2	\$ 1,500.00
Development Site Inspector	2	\$ 1,500.00
Fire	126	\$ 94,500.00
Fire Battalion Chief	5	\$ 3,750.00
Fire Captain	22	\$ 16,500.00
Fire Sergeant	44	\$ 33,000.00
Firefighter	55	\$ 41,250.00
Police	129	\$ 96,750.00
Crime Scene Supervisor	1	\$ 750.00
Crime Scene Technician	2	\$ 1,500.00
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Police Detective	10	\$ 7,500.00
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Police Officer II	77	\$ 57,750.00
Police Officer II- Park Ranger Division	3	\$ 2,250.00
Police Quartermaster	1	\$ 750.00
Police Sergeant	17	\$ 12,750.00
Police Sergeant- Park Ranger Division	1	\$ 750.00
Grand Total	272	\$204,000.00

Hazard Pay Survey

Agency	Contact	Information
City of East Point	Iris Bessie HR Director	No- Has not instituted any hazardous duty pay at this time
Johns Creek	Chris Coons, Fire Chief	No- looking at various options...My fear is promising something that isn't sustainable since we don't know how long this will last (Example: Overtime pay). I also think that offering bonus "leave" isn't realistic since we have such a small relief factor, basically our members can't use all of their accrued leave under normal circumstances and I am afraid it will just be lost.... I think the best route is some type of bonus after the event is over-- has to be approved via the City Council.
City of Milton	Mark Stephens, Deputy Fire Chief	No- No plan in place; sited budget sustainability issues. Noted that employees may be reimbursed for leave time use and City cover those that do not have enough leave time to cover being out for Corona related issues.
City of Albany	D. Baker HR Director	No- No plan to offer hazard pay; not affordable
Cobb County	Provided by Chief Broome	No- initially offered additional leave accrual/ suspending the pay due to cost impact and sustainability
City of Atlanta	Published News	Yes- Close to 5400 front line workers will receive \$500 per month
Dekalb County	Provided by Chief Broome	Yes- Front line employees will be compensated at their regular salary PLUS 50% admin pay and 50% comp time. Further detail on front line compensation may be described by separate written policy
Gwinnett County	Provided by Chief Broome	Yes- Non-exempt employees who work in field operations will receive 15% increase in pay Exempt employees who work in field operations will receive a 7.5% increase in pay Exempt and non-exempt employees who are required to work in a county building or facility will receive a 5% increase in pay

Two of the three municipalities currently providing hazard pay to their public safety have EMS transport that generates revenues to meet and offset these new expenditures. Additional information was needed about these entities in comparison with our City in terms of size and budget.

City of Atlanta's public safety personnel have traditionally been paid lower than most governments including the City of South Fulton. They recently gave public safety personnel a raise to bring them up to what other municipalities and agencies make. In order to pay for the raises, they cut other departmental budgets, which the City of South Fulton has not, keeping our commitment to ALL city personnel.

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DeKalb County has reserves they set aside for a “rainy day”. Therefore, they are in a position to sustain if they pay their employees hazard pay.

**DeKalb Commissioners Unanimously Adopt
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*CEO Thurmond prioritizes public safety; \$113.3 million
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A full summary of hazard pay specific to fire personnel considerations is listed (in summary) below. Additional information related to police is underway and has been requested (but not available).

- Atlanta established hazard pay on 3/31/2020.
- Under the State of Emergency declared by DeKalb County, all frontline employees (firefighters, police, sanitation workers, etc.) will get their regular pay rate plus an additional 50% pay and 50% comp time.
- Henry County Fire currently does not offer hazardous pay.
- Fairburn Fire currently does not offer hazardous pay.
- Coweta County Fire currently does not offer hazardous pay.
- Decatur Fire currently does not offer hazardous pay.
- Cobb County currently does not offer hazardous pay.
- Milton Fire currently does not offer hazardous pay.
- Coweta County currently does not offer hazardous pay.
- East Point currently does not offer hazardous pay.
- Sandy Springs Fire currently does not offer hazardous pay.
- Marietta Fire currently does not offer hazardous pay.
- Palmetto Fire currently does not offer hazardous pay.
- Chat Hills currently does not offer hazardous pay.
- Cobb County was offering a vacation incentive; however, is suspending the program during future funding concerns.
- Gwinnett County Fire is offering an incentive that started on March 27, 2020.
- John Creek currently does not offer hazardous pay.
- College Park currently does not offer hazardous pay.
- Union City Fire currently does not offer hazardous pay.
- Hapeville Fire currently does not offer hazardous pay.

Other Considerations/Feasibility and Sustainability

Both Police and Fire are unable to cut general operating or personnel expenditures to fund this additional pay using their FY20 adopted budget. In combatting COVID-19, both entities have expended their existing overtime budget and will be requesting an amendment to utilize this line item to sustain needs through the end of the fiscal year.

South Fulton in Comparison to Metropolitan Atlanta

Most jurisdictions offering hazard pay offer lower base salaries than the city's base salaries for sworn employees. The jurisdiction's hazard pay plus the base salary is still less than the City's base salary for several classifications (see chart). The City continues to lead the market in base salaries for our public safety employees.

Minimum Entry Salary				
	South Fulton	Dekalb	Gwinnett	Atlanta
Police Officer	↑ \$52,007	↓ \$44,280	↓ \$42,784	↓ \$48,500
Police Sergeant	↑ \$57,338	↑ \$59,394	↓ \$49,851	↓ \$51,800
Police Detective	↑ \$57,338	↓ \$47,835	↓ \$44,868	↓ \$44,587
Police Lieutenant	↑ \$66,375	no positions	↓ \$56,195	↓ \$64,451
Police Captain	↑ \$76,838	↓ \$73,617	no positions	↓ \$73,793
Firefighter	↑ \$44,926	↓ \$42,504	↓ \$34,246	↓ \$41,132
Fire Sergeant	↑ \$52,007	↓ \$49,614	↓ \$42,047	↓ \$45,175
Fire Lieutenant	↑ \$60,205	no positions	↓ \$48,695	↓ \$56,259
Fire Captain	↓ \$66,375	↓ \$59,354	↓ \$55,582	↑ \$67,191
Fire Battalion Chief	↑ \$76,838	↓ \$73,617	↓ \$70,077	↓ \$73,000

Summary

In evaluating our public safety personnel, hazard pay is not included in our 2020 budget. Projections related to COVID-19's impact on the City's current and future budgets appear to result in a severe loss in revenue ranging from nine percent to upwards of twenty percent depending on the length of time the pandemic lasts. Department leaders over Police, Fire Rescue, and Community Development & Regulatory Affairs have all confirmed that they did not have funds in their personnel or operating budgets to allocate for hazard pay at this time, although they are in favor of providing such a benefit, which administrative executive leaders wholeheartedly support.

There is a pending bill from the US Government that considers hazard pay, but it has not been delivered to local governments at this time. The City is currently working with the County, the State, and Federal offices to take advantage of this program upon release of all facts and eligibility. As of now, providing hazard pay would negatively impact the City's ability to pay non-essential staff and/or continue operations. Our focus is to ensure continued service delivery and to ensure that the City has enough funds to make payroll for all employees without layoffs or furloughing, which will be required if the pandemic continues.

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Mnuchin [told CNN](#) Monday that his department has not yet begun work on a fourth stimulus package, as it works to implement the third package passed by the Senate last week, but that hazard pay for first responders and healthcare workers is “definitely something we will put in the next bill.”

Despite these challenges and concerns, providing hazard pay with or without federal support is a top priority as we approach a mid-year budget amendment. As we do so, there are key considerations related to future obligations and the City’s ability to deliver services beyond FY20 noting the projected drop in revenues, that are included in any future considerations.

In closing, the City of South Fulton has from inception, taken proactive steps to ensure that our staff is compensated in line with (and in most categories) ahead of the region. These actions, as illuminated above, prove that our proactive investment in our staff is ahead of the Metropolitan Atlanta region. Unfortunately, such investments also require the City to maintain a staunch posture of fiscal responsibility in navigating day to day operations and unforeseen circumstances that impact the totality of service delivery fully realized by COVID-19.

As such, it is my recommendation to the elected body that we do not extend hazard pay at this time, allowing administrative staff to further coordinate with local, State, and federal partners. Revisiting the topic with a final recommendation on or before May 1, 2020, which would include plans to roll out the benefit (if feasible). It is also my intent, with the approval of Council, to provide such benefit with an appropriate back pay date for essential staff that would be eligible.

Should you need further information regarding this correspondence, please contact Odie Donald II at odie.donald@cityofsouthfultonga.gov.