



**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

June 28, 2024

Andre Dickens
Mayor
55 Trinity Avenue SW
Atlanta, GA 30303

Patrise M. Perkins-Hooker
City Attorney
55 Trinity Avenue SW
Atlanta, GA 30303

Dear Mayor Dickens and City Attorney Perkins-Hooker:

On May 20, 2024, the City of Atlanta Office of the Inspector General (OIG) shared with the Mayor's Office and City Council concerns regarding obstruction of OIG investigations. This letter provides further details regarding those issues.¹

Attached please find supporting documentation to the outlined issues (redacted, in light of ongoing investigations). Specifically, the attached documents reflect:

- Disclosure, requested by Department of Human Resources (DHR) leadership (Commissioner Tarlesha W. Smith, Esq. and Executive Director/Acting Deputy Commissioner Kimberly Finley), of the substance of a confidential OIG interview (1)(2)
- Attempted recall of an email provided to OIG per the advice of DHR leadership (Finley) (2)
- Preparation for the revocation of OIG's access to the human resources component of the City's Oracle database by DHR leadership (Finley) (3)(4)(5)

¹ OIG intended to provide this information during a scheduled meeting with the City Attorney, the Chief Operating Officer, the Inspector General and the Chair of the Governing Board of the Office of the Inspector General and the Ethics Office (the Board) on May 28, 2024; a scheduling conflict arose and the meeting was never rescheduled. OIG became aware of an X post by a mayoral spokesperson in response to coverage of the May 20, 2024 discussion. The post noted the seriousness of the issues raised by OIG and stated, "We would love to know the names of the individuals who are being accused in order to address the issues being raised." The Mayor's Office communicated that request to OIG through no other medium.

- Disclosure of OIG investigative requests made through the DHR records custodian (Marketing & Communications Director Jamar Brown) and withholding of assembled records (Smith) (6)

In addition to the above, OIG has learned of a specific matter demonstrating two further issues. First, OIG learned that an employee was informed by DHR that the employee was the subject of an investigation. The employee told OIG that DHR determined that the employee was the subject of the investigation once OIG requested personnel records about the employee from the DHR records custodian, Brown. This—the eventuality that the absence of direct records access would create the circumstance where the existence of the investigation would be disclosed to the witnesses and/or subjects of an investigation—is, of course, the precise concern that has been articulated to the Mayor’s Office by OIG and the chair of the Board. Worse, however, the employee informed OIG that DHR disclosed the fact of OIG’s investigation to bar that employee from a position. Specifically, the employee was told by DHR personnel that the employee could not pursue an internal transfer because the employee was under investigation by OIG. Attached please find documentation reflecting the disclosure and weaponization of the OIG investigation by DHR personnel (Brown and Human Resources Business Partner Director Danielle Jones) in correspondence to Smith. (7)(8)

These actions have posed significant operational impediments to OIG. The conduct evinces intentionality: the active request to an employee that the employee disclose details of an OIG investigation; the disclosure of the existence of OIG investigations; the advising of an employee to recall an email; the gatekeeping, deciding whether and when an independent investigative entity should receive information; the withholding of records. None of this conduct is accidental. In light of the recently reported OIG investigation into the misconduct of Smith and various members of her team (the Smith report), including testimony of a former DHR deputy commissioner regarding Smith’s awareness of OIG’s investigation, these actions appear to have been intended to obstruct OIG investigations.

The impact of these actions cannot be overstated. Employees asked to report back regarding the substance of confidential OIG interviews cannot be expected to provide candid, forthright information. Disclosure of the existence of investigations, let alone the substantive areas of inquiry, increases the likelihood that evidence will be compromised or destroyed. The withholding of records from OIG delays or denies its ability to gather facts; facts, importantly, that can as likely exonerate as incriminate one accused of misconduct. The weaponization of an ongoing OIG investigation to hinder the opportunities of an employee who had merely been named in an allegation² is an assault on fairness by a department entrusted with employee welfare. And that such conduct was exhibited by department leadership, on display to multiple department and City employees, cultivates a culture of noncompliance and noncooperation – undermining not only the work of the agency established to uphold integrity in City operations, but any broader messaging regarding the City’s “effective and ethical government.”

Setting aside the practical implications of City leaders engaging in ongoing activity to obstruct OIG operations, the withholding of records that are neither privileged nor confidential violates Article 8, Section 8-101(e) of the Charter of the City of Atlanta.

² Notably, the allegations against this employee were ultimately unsubstantiated.

This week, during the June 25, 2024 meeting of the Council’s Community Development / Human Services Committee, OIG learned that the City intends to involve DHR in the development of a citywide training program geared to provide instruction regarding, among other things, how to respond to OIG requests.³⁽⁹⁾ OIG understands that in the Mayor’s Office’s recent discussions with members of the Board, it was acknowledged that the administration does not possess knowledge of best practices and standards governing offices of inspector general, in general.⁴ In light of this fact, the above details, and the conduct outlined in the Smith report, no one in current DHR leadership—including Smith, Finley, and Deputy Commissioner Candace Kollas—is positioned to engage in any informed, good faith efforts to prepare protocols surrounding Atlanta’s own office of inspector general. Instead, it appears such training is poised to double down and codify the misguided and unlawful conduct set forth above.

OIG provides the above and attached information pertaining to obstruction of OIG operations so that the actions of the following employees may be addressed: Smith, Finley, Brown, and Jones.

If you have any questions or would like OIG to provide any additional information, please do not hesitate to contact me.

Sincerely,



Shannon K. Manigault
Inspector General

CC: LaChandra Burks, Chief Operating Officer
Odie Donald II, Chief of Staff
Doug Shipman, Council President

³ OIG was not contacted regarding this proposed training. However, during a July 2023 Cabinet meeting, OIG provided City leaders with a one-page document outlining protocol for responding to OIG requests.⁽¹⁰⁾ This document was cleared by the Mayor’s Office in advance of the Cabinet meeting.

⁴ To this end, the Board has proposed holding a roundtable, with experts in the field, to better inform City stakeholders about the work of offices of inspector general.

1

From: Brown, Jamar on behalf of Brown, Jamar <JABrown@AtlantaGa.Gov>
To: Smith, Tarlesha W
Subject: [REDACTED]
Date: Wednesday, April 24, 2024 4:20:11 PM
Attachments: [OIG interview summary - \[REDACTED\].pdf](#)
[image001.png](#)

Sent from my Verizon, Samsung Galaxy smartphone
[Get Outlook for Android](#)

From: [REDACTED]
Sent: Wednesday, April 24, 2024 3:53:29 PM
To: Brown, Jamar <JABrown@AtlantaGa.Gov>
Cc: Finley, Kimberly <kfinley@AtlantaGa.Gov>
Subject: Fwd: OIG interview Summary - [REDACTED]

For your records, Jamar.

Thanks!

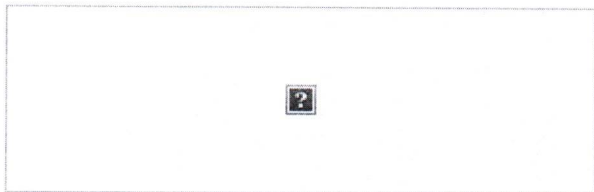
From: [REDACTED]
Sent: Wednesday, April 24, 2024 3:14 PM
To: Smith, Tarlesha W <twsmith@AtlantaGa.Gov>; Finley, Kimberly <kfinley@AtlantaGa.Gov>
Cc: [REDACTED]
Subject: OIG interview Summary - [REDACTED]

Good afternoon,

As requested, please see attached a summary of my interview with the individuals from the Office of Inspector General. Please let me know if you need anything else from me.

Regards,

[REDACTED]



Confidentiality Notice: This email transmission and its attachments, if any, are confidential and intended only for the use of particular persons and entities. They may also be work product and/or protected by the attorney-

client privilege or other privileges. Delivery to someone other than the intended recipient(s) shall not be deemed to waive any privilege. Review, distribution, storage, transmittal or other use of the email and any attachment by an unintended recipient is expressly prohibited. If you are not the named addressee (or its agent) or this email has been addressed to you in error, please immediately notify the sender by reply email and permanently delete the email and its attachments.

2

3

From: [Finley, Kimberly](#) on behalf of [Finley, Kimberly](#) <kfinley@AtlantaGa.Gov>
To: [Smith, Tarlesha W](#)
Cc: [Brown, Jamar](#)
Subject: Fwd: OIG Access
Date: Friday, April 26, 2024 6:38:28 PM
Attachments: [OIG Employees with HR View Access.xlsx](#)
[Access Available to View by OIG with HR Role.xlsx](#)
[image001.png](#)

FYI, please see the email below and attached. Thanks!

Regards,

Kimberly Finley | Human Resources Deputy Commissioner (Interim)
City of Atlanta | Department of Human Resources

[68 Mitchell Street Suite 2170](#) | Atlanta, GA 30303

[404.330.6075](tel:404.330.6075) (Office) | [404.998.1878](tel:404.998.1878) (Cell)

<http://www.linkedin.com/in/kimberlyjfinley>



Confidentiality Notice: This email transmission and its attachments, if any, are confidential and intended only for the use of particular persons and entities. They may also be work product and/or protected by the attorney-client privilege or other privileges. Delivery to someone other than the intended recipient(s) shall not be deemed to waive any privilege. Review, distribution, storage, transmittal or other use of the email and any attachment by an unintended recipient is expressly prohibited. If you are not the named addressee (or its agent) or this email has been addressed to you in error, please immediately notify the sender by reply email and permanently delete the email and its attachments.

From: [REDACTED]
Sent: Friday, April 26, 2024 6:25:05 PM
To: [Finley, Kimberly](#) <kfinley@AtlantaGa.Gov>
Subject: OIG Access

Good evening DC Finley,

I have attached 2 documents. Once list the employees in OIG that have *COA HR Inquiry Sensitive All View All* role. The second attachment provides a list of areas/information they have view access to. The basically have view access to everything HRBP's have access to. I'll wait on instruction on how to proceed.

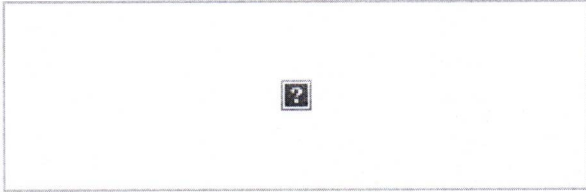
Enjoy your weekend!

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



Confidentiality Notice: This email transmission and its attachments, if any, are confidential and intended only for the use of particular persons and entities. They may also be work product and/or protected by the attorney-client privilege or other privileges. Delivery to someone other than the intended recipient(s) shall not be deemed to waive any privilege. Review, distribution, storage, transmittal or other use of the email and any attachment by an unintended recipient is expressly prohibited. If you are not the named addressee (or its agent) or this email has been addressed to you in error, please immediately notify the sender by reply email and permanently delete the email and its attachments.

4



CITY OF ATLANTA
OFFICE OF THE INSPECTOR GENERAL

MEMORANDUM OF INTERVIEW

Interview Date: 5/17/2024	Case No: [REDACTED]
Interview Witness: [REDACTED]	Witness Title:
1st OIG Investigator: Martin	2nd OIG Investigator: Eshmon
Interview Scope: Access-Email	Location: [REDACTED]

Interview conducted May 17, 2024, at 1:32 PM, with [REDACTED]. [REDACTED] stated that approximately one to two weeks ago [REDACTED] received a phone call from Deputy Commissioner Kimberly Finley late one afternoon. [REDACTED] stated Finley questioned [REDACTED] about Oracle access for employees in City of Atlanta’s Office of the Inspector General and wanted to know what access OIG employees had and what would they do with it. [REDACTED] stated [REDACTED] told Finley that [REDACTED] did not approve access, but processed the ticket requests for access and told Finley [REDACTED] assumed that if there was an investigation OIG would be able to retrieve information without going through Human Resources. [REDACTED] stated that OIG’s access to HR information was previously decided by the former HR Director and Commissioner Norman. [REDACTED] stated that Finley told [REDACTED] she would speak with Commissioner Smith. [REDACTED] stated Finley called [REDACTED] back stating she needed to know all the names of those in OIG and the roles that they have. [REDACTED] explained that there is a role attached to what a person can see and access in Oracle. [REDACTED] told OIG that Finley stated to [REDACTED] that if they needed to do a ticket to revoke OIG’s access, she would let [REDACTED] know. [REDACTED] stated [REDACTED] sent the email with the information requested but stated [REDACTED] had not received any follow-up regarding OIG’s access since that exchange. [REDACTED] stated that OIG has had access from the start and was surprised that it was a question now. [REDACTED] stated that a request for revoking access is normally in response to someone leaving a position, but [REDACTED] had never been questioned about an entire office before.

[REDACTED] also stated that on Wednesday, May 15, 2024, Commissioner Smith called [REDACTED] on Teams asking [REDACTED] about 5 transactions that came through and asked [REDACTED] not to send the transaction information to [REDACTED] but to send it to Finley. [REDACTED] believed these were transactions that had salary changes. [REDACTED] stated [REDACTED] sent the email with the transactions to Finley and never heard anything else about regarding the transactions.

5

Brown, Perrish

From: [REDACTED]
Sent: Monday, April 29, 2024 12:10 PM
To: Finley, Kimberly; Smith, Tarlesha W; Kollas, Candace
Cc: [REDACTED]
Subject: RE: Security Role Audit - for OIG and Departments
Attachments: OIG Employees Roles with Start Date filtered by HR Role 04 29 2024.xlsx; All Employees with HR Specific Roles as of 4 29 2024.xlsx; HRBP Director Roles as of 04 29 24.xlsx; COA HR Inquiry Sensitive All View All_Roles.xls.xlsx

Hi DC Finely,

I've included @Smith, Tarlesha W and @Kollas, Candace in this conversation as they can provide more details regarding the OIG role access. As I am remembering, there was some resistance last year to granting new access to OIG employees who lacked the "**COA HR Inquiry Sensitive ALL View ALL Role.**" There were extensive discussions among the Commissioner, DC Kollas Compliance, and Legal regarding this decision. Ultimately, it was concluded that individuals requesting access should be granted it because their roles necessitated access to specific information within the system. This has been consistent with the fact that OIG employees have had access to this role since 2021.

Additionally, it's important to note that while OIG does not have access to all areas of the system that HRBPs do (as HRBPs have different roles), they do share some access to certain artifacts. If there are challenges to this arrangement, it's imperative that we involve all relevant parties, as our current process involves collaboration with AIM, Audit, and sometimes others to ensure that risks are assessed, and decisions are not made unilaterally for the most part.

Furthermore, our approach to granting access is under concurrent audit and has been for the past 3 weeks or so any inconsistencies in access will be discovered in this process to ensure ongoing compliance, which is a standard practice in any organization. Decision-making regarding granting access is a shared responsibility and is managed by HR, Audit, and AIM division when appropriate Compliance and Legal are included.

I trust this addresses your initial inquiry.

PERSON_NUMBER	FULL_NAME	DEPARTMENT	USERNAME	ROLE_NAME	START_DATE
54816	Anderson, Roslynn	OIG Inspector General Administration	rlanderson	COA HR Inquiry Sensitive All View All	2021-09-19
52659	Manigault, Shannon	OIG Office of Inspector General Commissioner	skmanigault	COA HR Inquiry Sensitive All View All	2021-09-19
55037	Speights, Jason	OIG Compliance Administration	jspeights	COA HR Inquiry Sensitive All View All	2021-09-19
58126	Palmer, Garret	OIG Procurement Review Administration	gpalmer	COA HR Inquiry Sensitive All View All	2021-12-09
42111	Dixon, Lizzie	OIG Procurement Review Administration	ldixon	COA HR Inquiry Sensitive All View All	2022-09-08
65494	Epstein, Daniel	OIG Compliance Administration	drepstein	COA HR Inquiry Sensitive All View All	2022-11-02
53846	Garvey, Bradford	OIG Procurement Review Administration	bgarvey	COA HR Inquiry Sensitive All View All	2022-11-02
64537	Shockley, Jesse	OIG Compliance Administration	jcshockley	COA HR Inquiry Sensitive All View All	2022-11-02
66410	Clark, Melanie	OIG Procurement Review Administration	meclark	COA HR Inquiry Sensitive All View All	2022-12-15
70968	Brown, Perrish	OIG Compliance Administration	pbrown	COA HR Inquiry Sensitive All View All	2023-07-17
68893	Williams, Shelby	OIG Compliance Administration	sjwilliams	COA HR Inquiry Sensitive All View All	2023-07-25
72701	Dennis, Analise	OIG Compliance Administration	ADennis	COA HR Inquiry Sensitive All View All	2023-10-03
72981	McNeil, Tony	OIG Procurement Review Administration	tmcneil	COA HR Inquiry Sensitive All View All	2023-11-12
74817	Eshmon, Darrion	OIG Compliance Administration	DLEshmon	COA HR Inquiry Sensitive All View All	2024-02-22
75467	Martin, Luretha	OIG Compliance Administration	lumartin	COA HR Inquiry Sensitive All View All	2024-02-22

PERSON_NUMBER	FULL_NAME	DEPARTMENT	ROLE_NAME	START_DATE
3311	Evans, Rodney	DHR Human Resources Management	COA HR Transactions Exclude CWC HCM AOR	2019-01-01
41882	Hicks, Jennifer	DHR Human Resources Management	COA HR Transactions Exclude Cancel Work AOR	2019-01-01
25039	Jones, Danielle	DHR Human Resources Management	COA HR Transactions Exclude Cancel Work AOR	2019-01-01
45557	Broaders, April	DHR Human Resources Management	COA HR Transactions Exclude Cancel Work AOR	2019-05-28
25039	Jones, Danielle	DHR Human Resources Management	COA HR AIM, PRC Retiree Exclude Cancel Work AOR	2020-08-10
3311	Evans, Rodney	DHR Human Resources Management	COA HR APD Retiree Exclude CWC HCM AOR	2020-08-11
25039	Jones, Danielle	DHR Human Resources Management	COA HR AIM, PRC Retiree Payslip View Person DOR	2020-12-16
41882	Hicks, Jennifer	DHR Human Resources Management	COA HR Dashboard Access JR	2022-04-12
45557	Broaders, April	DHR Human Resources Management	COA HR Dashboard Access JR	2022-04-12
25039	Jones, Danielle	DHR Human Resources Management	COA HR Dashboard Access JR	2022-04-12
67444	Frazier, Tawana	DHR Human Resources Management	COA HR Transactions Exclude CWC HCM AOR	2023-01-16
67444	Frazier, Tawana	DHR Human Resources Management	COA HR DPW, DOT Retiree Payslip View Person DOR	2023-01-16
67444	Frazier, Tawana	DHR Human Resources Management	COA HR DPW, DOT Retiree Exclude Cancel Work AOR	2023-01-16
37742	Wilson, Tanisha	DHR Human Resources Management	COA HR Transactions Exclude Cancel Work AOR	2023-10-23
37742	Wilson, Tanisha	DHR Human Resources Management	COA HR Dashboard Access JR	2023-10-23
57124	Pendleton, Patrick	DHR Human Resources Management	COA HR Dashboard Access JR	
57124	Pendleton, Patrick	DHR Human Resources Management	COA HR Transactions Exclude Cancel Work AOR	

From: Finley, Kimberly <kfinley@AtlantaGa.Gov>

Sent: Monday, April 29, 2024 10:33 AM

To: [REDACTED]

Subject: Re: Security Role Audit

Thanks [REDACTED].

We're trying to address why HRBP access has been granted to certain departments. They should not be able to see employee records/information (salary history, paychecks, data changes, employment history, emergency contact info, beneficiaries, etc.).

Also, did Commissioner Smith provide a final approval re: this type of access?

Hopefully this helps!

Regards,

Kimberly Finley | Deputy Commissioner, Human Resources (Interim)

City of Atlanta | Department of Human Resources |

68 Mitchell Street Suite 2170 | Atlanta, GA 30303

404.330.6075 (Office) | 404.998.1878 (Cell)

<http://www.linkedin.com/in/kimberlyjfinley>

“Driving Policy, Partnerships,



**YOUR
POSSIBILITIES ARE**

Confidentiality Notice: This email transmission and its attachments, if any, are confidential and intended only for the use of particular persons and entities. They may also be work product and/or protected by the attorney-client privilege or other privileges. Delivery to someone other than the intended recipient(s) shall not be deemed to waive any privilege. Review, distribution, storage, transmittal or other use of the email and any attachment by an unintended recipient is expressly prohibited. If you are not the named addressee (or its agent) or this email has been addressed to you in error, please immediately notify the sender by reply email and permanently delete the email and its attachments.

From: [REDACTED]
Sent: Monday, April 29, 2024 10:19 AM
To: Finley, Kimberly <kfinley@AtlantaGa.Gov>; [REDACTED]

Subject: RE: Security Role Audit

Good Morning DC Finley,

Many departments requiring specific access do so out of necessity for their tasks, and access is typically granted according to that need. However, it's been some time since we conducted an audit on this matter. Currently, we're collaborating closely with the Audit team on an ongoing audit of this

nature. Audits often recommend changes based on roles and associated risks, which is standard procedure in any organization.

Last year, as previously mentioned, we examined the access of OIG personnel based on their job responsibilities. I've reached out to [REDACTED] for information regarding their roles, and once received, I'll be able to pinpoint which areas of the system OIG employees have access to. This information is forthcoming. What specific issue are we attempting to address here?

Regards,

[REDACTED]

From: Finley, Kimberly <kfinley@AtlantaGa.Gov>

Sent: Monday, April 29, 2024 09:51 AM

To: [REDACTED]

Subject: Re: Security Role Audit

Importance: High

Good Morning All,

I'd also like the following information:

- Who/What departments, outside of HR have this type of access
- Who approved/gave permission
- When was this approved

Please provide this information as soon as possible. Thanks!

Regards,

Kimberly Finley | Deputy Commissioner, Human Resources (Interim)

City of Atlanta | Department of Human Resources |

68 Mitchell Street Suite 2170 | Atlanta, GA 30303

404.330.6075 (Office) | 404.998.1878 (Cell)

<http://www.linkedin.com/in/kimberlyifinley>

“Driving Policy, Partnerships,



YOUR
POSSIBILITIES ARE

Confidentiality Notice: This email transmission and its attachments, if any, are confidential and intended only for the use of particular persons and entities. They may also be work product and/or protected by the attorney-client privilege or other privileges. Delivery to someone other than the intended recipient(s) shall not be deemed to waive any privilege. Review, distribution, storage, transmittal or other use of the email and any attachment by an unintended recipient is expressly prohibited. If you are not the named addressee (or its agent) or this email has been addressed to you in error, please immediately notify the sender by reply email and permanently delete the email and its attachments.

From: [REDACTED]
Sent: Monday, April 29, 2024 9:14 AM
To: [REDACTED]
Cc: Finley, Kimberly <kfinley@AtlantaGa.Gov>
Subject: RE: Security Role Audit

Thank you!

From: [REDACTED]
Sent: Monday, April 29, 2024 09:06 AM
To: [REDACTED]
Cc: Finley, Kimberly <kfinley@AtlantaGa.Gov>
Subject: RE: Security Role Audit

Good morning,

Sure, I will forward the information shortly.

Thanks!

[REDACTED]

From: [REDACTED]
Sent: Monday, April 29, 2024 7:31 AM

To: [REDACTED]
Cc: Finley, Kimberly <kfinley@AtlantaGa.Gov>
Subject: RE: Security Role Audit

Great, thank you so much!

From: [REDACTED]
Sent: Monday, April 29, 2024 07:25 AM
To: [REDACTED]; [REDACTED]
Cc: Finley, Kimberly <kfinley@AtlantaGa.Gov>
Subject: RE: Security Role Audit

Good morning [REDACTED],

No problem I will ensure to send this to you by the time requested.

Thank you,

[REDACTED]

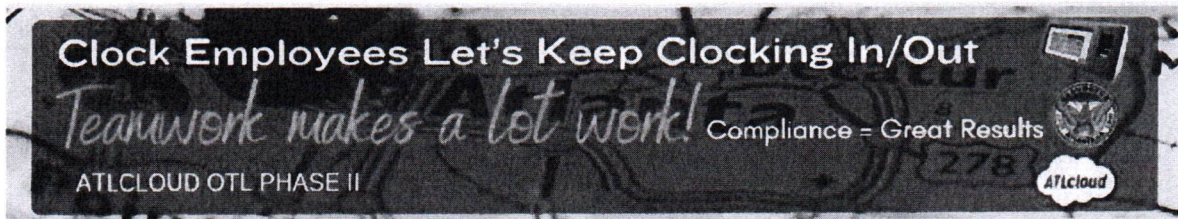
From: [REDACTED]
Sent: Sunday, April 28, 2024 9:14 PM
To: [REDACTED]; [REDACTED]
Cc: Finley, Kimberly <kfinley@AtlantaGa.Gov>
Subject: Security Role Audit
Importance: High

Good evening, [REDACTED].

I have a pressing request that requires your attention by noon tomorrow. [REDACTED] could you please retrieve the Oracle security roles assigned to all OIG employees? [REDACTED] I need an updated security matrix akin to the one attached, indicating the system access granted by each role.

Thank you.

[REDACTED]



Confidentiality Notice: This email transmission and its attachments, if any, are confidential and intended only for the use of particular persons and entities. They may also be work product and/or protected by the attorney-client privilege or other privileges. Delivery to someone other than the intended recipient(s) shall not be deemed to waive any privilege. Review, distribution, storage, transmittal or other use of the email and any attachment by an unintended recipient is expressly prohibited. If you are not the named addressee (or its agent) or this email has been addressed to you in error, please immediately notify the sender by reply email and permanently delete the email and its attachments.

6

Brown, Perrish

From: Brown, Jamar <JABrown@AtlantaGa.Gov>
Sent: Friday, April 12, 2024 1:59 PM
To: Smith, Tarlesha W; Finley, Kimberly
Subject: FW: [REDACTED] Service Level Agreement (SLA)
Attachments: [REDACTED] SLAs (City-Wide) (1) (1) (1).pdf

FYI Below & attached

From: [REDACTED]
Sent: Friday, April 12, 2024 1:52 PM
To: Brown, Jamar <JABrown@AtlantaGa.Gov>
Cc: [REDACTED]
Subject: [REDACTED] Service Level Agreement (SLA)

Good afternoon Jamar,

I hope all is well!

Fyi...Please note that Luretha Martin, OIG is requesting a copy of [REDACTED] SLA.

Regards,



“Driving Policy, Partnerships,



Confidentiality Notice: This email transmission and its attachments, if any, are confidential and intended only for the use of particular persons and entities. They may also be work product and/or protected by the attorney-client privilege or other privileges. Delivery to someone other than the intended recipient(s) shall not be deemed to waive any privilege. Review, distribution, storage, transmittal or other use of the email and any attachment by an unintended recipient is expressly prohibited. If you are not the named addressee (or its agent) or this email has been addressed to you in error, please immediately notify the sender by reply email and permanently delete the email and its attachments.

7

Eshmon, Darrion L.

From: Brown, Jamar <JABrown@AtlantaGa.Gov>
Sent: Thursday, February 22, 2024 12:46 PM
To: Smith, Tarlesha W
Subject: FW: Personnel File Request [REDACTED]
Attachments: [REDACTED] Reprimand (12.5.23).pdf; FY18 Performance Evaluation.pdf; FY19 Performance Evaluation.pdf; FY23 Performance Evaluation.pdf; RE: [REDACTED] 11/13; RE: Concerns ; RE [REDACTED] (6.23.23).msg; [REDACTED] Meetings (4.17.23).msg; Re: [REDACTED] ; Re: Inventory List; RE [REDACTED] Posting Instructions (5.25.23).msg; RE [REDACTED] connection issues (10.10.23).msg

Good Afternoon Commssioner,

I hope you are well. Please advise if you are okay with providing the attached records and below response from [REDACTED] to Mr. Eshmon with OIG.

Please advise.

Thanks in advance,

Jamar

From: [REDACTED]
Sent: Thursday, February 22, 2024 11:50 AM
To: Brown, Jamar <JABrown@AtlantaGa.Gov>
Cc: Jones, Danielle <DMJones@AtlantaGa.Gov>
Subject: RE: Personnel File Request [REDACTED]

Good Morning Jamar,

Please accept my apologies for the delay in response.

The Department of Human Resources is working with [REDACTED] to find other employment, internal to the City of Atlanta. An extension was granted from the original 60-day leave with pay that will allow [REDACTED] to remain on payroll with [REDACTED] until [REDACTED]. If [REDACTED] has not secured internal employment by this date, [REDACTED] may use accrued leave to remain on payroll until the process is complete.

Attached is a copy of items we have in [REDACTED] internal personnel file. Please feel free to contact me if you have any questions.

I hope this has been helpful,

[REDACTED]



[REDACTED]

 Please consider the environment before printing this email

From: Brown, Jamar <JABrown@AtlantaGa.Gov>

Sent: Friday, February 16, 2024 3:06 PM

To: Jones, Danielle <DMJones@AtlantaGa.Gov>

Cc: [REDACTED]

Subject: FW: Personnel File Request [REDACTED]

Good Afternoon,

I hope you are well. Per the below, please advise.

Thanks in advance,

Jamar

From: Eshmon, Darrion L. <DLEshmon@atlantaGA.gov>

Sent: Friday, February 16, 2024 3:05 PM

To: Brown, Jamar <JABrown@AtlantaGa.Gov>

Subject: FW: Personnel File Request [REDACTED]

Good Afternoon Mr. Brown,

As per our last conversation regarding [REDACTED] At the time of our conversation [REDACTED] was scheduled to leave the City of Atlanta (COA) employment effective [REDACTED]. During our conversation, I inquired about the reason for [REDACTED] leaving employment with the COA. I know it's early however, at this point have HR received the file documentation from division on the reason [REDACTED] is leaving the employment with the COA.

V/R

Darrion

From: Eshmon, Darrion L.

Sent: Thursday, January 25, 2024 3:53 PM

To: Brown, Jamar <JABrown@AtlantaGa.Gov>

Subject: RE: Personnel File Request

Good after thank you for your quick response.

From: Brown, Jamar <JABrown@AtlantaGa.Gov>

Sent: Thursday, January 25, 2024 3:08 PM

To: Eshmon, Darrion L. <DLEshmon@atlantaGA.gov>; [REDACTED]

Subject: Re: Personnel File Request

Good Afternoon,

I hope you are well. Per your request, please find attached the responsive employee file.

With Regard,

Jamar

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Eshmon, Darrion L. <DLeshmon@atlantaGA.gov>

Sent: Wednesday, January 24, 2024 12:42:39 PM

To: Brown, Jamar <JABrown@AtlantaGa.Gov>; [REDACTED]

Subject: FW: Personnel File Request

Good Afternoon,

As part of an ongoing review, the Office of the Inspector General requires the complete personnel files for the following City of Atlanta employees:

- [REDACTED]

If you have any questions, please do not hesitate to contact me using the information below.

V/R

Darrion



Darrion L. Eshmon

Senior Investigator

Office of the Inspector General | City of Atlanta

185 Ted Turner Drive, S.W., Suite 6200, Atlanta, Ga 30303

Main: 404-546-2270 | Direct: 404—546-0782

E-Mail: DLeshmon@atlantaga.gov

Website: www.atloig.org

“The More You Know The Less You Fear”

OIG Tip Line: 404-546-2271

To report waste, fraud or abuse, please send to: inspectorgeneral@atlantaga.gov

8

1:1 Meeting w/HR Commissioner Smith

Re: New Assignment Discussion- [REDACTED]

May 7, 2024

First, I would like to thank you for carving out this time for me, I spoke to [REDACTED] and [REDACTED] and they both told me to take this time to address my concerns.

- [REDACTED]
- [REDACTED]
 - [REDACTED]
- [REDACTED]
 - [REDACTED]
 - [REDACTED]
- [REDACTED]
 - [REDACTED]
- [REDACTED]
 - [REDACTED]
- [REDACTED]
 - [REDACTED]

- Has the IG gotten involved with my situation or had questions regarding my situation?
 - This was told to a commissioner, was creating a position for me but was told the IG questioned and was investigating me.
 - Danielle Jones stated to me on May 7th, the OIG was investigating me and having Jamar to send them weekly/bi-weekly updates about me.

- [REDACTED]
 - [REDACTED]

- [REDACTED]

- [REDACTED]

- [REDACTED]

- [REDACTED]
 - [REDACTED]

- [REDACTED]
 - [REDACTED]

- [REDACTED]

9

ADOLES Program Updates

Labor Services

- **Internal Ethics and OIG training**
 - ADOLES will partner with HR and Law department, respectively, to provide **internal training for COA employees** on topics that relate directly to the Mayor's pillar of Effective and Ethical government.
 - ADOLES will collaborate with HR and Law to educate COA employees on the topic of **rights and responsibilities** related to COA Office of Ethics and Office of Inspector General requests.
 - Focus on proper protocols and communication. Being responsive to requests.
 - Partner with HR and Law to develop **policy and procedural guidelines for all employees** from the lens of communication and cooperation.

10



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

The City of Atlanta established the Office of the Inspector General (OIG) to build community trust, improve transparency, and make city government more accountable to its constituents. OIG serves as a watchdog for the City's operations, ensuring integrity and accountability in our municipal functions.

To provide this service to the City, OIG relies upon two significant contributions from elected officials and employees in their offices: access to all City records and reporting of any fraud, waste, abuse, or corruption. Your assistance is critical to attaining these resources. As head of your office, you set the tone for your staff. By demonstrating and communicating your cooperation with and support of OIG, you help restore public faith in City government.

To these ends, when you or your staff receive any requests from the OIG, please:

DO

- Provide the information and/or resources requested
- Give the investigator your full cooperation
- Keep the inquiry confidential
- Advise the investigator of what it will take to comply with the request
- Respond with and/or return the information as quickly as possible
- Communicate any delays or obstacles in production

DON'T

- Fear the process
- Ignore the request
- Disclose the existence of the request
- Discuss the request with anyone inside or outside of the office
- Copy or distribute the request or any information provided by the investigator

In turn, OIG commits that it:

WILL

- Interact with elected officials and employees respectfully and professionally
- Make every effort to collaborate with your office and staff to ensure minimal interruption to operations
- Communicate effectively and, when possible, provide additional information
- Provide support to assist with the production of information, when necessary

Please note that there may be times where the City and OIG are simultaneously conducting investigations. While they may appear to overlap, it is important that you cooperate with each investigation, independent of the other, as each entity has a different jurisdiction and scope.