



Administrative Services Committee Meeting

Meeting Date: 01/28/2025

HCD_ U.S. Department of Housing and Urban Development (HUD) ~ Office of Lead Hazard Control and Healthy Homes Grant Program Compensation Adjustment Approval Request

Department: HCD

Presenter: Hawthorne Welcher, Jr. and/or HCD Staff

Caption: Approve salary compensation for two FT staff persons - Lead Hazard Control Supervisor at \$65,000 and Lead Environmental Control Specialist at \$60,000 (concurrent with the term of grant)/provide supplemental pay (where applicable) for all affected employees.

Background: On October 5, 2022, the U.S. Department of Housing and Urban Development (HUD) Office of Lead Hazard Control and Healthy Homes (OLHCHH) awarded \$3,960,000 (itemized breakdown subject to change while award amount remains the same) to Augusta, Georgia as part of the record investment of \$126 million nationwide to 26 state and local government agencies, that will help protect Augusta children and families from lead-based paint and home health hazards.

The OLHCHH grant includes \$3,560,000.00 in Lead-Based Paint Hazard Reduction Grant funding and \$400,000.00 in HUD's Healthy Homes Supplemental funding.

Analysis: The Augusta Housing and Community Development (HCD) was awarded \$3.9M for the Lead Hazard Reduction Grant Program, which started September 30th, 2023, and ended September 30th, 2027. During the of the award, Housing and Community Development (HCD) was still working the Lead 1 Program as a Sub-Grantee through the U.S. Department of Public Health, in which the current staff members could not be compensated for both grants per the employee policies and procedures for the City of Augusta - Richmond County.

In turn, HCD could not start the Lead 2 program in Fiscal Year 2023. The staff members have now closed out Lead 1 through the U.S Department of Public Health (DPH); we have requested, through the standard procedures, to increase

the approved salaries that we initially projected on a four (4) year closeout to a three (3) year closeout.

Lead Environmental Control Specialist Pay Grade 18: \$45,738(minimum base) To: \$60,000

Note: Increase request is commensurate with industry standards for comparable lead hazard duties and responsibilities.

Lead Hazard Control Supervisor Pay Grade 22: \$54,187(minimum base) To: \$65,000

Note: Increase request is commensurate with industry standards for comparable lead hazard duties and responsibilities.

HCD has worked with both Human Resources and Finance on the compensation adjustment.

Financial Impact:

Allocation of \$3,960,000 from the U.S. Department of Housing and Urban Development (HUD) Office of Lead Hazard Control and Healthy Homes.

Alternatives:

Do not approve HCDs Approval Request

Recommendation:

Approve salary compensation for two FT staff persons - Lead Hazard Control Supervisor at \$65,000 and Lead Environmental Control Specialist at \$60,000 (concurrent with the term of grant)/provide supplemental pay (where applicable) for all affected employees.

Funds are available in the following accounts:

U.S. Department of Housing and Urban Development (HUD) Office of Lead Hazard Control and Healthy Homes
Total Amount \$125,000 plus benefits
221073232-5111110 Per Full-Time S&W Regular
221073232-5121110 Health Insurance
221073232-5121120 Life Insurance
221073232-5121130 Long-Term Disability
221073232-5122110 FICA
221073232-5122120 Medicare
221073232-5123113 GMEBS Pension

REVIEWED AND APPROVED BY:

Procurement
Finance
Law
Administrator
Clerk of Commission

