



City of Atlanta Board of Ethics Ethics Advisory on Post-Employment Rule

One-Year Cooling-Off Period

The Atlanta Code of Ethics limits the activities of former city officials and employees in connection with appearances before the City and work on city-related matters for one year after they leave the City. The one-year preclusion period begins on the first day following the separation of the individual's employment or service with the City. In addition, officials and employees who filed the annual financial disclosure statement while working for or serving the City are required to file the statement during the year after they leave city employment or service.

1. Ban on Appearances (Section 2-810)

- Former city elected officials and employees shall not appear before city agencies, including city boards, departments, or offices, on behalf of private interests about any matter for one year. The term "appear" means formal presentations, letters, emails, telephone calls, conversations, and other forms of communication.
- Former city board members shall not appear on behalf of private interests for one year before the city board on which they served or the agency regulated by or related to it.

When Appearances Allowed

- Former city officials and employees may appear as a citizen before any city agency in connection with their own personal property interests.
- Former city officials and employees may appear without pay before any city agency while performing civic or public obligations.
- Former city board members may appear on behalf of private interests before the City Council and city boards and departments unrelated to the board on which they served.

2. No Compensation for Special Knowledge (Section 2-810)

Former city officials and employees shall not receive compensation for services rendered on behalf of private interests about any matter in which they were directly concerned, personally participated, actively considered, or acquired knowledge while employed with the City. This prohibition depends on the individual's specific participation or knowledge about a matter while serving the City.

When Employment Allowed

The City of Atlanta may directly engage a former official or employee to provide services to or on behalf of the City during the one-year period.

3. Financial Disclosure Required (Section 2-814(e))

The Code of Ethics requires filers to submit a city financial disclosure statement in the year after they leave city employment or service. This requirement applies if a person was required to file the annual financial disclosure statement while serving as a city official or working as a city employee.

Purpose

The purpose of these provisions is to prevent former city officials and employees from attempting to further their own financial and personal interests by using inside information obtained during city service, deriving personal benefits from actions made while employed with the City, or asserting undue influence on former colleagues who continue to serve or work for the City.

Disclaimer: This advisory gives a summary of the key provisions in Atlanta's Code of Ethics that apply to former officials and employees and is not intended as advice in any specific situation. It does not cover any relevant provisions under state law or other parts of Atlanta's Code of Ordinances. For questions about a particular situation, contact ethicsofficer@atlantaga.gov or call 404.330.6286.