

House Bill 1100

By: Representatives Jacobs of the 80<sup>th</sup>, Davis of the 109<sup>th</sup>, Jennings of the 82<sup>nd</sup>, Chambers of the 81<sup>st</sup>, Geisinger of the 48<sup>th</sup>, and others

A BILL TO BE ENTITLED  
AN ACT

1 To amend Chapter 60 of Title 36 of the Official Code of Georgia Annotated, relating to  
2 general provisions applicable to counties and municipal corporations, so as to create  
3 provisions relating to complaints or information regarding fraud, waste, and abuse in counties  
4 or municipal corporations; to provide for definitions; to provide for practice and procedure;  
5 to provide for relief in the event a civil action is instituted; to provide for related matters; to  
6 repeal conflicting laws; and for other purposes.

7 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

8 **SECTION 1.**

9 Chapter 60 of Title 36 of the Official Code of Georgia Annotated, relating to general  
10 provisions applicable to counties and municipal corporations, is amended by adding a new  
11 Code section to the end of the chapter to read as follows:

12 "36-60-24.

13 (a) As used in this Code section, the term:

14 (1) 'Government agency' means any agency of federal, state, or local government  
15 charged with the enforcement of laws, rules, or regulations.

16 (2) 'Law, rule, or regulation' includes any federal, state, or local statute or ordinance or  
17 any rule or regulation adopted according to any federal, state, or local statute or  
18 ordinance.

19 (3) 'Public employee' means any person who is employed by the executive, judicial, or  
20 legislative branch of a county, a municipal corporation, or the state, or by any other  
21 department, board, bureau, commission, authority, or other agency of the state, a county,  
22 or a municipal corporation.

23 (4) 'Public employer' means the executive, judicial, or legislative branch of a county, a  
24 municipal corporation, or the state, or any other department, board, bureau, commission,  
25 authority, or other agency of the state, a county, or a municipal corporation which  
26 employs or appoints a public employee or public employees.

1 (5) 'Retaliate' or 'retaliation' refers to the discharge, suspension, or demotion by a public  
2 employer of a public employee or any other adverse employment action taken by a public  
3 employer against a public employee in the terms or conditions of employment for  
4 disclosing a violation of or noncompliance with a law, rule, or regulation to either a  
5 supervisor or government agency.

6 (6) 'Supervisor' means any individual:

7 (A) To whom a public employer has given authority to direct and control the work  
8 performance of the affected public employee;

9 (B) To whom a public employer has given authority to take corrective action regarding  
10 a violation of or noncompliance with a law, rule, or regulation of which the public  
11 employee complains; or

12 (C) Who has been designated by a public employer to receive complaints regarding a  
13 violation of or noncompliance with a law, rule, or regulation.

14 (b) A public employer may receive and investigate complaints or information from any  
15 public employee concerning the possible existence of any activity constituting fraud, waste,  
16 and abuse in or relating to any county or municipal corporation programs and operations  
17 under the jurisdiction of such public employer.

18 (c) Notwithstanding any other law to the contrary, such public employer shall not after  
19 receipt of a complaint or information from a public employee disclose the identity of the  
20 public employee without the written consent of such public employee, unless the public  
21 employer determines such disclosure is necessary and unavoidable during the course of the  
22 investigation. In such event, the public employee shall be notified in writing at least seven  
23 days prior to such disclosure.

24 (d)(1) No public employer shall make, adopt, or enforce any policy or practice  
25 preventing a public employee from disclosing a violation of or noncompliance with a law,  
26 rule, or regulation to either a supervisor or a government agency.

27 (2) No public employer shall retaliate against a public employee for disclosing a  
28 violation of or noncompliance with a law, rule, or regulation to either a supervisor or a  
29 government agency, unless the disclosure was made with knowledge that the disclosure  
30 was false or with reckless disregard for its truth or falsity.

31 (3) No public employer shall retaliate against a public employee for objecting to or  
32 refusing to participate in any activity, policy, or practice of the public employer that the  
33 public employee has reasonable cause to believe is in violation of or noncompliance with  
34 a law, rule, or regulation.

35 (4) Paragraphs (1), (2), and (3) of this subsection shall not apply to policies or practices  
36 which implement, or to actions by public employers against public employees who

1 violate, privilege or confidentiality obligations recognized by constitutional, statutory, or  
2 common law.

3 (e)(1) A public employee who has been the object of retaliation in violation of this Code  
4 section may institute a civil action in superior court for relief as set forth in paragraph (2)  
5 of this subsection within one year after discovering the retaliation or within three years  
6 after the retaliation, whichever is earlier.

7 (2) In any action brought pursuant to this subsection, the court may order any or all of  
8 the following relief:

9 (A) An injunction restraining continued violation of this Code section;

10 (B) Reinstatement of the employee to the same position held before the retaliation or  
11 to an equivalent position;

12 (C) Reinstatement of full fringe benefits and seniority rights;

13 (D) Compensation for lost wages, benefits, and other remuneration; and

14 (E) Any other compensatory damages allowable at law.

15 (f) A court may award reasonable attorney's fees, court costs, and expenses to a prevailing  
16 public employee."

17 **SECTION 2.**

18 All laws and parts of laws in conflict with this Act are repealed.