



# Government Structure Culture, Values, Compliance & Training Video

## State Government Organization

Website Link: <https://georgia.gov/state-organizations>



The **Executive branch** is the largest branch in Georgia state government

The Executive Branch enforces laws and carries out programs such as education, health, welfare, and transportation.

The governor is the state's chief executive and presides over the executive branch.

Some agency heads are appointed directly by the Governor, and other agency heads are elected officials.

Website Link: [Governor's Office Georgia.gov](http://governors.office.georgia.gov)

The **Legislative** also known as The General Assembly consists of the Georgia House of Representatives, and Georgia Senate.

Website Link: [Georgia General Assembly](http://georgia.gov/general-assembly)

The **Judicial branch** is responsible for interpreting laws, administering justice, and regulating disputes.

## State Code of Ethics

Violations to the State Code of Ethics may result in corrective or other disciplinary action up to, and including, termination from employment.

Employees must not engage in activities that disrupt the workplace or undermine the integrity of the state.

Agency policies provide guidance for maintaining a professional, ethical work environment.

### Employment at Will

Georgia operates as an "at-will" employer.

Employees may leave a state employer at any time.

The state employer may end an employee's employment at any time for any lawful reason.

The State of Georgia has approximately 67,000 full-time employees in the Executive Branch.

### Important State Policies, State, and Federal Laws

Family Medical Leave Act (FMLA)  
Website Link: [State Board Rule 23](http://stateboardrule23.com)

Fair Labor Standards Act (FLSA)  
Website Link: [U. S. Department of Labor](http://www.dol.gov)

Americans with Disabilities Act (ADA)  
Website Link: [E.E.O.C.](http://www.eeoc.gov)

## State Training

Mandatory Sexual Harassment Prevention  
Website Link: [State Board Rule 3](http://stateboardrule3.com)

Human Trafficking  
Website Link: [Human Trafficking Awareness](http://humantraffickingawareness.com)

Mandatory Cybersecurity  
Website Link: [GA Technology Authority](http://gotechnologyauthority.com)

### Total Rewards – Leave

216 total hours of paid time off beginning day one for full-time employees! 10 hours a month of sick leave to use when need it.

Annual Leave  
10 hours per month years 1-5

Sick Leave  
10 hours per month during all of employment.

State Holidays  
12 paid holidays per year.

Education Support Leave  
Up to 8 hours per year.

Jury Leave  
Time off to fulfill your civic duty.

Voting Leave  
Your agency will fill you in.