

Council Members

R. Gary Allen
Charmaine Crabb

Jerry 'Pops' Barnes
Glenn Davis

John M. House
Bruce Huff

R. Walker Garrett
Toyia Tucker

Judy W. Thomas
Evelyn 'Mimi' Woodson

Clerk of Council
Sandra T. Davis



Council Chambers
C. E. "Red" McDaniel City Services Center- Second Floor
3111 Citizens Way, Columbus, GA 31906

August 30, 2022
9:00 AM
Regular Meeting

MAYOR'S AGENDA

CALL TO ORDER: Mayor B. H. "Skip" Henderson, III, Presiding

INVOCATION: Offered by Rev. Grace Burton-Edwards - St. Thomas Episcopal Church of Columbus, Georgia

PLEDGE OF ALLEGIANCE: Led by Mayor Henderson

MINUTES

- [1.](#) Approval of minutes for the August 23, 2022 Council Meeting.

CRIME PREVENTION GRANTS

- [2.](#) American Youth Arts Society - A resolution and contract authorizing a request to enter into a Local Assistance Grant agreement with American Youth Arts Society for \$25,000 in Crime Prevention Grant funds.
- [3.](#) Better Work - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Better Work for \$25,000 in Crime Prevention Grant funds.
- [4.](#) Boyz 2 Men - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Boys 2 Men for \$25,000 in Crime Prevention Grant funds.
- [5.](#) Boys and Girls Club - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Boy and Girls Club for \$10,000 in Crime Prevention Grant funds.

- [6.](#) Building Wellness - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Building Wellness for \$15,000 in Crime Prevention Grant funds.
- [7.](#) Children 1st - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Children 1st for \$10,000 in Crime Prevention Grant funds.
- [8.](#) Columbus Community Center - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Community Center for \$20,000 in Crime Prevention Grant funds.
- [9.](#) Columbus Dream Center - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Dream Center for \$17,000 in Crime Prevention Grant funds.
- [10.](#) Columbus Museum - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Museum for \$5,000 in Crime Prevention Grant funds.
- [11.](#) Columbus Scholars - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Scholars for \$15,000 in Crime Prevention Grant funds.
- [12.](#) Columbus Technical College - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CTC for \$55,000 in Crime Prevention Grant funds.
- [13.](#) CORTA - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CORTA for \$20,000 in Crime Prevention Grant funds.
- [14.](#) CSO - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CSO for \$5,000 in Crime Prevention Grant funds.
- [15.](#) East Carver Soccer - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with East Carver Soccer for \$20,000 in Crime Prevention Grant funds.
- [16.](#) Easter Seals - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Easter Seals for \$10,000 in Crime Prevention Grant funds.
- [17.](#) Flourishing Ladies - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Flourishing Ladies for \$40,000 in Crime Prevention Grant funds.
- [18.](#) Focus Program - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Focus Program for \$30,000 in Crime Prevention Grant funds.
- [19.](#) Girls Inc. - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Girls Inc. for \$15,000 in Crime Prevention Grant funds.

- [20.](#) Hope Harbour - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Hope Harbour for \$13,000 in Crime Prevention Grant funds.
- [21.](#) Legitimation Station - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Legitimation Station for \$15,000 in Crime Prevention Grant funds.
- [22.](#) Liberty Theatre - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Liberty Theatre for \$15,000 in Crime Prevention Grant funds.
- [23.](#) Literacy Alliance - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Literacy Alliance for \$20,000 in Crime Prevention Grant funds.
- [24.](#) Micah's Promise - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Micahs Promise for \$20,000 in Crime Prevention Grant funds.
- [25.](#) New Birth Outreach - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with New Birth Outreach for \$20,000 in Crime Prevention Grant funds.
- [26.](#) NFOAAYA - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with NFOAAY for \$25,000 in Crime Prevention Grant funds.
- [27.](#) Omega Lambda - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Omega Lambda for \$20,000 in Crime Prevention Grant funds.
- [28.](#) Open Door - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Open Door for \$15,000 in Crime Prevention Grant funds.
- [29.](#) Overflo - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Overflo for \$25,000 in Crime Prevention Grant funds.
- [30.](#) Protege Project - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Protege Project for \$10,000 in Crime Prevention Grant funds.
- [31.](#) Right from the Start - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Right from the Start for \$15,000 in Crime Prevention Grant funds.
- [32.](#) Second Chance Works - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Second Chance Works for \$50,000 in Crime Prevention Grant funds.
- [33.](#) Springer - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Springer for \$25,000 in Crime Prevention Grant funds.
- [34.](#) STEAM - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with STEAM for \$10,000 in Crime Prevention Grant funds.

- [35.](#) Truth Springs - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Truth Springs for \$25,000 in Crime Prevention Grant funds.
- [36.](#) Turn Around Columbus - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Turn Around Columbus for \$25,000 in Crime Prevention Grant funds.
- [37.](#) Whole Person/ I am Her - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with I am Her for \$10,000 in Crime Prevention Grant funds.
- [38.](#) Whole Person/ Men Act This Way - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Whole Person - Men Act This Way for \$15,000 in Crime Prevention Grant funds.
- [39.](#) Young Life - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Young Life for \$15,000 in Crime Prevention Grant funds.

CITY ATTORNEY'S AGENDA

ORDINANCES

- 1.** **2nd Reading-** REZN-05-22-0912: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **0 / 3390 Wooldridge Road** (parcel # 075-001-033 / 075-001-030) from RE1 (Residential Estate 1) Zoning District to HMI (Heavy Manufacturing / Industrial) Zoning District with amended conditions. (Planning Department and PAC both recommend conditional approval.)(as amended) (Councilor Davis)
- 2.** **2nd Reading-** REZN-06-22-1184: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to amend certain boundaries of a district known as The Sable Oaks Subdivision of Midland from RE1 (Residential Estate) Zoning District to SFR2 (Single Family Residential 2) Zoning District. (Planning Department and PAC recommend approval) (Mayor Pro-Tem)
- 3.** **2nd Reading-** An ordinance to authorize the Recorder's Court of Columbus, Georgia to hear evidence and enforce civil penalties for violations of O.C.G.A. Sections 40-14-17 and 40-14-18, related to speed detection devices and speeding fines in school zones: and for other purposes. (Mayor Pro-Tem)
- 4.** **1st Reading-** An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes. (Continued on 1st Reading from 8-23-22) (Mayor Pro-Tem)
- 5.** **1st Reading-** An ordinance regulating vehicular traffic in Columbus, Georgia by establishing a list of roadways approved for the use of speed detection devices on behalf of the Columbus Consolidated Government; repealing conflicting ordinances; and for other purposes. (Mayor Pro-Tem)
- 6.** **1st Reading-** An ordinance amending the operating and capital improvement budget for the Fiscal Year 2023 beginning July 1, 2022, and ending June 30, 2023, for certain funds of the Consolidated Government of Columbus, Georgia to provide for a five percent increase to the current salaries of Juvenile Court Judges serving Muscogee County pursuant to an order of the Chief Judge of Superior dated June 30, 2022; and for other purposes. (Request of Muscogee County Superior Court)

RESOLUTIONS

- 7.** A resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-054-2022. (Mayor Pro-Tem)
- 8.** A resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-055-2022. (Mayor Pro-Tem)

9. A resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-056-2022. (Mayor Pro-Tem)

PUBLIC AGENDA

1. Ms. Johanna Rightnowar, Re: Garbage pickup.

CITY MANAGER'S AGENDA

1. Donation of Surplus Vehicles and Equipment to the City of Woodbury, GA

Approval is requested authorizing the abandonment of vehicles and other equipment from various departments, declaring them surplus and donating the vehicles and equipment to the City of Woodbury, Georgia.

2. PURCHASES

A. Emergency Clean-Up & Debris Removal (Annual Contract) – RFP No. 22-0015

B. Preventive Maintenance Services for the Fingerprint/Mugshot LiveScan Plus Hardware and Software System for Sheriff's Office

3. UPDATES AND PRESENTATIONS

A. Compensation and Pay Study - Reather Hollowell, Human Resources Director

BID ADVERTISEMENT

August 31, 2022

1. US 80/SR 22/Beaver Run Road at Psalmond Road Intersection Improvements – RFB No. 23-0004

Scope of Bid

Provide improvements to the intersection of Beaver Run Road and Psalmond Road. The work includes but is not limited to grading, resurfacing, pavement marking, median, curbs & gutters, sidewalks, landscaping & erosion control, and traffic lighting & signs.

September 2, 2022

1. Household Hazardous Waste Sorting and Disposal Services (Annual Contract) – RFP No. 23-0004

Scope of RFP

The Columbus Consolidated Government is seeking to contract with a qualified vendor to provide household hazardous waste sorting and disposal services for up to two (2) half-day events per year.

The contract term shall be for two (2) years with the option to renew for three (3) additional twelve-month periods.

September 7, 2022

1. Pharmaceutical Supply Services (RE-BID) (Annual Contract) – RFP No. 23-0013

Scope of RFP

The City of Columbus, Georgia is seeking bids from area hospitals, non-area hospitals, wholesale distributors and/or other vendors, interested in providing Pharmaceutical Supply Services for the Columbus Fire and Emergency Medical Services.

The contract period will be for two (2) years with the option to renew for three (3) additional twelve-month periods, if agreeable to both parties.

September 14, 2022

1. Feeding the Valley Midland Addition – RFB No. 23-0001

Scope of Bid

The project consists of a 24,000 square foot storage facility that will primarily be a pre-engineered metal building that includes 3 loading dock doors. The connection to the existing facility shall be a load-bearing CMU construction with a TPO roof on steel structure.

This is a Section 3 Covered Contract under the HUD Act of 1968 and Section 3 Residents and Business Concerns are encouraged to apply –If Section 3 documents are not properly signed and submitted with the bid, a section 3 preference cannot be made. If no section 3 preference is being claimed, these documents are not required with the bid. Completed Section 3 paperwork will be required of the successful Bidder if a contract is awarded.

September 16, 2022

1. Point-of-Sale System for Columbus Civic Center – RFP No. 23-0003

Scope of RFP

Columbus Consolidated Government is seeking proposals from qualified vendors to provide hardware and software for a Point-of-Sale System for Concessions which will replace the system currently used at the Columbus Civic Center.

September 28, 2022

1. **PI 0011436 – Muscogee County Buena Vista Road Improvements at Spiderweb-Phase II – RFB No. 23-0005**

Scope of Bid

Phase II of the Buena Vista Road Improvements at the Spiderweb includes the construction of two (2) bridges, one (1) of which requires Norfolk Southern permitting; construction of a roundabout at Illges Road and Aceway Drive; construction of Buena Vista Road east of the intersection with Annette Avenue, Martin Luther King Boulevard north of Brewer Elementary School, Illges Road, Lindsay Drive, Andrews Road, Morris Road and Ace Way Drive, as well as the installation of traffic signals.

Utilities were relocated in Phase I of the project. The Annette Ave. roundabout at MLK and Annette Ave. were constructed in Phase I.

CLERK OF COUNCIL’S AGENDA

ENCLOSURES - ACTION REQUESTED

1. **Minutes of the following boards:**

Columbus Board of Health, June 22, 2022

Convention & Visitors Board of Commissioners, May 18, 2022

Employee Benefits Committee, June 22, 2022

Planning Advisory Commission, July 20, 2022

BOARD APPOINTMENTS - ACTION REQUESTED

2. **COUNCIL’S APPOINTMENT- READY FOR CONFIRMATION:**

- A. **ANIMAL CONTROL ADVISORY BOARD:** Ms. Julee Fryer was nominated to serve another term of office. (*Councilor Thomas’ nominee*) Term expires: October 15, 2024

- B. ANIMAL CONTROL ADVISORY BOARD:** Ms. Channon Emery was nominated to serve another term of office. (*Councilor Tucker's nominee*) Term expires: October 15, 2024
- C. BOARD OF HONOR:** Mr. John Wells was nominated to serve another term of office. (*Councilor Crabb's nominee*) Term expires: October 31, 2026
- D. COMMISSION ON INTERNATIONAL RELATIONS & CULTURAL LIAISON ENCOUNTERS (CIRCLE):** Ms. Natasha Banks was nominated to succeed Ms. Rose Spencer. (*Councilor Barnes' nominee*) Term expires: March 1, 2025
- E. LAND BANK AUTHORITY:** Ms. Deidre Tilley was nominated to serve another term of office. (*Councilor Huff's nominee*) Term expires: October 31, 2026
- F. LAND BANK AUTHORITY:** Mr. Christopher Phillips was nominated to succeed Mr. Patrick Coleman. (*Councilor Crabb's nominee*) Term expires: October 31, 2026
- G. PERSONNEL REVIEW BOARD:** Ms. Donna Baker was nominated to succeed Ms. Darlene Small as Alternate Member 3. (*Mayor Pro Tem Allen's nominee*) Term expires: December 31, 2024

The City of Columbus strives to provide accessibility to individuals with disabilities and who require certain accommodations in order to allow them to observe and/or participate in this meeting. If assistance is needed regarding the accessibility of the meeting or the facilities, individuals may contact the Mayor's Commission for Persons with Disabilities at 706-653-4492 promptly to allow the City Government to make reasonable accommodations for those persons.

File Attachments for Item:

1. Approval of minutes for the August 23, 2022 Council Meeting.

COUNCIL OF COLUMBUS, GEORGIA

CITY COUNCIL MEETING

MINUTES

Council Chambers
C. E. "Red" McDaniel City Services Center- Second Floor
3111 Citizens Way, Columbus, GA 31906

August 9, 2022
9:00 AM
Regular Meeting

MAYOR'S AGENDA

PRESENT: Mayor B. H. "Skip" Henderson, III (via Microsoft Teams) and Mayor Pro Tem R. Gary Allen and Councilors Jerry "Pops" Barnes (via Microsoft Teams), Charmaine Crabb, Glenn Davis (arrived at 5:33 p.m.), R. Walker Garrett, John M. House, Bruce Huff, Judy W. Thomas, Toyia Tucker, and Evelyn "Mimi" Woodson (via Microsoft Teams). City Manager Isaiah Hugley, Assistant City Attorney Lucy Sheftall, Clerk of Council Sandra T. Davis, and Deputy Clerk of Council Lindsey G. McLemore were present.

ABSENT: City Attorney Clifton Fay was absent.

The following documents have been included as a part of the electronic Agenda Packet: (1) Classification and Compensation Study and Analysis for Columbus Consolidated Government Presentation; (2) Human Resources Classification and Compensation Plan Presentation

CALL TO ORDER: Mayor Pro Tem R. Gary Allen, Presiding

INVOCATION: Offered by Rev. Danny Deith, First Presbyterian Church of Columbus, Georgia

PLEDGE OF ALLEGIANCE: Led by Mayor Pro Tem Allen

COLUMBUS POLICE DEPARTMENT NEW UNIFORMS:

Columbus Police Chief Freddie Blackmon approached the rostrum to present the new uniforms for the Columbus Police Department. He explained the changes to the uniform distributes the weight of the issued equipment evenly for easier access and less of a physical burden to the officers.

MINUTES

1. Approval of minutes for the August 9, 2022 Council Meeting and Executive Session. Councilor Tucker made a motion to approve the minutes, seconded by Councilor House and carried unanimously by the ten members present.

CITY ATTORNEY'S AGENDA

ORDINANCES

1. **1st Reading-** REZN-05-22-0912: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **0 / 3390 Wooldridge Road** (parcel # 075-001-033 / 075-001-030) from RE1 (Residential Estate 1) Zoning District to HMI (Heavy Manufacturing / Industrial) Zoning District with amended conditions. (Planning Department and PAC both recommend conditional approval. (Councilor Davis) Councilor Davis made a motion to amend Condition 10 of the ordinance to allow the

retired employee that resides on the property to remain on the property for five years, seconded by Garrett and carried unanimously by the ten members present.

Attorney Scott Peters approached the rostrum to represent the applicant, Vulcan Construction Materials, LLC. in the 1st Reading of the proposed rezoning.

Councilor Glenn Davis made comments on the positive experience working with Vulcan Materials Company and the surrounding residents. He explained the applicant and residents worked together to come up with conditions that are beneficial to everyone involved.

Mr. Bruce Bacon approached the rostrum to express his appreciation on the pleasant experience of working with the surrounding residents and the Vulcan Company.

Ms. Carol Landrum, Manager Community & Government Relations, Vulcan Materials Company approached the rostrum to share the willingness of Vulcan to continue to work with city officials and the surrounding residents.

2. **1st Reading-** REZN-06-22-1184: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to amend certain boundaries of a district known as The Sable Oaks Subdivision of Midland from RE1 (Residential Estate) Zoning District to SFR2 (Single Family Residential 2) Zoning District. (Planning Department and PAC recommend approval) (Mayor Pro-Tem)

Assistant Planning Director John Renfroe approached the rostrum to explain the purpose of the proposed rezoning. He explained this proposed amendment would correct the zoning for the Sable Oaks Subdivision as it pertains to the size of lots within the subdivision.

3. **1st Reading-** An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes. (Mayor Pro-Tem) Councilor Garrett made a motion to delay the 1st Reading of the ordinance to August 30th, seconded by Councilor Huff and carried unanimously by the ten members present. Councilor Thomas made a motion to amend Section 6 to read “each public safety department shall develop written criteria for receipt of the bonus and such written criteria shall be approved in advance by the Public Safety Director”, seconded by Councilor Crabb and carried unanimously by the ten members present. Councilor Thomas made a motion to amend Section 11 to read “when an employee is demoted for cause to a lower-class position, the employee’s pay shall be decreased by six steps measured back from their current pay grade and step and placed into the new grade and step at the nearest salary”, seconded by Councilor Crabb and carried unanimously by the ten members present. Councilor Thomas presented the amendment with the motion made by Councilor Tucker for Section 12 to read “the Human Resources Director in conjunction with the Department Head shall determine whether the employee is qualified to perform the duties and responsibilities of the lower class of position”, seconded by Councilor Thomas and carried unanimously by the ten members present.

CITY MANAGER'S AGENDA

11. UPDATES AND PRESENTATIONS

A. Compensation Pay Plan Update - Reather Hollowell, Human Resource Director

President & CEO Jerald Mitchell (Greater Columbus, GA Chamber of Commerce) approached the rostrum to express his opinion as a member of the business community on the process of the compensation study. (*NOTE: This update was called up as the next order of business as listed on the City Manager's Agenda Item 11 "A"*)

Ms. Audrey Hollingsworth approached the rostrum to speak on behalf of the members of the private sector and their involvement in the compensation study.

Project Manager Mark Holcombe approached the rostrum to provide an update on the comprehensive compensation study that was conducted by Evergreen Solutions. He provided information on the comments and concerns expressed by employees during meetings. He also provided cost information on the recommendations for General Government and Public Safety Employees.

Human Resources Director Reather Hollowell approached the rostrum to provide a summary on the classification and compensation study. She explained any delay in the implementation of the proposed plan will delay when employees see increases in their pay.

Finance Director Angelica Alexander provided a presentation via Microsoft Teams to address the pay plan implantation costs. She explained the money that was set aside would cover the plan at market value, but with the decision to go above and beyond for public safety and CDL drivers, this has increased the cost of implantation to \$13,392,814.55. She provided information on the financial plan to be able to fund and sustain the proposed compensation for employees going forward.

Councilor Glenn Davis expressed his concerns in increasing the garbage fee paid by citizens to implement and sustain the proposed pay plan. He explained that he would like to see staff find another funding source.

Probate Judge Marc D'Antonio approached the rostrum to discuss department heads potentially not having the opportunity to address their concerns with the consultants. He explained the initial report from the consultants were provided several weeks ago, but he did not feel comfortable providing that information to his employees until he had the opportunity to discuss his recommended changes with Evergreen Solutions.

Lt. Robert Dowe approached the rostrum to speak on the information provided to employees of the Columbus Police Department and how the compensation plan would affect officers as they go up in rank.

Stormwater Manager Tommy Beauchamp approached the rostrum to speak on the issues in the placement of employees within his division of Public Works in the proposed pay plan.

Executive Director Haley Tillery approached the rostrum to address her concerns with the placement of her employees at the Trade Center and how those in the hospitality industry are required to work nights, weekends, and some holidays. She explained there are several employees that hold management positions with college degrees that were not taken into consideration during the study.

Police Chief Freddie Blackmon approached the rostrum to respond to comments made by Lt. Robert Dowe. He explained there were some questions asked by officers regarding the pay scale for officers when considering promotions that he was not able to answer, but he did request this information from the consultants during his follow up meeting.

Firefighter Courtney Brown approached the rostrum to speak on the efforts of the Fire Chief and Command Staff to get the information out to the employees of the Fire & EMS Department.

Public Works Director Drale Short approached the rostrum speak on behalf of her employees that will be affected by the cap of 25% in the increase they will receive with the new pay plan.

CITY ATTORNEY’S AGENDA

4. **1st Reading-** An ordinance to authorize the Recorder’s Court of Columbus, Georgia to hear evidence and enforce civil penalties for violations of O.C.G.A. Sections 40-14-17 and 40-14-18, related to speed detection devices and speeding fines in school zones: and for other purposes. (Mayor Pro-Tem)

CITY MANAGER'S AGENDA

2. Acquisition of Property for Sheriff’s Administration

Resolution (220-22): A resolution authorizing the City Manager to execute a purchase and sales agreement for approximately 1.76 acres including 125 parking spaces located at 1000 5th Avenue to house the Sheriff’s Administration Office upon completion of all diligence. Councilor House made a motion to approve the resolution, seconded by Councilor Crabb and carried unanimously by the ten members present.

Deputy City Manager Pam Hodge approached the rostrum to explain the need for the resolution authorizing the acquisition of property located at 1000 5th Avenue for the Muscogee County Sheriff’s Administration.

CITY ATTORNEY’S AGENDA

RESOLUTIONS

5. **Resolution (221-22):** A Resolution of the Council of Columbus, Georgia, requesting that the Columbus Building Authority (the "Authority") issue its lease Revenue Bonds, Series 2022C in an aggregate principal amount of approximately \$13,000,000 (the “Series 2022C Bonds”); to authorize the execution of a lease contract between Columbus and the Authority; to authorize the transfer of property; to declare the official intent of Columbus to reimburse planned expenditures from proceeds of the Series 2022C Bonds; to authorize the preparation and distribution of a Preliminary Official Statement and to authorize the execution of a Final Official Statement containing information on the governmental and financial affairs of Columbus; to designate certain firms and professionals to work and assist with the issuance of the Series 2022C Bonds; to authorize the Mayor and other official of Columbus to take such further actions as are necessary; and for other purposes. (Mayor Pro-Tem) Councilor House made a motion to approve the resolution, seconded by Councilor Crabb and carried unanimously by the ten members present.

PUBLIC AGENDA

1. Mr. Howard Turner, Re: CPD Manual 2021 Edition, Responsibilities and Duties of a Police Officer, 1-6.1 General Authority. ***Not Present***

2. Mr. Ulysses Rayford, Re: Train crossing at the Spiderweb on Buena Vista Road.
3. Ms. Robbie Branscomb, representing Let's Gro STEAMx, Re: To present the winners of our recent Soap Box Derby Gravity Race, as well as, recap our summer program, where we offered fun, free STEAM-based educational activities for Columbus students. ***Not Present***
4. Ms. Theresa El-Amin, representing Southern Anti-Racism Network, Re: Violence and Questions about Cure Violence. ***Not Present***

CITY MANAGER'S AGENDA (continued)

1. Real Estate Agreement with Historic Columbus Foundation, Inc.

Resolution (222-22): A resolution authorizing the City Manager to enter into an agreement with Historic Columbus Foundation, inc. for the redevelopment of Heritage Park and the Promenade on Front Avenue. Councilor House made a motion to approve the resolution, seconded by Councilor Garrett and carried unanimously by the ten members present.

2. Acquisition of Property for Sheriff's Administration

Approval is requested to authorize the City Manager to execute a Purchase and Sales Agreement for approximately 1.76 acres including 125 parking located at 1000 5th Avenue upon satisfactory completion of all due diligence. The purchase price was negotiated at \$2,525,000 to be funded with OLOST Public Safety reserves along with any closing and associated costs and the issuance of \$13,000,000 of Columbus Building Authority bonds for the renovation. (***NOTE:** This resolution was called upon earlier in the meeting during the Mayor's Agenda.*)

3. Acquisition of Property at 1546 9th Ave from Conservative Investment Inc

Resolution (223-22): A resolution authorizing the City Manager to enter into a sale agreement with Conservative Investment, Inc. for the property at 1546 9th Avenue for the expansion of Metra Transit Services. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

4. Street Acceptance – That portion of Hayfields Road, that portion of Kadie Way, and Kadie Court located in Phase One, Section Two, Part B, Heiferhorn Farms.

Resolution (224-22): A resolution of the Council of Columbus, Georgia, authorizing the acceptance of a deed to that portion of Hayfields Road, and that portion of Kadie Way and Kadie Court located in Phase One, Section Two, Phase B, Heiferhorn Farms, on behalf of Columbus, Georgia. Councilor Crabb made a motion to approve the resolution, seconded by Councilor Garrett and carried unanimously by the ten members present.

5. NG Salon -Variance for Sidewalk Installation at 8140 Fortson Road

Resolution (225-22): A resolution of the Council of Columbus, Georgia, granting a variance request to the Unified Development Ordinance (UDO), Section 7.1. – required sidewalk, excusing the requirement to install sidewalk along 8140 Fortson Road; and for other purposes. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

6. Columbus Police Department: Donation Motor Squad.

Resolution (226-22): A resolution authorizing the City Manager to accept donated funds of \$1,500.00 from Ms. Lindsay Doggett of Country Financial on behalf of the Columbus Police Department Motor Squad, with no additional funds required. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

7. Donation of three marked Chevrolet Tahoe's from the Columbus Police Department to Columbus State University

Resolution (227-22): A resolution authorizing the Columbus Police Department to donate three police marked Chevrolet Tahoe's with all police equipment other than the computers to Columbus State University. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

8. FY2023 5303 Grant Application for Planning Assistance

Resolution (228-22): A resolution authorizing the City Manager of Columbus, Georgia to submit an application for, and if awarded, accept a grant, from the Department of Transportation, United States of America, and Georgia Department of Transportation, under Title 49 U.S.C., Section 5303. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

9. Georgia Statewide Afterschool Network BOOST grant 2022-2023. "Building Opportunities for Out of School Time"

Resolution (229-22): A resolution authorizing the City to apply for the After School Boost Grant and, if awarded, accept the monies granted by the Georgia Statewide Afterschool Program Network "Building Opportunities for Out of School Time" Boost Grant Year 2 with no local match requirement and it will amend the Multi-Governmental Fund by the amount awarded. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

10. PURCHASES

A. Trees for Planting on City Right-of Ways (Annual Contract) – RFB No. 22-0040

Resolution (230-22): A resolution authorizing the execution of an annual contract for the purchase of trees for planting on city right-of-ways from Thoms Trees and Plants, Inc. (Fayetteville, GA). The Public Works Department budgets \$160,000 annually for purchases. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

B. Multiuse Paper, Carbonless Paper and Envelopes for the Print Shop (Annual Contract) – RFB No. 22-0039

Resolution (231-22): A resolution authorizing the execution of an annual contract for the purchase of multi-use paper, carbonless paper and envelopes for the Print Shop from Jack's House of Paper (Leesburg, GA), on an "as needed" basis, for the estimated annual value of \$11,705.32. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

C. Former Georgia State Farmers Market Phase II – Site Remediation – RFP No. 22-0030

Resolution (232-22): A resolution authorizing the execution of a construction contract with KAM, Inc. (Columbus, GA) for Phase II of the former Georgia State Farmers Market Project. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

D. Traffic Signal Contractor (Annual Contract) – RFP No. 22-0020

Resolution (233-22): A resolution authorizing the execution of an annual contract with Signal One Traffic Systems, LLC (Shiloh, GA) primary contractor and Lumin8 Transportation Technologies (Newnan, GA) secondary contractor, to provide traffic signal contractor services on an “as needed” basis. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

E. Practice Ammunition for Sheriff’s Department – Georgia State Contract Cooperative Contract

Resolution (234-22): A resolution authorizing the purchase of practice ammunition from Gulf States Distributors (Montgomery, AL), in the amount of \$47,800.00, by cooperative purchase via Georgia Statewide Contract #99999-001-SPD00001574-0004. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

F. Ten (10) 2022 Utility Police Interceptors (SUV’s) for Columbus Police Department – Georgia Statewide Contract Cooperative Purchase

Resolution (235-22): A resolution authorizing the purchase of ten (10) 2022 Utility Police Interceptors (SUV’s) for the Columbus Police Department, from Wade Ford (Smyrna, GA) by cooperative purchase via Georgia Statewide Contract #99999-001-SPD00001083-0006, at a unit price of \$38,866.00, and a total cost of \$388,660.00. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

G. Geotechnical and Environmental Materials Testing Services (Annual Contract) – RFP No. 22-0002

Resolution (236-22): A resolution authorizing the execution of annual contracts with Building & Earth Sciences, Inc. (Columbus, GA), MC Squared, Inc. (Kennesaw, GA), Terracon Consultants, Inc. (Columbus, GA), and United Consulting Group, LTD. (Norcross, GA), for geotechnical and environmental materials testing services on an “as-needed” basis for the Engineering Department. As the need arises, the Engineering Department will request quotes from each of the contracted consultants. The contracts may also be utilized by other City Departments requiring the services. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

H. Side Loader Refuse Truck Bodies (Re-Bid) – RFB No. 22-0042

Resolution (237-22): A resolution authorizing the purchase of forty (40) side loader refuse truck bodies from Samson Equipment Company (Stonecrest, GA) at a unit price of \$159,741.77, and a total price of \$6,389,670.80. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

I. Two (2) 2022 Ford F-150 Police Responder Vehicles for the Sheriff's Office

Resolution (238-22): A resolution authorizing the purchase of two (2) Ford F-150 police responder vehicles from Rivertown Ford (Columbus, GA) in the total amount of \$98,847.84 (one vehicle at a unit price of \$50,186.42 and one vehicle at a unit price of \$48,661.42). Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

EMERGENCY PURCHASES

1. Emergency Purchase – Information Only

TRAINING AMMUNITION FOR POLICE DEPARTMENT:

On August 4, the Police Department notified the City Manager of the need to purchase 10,000 rounds of 9mm, 5,000 rounds of 12-gauge 00 Buck Shotgun, and 25,000 rounds of Winchester .556 Rifle ammunition.

The emergency purchase is needed because the City's contractor for the ammunition is unable to deliver a pending order due to supply chain issues. The ammunition is required for training purposes.

The Police Department is able to purchase the ammunition from Central Arms (Mt Pleasant, MI), in the amount of \$26,700.00, who is able to deliver the needed ammunition in a timely manner.

The City Manager approved the emergency purchase on August 4, 2022.

Funding is budgeted in the FY23 Budget: General Fund – Police – CPD Training – Operating Materials; 0101 – 400 – 2900 – CTRN – 6728.

VOTE RECONSIDERATION (RESOLUTION NO. 205-22):

Councilor Crabb made a motion to allow Councilor Davis to recuse himself from the vote on Resolution No. 205-22 that was approved at the August 9, 2022 Council Meeting, seconded by Councilor House and carried unanimously by the ten members present. Councilor Crabb made a motion to approve Resolution No. 205-22, seconded by Councilor Huff and carried unanimously by the nine members present, with Councilor Davis being recused.

11. UPDATES AND PRESENTATIONS

A. Compensation Pay Plan Update - Reather Hollowell, Human Resource Director

(NOTE: This update, as provided by Human Resources Director Reather Hollowell, was called upon earlier in the meeting during the City Attorney's Agenda.)

B. Civic Center Update – Robert Landers, Civic Center Director

Civic Center Director Rob Landers approached the rostrum to provide an update on the Civic Center. He provided information and examples of the improvements being made at the Columbus Civic Center to attract more events and patrons. He explained that focusing on connections with the surrounding community is just as important as improvements to the facility.

REFERRAL(S):**FOR THE CITY MANAGER:**

- Have a new light installed to display the American Flag at the City Service Center. *(Request of Councilor Thomas)*

BID ADVERTISEMENT**August 24, 2022****1. US 80/SR 22/Beaver Run Road at Psalmond Road Intersection Improvements – RFB No. 23-0004****Scope of Bid**

Provide improvements to the intersection of Beaver Run Road and Psalmond Road. The work includes but is not limited to grading, resurfacing, pavement marking, median, curbs & gutters, sidewalks, landscaping & erosion control, and traffic lighting & signs.

2. Ball Field Soil Conditioner and Field Materials – RFB No. 23-0006**Scope of Bid**

Provide ball field soil conditioners (medium and fine grade), mound clay, infield mix, field marking paint and field marking chalk. The Parks & Recreation Department will purchase these items on an “as needed” basis. The amount of ball field soil conditioner to be purchased will be strictly determined by the weather.

August 25, 2022**1. Feeding the Valley Midland Addition – RFB No. 23-0001**

A Mandatory Pre-Bid Conference is scheduled for 11:00 AM on Thursday, August 25, 2022, in the Ground Floor Conference Room of the Government Center Tower, which is located at 100 10th Street in Columbus, Georgia. Attendees will be subjected to security screening before entering the Government Center. Vendors will be allowed a 10-minute grace period. Any vendor who is not present in the Ground Floor Conference Room, within 10 minutes after the time slated for the beginning of the mandatory pre-bid conference/site visit, shall not be allowed to participate any further in the bid process.

Immediately after the Mandatory Pre-Bid Conference, attendees shall proceed to the Mandatory Site Visit at the Feeding the Valley facility, which is located at 6744 Flat Rock Road in Midland, GA. Those wishing to revisit the site shall contact the following individual to arrange for examination of the site: Frank Sheppard 706-561-4755, Ext 101.

Attendees are encouraged to wear face masks and observe social distancing.

September 2, 2022**1. Household Hazardous Waste Sorting and Disposal Services (Annual Contract) – RFP No. 23-0004**

The Columbus Consolidated Government is seeking to contract with a qualified vendor to provide household hazardous waste sorting and disposal services for up to two (2) half-day events per year.

The contract term shall be for two (2) years with the option to renew for three (3) additional twelve-month periods.

September 7, 2022**1. Pharmaceutical Supply Services (RE-BID) (Annual Contract) – RFP No. 23-0013**

The City of Columbus, Georgia is seeking bids from area hospitals, non-area hospitals, wholesale distributors and/or other vendors, interested in providing Pharmaceutical Supply Services for the Columbus Fire and Emergency Medical Services.

The contract period will be for two (2) years with the option to renew for three (3) additional twelve-month periods, if agreeable to both parties.

September 14, 2022

1. Feeding the Valley Midland Addition – RFB No. 23-0001

Scope of Bid

The project consists of a 24,000 square foot storage facility that will primarily be a pre-engineered metal building that includes 3 loading dock doors. The connection to the existing facility shall be a load-bearing CMU construction with a TPO roof on steel structure.

This is a Section 3 Covered Contract under the HUD Act of 1968 and Section 3 Residents and Business Concerns are encouraged to apply –If Section 3 documents are not properly signed and submitted with the bid, a section 3 preference cannot be made. If no section 3 preference is being claimed, these documents are not required with the bid. Completed Section 3 paperwork will be required of the successful Bidder if a contract is awarded.

September 16, 2022

1. Point-of-Sale System for Columbus Civic Center – RFP No. 23-0003

Scope of RFP

Columbus Consolidated Government is seeking proposals from qualified vendors to provide hardware and software for a Point-of-Sale System for Concessions which will replace the system currently used at the Columbus Civic Center.

September 28, 2022

1. PI 0011436 – Muscogee County Buena Vista Road Improvements at Spiderweb-Phase II – RFB No. 23-0005

Scope of Bid

Phase II of the Buena Vista Road Improvements at the Spiderweb includes the construction of two (2) bridges, one (1) of which requires Norfolk Southern permitting; construction of a roundabout at Illges Road and Aceway Drive; construction of Buena Vista Road east of the intersection with Annette Avenue, Martin Luther King Boulevard north of Brewer Elementary School, Illges Road, Lindsay Drive, Andrews Road, Morris Road and Ace Way Drive, as well as the installation of traffic signals.

Utilities were relocated in Phase I of the project. The Annette Ave. roundabout at MLK and Annette Ave. were constructed in Phase I.

CLERK OF COUNCIL’S AGENDA

ENCLOSURES - ACTION REQUESTED

1. **RESOLUTION (239-22)** - A resolution changing the August 30, 2022, Consent Agenda / Work Session to a Regular Meeting / Work Session. Councilor House made a motion to approve the resolution, seconded by Councilor Thomas and carried unanimously by the ten members present.
2. **RESOLUTION (240-22)** - A resolution cancelling the September 6, 2022, and October 4, 2022, Proclamation Sessions. Councilor House made a motion to approve the resolution, seconded by Councilor Huff and carried unanimously by the ten members present.
3. Letter from Susan McWhirter- Chairperson advising that the Medical Center Hospital Authority has voted to elect Dr. John Bucholtz to fill the unexpired term of Dr. Robert Wright. (*The Council may confirm this appointment.*) Councilor House made a motion to confirm the appointment of Dr. John Bucholtz, seconded by Councilor Garrett and carried unanimously by the ten members present.

4. **Minutes of the following boards:**

Board of Tax Assessors, #24-22

Employee Benefits Committee, April 21, 2022

Housing Authority, June 15, 2022

River Valley Regional Commission, June 22, 2022

Mayor Pro Tem Allen made a motion to receive the minutes of various boards, seconded by Councilor House and carried unanimously by the ten members present.

BOARD APPOINTMENTS - ACTION REQUESTED

5. **MAYOR'S APPOINTMENTS- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:**

A. COLUMBUS IRONWORKS CONVENTION & TRADE CENTER AUTHORITY:

A nominee for the seat of Craig Burgess (*Eligible to succeed- Interested in serving another term*) for a term that expires on October 24, 2022, on the Columbus Ironworks Convention & Trade Center Authority (*Mayor's Appointment*). Deferred by Clerk of Council Davis.

A nominee for the seat of Lauren Chambers (*Not eligible to succeed*) for a term that expires on October 24, 2022, on the Columbus Ironworks Convention & Trade Center Authority. (*Mayor's Appointment*). Deferred by Clerk of Council Davis.

B. CRIME PREVENTION BOARD:

A nominee for the seat of Joseph M. LaBranche (*Not eligible to succeed*) for a term that expired on March 31, 2022, as the Fort Benning Liaison on the Crime Prevention Board (*Mayor's Appointment*). Clerk of Council Davis stated Mayor Henderson has chosen to nominate Dr. Rocky Marsh to succeed Joseph M. LaBranche as the Fort Benning Liaison on the Crime Prevention Board. Councilor House made a motion to confirm the appointment of Dr. Rocky Marsh, seconded by Councilor Tucker and carried unanimously by the ten members present.

C. PENSION FUND, EMPLOYEES' BOARD OF TRUSTEES:

A nominee for the seat of Renee McAneny (*Currently serving on another board*) as the Retired City Employee Representative for a term that expired on June 30, 2022, on the Pension Fund, Employees' Board of Trustees (*Mayor's Appointment*). Clerk of Council Davis stated Mayor Henderson has chosen to nominate Ricky Boren to succeed Renee McAneny as the Retired City Employee Representative on the Pension Fund, Employees' Board of Trustees. Councilor Thomas made a motion to confirm the appointment of Ricky Boren, seconded by Councilor Huff and carried unanimously by the ten members present.

D. PUBLIC SAFETY ADVISORY COMMISSION:

A nominee for the seat of Pete Temesgen (*Accepted a judgeship*) for a term that expires on October 31, 2023, on the Public Safety Advisory Commission (*Mayor's Appointment*). Deferred by Clerk of Council Davis.

6. **COUNCIL'S DISTRICT SEAT APPOINTMENT- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:**

A. **PUBLIC SAFETY ADVISORY COMMISSION:**

A nominee for the seat of Byron Hickey (*Not eligible to succeed*) as the District 1 Representative for a term that expires on October 31, 2022, on the Public Safety Advisory Commission (*Council District 1- Barnes*). There were none.

A nominee for the seat of Friar Noel Danielewicz (*Seat Declared Vacant*) as the District 3 Representative for a term that expires on October 31, 2022, on the Public Safety Advisory Commission (*Council District 3- Huff*). There were none.

A nominee for the seat of Donald Watkins (*Not eligible to succeed*) as the District 5 Representative for a term that expires on October 31, 2022, on the Public Safety Advisory Commission (*Council District 5- Crabb*). There were none.

A nominee for the seat of Lisa Branchcomb (*Eligible to succeed- Does not desire reappointment*) as the District 7 Representative for a term that expires on October 31, 2022, on the Public Safety Advisory Commission (*Council District 7- Woodson*). There were none.

A nominee for the seat of Scott Taft (*Eligible to succeed*) as the District 9 Representative for a term that expires on October 31, 2022, on the Public Safety Advisory Commission (*Council District 9- Thomas*). There were none.

7. **COUNCIL APPOINTMENTS- ANY NOMINATIONS WOULD BE LISTED FOR THE NEXT MEETING:**

A. **ANIMAL CONTROL ADVISORY BOARD:**

A nominee for the seat of Julee Fryer (*Eligible to succeed- Interested in serving another term*) for a term that expires on October 15, 2022, on the Animal Control Advisory Board (*Council's Appointment*). Councilor Thomas nominated Julee Fryer to serve another term on the Animal Control Advisory Board.

A nominee for the seat of Channon Emery (*Eligible to succeed- Interested in serving another term*) for a term that expires on October 15, 2022, on the Animal Control Advisory Board (*Council's Appointment*). Councilor Tucker nominated Channon Emery to serve another term on the Animal Control Advisory Board.

A nominee for the seat of Dr. Jean Waguespack (*Eligible to succeed*) for a term that expires on October 15, 2022, as the Veterinary Association Representative on the Animal Control Advisory Board (*Council's Appointment*). Clerk of Council Davis stated the Veterinary Association is recommending reappointment of Dr. Jean Waguespack as their representative on the Animal Control Advisory Board. Councilor Huff made a motion to confirm the appointment of Dr. Jean Waguespack, seconded by Councilor Tucker and carried unanimously by the ten members present.

B. BOARD OF HONOR:

A nominee for the seat of John E. Wells (*Eligible to succeed- Interested in serving another term*) for a term that expires on October 31, 2022, on the Board of Honor (*Council's Appointment*). Councilor Crabb nominated John E. Wells to serve another term on the Board of Honor.

A nominee for the seat of Bob Hydrick (*Passed Away*) for a term that expires on October 31, 2022, on the Board of Honor (*Council's Appointment*). There were none.

All of the members serving on this board must be former elected official of Muscogee County.

C. COMMISSION ON INTERNATIONAL RELATIONS & CULTURAL LIAISON ENCOUNTERS (CIRCLE):

A nominee for the seat of Rose Spencer (*Not Eligible to serve another term*) for a term that expired on March 1, 2021, on the Commission on International Relations & Cultural Liaison Encounters (*Council's Appointment*). Clerk of Council Davis stated Councilor Barnes is nominating Natasha Banks to succeed Rose Spencer on the Commission on International Relations & Cultural Liaison Encounters (CIRCLE).

D. LAND BANK AUTHORITY:

A nominee for the seat of Deidre Tilley (*Eligible to succeed- Interested in serving another term*) for a term that expires on October 31, 2022, on the Land Bank Authority (*Council's Appointment*). Councilor Huff nominated Deidre Tilley to serve another term on the Land Bank Authority.

A nominee for the seat of Tyler Pritchard (*Eligible to succeed- Does not desire reappointment*) for a term that expires on October 31, 2022, on the Land Bank Authority (*Council's Appointment*). There were none.

A nominee for the seat of Patrick Coleman (*Not eligible to succeed*) for a term that expires on October 31, 2022, on the Land Bank Authority (*Council's Appointment*). Councilor Crabb nominated Christopher Phillips to succeed Patrick Coleman on the Land Bank Authority.

E. PERSONNEL REVIEW BOARD:

A nominee for the seat of Darlene Small (*Not Eligible to succeed*) as Alternate Member 3 for a term that expired on December 31, 2021, on the Personnel Review Board (*Council's Appointment*). Mayor Pro Tem Allen nominated Donna Baker to succeed Darlene Small as Alternate Member 3 on the Personnel Review Board.

A nominee for the seat of Dr. Shanita Pettaway (*Resigned*) as Alternate Member 5 for a term that expires on December 31, 2022, on the Personnel Review Board (*Council's Appointment*). There were none.

With there being no further business to discuss, Mayor Pro Tem Allen entertained a motion for adjournment. Motion by Councilor Garrett to adjourn the August 23, 2022, Regular Council Meeting, seconded by Councilor Huff and carried unanimously by the ten members present, with the time being 9:59 p.m.

Sandra T. Davis, CMC
Clerk of Council
Council of Columbus, Georgia

File Attachments for Item:

2. American Youth Arts Society - A resolution and contract authorizing a request to enter into a Local Assistance Grant agreement with American Youth Arts Society for \$25,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: American Youth Arts Society

Amount: \$25,000.00

Budget:	Production Equipment -	\$10,000.00
	Personnel -	\$15,000.00
	Total -	\$25,000.00

Program Contact Information

Name: Lyndon Burch Title: Director

Address: PO Box 6002, Columbus, GA 31907

Phone #: 706-575-0834

Project Description

The Careers in Film Workshops presented by The Shoot Film Not Guns Youth Initiative will be approximately twenty-five (25) weeks of in-person film industry workshops. At the conclusion of the workshops, participants will be assigned to a production team of up to five (5) members. Each team will have three (3) weeks to create, cast, film, edit and produce one (1) PSA, one (1) music video or one (1) short film. To conclude the program we will host two (2) weeks of public screenings of those PSAs and music videos selected by the filmmakers at various Columbus locations. The screenings will be open to the public. Target group will be all ages within the MCSD.

I, Lyndon Burch the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Liberty Theatre as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized programming through arts integration, speech and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a quarterly report on the progress of the programs. The quarterly report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: American Youth Arts Society

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one year contract with American Youth Arts Society to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$25,000.00 to American Youth Arts Society in effort to mentor juveniles within MCSD to reduce the truancy rate, drug usage and delinquency among juveniles within the school system.

Analysis: Funds will be used to pay for Shoot Film Not Guns program as well as mentoring for juveniles.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with American Youth Arts Society to provide funding for the Shoot Film Not Guns program for MCSD children.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE YEAR CONTRACT WITH AMERICAN YOUTH ARTS SOCIETY FOR \$25,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF SHOOT FILM NOT GUNS.

WHEREAS, American Youth Arts Society has the Shoot Film Not Guns Program to impact the lives of juveniles to reduce the rate of truancy, drug usage and delinquency and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$25,000.00 to the Shoot Film Not Guns Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one year contract through the Columbus Office of Crime Prevention with American Youth Arts Society for \$25,000.00 for funding the Shoot Film Not Guns Program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

3. Better Work - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Better Work for \$25,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Better Work

Grant Amount: \$25,000.00

Budget:	Personnel	– \$25,000.00
	Total	- \$25,000.00

Program Contact Information

Name: Kristin Barker

Title: Director

Address: 333 Research Court, Suite 210, Peachtree Corners, GA 30092

Phone #: 706-566-0793

Project Description:

Students who complete the training will:

- Gain skills needed to keep a good job
- Understand how to talk effectively with employers during interviews and on the job
- Get support as they work on their own finances, resumes, goals, and vocational plans
- Connect with jobs that have a pathway to better income
- Leave with goals and a plan and continued support for future success

This is a family focused solution. The project addresses the needs of the family by providing a meal for participants and their children as well as child care during class time. Many of the individuals in our target audience have been discouraged from past experiences, and effectively serving them requires trust and easily accessible resources that they can find within their neighborhood. We will bring these resources to them!

I, Kristin Barker the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Better Work of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a employment and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least

\$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Better Work

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Better Work to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$25,000.00 to Better Work to run a Trade School Program.

Analysis: Funds will be used to help implement the Better Work Trade School. This will empower residents of the South and East side of Columbus to change their own outcome.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Better Work to provide funding for The Trade School Program.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH BETTER WORK FOR \$25,000.00 FOR THE PURPOSE OF FUNDING THE TRADE SCHOOL PROGRAM.

WHEREAS, the Better Work organization has the Trade School Program to impact the lives of at risk adults and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$25,000.00 to Better Work.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Better Work for \$25,000.00 for funding the Trade School program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

4. Boyz 2 Men - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Boyz 2 Men for \$25,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Boyz 2 Men

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one year contract with Boyz 2 Men to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$25,000.00 to Boyz 2 Men in effort to mentor juveniles from ages 6-17 in MCSD to reduce the truancy rate, drug usage and delinquency among juveniles within the school system.

Analysis: Funds will be used to pay for quality programming as well as mentoring for juveniles.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Boyz 2 Men to provide funding for mentoring and quality programming for MCSD children.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE YEAR CONTRACT WITH BOYZ 2 MEN FOR \$25,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF BOYZ 2 MEN.

WHEREAS, Boyz 2 Men has the MATCH program to impact the lives of juveniles to reduce the rate of truancy, drug usage and delinquency and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$25,000.00 to the Boyz 2 Men Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one year contract through the Columbus Office of Crime Prevention with Boyz 2 Men for \$25,000.00 for funding the mentoring program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Boyz 2 Men

Grant Amount: \$25,000.00

Budget:	Supplies	- \$15,000.00
	<u>Personnel</u>	<u>- \$10,000.00</u>
	Total	- \$25,000.00

Program Contact Information

Name: Shawna Love Title: CEO

Address: 7000 Storage Court Suite 3; Columbus, GA 31907

Phone #: 706-593-6737

Project Description:

Our principal project is the MATCH mentoring and educational enrichment program which serves children and youth ages 6-17. MATCH is the acronym for:

M - Mentoring; students will be paired with mentors according to mentor/mentee profiles

A - Affirmation: emotional support and encouragement activities

T - Teaching: tutoring; academic assistance

C - Counseling: talk therapy; self-talk

H - Healing: to establish a state of well-being

I, Shawna Love the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Urban League the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a Prison Re-entry program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
 - (a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings;
 - (b) the name of the chairman and the secretary of the advisory committee;
 - (d) the times and dates that the Grant programs are available – essentially a schedule of services;
 - (e) the number of participants in the program and schools they attend;
 - (f) Description of the process used to identify individuals for which services will be provided;
 - (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to "Seth Brown, Director of

Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of empowering former felons.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this

Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

File Attachments for Item:

5. Boys and Girls Club - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Boy and Girls Club for \$10,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Boys and Girls Club of Columbus

Grant Amount: \$10,000.00

Budget:	Case Manager for DPI	– \$10,000.00
	Total	- \$10,000.00

Program Contact Information

Name: Rodney Close Title: CEO

Address: 1700 Buena Vista Road , Columbus, GA 31906

Phone #: 706-596-9330

Project Description:

The Boys and Girls Club of Columbus Delinquency Prevention Initiative will be a collaborative effort to identify and redirect young people away from potential delinquent behaviors. Objectives are to 1) Provide positive role models. 2) Provide a safety net in the form of a case manager who will a) work closely with the Juvenile Court to identify non violent offenders and b) “shepherd” the fifty at risk kids in the program. 3) Provide a tutor that will be available for academic counseling. 4) Provide 12 week programs, (Passport to Manhood and SMART Girls) attendance of which will be required. 5) Be responsible for monitoring attendance, grades and behavior reports.

I, Rodney Close the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Boys and Girls Club of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and monitoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least

\$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government
Council Meeting
8/30/2022
Agenda Report # ____

TO: Mayor and Council
SUBJECT: Boys and Girls Club
INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Boys and Girls Club to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$10,000.00 to the Boys and Girls Club to run a Delinquency Prevention Initiative that will work with the juvenile court system.

Analysis: The Boys & Girls Clubs of the Chattahoochee Valley’s Delinquency Prevention Initiative (DPI) will be a collaborative effort with (BGCCV, Juvenile Court System and Muscogee County Schools) to identify and re-direct young people away from potential delinquent behaviors. This untreated behavior normally results in expulsion.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Boys and Girls Club of Columbus to provide funding for The Delinquency Prevention Initiative.

A RESOLUTION
NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH THE BOYS AND GIRLS CLUB OF COLUMBUS FOR \$10,000.00 FOR THE PURPOSE OF FUNDING THE DELINQUENCY PREVENTION INITIATIVE.

WHEREAS, the Boys and Girls Club of Columbus has the Delinquency Prevention Initiative to impact the lives of at risk juveniles and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$10,000.00 to the Boys and Girls Club of Columbus.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with the Boys and Girls Club of Columbus for \$10,000.00 for funding the Delinquency Prevention Initiative. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

_____	_____
SANDRA DAVIS	SKIP HENDERSON
CLERK	MAYOR

File Attachments for Item:

6. Building Wellness - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Building Wellness for \$15,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Building Toward Wellness Community Coalition

Grant Amount: \$15,000.00

Budget:	Personnel	– \$10,000.00
	<u>Supplies</u>	<u>- \$5,000.00</u>
	Total	- \$15,000.00

Program Contact Information

Name: Jennifer Melvin Title: Executive Director

Address: P.O. Box 3417, Columbus, GA 31903

Phone #: 706-587-9443

Project Description:

Building Wellness is a training program that will target adults that work with children within Muscogee County. Twenty percent of children in Georgia are sexually abused. This abuse can cause a future of self medication and behavior that is destructive. The focus of this program is that if the adults are trained to see the signs, they can stop the abuse.

I, Jennifer Melvin the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Building Toward Wellness Community Coalition the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
 - (a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings;
 - (b) the name of the chairman and the secretary of the advisory committee;
 - (d) the times and dates that the Grant programs are available – essentially a schedule of services;
 - (e) the number of participants in the program and schools they attend;
 - (f) Description of the process used to identify individuals for which services will be provided;
 - (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of

Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this

Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government
Council Meeting
8/30/2022
Agenda Report # ____

TO: Mayor and Council
SUBJECT: Building Toward Wellness Community Coalition
INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Building Toward Wellness Community Coalition to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to Building Toward Wellness Community Coalition effort to reduce the level of human trafficking through educating adult leaders and mentors of the warning signs.

Analysis: Funds will be used to pay for quality programming for adult training within Muscogee County.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Building Toward Wellness Community Coalition to provide funding for quality programming within Muscogee County.

A RESOLUTION
NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH BUILDING TOWARD WELLNESS FOR \$15,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE BUILDING TOWARD WELLNESS COMMUNITY COALITION.

WHEREAS, Building Toward Wellness Community Coalition has the Building Toward Wellness program to reduce the level of human trafficking of juveniles within Muscogee County and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$15,000.00 to Building Toward Wellness.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Building Toward Wellness Community Coalition for \$15,000.00 for funding the Building Toward Wellness program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

_____	_____
SANDRA DAVIS	SKIP HENDERSON
CLERK	MAYOR

File Attachments for Item:

7. Children 1st - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Children 1st for \$10,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Children 1st

Grant Amount: \$10,000.00

Budget:	Supplies	- \$4,000.00
	<u>Personnel</u>	<u>- \$6,000.00</u>
	Total	- \$10,000.00

Program Contact Information

Name: Ify Agbasi Title: CEO

Address: 3645 Gentian Blvd, Suite 1, Columbus, GA 31907

Phone #: 678-600-0580

Project Description:

This year-round mentoring program is designed to add an extra level of support to keep students interested in learning and staying in school.

The summer enrichment program, Code for Rounds, is a four-week project that teaches youth 12-18 years of age the process of computer coding and developing apps. It also promotes participation in recreational and sports activities such as basketball, and boxing to manage stress. The goal of this project is to empower at-risk youth and teach them skills that can be applied immediately and later as an adult.

I, Ify Agbasi the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Urban League the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a Prison Re-entry program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed

acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of empowering former felons.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles ("GAAP") to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a

certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Children 1st

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one year contract with Children 1st to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$10,000.00 to Children 1st in effort to mentor juveniles from ages 6-18 in MCSD to reduce the truancy rate, drug usage and delinquency among juveniles within the school system.

Analysis: Funds will be used to pay for quality programming as well as mentoring for juveniles.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Children 1st to provide funding for mentoring and quality programming for MCSD children.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE YEAR CONTRACT WITH CHILDREN 1ST FOR \$10,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF CHILDREN 1ST.

WHEREAS, Children 1st has the Children 1st program to impact the lives of juveniles to reduce the rate of truancy, drug usage and delinquency and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$10,000.00 to the Children 1st Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one year contract through the Columbus Office of Crime Prevention with Children 1st for \$10,000.00 for funding the mentoring program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

8. Columbus Community Center - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Community Center for \$20,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Columbus Community Center

Amount: \$20,000.00

Budget:	<u>Personnel -</u>	<u>\$20,000.00</u>
	Total -	\$20,000.00

Program Contact Information

Name: Davita Bynam

Title: Executive Director

Address: 3952 Steam Mill Road, Columbus GA 31907

Phone #: 706-685-0553

Project Description

Provide after school care, mentoring and tutoring for juveniles age 5-11. The students come primarily from the seven Title 1 elementary schools in south Columbus.

I, Davita Bynam the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Columbus Community Center as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of mentoring and after school services.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Columbus Community Center

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Columbus Community Center to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$20,000.00 to Columbus Community Center effort to provide after school care, mentoring and tutoring for juveniles age 5-11. The students come primarily from the seven Title 1 elementary schools in south Columbus.

Analysis: Funds will be used to pay for quality programming as well as mentoring for students within Columbus Community Center.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Columbus Community Center to provide funding for quality programming as well as mentoring for students.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH COLUMBUS COMMUNITY CENTER FOR \$20,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE COLUMBUS COMMUNITY CENTER.

WHEREAS, Columbus Community Center has the after school program to impact the lives of students within Muscogee County. and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$20,000.00 to Columbus Community Center.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Columbus Community Center for \$20,000.00 for funding the after school program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

9. Columbus Dream Center - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Dream Center for \$17,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government
Council Meeting
8/30/2022
Agenda Report # ____

TO: Mayor and Council
SUBJECT: Columbus Dream Center
INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Columbus Dream Center to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$17,000.00 to Columbus Dream Center a family restorative program within Muscogee County.

Analysis: The Columbus Dream Center will work to identify and re-direct families to programming that can restore their household and prevent future crisis or issues.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Columbus Dream Center to provide funding for mentoring and restoring families within Muscogee County.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH THE COLUMBUS DREAM CENTER FOR \$17,000.00 FOR THE PURPOSE OF FUNDING THE RESTORATIVE PROGRAM.

WHEREAS, the Columbus Dream Center has the Restorative Program to impact the lives of families and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$17,000.00 to The Columbus Dream Center.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Columbus Dream Center for \$17,000.00 for funding the restorative program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: New Birth Outreach

Grant Amount: \$17,000.00

Budget:	Supplies	- \$7,000.00
	Personnel	- \$10,000.00
	Total	- \$17,000.00

Program Contact Information

Name: Vincent Allen Title: Director

Address: 4114 Oates Ave., Columbus, GA 31904

Phone #:

Project Description:

The Columbus Dream Center project restores families and equip homes by providing perishable and non-perishable food items, prepared meals, clothing, hygiene care, haircare, case management (connecting families to community resources) and a youth summer program.

I, Vincent Allen the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Columbus Dream Center of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a family restorative program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that

any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims

for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

10. Columbus Museum - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Museum for \$5,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Columbus Museum

Grant Amount: \$5,000.00

Budget:	Equipment/Supplies	-\$5,000.00
	Total	- \$5,000.00

Program Contact Information

Name: Marianne Richter Title: Director

Address: 1251 Wynnton Road Columbus, Georgia 31906

Phone #: 706-332-8426

Project Description:

The primary purpose of the organization is to bring the educational programming to Muscogee Education Transition Center (METC). Objectives of this program are for program participants to learn and exercise observational strategies when viewing and interacting with art and to develop an ability to apply mindfulness when looking at and creating art.

I, Marianne Richter the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Columbus Museum, Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a recreation, tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an

additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Columbus Museum

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Columbus Museum to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$5,000.00 to Columbus Museum to educate juveniles about art and music.

Analysis: Columbus Museum will work with students of MCSD and utilize the Muscogee Education Transition Center to provide mentoring and education to juveniles.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Columbus Museum to provide funding for educational support of juveniles.

A RESOLUTION
NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH COLUMBUS MUSEUM FOR \$5,000.00 FOR THE PURPOSE OF FUNDING THE EDUCATION OF JUVENILES WITHIN MUSCOGEE COUNTY SCHOOL DISTRICT.

WHEREAS, the Columbus Museum has the education program to impact the lives of at risk juveniles and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$5,000.00 to Columbus Museum.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Columbus Museum for \$5,000.00 for funding the education of juveniles. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

11. Columbus Scholars - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Scholars for \$15,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government
Council Meeting
8/30/2022
Agenda Report # ____

TO: Mayor and Council
SUBJECT: Columbus Scholars
INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Columbus Scholars to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to Columbus Scholars to educate juveniles about graduation, SAT/ACT prep and college entrance.

Analysis: Columbus Scholars will work with the residents of Muscogee County Area to provide mentoring and education to juveniles within Muscogee County.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Columbus Scholars to provide funding for educational support of juveniles.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH COLUMBUS SCHOLARS FOR \$15,000.00 FOR THE PURPOSE OF FUNDING THE EDUCATION OF JUVENILES WITHIN MUSCOGEE COUNTY.

WHEREAS, the Columbus Scholars has the education program to impact the lives of at risk juveniles and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$15,000.00 to Columbus Scholars.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Columbus Scholars for \$15,000.00 for funding the education of juveniles. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Columbus Scholars

Grant Amount: \$15,000.00

Budget:	Coordinator	- \$12,000.00
	<u>Equipment/Supplies</u>	<u>-\$3,000.00</u>
	Total	- \$15,000.00

Program Contact Information

Name: Ben Holden Title: Director

Address: 1014 Gramercy Dr., Midland, Georgia 31820

Phone #: 706-332-8426

Project Description:

The primary purpose of the organization is to empower economically disadvantaged youth from high-poverty and high-crime areas in Muscogee County with the tools needed to graduate high school, successfully apply to college, and obtain a Bachelor's degree. We reach our goal by providing mentoring, enrichment sessions, SAT/ACT prep, financial support and scholarships (\$10,000/2,500 over the course of 4 undergraduate years). We believe that the program not only inspires a thirst for learning but also keeps kids out of trouble.

I, Ben Holden the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Columbus Scholars, Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a recreation, tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an

additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

12. Columbus Technical College - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CTC for \$55,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government
Council Meeting
08/30/2022
Agenda Report # ____

TO: Mayor and Council
SUBJECT: Columbus Technical College – Job Training Program
INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with the Columbus Technical College to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$55,000.00 toward the effort to employ non-violent felons and reduce the rate of recidivism.

Analysis: Funds will be used to pay for the screening and training of non-violent felons to enable them to gain employment.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Columbus Technical College to provide funding for new initiatives with the Non-Violent Felon Employment Program.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH COLUMBUS TECHNICAL COLLEGE FOR \$55,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE NON-VIOLENT FELON EMPLOYMENT PROGRAM.

WHEREAS, the Columbus Technical College has the Non-Violent Felon Employment program to impact the lives of felons to help them gain employment and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$55,000.00 to the Columbus Technical College for the Non-Violent Felon Employment program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Columbus Technical College for \$55,000.00 for funding the Non-Violent Felon Employment program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Thomas voting_____.
- Councilor Tucker voting_____.
- Councilor Woodson voting_____.

TINY B. WASHINGTON
CLERK

TERESA PIKE TOMLINSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Columbus Technical College – Non Violent Felon Program

Grant Amount: \$55,000.00

Budget:	<u>Education Personnel - \$55,000.00</u>
	Total \$55,000.00

Program Contact Information

Name: April Hopson

Title: Vice President Adult Education

Address: 928 Manchester Expressway, Columbus, GA 31904

Phone #: 706-641-5694

Project Description

Columbus Technical College (CTC) will provide program participants with in-demand skills training and opportunities to acquire multiple industry-specific and nationally recognized professional credentials. The proposal is to serve **210 participants** from July 2022 through June 2023. The participants will be from three different groups. Program groups include returning citizens currently residing at the Muscogee County Prison (**90**), adult learners attempting to complete their high school equivalency (HSE) (**60**), and at-risk youth (**60**) in the summer youth program.

I, April Hopson the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Columbus Technical College the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of job and education counseling and life skills building.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide to Agency a list of all Program participants. Participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.
6. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
7. Grant Recipient shall submit to Agency a quarterly report on the progress of the programs. The quarterly report shall provide statistical data that supports the projects goals of

- reducing recidivism and gaining employment.
8. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
 9. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
 10. Quarterly report must be submitted to Seth Brown electronically by the 10th day of the month after the end of each calendar quarter. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
 11. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
 12. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
 13. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
 14. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
 15. All services must be provided by properly certified or licensed personal.
 16. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

File Attachments for Item:

13. CORTA - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CORTA for \$20,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Columbus Regional Tennis Association

Amount: \$20,000.00

Budget:	<u>Instructional Cost</u>	<u>–</u>	<u>\$20,000.00</u>
	Total	-	\$20,000.00

Program Contact Information

Name: Judy Pearce

Title: Executive Director

Address: 5050 Cooper Creek Pkwy, Columbus GA 31907

Phone #: 706-317-4136

Project Description

The goal is to use tennis as an avenue to teach life skills to underserved and at-risk youth. TennisWorks directly addresses this mission. This year round program consists of an on-court tennis instruction component and an academic enrichment program. CORTA seeks to include all youth who are interested in learning the sport of tennis to have access to participate in our TennisWorks program at no charge. The Tennis Works program is a year round program for children and youth ages 5-18 from Title 1 schools. The program provides a safe and structured program and intentionally focuses on academic and social development through tennis to empower impoverished children and youth as an alternative to criminal activity and to break the cycle of generational poverty.

I, Judy Pearce the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of CORTA as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized counseling and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

Agenda Item # ____

Columbus Consolidated Government**Council Meeting****8/30/2022****Agenda Report # ____**

TO: Mayor and Council

SUBJECT: Columbus Regional Tennis Association

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with CORTA to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$20,000.00 to CORTA to help implement the Tennis Works program. The goal is to use tennis as an avenue to teach life skills to underserved and at-risk youth. TennisWorks directly addresses this mission. This year round program consists of an on-court tennis instruction component and an academic enrichment program. CORTA seeks to include all youth who are interested in learning the sport of tennis to have access to participate in our TennisWorks program at no charge. The Tennis Works program is a year round program for children and youth ages 5-18 from Title 1 schools. The program provides a safe and structured program and intentionally focuses on academic and social development through tennis to empower impoverished children and youth as an alternative to criminal activity and to break the cycle of generational poverty.

Analysis: Funds will be used to pay for quality programming as well as education for at risk individuals.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with CORTA to provide funding for the TennisWorks program.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH CORTA FOR \$20,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF CORTA.

WHEREAS, CORTA has the TennisWorks to impact the lives of at impoverished children and youth and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$20,000.00 to the TennisWorks program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with CORTA for \$20,000.00 for funding the TennisWorks program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

14. CSO - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CSO for \$5,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Making Music Matter – Columbus Symphony Orchestra

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Columbus Symphony Orchestra to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$5,000.00 to Columbus Symphony Orchestra effort to educate and enlighten juveniles through arts integration and mentoring in school program. This program will target students within Downtown, Brewer and Dawson Elementary.

Analysis: Funds will be used to pay for quality programming as well as mentoring for students within Downtown, Dawson and Brewer Elementary.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Columbus Symphony Orchestra to provide funding for quality programming as well as mentoring for students within Downtown, Dawson and Brewer Elementary.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH COLUMBUS SYMPHONY ORCHESTRA FOR \$5,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE MAKING MUSIC MATTER PROGRAM.

WHEREAS, Columbus Symphony Orchestra has the Making Music Matter program to impact the lives of students within Downtown, Dawson and Brewer Elementary and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$5,000.00 to Columbus Symphony Orchestra.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Columbus Symphony Orchestra for \$5,000.00 for funding the Making Music Matter program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Thomas voting_____.
- Councilor Tucker voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Columbus Symphony Orchestra/Making Music Matter

Amount: \$5,000.00

Budget:	<u>Personnel –</u>	<u>\$5,000.00</u>
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Total	-	\$5,000.00
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Program Contact Information

Name: Eric Thomas

Title: Director

Address: P.O. Box 1499, Columbus, GA 31902

Phone #: 706-256-3647

Project Description

Instructors from CSO will be placed inside Downtown Elementary, Dawson Elementary and Brewer Elementary schools. Each program will service 25 children per school.

The strategy focuses on taking at-risk youth within the schools and giving them positive role models by offering them healthy, more positive alternatives through music. The students that are currently enrolled at Downtown Elementary have seen increased grades, attendance and less disruptive behavior. Similar programs have been used throughout the country, the closest being Atlanta.

I, Eric Thomas the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Columbus Symphony Orchestra as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized programming through arts integration and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a quarterly report on the progress of the programs. The quarterly report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative, Eric Thomas

Date

File Attachments for Item:

15. East Carver Soccer - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with East Carver Soccer for \$20,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: East Carver – Boxwood Soccer

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with East Carver-Boxwood Soccer to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$20,000.00 to East Carver-Boxwood Soccer to run the Boxwood Soccer Mentoring Program.

Analysis: East Carver-Boxwood Soccer will work with the residents of the Boxwood Area to provide mentoring and coaching to the at risk population within the neighborhood of Boxwood Recreation Center.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with East Carver-Boxwood Soccer to provide funding for The Boxwood Soccer/Mentoring Program.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH EAST CARVER-BOXWOOD SOCCER OF COLUMBUS FOR \$20,000.00 FOR THE PURPOSE OF FUNDING THE BOXWOOD MENTORING/SOCCER PROGRAM.

WHEREAS, the East Carver-Boxwood Soccer has the Boxwood Mentoring/Soccer Program to impact the lives of at risk juveniles and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$20,000.00 to East Carver-Boxwood Soccer of Columbus.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with East Carver-Boxwood Soccer of Columbus for \$20,000.00 for funding the Delinquency Prevention Initiative. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: East Carver Boxwood Ministries

Grant Amount: \$20,000.00

Budget:	Community Involvement	- \$4,000.00
	Food	- \$3,600.00
	Soccer Registration	- \$4,600.00
	<u>Equipment/Supplies</u>	<u>-\$7,800.00</u>
	Total	- \$20,000.00

Program Contact Information

Name: Greg Herring Title: Director

Address: 7006 Imperial Way Columbus Ga 31904

Phone #: 678-640-6969

Project Description:

Provide coaching, registration and all necessary equipment to form teams to compete in the Columbus Youth Soccer League for children who would not normally have the opportunity to participate because of costs and transportation. Provide tutoring and mentoring programs for children who are falling behind in there school work, specifically in reading. Establish a Food Co-Op (FANN). Throuh relationships formed through soccer identify other areas that might enhance community.

I, Greg Herring the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of St. Thomas Episcopal Church the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a recreation, tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least

\$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

16. Easter Seals - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Easter Seals for \$10,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Easter Seals of West Georgia

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Easter Seals of West Georgia to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$10,000.00 to Easter Seals of West Georgia in an effort to provide quality programming for juveniles within YDC.

Analysis: Funds will be used to pay for training opportunities and advanced help for children within the YDC.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Easter Seals of West Georgia to provide quality programming for juveniles within the YDC.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH EASTER SEALS OF WEST GEORGIA FOR \$10,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF PROJECT ELEVATE

WHEREAS, Easter Seals of West Georgia program has been designed to impact the lives of children living within YDC and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$10,000.00 to Easter Seals of West Georgia

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Easter Seals of West Georgia for \$10,000.00 for funding the Project Elevate program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Easter Seals of West Georgia

Grant Amount: \$10,000.00

Budget:	<u>Personnel</u>	– \$10,000.00
	Total	- \$10,000.00

Program Contact Information

Name: Sharon Borger Title: Executive Director

Address: 2515 Double Churches Road, Columbus, GA 31909

Phone #: 706-660-1144

Project Description:

Project Elevate seeks to assist incarcerated youth with disabilities to reach their maximum potential. According to the Department of Education, the majority of youth in YDCs have an identifiable disability.

People with disabilities often require individualized and intentional training to be ready to enter the workforce and to be marketable enough to compete for employment. Youth with disabilities residing in the Youth Detention Centers (YDC) in the Columbus area have a great need for employment training and transition planning.

Ultimately, we want these youth to be able to integrate back into the community as productive citizens as their typical peers would. We seek to provide opportunities and training that will enhance each youth's skill development so they may be more marketable and ready to transition to employment. Project Elevate would provide employment training and skills to youth with disabilities who are incarcerated in Youth Detention Centers. The program would evaluate individuals to determine their strengths and areas of growth, provide soft skills and job skills training and assist candidates to secure a job that meets their goals.

I, Sharon Borger the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of The Flourishing Ladies Program the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed

acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles ("GAAP") to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a

certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

17. Flourishing Ladies - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Flourishing Ladies for \$40,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Flourishing Ladies

Grant Amount: \$40,000.00

Budget:	Personnel	– \$40,000.00
	Total	- \$40,000.00

Program Contact Information

Name: Cheryl Flowers Title: Executive Director

Address: 3190 Huntwood Drive, Columbus, GA 31907

Phone #: 229-886-7922

Project Description:

In 2013, Cheryl Flowers began collaborating with Chris Lindsey, Principal at G.W. Carver High School. This was in response to the discipline issues and disruptions they were experiencing at Carver. It has since expanded into fourteen other schools. After working with the kids involved, Mrs. Flowers discovered that the female participants had a unique set of problems. These students could not be dealt with in the same manner as the male students. This prompted Mrs. Flowers to create a separate program, Flourishing Ladies.

It will focus on specific students and families of students identified from data collected pertaining to negative behaviors of the student. Through this identification there will be parenting workshops and intervention. They will also create alternate solutions to suspension by working hand in hand with schools. Throughout this process the parents and families become part of the solution.

I, Cheryl Flowers the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of The Flourishing Ladies Program the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or

guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and

Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Flourishing Ladies

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Flourishing Ladies to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$40,000.00 to Flourishing Ladies in an effort to provide quality after school programming and tutoring for juveniles during the school year.

Analysis: Funds will be used to pay for after school tutoring, mentoring and advanced help for children in need. It will focus on specific students and families of students identified from data collected pertaining to negative behaviors of the student. Through this identification there will be parenting workshops and intervention. They will also create alternate solutions to suspension by working hand in hand with schools.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Flourishing Ladies to provide quality after school programming and tutoring for juveniles during the school year.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH FLOURISHING LADIES FOR \$40,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF FLOURISHING LADIES

WHEREAS, Flourishing Ladies program has been designed to impact the lives of children living within Muscogee County and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$40,000.00 to Flourishing Ladies

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Flourishing Ladies for \$40,000.00 for funding the Flourishing Ladies program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

18. Focus Program - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Focus Program for \$30,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: The Focus Program

Grant Amount: \$30,000.00

Budget:	Equipment	- \$5,000.00
	Parental Training	- \$5,000.00
	Supplies	- \$3,000.00
	Travel	- \$4,000.00
	<u>Personnel</u>	<u>- \$13,000.00</u>
	Total	- \$30,000.00

Program Contact Information

Name: Daniel Gay Title: President

Address: 2001 South Lumpkin Rd #13, Columbus, GA 31903

Phone #: 616-308-2775

Project Description:

The Focus Program creates projects centered around life interest. We then take those interest and determine a feasible skill set or career path to focus those interest into. As an example if there is an interest in music. We begin to dive into electrical engineering in order to understand sound and wavelengths. The groups targeted will be elementary, middle, and high school students. As a secondary target the connected families and community members will be a focus in order to build better relationships. The selection will begin with schools and individuals within our direct radius of x miles. From there we will expand our radius further out based on how far our resources can allow us to support.

I, Daniel Gay the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of The Focus Program of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (c) the times and dates that the Grant programs are available – essentially a schedule of services; (d) the number of participants in the program and schools they attend; (e) Description of the process used to identify individuals for which services will be provided; (f) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or

guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and

Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: The Focus Program

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with The Focus Program to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$30,000.00 to The Focus Program to run a mentoring and tutoring program that will work with juveniles within Muscogee County.

Analysis: The Focus Program will work to identify and re-direct young people away from potential delinquent or dangerous behaviors. This untreated behavior normally results in expulsion or incarceration.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with The Focus Program to provide funding for mentoring and tutoring to juveniles of Muscogee County.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH THE FOCUS PROGRAM FOR \$30,000.00 FOR THE PURPOSE OF FUNDING THE MENTORING PROGRAM.

WHEREAS, the Focus Program has the mentoring Program to impact the lives of at risk juveniles and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$30,000.00 to The Focus Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with The Focus Program for \$30,000.00 for funding the mentoring program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

19. Girls Inc. - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Girls Inc. for \$15,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Girls Inc.

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Girls Inc. to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to the Girls Inc. program to run a College Prep program combined with STRIDE that will work with young women in grades 1-11.

Analysis: Funding from this grant will make more computers available to members of Girls Inc. and there by allowing more access to the STRIDE Academy and Achieve 3000. It will also continue the work within the College Prep program, encouraging the participants to move on to college enrollment.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Girls Inc. of Columbus to provide funding for the Career and College Prep program.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH THE GIRLS INC. OF COLUMBUS FOR \$15,000.00 FOR THE PURPOSE OF FUNDING THE COLLEGE AND CAREER PREP COURSES.

WHEREAS, the Girls Inc. of Columbus has the College and Career Prep program to impact the lives of young women and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$15,000.00 to the Girls Inc. of Columbus.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with the Girls Inc. of Columbus for \$15,000.00 for funding the College and Career Prep program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Girls Inc.

Grant Amount: \$15,000.00

Budget:	Personnel	– \$15,000.00
	Total	- \$15,000.00

Program Contact Information

Name: Gail Burgos Title: CEO

Address: P.O. Box 3096 , Columbus, GA 31903

Phone #: 706-683-0809

Project Description:

The project will work with girls in grades 1-11 during the week 4-6:30pm and during the summer 10am to 4:30 pm. The project will consist of three components.

- 1) LTS Stride academy – a rigorous online educational curriculum
- 2) Readiness and Prep Program – this program will educate children and their parents the importance of grades, ACT and SAT as well as utilize the “My Life Plan” to encourage the participants to dream big as they plan their college career.
- 3) Economic Literacy – This part of the program will educate participants on the importance of financial awareness and independence.

The target group will be at risk 250 females from schools on the failing list.

I, Gail Burgos the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Girls Inc. of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least

\$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

20. Hope Harbour - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Hope Harbour for \$13,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Hope Harbour

Grant Amount: \$13,000.00

Budget:	<u>Community Education</u>	- \$13,000.00
	Total	- \$13,000.00

Program Contact Information

Name: Lindsey Reis Title: Executive Director

Address: P.O. Box 4182 , Columbus, GA 31914

Phone #: 706-324-3850

Project Description:

The Community Outreach Program provides crisis intervention and support services for victims of domestic violence who have a safe place to live and do not need shelter. Staff also works with clients in risk assessment, safety planning and civil protective orders. Education is the key to stopping the cycle and the crime associated.

I, Lindsey Reis the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Hope Harbour the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a Community Outreach program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing domestic violence rates within Muscogee County.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least

\$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative, Lindsey Reis

Date

Agenda Item # ____

Columbus Consolidated Government**Council Meeting****8/30/2022****Agenda Report # ____**

TO: Mayor and Council

SUBJECT: Hope Harbour

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Hope Harbour to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$13,000.00 to Hope Harbour effort to help implement The Community Outreach Program which provides crisis intervention and support services for victims of domestic violence who have a safe place to live and do not need shelter. Staff also works with clients in risk assessment, safety planning and civil protective orders. Education is the key to stopping the cycle and the crime associated.

Analysis: Funds will be used to pay for quality programming as well as education for victims of violence.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Hope Harbour to provide funding for mentoring and quality programming for victims of violence.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH HOPE HARBOUR FOR \$13,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF HOPE HARBOUR.

WHEREAS, Hope Harbour has the Community Outreach Program to impact the lives of victims of violence to reduce the cycle of violence and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$13,000.00 to the Hope Harbour Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Hope Harbour for \$13,000.00 for funding the Community Outreach Program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

21. Legitimation Station - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Legitimation Station for \$15,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Office of Dispute Resolution

Amount: \$15,000.00

Budget	<u>Supplies -</u>	<u>\$15,000.00</u>
	Total -	\$15,000.00

Program Contact Information

Name: Judge Gil McBride Title: Director

Address: 308 10th Street, Columbus, GA 31901

Phone #: 706-653-4190

Project Description

The Legitimation Station's objective is to help fathers of children born out of wedlock to establish legal relationships with their children through legitimation, which is required to secure a father's legal rights to custody and visitation of nonmarital children. To achieve this objective, the Legitimation Station seeks funding to employ a project co-ordinator to recruit, train and co-ordinate *pro bono* attorneys and paralegals to assist fathers in preparing and filing legitimation pleadings in superior court and to maintain the *pro se* forms on the family law information center website.

I, Gil McBride the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Office of Dispute Resolution as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of legitimizing fathers.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The annual report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
9. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
10. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
11. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
12. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
13. All services must be provided by properly certified or licensed personal.
14. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative, Gil McBride

Date

Agenda Item # ____

Columbus Consolidated Government
Council Meeting
8/30/2022
Agenda Report # ____

TO: Mayor and Council
SUBJECT: Office of Dispute Resolution
INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Muscogee County Office of Dispute Resolution to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to the Office of Dispute Resolution to run the Legitimation Station.

Analysis: This program will help establish relationships between fathers and their children that were born out of wedlock.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Office of Dispute Resolution to provide funding for The Legitimation Station.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH OFFICE OF DISPUTE RESOLUTION FOR \$15,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF LEGITIMATION STATION.

WHEREAS, Office of Dispute Resolution has the Legitimation Station Program to impact the lives of fathers to reconnect them to their children and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$15,000.00 to the Office of Dispute Resolution.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with the Office of Dispute Resolution for \$15,000.00 for funding the Legitimation Station Program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Office of Dispute Resolution

Amount: \$21,000.00

Budget:	Personnel –	\$18,000.00
	<u>Supplies -</u>	<u>\$3,000.00</u>
	Total -	\$21,000.00

Program Contact Information

Name: Judge Gil McBride Title: Director

Address: 308 10th Street, Columbus, GA 31901

Phone #: 706-653-4464

Project Description

The Legitimation Station’s objective is to help fathers of children born out of wedlock to establish legal relationships with their children through legitimation, which is required to secure a father’s legal rights to custody and visitation of nonmarital children. To achieve this objective, the Legitimation Station seeks funding to employ a project co-ordinator to recruit, train and co-ordinate *pro bono* attorneys and paralegals to assist fathers in preparing and filing legitimation pleadings in superior court and to maintain the *pro se* forms on the family law information center website.

I, Gil McBride the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization’s obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Office of Dispute Resolution as the Grant Recipient.

2. The subject matter of this Agreement is primarily the provision of services in the form of legitimizing fathers.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
 - (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The annual report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
9. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
10. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
11. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
12. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a

certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

13. All services must be provided by properly certified or licensed personal.
14. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah HugleyDate

Approved as to form by City AttorneyDate

Signature of Grant Recipient Representative, Gil McBrideDate

File Attachments for Item:

22. Liberty Theatre - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Liberty Theatre for \$15,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Liberty Theatre

Amount: \$15,000.00

Budget:	Personnel -	<u>\$15,000.00</u>
	Total -	\$15,000.00

Program Contact Information

Name: Dr. Shae Anderson

Title: Director

Address: P.O Box 1844, Columbus, GA 31902

Phone #: 706-653-7566

Project Description

The project proposes to work with approximately 30-40 6th, 7th, and 8th grade students by immersing them into an arts based after school program that provides arts training (percussion, piano, visual art, etc depending on student interests), intensive academic support, weekly male mentoring, outdoor activities, and ongoing exposure to cultural activities. The program will continue to target male students.

I, Shae Anderson the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Liberty Theatre as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized programming through arts integration, speech and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a quarterly report on the progress of the programs. The quarterly report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Liberty Theatre

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one year contract with Liberty Theatre to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to Liberty Theatre in effort to mentor juveniles from ages 12-14 in Baker Middle School to reduce the truancy rate, drug usage and delinquency among juveniles within the school system.

Analysis: Funds will be used to pay for quality programming as well as mentoring for juveniles.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Liberty Theatre to provide funding for mentoring and quality programming for middle school children.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE YEAR CONTRACT WITH LIBERTY THEATRE FOR \$15,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF LIBERTY THEATRE.

WHEREAS, Liberty Theatre has the Arts Program to impact the lives of juveniles to reduce the rate of truancy, drug usage and delinquency and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$15,000.00 to the Liberty Theatre Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one year contract through the Columbus Office of Crime Prevention with Liberty Theatre for \$15,000.00 for funding the Arts Program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

23. Literacy Alliance - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Literacy Alliance for \$20,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Literacy Alliance

Amount: \$20,000.00

Budget:	<u>Adult Literacy Program – \$20,000.00</u>
	Total - \$20,000.00

Program Contact Information

Name: Brandy Tolbert

Title: CEO

Address: P.O. Box 2123 COLUMBUS GA 31902

Phone #: 706-587-2131

Project Description

Literacy Alliance has been working in Columbus since 1990. Literacy Alliance has worked hard since it's inception to increase literacy rates among our entire community. They have accomplished this through numerous programs such as, Kindergarten Readiness, Adult Literacy programming and the Book Parade. The lives touched through their programming have been countless and those helped continue to give back in support of future programming. There is no better comparison to crime prevention than to that of literacy rates in a community.

I, Brandy Tolbert the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Literacy Alliance as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized after school programming through after school tutoring and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Literacy Alliance

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Literacy Alliance to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$20,000.00 to Literacy Alliance of Columbus in an effort to increase literacy rates of Muscogee county residents in an effort to reduce crime and lower recidivism rates among adults.

Analysis: Literacy Alliance has been working in Columbus since 1990. Literacy Alliance has worked hard since it’s inception to increase literacy rates among our entire community. They have accomplished this through numerous programs such as, Kindergarten Readiness, Adult Literacy programming and the Book Parade. The lives touched through their programming have been countless and those helped continue to give back in support of future programming. There is no better comparison to crime prevention than to that of literacy rates in a community.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Literacy Alliance of Columbus to provide quality literacy programming and tutoring for adults and juveniles.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH LITERACY ALLIANCE OF COLUMBUS FOR \$20,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF LITERACY ALLIANCE.

WHEREAS, Literacy Alliance of Columbus program has been designed to impact the lives of adults and children living within Muscogee County and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$20,000.00 to Literacy Alliance of Columbus.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Literacy Alliance of Columbus for \$20,000.00 for funding the Literacy Alliance of Columbus program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Thomas voting_____.
- Councilor Tucker voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

24. Micahs Promise - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Micahs Promise for \$20,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government
Council Meeting
8/30/2022
Agenda Report # ____

TO: Mayor and Council
SUBJECT: Micah’s Promise
INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Micah’s Promise to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$20,000.00 to Micah’s Promise effort to reduce the level of human trafficking through four objectives.

- Objective 1: To **educate** about the dangers of trafficking.
- Objective 2: To **prevent** children from becoming victims of human trafficking.
- Objective 3: To increase the **rescue** opportunities for sex trafficked persons.
- Objective 4: To increase the **restorative** opportunities for individuals ages 12-17.

Analysis: Funds will be used to pay for quality programming for juveniles within Muscogee County.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Micah’s Promise to provide funding for quality programming within Muscogee County.

A RESOLUTION
NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH MICAHS PROMISE FOR \$20,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE MICAHS PROMISE PROGRAM.

WHEREAS, Micah’s Promise has the Micah’s Promise program to reduce the level of human trafficking of juveniles within Muscogee County and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$20,000.00 to Micah’s Promise.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Micah’s Promise for \$20,000.00 for funding the Micah’s Promise program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

_____	_____
SANDRA DAVIS	SKIP HENDERSON
CLERK	MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Micah's Promise

Grant Amount: \$20,000.00

Budget:	Personnel	– \$10,000.00
	Supplies	- \$10,000.00
	Total	- \$20,000.00

Program Contact Information

Name: Bobbi Starr Title: Executive Director

Address: 233 12th street Suite 601, Columbus, GA 31901

Phone #: 706-507-0825

Project Description:

Micah's Promise was created to help stop child sex trafficking

Objective 1: To **educate**:

- a. the Muscogee County mass public that human trafficking is a high-risk, low profit, readily-recognizable crime in an effort to reduce demand,
- b. caregivers and adult volunteers of children about human trafficking indicators, and
- c. sex trafficking victims of rescue opportunities.

Objective 2: To **prevent** children from becoming victims of human trafficking through programs that teach them about friendly enemies, stranger danger, bully prevention, self-defense and positive self-image.

Objective 3: To increase the **rescue** opportunities for sex trafficked persons or those at risk so they are empowered to take action to escape sex slavery.

Objective 4: To increase the **restorative** opportunities for individuals ages 12-17 who have been involved in human trafficking so they are safe and healthy, and equipped with life skills, thus decreasing likelihood of recidivism.

I, Bobbi Starr the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Micah's Promise the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to "Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an

additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

25. New Birth Outreach - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with New Birth Outreach for \$20,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: New Birth Outreach

Grant Amount: \$20,000.00

Budget:	Equipment	- \$5,000.00
	Programming	- \$5,000.00
	Supplies	- \$5,000.00
	<u>Personnel</u>	<u>- \$5,000.00</u>
	Total	- \$20,000.00

Program Contact Information

Name: Tyila Cooks Title: Director

Address: 10107 Veterans Parkway, Midland, GA 31820

Phone #: 706-577-4164

Project Description:

New Birth Outreach Church's Lifebridge program consists of multiple components:

Community of Care:

Providing dinner during a busy time

Covering families in prayer

Childcare for a limited amount of time

Transportation

Providing the child with needed essentials

Tutoring

Court Advocacy: Court Appointed Special Advocate (CASA) is a national association in the United States that supports and promotes court-appointed advocates for abused or neglected children to provide children with a safe and healthy environment in permanent homes. We partner with CASA so that interested volunteers are trained and certified by CASA Staff.

Mentoring: We developed My Lifebridge Academy as part of our mentoring path to help foster teens and at-risk youth learn the skills needed to navigate life successfully. Education, employment, and mentoring are preventative measures against unplanned pregnancy, incarceration, drug and alcohol addiction, and homelessness.

I, Tyila Cooks the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of New Birth Outreach of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least

\$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: New Birth Outreach

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with New Birth Outreach to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$20,000.00 to New Birth Outreach to run a mentoring and tutoring program that will work with juveniles within Muscogee County.

Analysis: The New Birth Outreach Program will work to identify and re-direct young people away from potential delinquent or dangerous behaviors. This untreated behavior normally results in expulsion or incarceration.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with New Birth Outreach Program to provide funding for mentoring and tutoring to juveniles of Muscogee County.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH THE NEW BIRTH OUTREACH PROGRAM FOR \$20,000.00 FOR THE PURPOSE OF FUNDING THE MENTORING PROGRAM.

WHEREAS, the New Birth Outreach Program has the mentoring Program to impact the lives of at risk juveniles and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$20,000.00 to The New Birth Outreach Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with The New Birth Outreach Program for \$20,000.00 for funding the mentoring program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

26. NFOAAYA - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with NFOAAY for \$25,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Neighborhoods Focused on African American Youth, Inc.

Amount: \$25,000.00

Budget:	Program Director –	\$20,000.00
	Supplies -	\$1,000.00
	Workbooks -	\$2,000.00
	<u>Web-based curriculum -</u>	<u>\$2,000.00</u>
	Total -	\$25,000.00

Program Contact Information

Name: Cheryl Bursh

Title: Director

Address: P.O. Box 72046, Marietta, Georgia 30007

Phone #: 404-460-9089

Project Description

NFOAAY began working in Elizabeth Canty Homes in 2004. The results since that day have been dramatic when it comes to test scores and truancy among the students involved in after school tutoring. The uniqueness of the program is that it partners with the residents to help in the mentoring and tutoring process. This creates ownership for everyone involved. The program is designed to help children age 3 to middle school. The program will be housed within the Elizabeth Canty, Farley, Chase, Wilson and Warren Williams offices. The program is conducted 2.5 hours each day after school to help students with 1)reading and math skills 2)homework assistance 3)one on one tutoring for those suffering below their grade level and 4)character building exercises. There is also a component of Parent Planning skills which will be held monthly.

I, Cheryl Bursh the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of NFOAAY as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized after school programming through after school tutoring and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The quarterly report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative, Cheryl Bursh

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Neighborhoods Focused on African American Youth, Inc.

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Neighborhoods Focused on African American Youth, Inc. to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$25,000.00 to Neighborhoods Focused on African American Youth in an effort to provide quality after school programming and tutoring for juveniles during the school year.

Analysis: Funds will be used to pay for after school tutoring, mentoring and advanced help for children in need. The program will be held in Warren Williams and Elizabeth Canty housing. The connection between literacy, study skill and crime prevention is unmistakable. This program fills that need in a much needed area.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Neighborhoods Focused on African American Youth to provide quality after school programming and tutoring for juveniles during the school year.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH NEIGHBORHOODS FOCUSED ON AFRICAN AMERICAN YOUTH, INC. FOR \$25,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF NEIGHBORHOODS FOCUSED ON AFRICAN AMERICAN YOUTH, INC.

WHEREAS, Neighborhoods Focused on African American Youth program has been designed to impact the lives of children living within public housing and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$25,000.00 to Neighborhoods Focused on African American Youth, Inc.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Neighborhoods Focused on African American Youth, Inc. for \$25,000.00 for funding the Neighborhoods Focused on African American Youth program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

27. Omega Lambda - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Omega Lambda for \$20,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Omega Lambda

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Omega Lambda to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$20,000.00 to Omega Lambda in the effort to educate and enlighten juveniles. Omega Lambda provides a platform of mentoring and education to significantly at risk youth. The mentoring will come in one on one interaction with the organization and it's members. This program brings two very effective means of intervention, (mentoring and skills training), together into one program.

Analysis: Funds will be used to pay for quality programming as well as mentoring for juveniles within Muscogee County.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Omega Lambda to provide funding for quality programming as well as mentoring for students within Muscogee County.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH OMEGA LAMBDA FOR \$20,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE MENTORING PROGRAM.

WHEREAS, Omega Lambda has the mentoring program to impact the lives of juveniles within Muscogee County and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$20,000.00 to Omega Lambda.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Omega Lambda for \$20,000.00 for funding the Omega Lambda mentoring program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Omega Lambda

Grant Amount: \$20,000.00

Budget:	Personnel	– \$6,000.00
	Supplies	- \$3,000.00
	Travel	- \$10,000.00
	<u>Marketing</u>	- <u>\$1,000.00</u>
	Total	- \$20,000.00

Program Contact Information

Name: Marvin Broadwater Title: Director

Address: P.O. Box 6644, Columbus, GA 31907

Phone #: 706-315-6454

Project Description:

The primary purpose of the organization is to empower economically disadvantaged youth from high-poverty and high-crime areas in Muscogee County with the tools needed to graduate high school, successfully apply to college, and obtain a Bachelor's degree. The goal will be reached by providing mentoring, enrichment sessions, SAT/ACT prep and school visits.

I, Marvin Broadwater the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Omega Lambda of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least

\$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

28. Open Door - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Open Door for \$15,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Open Door Community House

Amount: \$15,000.00

Budget:	Academic curriculum –	\$15,000.00
	Total -	\$15,000.00

Program Contact Information

Name: Kim Jenkins

Title: Executive Director

Address: 2405 Second Avenue, Columbus GA 31901

Phone #: 706-323-5518

Project Description

The Mathews Promise Academy is an afterschool and summer program for children and youth ages 5-17. The Academy provides a safe and structured program and intentionally focuses on academic and social development to empower impoverished children and youth as an alternative to criminal activity and to break the cycle of generational poverty.

I, Kim Jenkins the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Open Door Community House as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized counseling and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative, Kim Jenkins

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Open Door Community House

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Open Door to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to Open Door to help implement the Mathews Promise Academy. The Mathews Promise Academy is an afterschool and summer program for children and youth ages 5-17. The Academy provides a safe and structured program and intentionally focuses on academic and social development to empower impoverished children and youth as an alternative to criminal activity and to break the cycle of generational poverty.

Analysis: Funds will be used to pay for quality programming as well as education for at risk individuals.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Open Door to provide funding for the Mathews Promise Academy.

A RESOLUTION
NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR
CONTRACT WITH OPEN DOOR COMMUNITY HOUSE FOR \$15,000.00 FOR
THE PURPOSE OF FUNDING THE INITIATIVES OF OPEN DOOR.

WHEREAS, Open Door has the Mathews Promise Academy to impact the lives of
at impoverished children and youth and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding
under the Crime Prevention Program for this project in the amount of \$15,000.00 to the
Mathews Promise Academy.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA,
HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the
Columbus Office of Crime Prevention with Open Door for \$15,000.00 for funding the
Mathews Promise Academy. Funds are budgeted in the FY23 budget: Other Local Option
Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th
day of August, 2022 and adopted at said meeting by the affirmative vote of _____
members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

_____	_____
SANDRA DAVIS	SKIP HENDERSON
CLERK	MAYOR

File Attachments for Item:

29. Overflo - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Overflo for \$25,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Overflow Outreach Ministries

Grant Amount: \$25,000.00

Budget:	Personnel	– \$4,500.00
	Supplies	- \$15,500.00
	Printing	- \$2,500.00
	<u>Marketing</u>	- \$2,500.00
	Total	- \$25,000.00

Program Contact Information

Name: Gerald Riley Title: President

Address: 1700 Boxwood Place, Suite B, Columbus, GA 31906

Phone #: 706-575-6635

Project Description:

Overflow provides a platform of mentoring to significantly at risk youth, many from Rothschild Middle School. The mentoring will come in one on one interaction with thirty plus volunteers and through cosmetology training. Several children mentored have gone on to complete their studies in cosmetology and are now working. None of the funding would go toward overhead or capital expenditures. This program brings two very effective means of intervention, (mentoring and skills training), together into one program.

I, Gerald Riley the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Overflow Outreach Ministries of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (c) the times and dates that the Grant programs are available – essentially a schedule of services; (d) the number of participants in the program and schools they attend; (e) Description of the process used to identify individuals for which services will be provided; (f) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to "Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least

\$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Overflow Outreach

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Overflow Outreach to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$25,000.00 to Overflow Outreach effort to educate and enlighten juveniles. Overflow provides a platform of mentoring to significantly at risk youth. The mentoring will come in one on one interaction with thirty plus volunteers and through cosmetology training. Several children mentored have gone on to complete their studies in cosmetology and are now working. This program brings two very effective means of intervention, (mentoring and skills training), together into one program.

Analysis: Funds will be used to pay for quality programming as well as mentoring for juveniles within Muscogee County.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Overflow Outreach to provide funding for quality programming as well as mentoring for students within Muscogee County.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH OVERFLOW OUTREACH FOR \$25,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE OVERFLOW OUTREACH PROGRAM.

WHEREAS, Overflow Outreach has the mentoring program to impact the lives of juveniles within Muscogee County and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$25,000.00 to Overflow Ministries.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Overflow Ministries for \$25,000.00 for funding the Overflow Ministries mentoring program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

30. Protege Project - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Protege Project for \$10,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: The Protégé Project Inc.

Grant Amount: \$10,000.00

Budget:	Personnel	- \$6,000.00
	<u>Equipment/Supplies</u>	<u>-\$4,000.00</u>
	Total	- \$10,000.00

Program Contact Information

Name: Taneshia Lyles Title: Director

Address: 233 12th street, Suite 730 Columbus, Georgia 31901

Phone #: 706-507-5711

Project Description:

The primary purpose of the organization is to mentor and tutor at risk youth within Muscogee County. This will be accomplished through the director and volunteers. The children will be referred through the juvenile court system and MCSD.

I, Taneshia Lyles the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Protégé Project, Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a recreation, tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
 - (a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings;
 - (b) the name of the chairman and the secretary of the advisory committee;
 - (c) the times and dates that the Grant programs are available – essentially a schedule of services;
 - (d) the number of participants in the program and schools they attend;
 - (e) Description of the process used to identify individuals for which services will be provided;
 - (f) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an

additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Protégé Project

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Protégé Project to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$10,000.00 to Protégé Project to educate juveniles through tutoring and mentoring.

Analysis: Protégé Project will work with the residents of Muscogee County to provide mentoring and education to juveniles.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Protégé Project to provide funding for educational support of juveniles.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH PROTÉGÉ PROJECT FOR \$10,000.00 FOR THE PURPOSE OF FUNDING THE EDUCATION OF JUVENILES WITHIN MUSCOGEE COUNTY.

WHEREAS, the Protégé Project has the education program to impact the lives of at risk juveniles and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$10,000.00 to Protégé Project.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Protégé Project for \$10,000.00 for funding the education of juveniles. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

31. Right from the Start - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Right from the Start for \$15,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Right from the Start – Survival Skills for Healthy Families

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Right from the Start to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to Right from the Start in an effort to create an instructional parenting program.

Analysis: Funds will be used to pay for quality programming directed at creating a better relationship with parents toward their children. It will be conducted at South Columbus UMC. Classes will be conducted on rebuilding relationships between parents and children.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Right from the Start to provide funding for mentoring and quality programming for at risk families.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH RIGHT FROM THE START FOR \$15,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE FAMILY WELLNESS PROGRAM.

WHEREAS, Right from the Start has the Family Wellness Program to impact the lives of families to reduce the rate of drug usage, pregnancy and delinquency and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$15,000.00 to Right from the Start for the Family Wellness Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Right from the Start for \$15,000.00 for funding the Family Wellness Program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Right from the Start

Grant Amount: \$20,000.00

Budget:	Program Supplies -	\$6,000.00
	Personnel –	<u>\$9,000.00</u>
	Total -	\$15,000.00

Program Contact Information

Name: Debbie Caballero

Title: Executive Director

Address: 1104 2nd Avenue, P.O. Box 550, Columbus, GA 31901

Phone #: 706-256-1019

Project Description

The Family FIRST program is based on a curriculum titled Family Wellness: Survival Skills for Healthy Families. The program teaches patterns and skills that support a healthy family life. This program provides instruction on the role of parents, the role of children and the role of other adults in the family. Single parent homes and step-family concerns are also covered in this program. The examples and exercises used in Family FIRST offer ways to practice the skills taught and a chance to learn the patterns that support healthy family life. Families, including children age 8 and above, attend this program together and learn from other families while participating. All participants will receive encouragement and follow-up communication regarding how to develop and practice the skills to manage their lives and to prevent and solve problems.

I, Debbie Caballero the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Teen Advisors as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized after school programming through tutoring and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

File Attachments for Item:

32. Second Chance Works - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Second Chance Works for \$50,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: The W.O.R.K.S. Program

Grant Amount: \$50,000.00

Budget:	Personnel	– \$50,000.00
	Total	- \$50,000.00

Program Contact Information

Name: Dr. Charles Flowers Title: Executive Director

Address: 3190 Huntwood Drive, Columbus, GA 31907

Phone #: 229-886-7922

Project Description:

In 2013, Dr. Flowers began collaborating with Chris Lindsey, Principal at G.W. Carver High School. This was in response to the discipline issues and disruptions they were experiencing at Carver. It has since expanded into fourteen other schools.

It will focus on specific students and families of students identified from data collected pertaining to negative behaviors of the student. Through this identification there will be parenting workshops and intervention. They will also create alternate solutions to suspension by working hand in hand with schools. Throughout this process the parents and families become part of the solution.

I, Charles Flowers the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of The W.O.R.K.S. Program the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
 - (a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings;
 - (b) the name of the chairman and the secretary of the advisory committee;
 - (d) the times and dates that the Grant programs are available – essentially a schedule of services;
 - (e) the number of participants in the program and schools they attend;
 - (f) Description of the process used to identify individuals for which services will be provided;
 - (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of

Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles ("GAAP") to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this

Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government**Council Meeting****8/23/2022****Agenda Report # ____**

TO: Mayor and Council

SUBJECT: W.O.R.K.S.

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with W.O.R.K.S. to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$50,000.00 to W.O.R.K.S. in an effort to provide quality after school programming and tutoring for juveniles during the school year.

Analysis: Funds will be used to pay for after school tutoring, mentoring and advanced help for children in need. It will focus on specific students and families of students identified from data collected pertaining to negative behaviors of the student. Through this identification there will be parenting workshops and intervention. They will also create alternate solutions to suspension by working hand in hand with schools.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with W.O.R.K.S. to provide quality after school programming and tutoring for juveniles during the school year.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH W.O.R.K.S. FOR \$50,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF W.O.R.K.S.

WHEREAS, W.O.R.K.S. program has been designed to impact the lives of children living within Muscogee County and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$50,000.00 to W.O.R.K.S.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with W.O.R.K.S. for \$50,000.00 for funding the W.O.R.K.S. program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 23rd day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

33. Springer - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Springer for \$25,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Springer Opera House/DBA First Act Program

Amount: \$25,000.00

Budget:	Personnel –	\$25,000.00
	Total -	\$25,000.00

Program Contact Information

Name: Sally Baker Title: Director

Address: 103 10th Street, Columbus, GA 31901

Phone #: 706-324-1100

Project Description

The objectives for First Act would be to:

- Provide meaningful opportunities for children and caregivers to build family connections around art
- Encourage children and caregivers to “practice” research-based conflict resolution, self-soothing, and naming emotion methods as part of the performance
- Guide children and caregivers to developmentally appropriate emotional language
- Emphasize and practice curriculum from The Basics of the Chattahoochee Valley (thebasics.org)
- Practice early literacy habits
- Expose a wider community to the arts in Columbus and encourage student participation in the arts

I, Sally Baker the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Springer Opera House as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of individualized programming through arts integration, speech and mentoring.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a quarterly report on the progress of the programs. The quarterly report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative, Sally Baker

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: PAIR – Springer Opera House

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with First Act Program – Springer Opera House to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$25,000.00 to Springer Opera House effort to educate and enlighten juveniles and their families through arts integration and mentoring in neighborhood programs. This program will target families within South and East Columbus.

Analysis: Funds will be used to pay for quality programming as well as mentoring for students and families within South and East Columbus.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Springer Opera House to provide funding for quality programming as well as mentoring for students and families in South and East Columbus.

A RESOLUTION
NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH SPRINGER OPERA HOUSE FOR \$25,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF THE FIRST ACT PROGRAM.
WHEREAS, Springer Opera House has the First Act Program to impact the lives of students and families within South and East Columbus. and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$25,000.00 to Springer Opera House.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Springer Opera House for \$25,000.00 for funding the First Act Program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

34. STEAM - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with STEAM for \$10,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Lets Grow STEAM

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Lets Grow STEAM to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$10,000.00 to Lets Grow STEAM in an effort to provide quality after school programming for juveniles during the school year and a one time Expo

Analysis: Funds will be used to pay for a one time Expo, after school mentoring and critical thinking exercises. Solution solving and team work are instrumental to the projects success and these can be core deterrents to crime preventive measures.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Lets Grow STEAM to provide quality after school programming for juveniles during the school year.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH LETS GROW STEAM FOR \$10,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF LETS GROW STEAM

WHEREAS, Lets Grow STEAM program has been designed to impact the lives of children living within Muscogee County and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$10,000.00 to Lets Grow STEAM

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Lets Grow STEAM for \$10,000.00 for funding the Lets Grow STEAM program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Thomas voting_____.
- Councilor Tucker voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Let's Grow STEAM

Grant Amount: \$10,000.00

Budget:	Supplies	- \$10,000.00
	Total	- \$10,000.00

Program Contact Information

Name: Robbie Branscomb Title: Executive Director

Address: P.O. Box 5114, Columbus, GA 31906

Phone #: 706-577-3409

Project Description:

The Youth College and Careers Expo (YCCExpo) exposes participants 4th through 12th grade with access to colleges, universities and STEAM based professionals. Within the YCCExpo, students benefit from visits to over 50 businesses, organizations, colleges and universities, and learn within seminars how to prepare for college/career, how to engage their interpersonal skills and nonverbal communication cues, just to name a few. The low-to-moderate income participants will have direct access to over 50 college and university representatives to apply for admission and learn about the schools' processes, over 80 business professionals in which questions about STEAM careers can be asked, exposure to organizations that some of them may not have known about, and hands-on activities that increase the understanding of how job functions and processes work.

I, Robbie Branscomb the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Let's Grow STEAM the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
 - (a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings;
 - (b) the name of the chairman and the secretary of the advisory committee;
 - (d) the times and dates that the Grant programs are available – essentially a schedule of services;
 - (e) the number of participants in the program and schools they attend;
 - (f) Description of the process used to identify individuals for which services will be provided;
 - (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to "Seth Brown, Director of

Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles ("GAAP") to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this

Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

35. Truth Springs - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Truth Springs for \$25,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/30/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Truth Spring

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Truth Springs to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$25,000.00 to Truth Springs to run a Trade School Program.

Analysis: Funds will be used to help implement the Truth Springs Trade School. This will empower residents of North Highland to change their own outcome as well as the are of North Highland.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the Mayor and City Manager to enter a one year contract with Truth Springs to provide funding for The Trade School Program.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH TRUTH SPRINGS FOR \$25,000.00 FOR THE PURPOSE OF FUNDING THE TRADE SCHOOL PROGRAM.

WHEREAS, the Truth Springs organization has the Trade School Program to impact the lives of at risk adults and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$25,000.00 to Truth Springs.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Truth Springs for \$25,000.00 for funding the Trade School program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 30th day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Truth Springs

Grant Amount: \$25,000.00

Budget:	Personnel	– \$25,000.00
	Total	- \$25,000.00

Program Contact Information

Name: Carrie Strickland Title: President

Address: 3314 5th Ave, Columbus, GA 31904

Phone #: 706-987-7109

Project Description:

Truth Spring Trade School is a critical component to rebuilding the North Highland community. A core component to the make-up of Truth Spring is our belief in "development from within". We believe that authentic community development means developing the people who currently live in the community, not bypassing them. We believe authentic community development means equipping residents with the resources and skills to better their lives and better their community. The objective of the Truth Spring Trade School is to give every resident in the North Highland community the opportunity to engage in productive, meaningful work as they are given the opportunity to rebuild their own community with their own hands.

I, Carrie Strickland the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been

given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Truth Springs of Columbus the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a employment and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.
7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from

other funds. The accounting system shall also separate Grant related expenses from other expenses.

8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles ("GAAP") to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

36. Turn Around Columbus - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Turn Around Columbus for \$25,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Turn Around Columbus

Grant Amount: \$25,000.00

Budget:	Personnel	- \$13,000.00
	<u>Supplies</u>	<u>- \$12,000.00</u>
	Total	- \$25,000.00

Program Contact Information

Name: Ronzell Buckner Title: Executive Director

Address: 612 ½ Dirk Way, Columbus, GA 31907

Phone #: 706-442-8044

Project Description:

Victory Garden After-School and Wrap-Around Support Program

- a. Arts and Literacy exercises that build self-confidence and explore positive self-expression
- b. Dr. Martin Luther King Jr. Outdoor Learning Trail local history activities
- c. African-American book club Storytime, a curated selection of culturally relevant books that are read out loud and used to build literacy and vocab
- d. Garden-based hands-on lessons in science and math
- e. Work-based learning garden tasks
- f. Parental Education classes on parenting/behavioral management, healthy living, and financial literacy.
- g. Parent-Teacher-Community dinner, hosted by the children in the afterschool program to honor their families and teachers.
- h. Camp-fire talks with TAC volunteers, parents, and community elders on stopping violence, building community, and standing for justice

- i. Year-round produce production with tunnel houses that will be sold to the community at a subsidized affordable price by high school Youth Garden Leaders as a youth-run small business.

I, Ronzell Buckner the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of The Flourishing Ladies Program the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
 - (a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings;
 - (b) the name of the chairman and the secretary of the advisory committee;
 - (c) the times and dates that the Grant programs are available – essentially a schedule of services;
 - (d) the number of participants in the program and schools they attend;
 - (e) Description of the process used to identify individuals for which services will be provided;
 - (f) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that

any complaints about the Grant Recipient should be made to “Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims

for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/23/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Turn Around Columbus

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Turn Around Columbus to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$25,000.00 to Turn Around Columbus in an effort to provide quality programming for juveniles within Muscogee County.

Analysis: Funds will be used to pay for training opportunities and mentoring for children within the Muscogee County.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Turn Around Columbus to provide quality programming for juveniles within the Muscogee County.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH TURN AROUND COLUMBUS FOR \$25,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF TURN AROUND COLUMBUS

WHEREAS, Turn Around Columbus program has been designed to impact the lives of children living within Muscogee County,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$25,000.00 to Turn Around Columbus

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Turn Around Columbus for \$25,000.00 for funding the Victory Garden program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 23rd day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

37. Whole Person/ I am Her - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with I am Her for \$10,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Whole Person Ministries – I’m With Her

Grant Amount: \$10,000.00

Budget:	Supplies	– \$10,000.00
	Total	- \$10,000.00

Program Contact Information

Name: Corey Neal Title: Executive Director

Address: 2821 8thth street, Columbus, GA 31906

Phone #: 706-566-1084

Project Description:

This project is an extension of Whole Person Ministry, Inc. efforts to address the many challenges facing children in our community that includes our young girls. With the rise of violence in the Columbus community young girls are also negatively impacted. The partnership established between IAMHER Mentoring Services and Men Act This Way Mentoring Program, Inc. under Whole Person Ministry Inc will have a positive impact and influence over the lives of young girls within Columbus Georgia. The purpose of this project is to expand our current mentoring efforts to work with young girls to shape character that will help them maximize their full academic and social potential as well as becoming productive citizens.

I, Corey Neal the duly authorized representative of the above named Grant Recipient, do hereby agree

to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of The Flourishing Ladies Program the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to "Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an

additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/23/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Whole Person Ministries

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Whole Person Ministries to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$10,000.00 to Whole Person Ministries in an effort to provide quality programming for juveniles through “I Am With Her”, within Muscogee County.

Analysis: Funds will be used to pay for training opportunities and mentoring for children within the Muscogee County.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Whole Person Ministries to provide quality programming for juveniles within the Muscogee County.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH WHOLE PERSON MINISTRIES FOR \$10,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF WHOLE PERSON MINISTRIES

WHEREAS, Whole Person Ministries program has been designed to impact the lives of children living within Muscogee County,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$10,000.00 to Whole Person Ministries

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Whole Person Ministries for \$10,000.00 for funding the I am With Her program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 23rd day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

38. Whole Person/ Men Act This Way - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Whole Person - Men Act This Way for \$15,000 in Crime Prevention Grant funds.

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/23/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Whole Person Ministries

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Whole Person Ministries to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to Whole Person Ministries in an effort to provide quality programming for juveniles within Muscogee County.

Analysis: Funds will be used to pay for training opportunities and mentoring for children within the Muscogee County.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Whole Person Ministries to provide quality programming for juveniles within the Muscogee County.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH WHOLE PERSON MINISTRIES FOR \$15,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF WHOLE PERSON MINISTRIES

WHEREAS, Whole Person Ministries program has been designed to impact the lives of children living within Muscogee County,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$15,000.00 to Whole Person Ministries

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Whole Person Ministries for \$15,000.00 for funding the Men Act this Way program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 23rd day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Whole Person Ministries – Men Act This Way

Grant Amount: \$15,000.00

Budget:	Supplies	– \$15,000.00
	Total	- \$15,000.00

Program Contact Information

Name: Corey Neal Title: Executive Director

Address: 2821 8thth street, Columbus, GA 31906

Phone #: 706-566-1084

Project Description:

This project will combined all current mentoring efforts under the name of **Men act This Way, Inc.** The purpose of this project is to expand our current mentoring efforts in two distinct environments working with young men to shape character that will help them maximize their full academic and social potential as well as becoming productive citizens. The mentoring curriculum being used is a modified version of Project Manhood that was developed by Dr.Sheldon D.Nix.

The curriculum being used for this project **Men Act This Way, Inc.** pulls from those two key areas of focus and has been used for the past 10 years by Mr. Mitchell and Dr. Forte. The first environment is school-based mentoring targeting males in third (3rd), fourth (4th), and fifth (5th) grades. The program occurs at schools identified as needing improvement based on the report card generated by the Georgia State Board of Education. The second environment is a community-based mentoring for males ages 9-17 living in the Midtown area of Columbus, GA. Midtown is a poverty-stricken area.

I, Corey Neal the duly authorized representative of the above named Grant Recipient, do hereby agree

to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of The Flourishing Ladies Program the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of a tutoring and mentoring program.
3. When reimbursement is sought, the name of the person providing the service shall be provided along with the type of service provided. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide:
(a) the names, telephone numbers and email addresses for the advisory committee members in each county and a copy of the minutes, signed by the chairman and the secretary, for each of their meetings; (b) the name of the chairman and the secretary of the advisory committee; (d) the times and dates that the Grant programs are available – essentially a schedule of services; (e) the number of participants in the program and schools they attend; (f) Description of the process used to identify individuals for which services will be provided; (h) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. All persons utilized by Grant Recipient who are to have contact with juvenile participants must undergo federal criminal background checks prior to the contact. Grant Recipient shall provide a list of the names of any persons, whether paid or unpaid, who are to have contact with any program participants and shall provide the results of the criminal background checks to the Agency prior to any contact with program participants.
6. Grant Recipient shall provide to Agency a list of all Program participants. The parent or guardian of each participant as well as the participant shall sign an acknowledgement that any complaints about the Grant Recipient should be made to "Seth Brown, Director of Office of Crime Prevention, P.O. Box 1340, Columbus, Georgia 31902-1340. The signed acknowledgement shall be submitted to the Agency.

7. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
8. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The monthly report shall provide statistical data that supports the projects goals of reducing school drop-outs, juvenile delinquency and crime rates among juveniles.
9. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.
10. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the Georgia Criminal Justice Coordinating Council determines the funds have been misused.
11. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
12. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
13. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the Criminal Justice Coordinating Council, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
14. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
15. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an

additional insured.

16. All services must be provided by properly certified or licensed personal.

17. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative,

Date

File Attachments for Item:

39. Young Life - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Young Life for \$15,000 in Crime Prevention Grant funds.

Local Assistance Grant Agreement

Grant Program Name: Columbus Office of Crime Prevention

Fiscal Agent: Muscogee County

Administering Agency: Columbus Office of Crime Prevention

Grant Recipient: Young Life

Amount: \$15,000.00

Budget:	Personnel -	\$15,000.00
	Total -	\$15,000.00

Program Contact Information

Name: Lauren Johnson

Title: Area Director

Address: P.O. Box 1498 Columbus, GA 31902

Phone #: 706-327-3991

Project Description

Young Life effort is to mentor juveniles from ages 14-18 in Carver High and Hardaway High to reduce the truancy rate, drug usage, pregnancy and delinquency among juveniles within the school system.

I, Lauren Johnson the duly authorized representative of the above named Grant Recipient, do hereby agree to the following terms that outline the requirements of Columbus, Georgia for organizations/agencies receiving funds from the Columbus Office of Crime Prevention. I have been given the opportunity to ask questions regarding these terms and fully understand my organization's obligations incurred by accepting this grant. I understand that prior to the disbursements of any funds the following criteria must be met:

1. The above named Grant Recipient represents the beneficiaries of the Grant and the above named individual is authorized to act in the name of Columbus Community Center as the Grant Recipient.
2. The subject matter of this Agreement is primarily the provision of services in the form of mentoring and after school services.
3. The Grant Recipient shall immediately notify the Agency if any of their service providers are arrested. At the time Grant Recipient learns that one of its service providers has been arrested, then Grant Recipient shall cease to use such service provider in connection with programs funded by this Grant.
4. In the initial report submitted to the Administering Agency, Grant Recipient shall provide: (a) the name of the chairman and the secretary of the advisory committee; (b) the times and dates that the Grant programs are available – essentially a schedule of services; (c) the number of participants in the program; (d) Description of the process used to identify individuals for which services will be provided; (e) provide specifics on the evaluation process that addresses how the process will work, how the statistical data will be gathered, how it will be analyzed.
5. Grant Recipient shall provide an accounting system that shall separate Grant Funds from other funds. The accounting system shall also separate Grant related expenses from other expenses.
6. Grant Recipient shall submit to Agency a monthly report on the progress of the programs. The report shall provide statistical data that supports the projects goals of reducing the recidivism rates of the participants within the program.
7. Grant Recipient shall use Grant Funds strictly for the purposes outlined in the Grant. Any changes to the programs must be submitted in writing to Columbus Office of Crime Prevention for approval or the funding may be jeopardized.

8. Grant Recipient shall identify the members of its Board of Directors which will assume liability if the CCG determines the funds have been misused.
9. Monthly report must be submitted to Seth Brown electronically by the 10th day of the month. Once the report is approved it will be submitted to the Office of Crime Prevention Board for evaluation.
10. The Grant Recipient shall use generally accepted accounting principles (“GAAP”) to account for all financial transactions used to substantiate the fulfillment of this Grant.
11. The Grant Recipient shall maintain all records of Grant-related financial transactions for a minimum of three years after the completion of the Grant and to make all records available for inspection and fully cooperate with any audit or investigation requested or undertaken by the CCG, the State Auditor, the Internal Auditor for Columbus, Georgia, or any other officials of the state or federal government who have the authority to conduct audits.
12. The Grant Recipient shall comply at all times with the provisions of Article I, Section II, and Paragraph VII of the Georgia Constitution regarding the prohibition against Sectarian Aid.
13. The Grant Recipient hereby releases Columbus, Georgia from any liability whatsoever and Grant Recipient hereby agrees to indemnify Columbus, Georgia against any and all claims for damages, bodily injury or death arising from any of the activities contemplated by this Agreement raised by any person. Grant Recipient shall provide to Columbus, Georgia a certificate of insurance that shows general liability coverage in the amount of at least \$1,000,000 per occurrence and which shows that Columbus, Georgia is named as an additional insured.
14. All services must be provided by properly certified or licensed personal.
15. In the event there is any discrepancy in the language of the project description and these numbered paragraphs, the language in the numbered paragraphs shall control.

Signature of City Manager, Isaiah Hugley

Date

Approved as to form by City Attorney

Date

Signature of Grant Recipient Representative

Date

Agenda Item # ____

Columbus Consolidated Government

Council Meeting

8/23/2022

Agenda Report # ____

TO: Mayor and Council

SUBJECT: Young Life

INITIATED BY: Columbus Office of Crime Prevention

Recommendation: Approval is requested to enter into a one-year contract with Young Life to award funding for Crime Prevention initiatives.

Background: Columbus Office of Crime Prevention has agreed to recommend the funding of \$15,000.00 to Young Life effort to mentor juveniles from ages 14-18 in Carver High and Hardaway High to reduce the truancy rate, drug usage, pregnancy and delinquency among juveniles within the school system.

Analysis: Funds will be used to pay for quality programming as well as mentoring for juveniles.

Financial Considerations: These funds are appropriated from the Other Local Option Sales Tax, Crime Prevention Program and do not require a match.

Recommendations/ Actions: Approve the resolution authorizing the City Manager to enter into a one-year contract with Young Life to provide funding for mentoring and quality programming for high school children.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF A ONE-YEAR CONTRACT WITH YOUNG LIFE FOR \$15,000.00 FOR THE PURPOSE OF FUNDING THE INITIATIVES OF YOUNG LIFE.

WHEREAS, Young Life has the Young Life Program to impact the lives of juveniles to reduce the rate of truancy, drug usage, pregnancy and delinquency and,

WHEREAS, the Columbus Office of Crime Prevention has authorized funding under the Crime Prevention Program for this project in the amount of \$15,000.00 to the Young Life Program.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

The Mayor is hereby authorized to enter into a one-year contract through the Columbus Office of Crime Prevention with Young Life for \$15,000.00 for funding the Young Life Program. Funds are budgeted in the FY23 budget: Other Local Option Sales Tax, Crime Prevention Program.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 23rd day of August, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting_____.
- Councilor Crabb voting_____.
- Councilor Barnes voting_____.
- Councilor Davis voting_____.
- Councilor House voting_____.
- Councilor Huff voting_____.
- Councilor Garrett voting_____.
- Councilor Tucker voting_____.
- Councilor Thomas voting_____.
- Councilor Woodson voting_____.

SANDRA DAVIS
CLERK

SKIP HENDERSON
MAYOR

File Attachments for Item:

1. 2nd Reading- REZN-05-22-0912: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **0 / 3390 Wooldridge Road** (parcel # 075-001-033 / 075-001-030) from RE1 (Residential Estate 1) Zoning District to HMI (Heavy Manufacturing / Industrial) Zoning District with amended conditions. (Planning Department and PAC both recommend conditional approval.)(as amended) (Councilor Davis)

AN ORDINANCE

NO. _____

An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **0 / 3390 Wooldridge Road** (parcel # 075-001-033 / 075-001-030) from RE1 (Residential Estate 1) Zoning District to HMI (Heavy Manufacturing / Industrial) Zoning District with amended conditions .

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS FOLLOWS:

Section 1.

The Zoning Atlas on file with the Planning Department is hereby amended by changing the property described below from RE1 (Residential Estate 1) Zoning District to HMI (Heavy Manufacturing/Industrial) Zoning District with amended conditions:

All that tract or parcel of land situated in Land Lots 230 and 235 of the 19th Land District of Muscogee County, Georgia, and being more particularly described as follows:

Begin at a found 1/2" iron rebar at the intersection of the southerly right of way line of Wooldridge Road (an 80 foot right of way) with the westerly line of Land Lot 230, said rebar lying on a curve concave northeasterly; thence run Southeasterly along said right of way and curve with a radius of 756.54 feet, through a central angle of 47 degrees 40 minutes 29 seconds, for an arc distance of 629.50 feet (chord bears South 66 degrees 00 minutes 52 seconds East 611.50 feet) to a found 2" iron pipe and the point of tangency of said curve; thence continue along said right of way South 89 degrees 51 minutes 06 seconds East a distance of 1589.40 feet to a found 2" iron pipe; thence leaving said right of way run South 00 degrees 08 minutes 59 seconds West a distance of 1904.16 feet to a found 1/2" iron pipe; thence run South 00 degrees 06 minutes 49 seconds West a distance of 89.21 feet to a found 5/8" iron rebar; thence run North 89 degrees 10 minutes 06 seconds West a distance of 2197.92 feet to a found 1/2" iron rebar on the apparent westerly line of Land Lot 235; thence run North 01 degrees 25 minutes 50 seconds East along said land Lot Line a distance of 474.16 feet to a found 1 1/2" (outside diameter) iron pipe; thence run North 01 degrees 24 minutes 47 seconds East along said Land Lot Line a distance of 1740.68 feet to the POINT OF BEGINNING. Said lands containing 99.96 acres, more or less.

All that tract or parcel of land situated in Land Lot 235 of the 19th Land District of Muscogee County, Georgia and being more particularly described as follows:

Commence from a found 1/2" iron rebar at the intersection of the southerly right of way line of Wooldridge Road (an 80 foot right of way) with the westerly line of Land Lot 230, said rebar lying on a curve concave northeasterly; thence run sou _____ ng said right of way and said

curve with a radius of 756.54 feet, through a central angle of 47 degrees 40 minutes 29 seconds, for an arc distance of 629.50 feet (chord bears South 66 degrees 00 minutes 52 seconds East) to a found 2" iron pipe and the point of tangency of

said curve; thence continue along said right of way South 89 degrees 51 minutes 06 seconds East a distance of 294.21 feet; thence leaving said right of way run South 00 degrees 19 minutes 09 seconds West a distance of 703.40 feet to a set 5/8" iron rebar and cap "LS2319" and the POINT OF BEGINNING. From said POINT OF BEGINNING run South 89 degrees 40 minutes 51 seconds East a distance of 467.10 feet to a set 5/8" iron rebar and cap "LS2319"; thence run South 00 degrees 19 minutes 09 seconds West a distance of 467.00 feet to a set 5/8" iron rebar and cap "LS2319"; thence run North 89 degrees 40 minutes 51 seconds West a distance of 467.10 feet to a set 5/8" iron rebar and cap "LS2319"; thence run North 00 degrees 19 minutes 09 seconds East a distance of 467.00 feet to the POINT OF BEGINNING. Said lands containing 5.01 acres, more or less.

Section 2.

The above-described property is being rezoned subject to the following conditions:

- (1) A two hundred foot (200') natural vegetative buffer (undisturbed) shall be maintained by applicant or any successor in interest along the eastern boundary of the Subject Property and along the entire frontage of the Subject Property along Wooldridge Road;
- (2) The sole industrial use of the Subject Property shall be for the transportation, deposit, and storage of overburden. The Subject Property shall not be utilized for blasting, mining or aggregate processing;
- (3) The hours of operation for the transportation and deposit of overburden on the Subject Property shall be limited to the hours of 8:00 a.m. through 5:00 p.m. Monday - Friday. Neither applicant nor any successor in interest shall operate on weekends and Vulcan recognized holidays on the Subject Property;
- (4) Vehicular access to the Subject Property from Wooldridge Road shall be limited to access associated with the existing residence on the Subject Property. There shall be no industrial or commercial use of the entrances to the Subject Property from the adjoining public right of way;
- (5) Overburden material shall be transported to the Subject Property upon internal roads. No overburden shall be transported to the Subject Property along the public roads surrounding the Subject Property or qua

- (6) The trees located to the north of the existing home shall not be removed until such time as Vulcan needs to extend the overburden storage area north of the existing home. Vulcan will provide a minimum of thirty (30) days advance written notice to Wooldridge Heights and Wooldridge Road residents prior to the commencement of clearing trees and prior to the commencement of transporting overburden north of the former Best home on Subject Property.
- (7) Water shall be applied to haul roads and disturbed areas as needed to prevent fugitive emissions in accordance with Georgia EPD requirements;
- (8) The maximum elevation of overburden stored on the Subject Property shall not exceed 700' above mean sea level along the southern boundary of the Subject Property. The maximum elevation of overburden stored on the Subject Property shall not exceed 650' above mean sea level along that line established by connecting the following two points (and which is depicted in red on the attached site plan for demonstrative purposes):

Starting Point:

Latitude: 32° 35' 20.24" N
Longitude: 84° 56' 12.39" W

Ending Point:

Latitude: 32° 35' 12.58" N
Longitude: 84° 55' 46.97" W

To the north of such line, overburden stored on the Subject Property shall not exceed an elevation of 630' above mean sea level. It is acknowledged that the existing house on the Subject Property is located at an elevation of 658' above mean sea level, and that Vulcan shall have no obligation to reduce the natural height of the Subject Property in any manner, this condition being limited solely to the elevation of overburden stored on the Subject Property.

- (9) Applicant agrees to diligently pursue the permitting and installation of erosion and sediment best management practices on the Subject Property. Upon completion of permitting and installation of erosion and sediment best management practices on the Subject Property, neither Vulcan Materials Company nor any successor in interest shall increase the height of the overburden storage pile just south of the Subject Property.
- (10) The retired employee of Vulcan (and his immediate family) who currently occupies the existing house on the Subject Property may continue to reside in the existing house for a period not to exceed five (5)

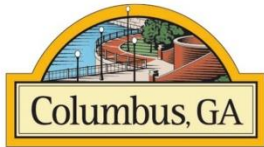
years from the date of the approval of this rezoning. Once the existing occupant vacates the existing house, no other person shall reside on the subject property.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd day of August, 2022; introduced a second time at a regular meeting of said Council held on the _____ day of _____, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor House	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____
Councilor Woodson	voting _____

Sandra T Davis
 Clerk of Council

B. H. "Skip" Henderson, III
 Mayor



CONSOLIDATED GOVERNMENT
What progress has preserved.
 PLANNING DEPARTMENT

COUNCIL STAFF REPORT

REZN-05-22-0912

Applicant: Vulcan Construction Materials, LLC

Owner: Vulcan Lands, Inc.

Location: 0 / 3390 Wooldridge Road

Parcel: 075-001-033 / 075-001-030

Acreage: 100.00 Acres

Current Zoning Classification: RE1 (Residential Estate 1)

Proposed Zoning Classification: HMI (Heavy Manufacturing / Industrial) with the following conditions:

- (1) A two hundred foot (200') natural vegetative buffer (undisturbed) shall be maintained by applicant or any successor in interest along the eastern boundary of the Subject Property and along the entire frontage of the Subject Property along Wooldridge Road;
- (2) The sole industrial use of the Subject Property shall be for the transportation, deposit, and storage of overburden. The Subject Property shall not be utilized for mining or aggregate processing;
- (3) The hours of operation for the transportation and deposit of overburden on the Subject Property shall be limited to the hours of 8:00 a.m. through 5:00 p.m. Monday - Friday. Neither applicant nor any successor in interest shall operate on weekends and Vulcan recognized holidays on the Subject Property;
- (4) Vehicular access to the Subject Property from Wooldridge Road shall be limited to access

associated with the existing residence on the Subject Property. There shall be no industrial or commercial use of the entrances to the Subject Property from the adjoining public right of way;

- (5) Overburden material shall be transported to the Subject Property upon internal roads. No overburden shall be transported to the Subject Property along the public roads surrounding the Subject Property or quarry;
- (6) The trees located to the north of the existing home shall not be removed until such time as Vulcan needs to extend the overburden storage area north of the existing home. Vulcan will provide a minimum of thirty (30) days advance written notice to Wooldridge Heights and Wooldridge Road residents prior to the commencement of clearing trees and prior to the commencement of transporting overburden north of the former Best home on Subject Property.
- (7) Water shall be applied to haul roads and disturbed areas as needed to prevent fugitive emissions in accordance with Georgia EPD requirements;
- (8) The maximum elevation of overburden stored on the Subject Property shall not exceed 700' above mean sea level along the southern boundary of the Subject Property. The maximum elevation of overburden stored on the Subject Property shall not exceed 650' above mean sea level along that line established by connecting the following two points (and which is depicted in red on the attached site plan for demonstrative purposes):

Starting Point:

Latitude:	32° 35' 20.24" N
Longitude:	84° 56' 12.39" W

Ending Point:

Latitude:	32° 35' 12.58" N
Longitude:	84° 55' 46.97" W

To the north of such line, overburden stored on the

Subject Property shall not exceed an elevation of 630' above mean sea level. It is acknowledged that the existing house on the Subject Property is located at an elevation of 658' above mean sea level, and that Vulcan shall have no obligation to reduce the natural height of the Subject Property in any manner, this condition being limited solely to the elevation of overburden stored on the Subject Property.

- (9) Applicant agrees to diligently pursue the permitting and installation of erosion and sediment best management practices on the Subject Property. Upon completion of permitting and installation of erosion and sediment best management practices on the Subject Property, neither Vulcan Materials Company nor any successor in interest shall increase the height of the overburden storage pile just south of the Subject Property.
- (10) The retired employee of Vulcan (and his immediate family) who currently occupy the existing house on the Subject Property may continue to reside at such house for a period not to exceed three (3) years from the date of the approval of this rezoning. Once the existing occupant vacates the existing house, no other person shall reside on the subject property.

Current Use of Property:	Vacant / Undeveloped
Proposed Use of Property:	Overburden Storage
Council District:	District 2 (Davis)
PAC Recommendation:	Conditional Approval based on the Staff Report and compatibility with existing land uses.
Planning Department Recommendation:	Conditional Approval based on compatibility with existing land uses.
Fort Benning's Recommendation:	N/A
DRI Recommendation:	N/A
General Land Use:	Consistent Planning Area A

Current Land Use Designation:	Rural Residential								
Future Land Use Designation:	Heavy Manufacturing / Industrial								
Compatible with Existing Land-Uses:	Yes								
Environmental Impacts:	The property does not lie within the floodway and floodplain area. The developer will need an approved drainage plan prior to issuance of a Site Development permit, if a permit is required.								
City Services:	Property is served by all city services.								
Traffic Impact:	Average Annual Daily Trips (AADT) will decrease to 172 trips from 957 trips if used for industrial use. The Level of Service (LOS) will remain at level A.								
Traffic Engineering:	This site shall meet the Codes and regulations of the Columbus Consolidated Government for industrial usage.								
Surrounding Zoning:	<table> <tr> <td>North</td><td>RE1 (Residential Estate 1)</td></tr> <tr> <td>South</td><td>RE1 (Residential Estate 1)</td></tr> <tr> <td>East</td><td>RE1 (Residential Estate 1)</td></tr> <tr> <td>West</td><td>RE1 (Residential Estate 1)</td></tr> </table>	North	RE1 (Residential Estate 1)	South	RE1 (Residential Estate 1)	East	RE1 (Residential Estate 1)	West	RE1 (Residential Estate 1)
North	RE1 (Residential Estate 1)								
South	RE1 (Residential Estate 1)								
East	RE1 (Residential Estate 1)								
West	RE1 (Residential Estate 1)								
Reasonableness of Request:	The request is compatible with existing land uses.								
School Impact:	N/A								
Buffer Requirement:	<p>The site shall include a Category D buffer along all property lines bordered by the RE1 zoning district. The 3 options under Category D are:</p> <ol style="list-style-type: none"> 1) 40 feet with a certain amount of canopy trees, under story trees, and shrubs / ornamental grasses per 100 linear feet. 2) 30 feet with a certain amount of shrubs / ornamental grasses per 100 linear feet and a wood fence or masonry wall. 3) 75 feet undisturbed natural buffer. 								
Attitude of Property Owners:	Eighteen (18) property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received six (6) calls and/or emails regarding the rezoning.								

Approval 0 Responses
Opposition 6 Responses

Additional Information:

(1) This rezoning request will **NOT** stop current mining and blasting operations. Vulcan's current lease is good for another 100 years.

(2) The State of Georgia regulates all mining activities of Vulcan including water quality, air quality, blasting sound levels, etc.

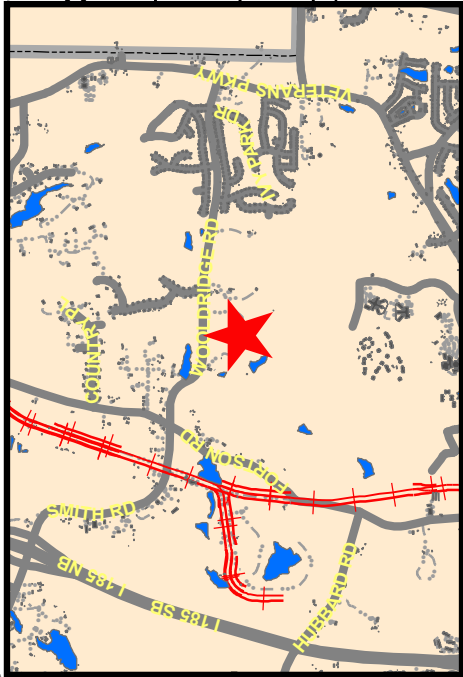
(3) Vulcan presented the Planning Department with 3 options for storing this overburden. Those options are:

- 1) Continue adding to the existing storage mound which would increase the height.
- 2) Transfer overburden into the existing pit that would require Vulcan to cross Fortson Road constantly.
- 3) Rezone and condition 0 / 3390 Woolridge Road to allow for **ONLY** overburden storage. This allows for internal connectivity and no mining operations.

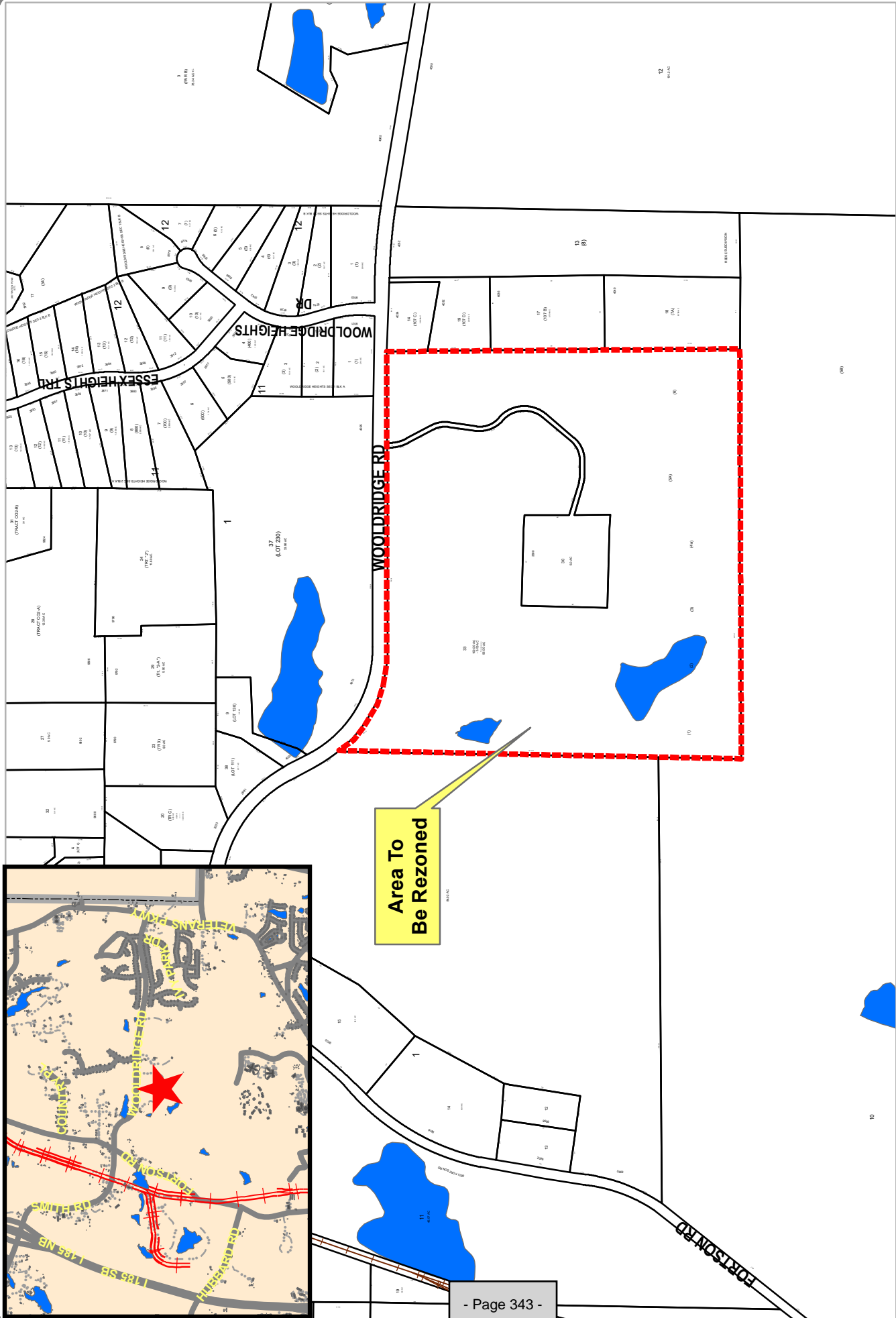
Attachments:

Aerial Land Use Map
 Location Map
 Zoning Map
 Existing Land Use Map
 Future Land Use Map
 Traffic Report
 Flood Map





**Area To
Be Rezoned**

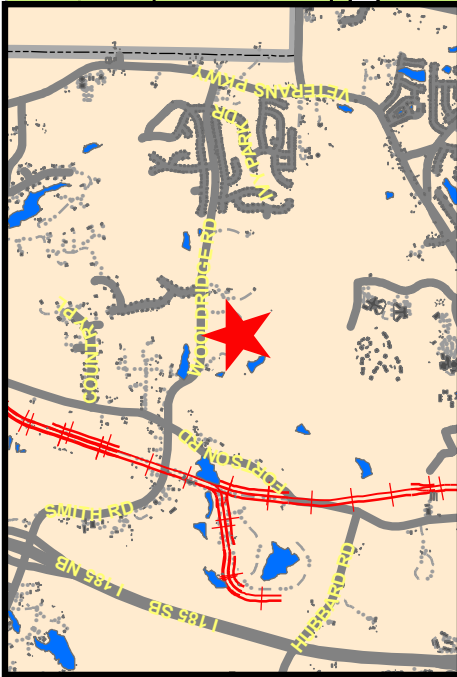


This material is made available as a public service.
Maps and data are to be used for reference purposes only.
The data contained is subject to constant change.
Map information is believed to be correct but is not guaranteed.

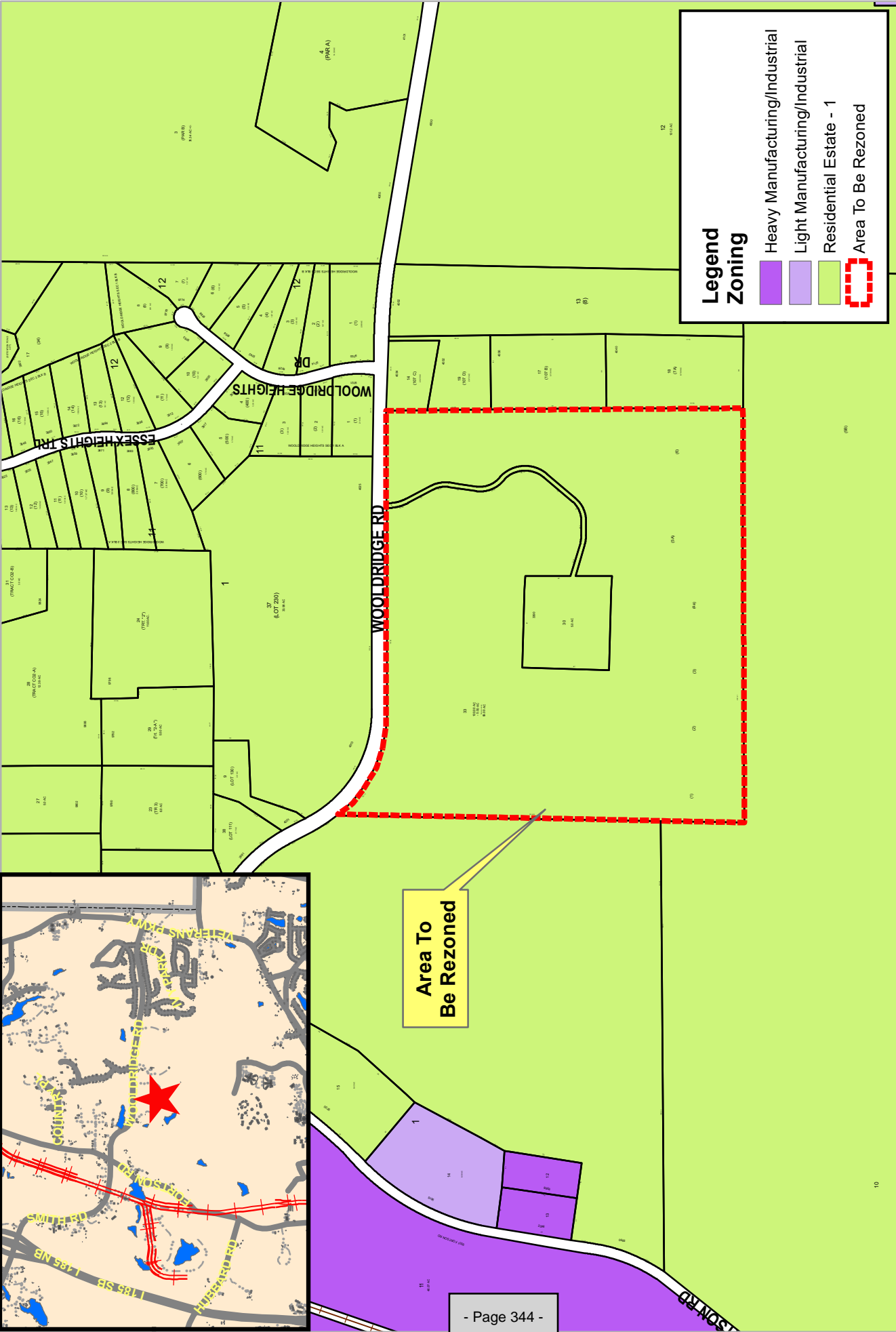
Location Map for REZN 05-22-0912
Map 075 Block 001 Lots 030 & 033
Planning Department-Planning Division
Prepared By Planning GIS Tech

0 350 700 Feet
1 inch = 700 feet
Data Source: IT/GIS
Author: David Cooper





**Area To
Be Rezoned**



**Legend
Zoning**

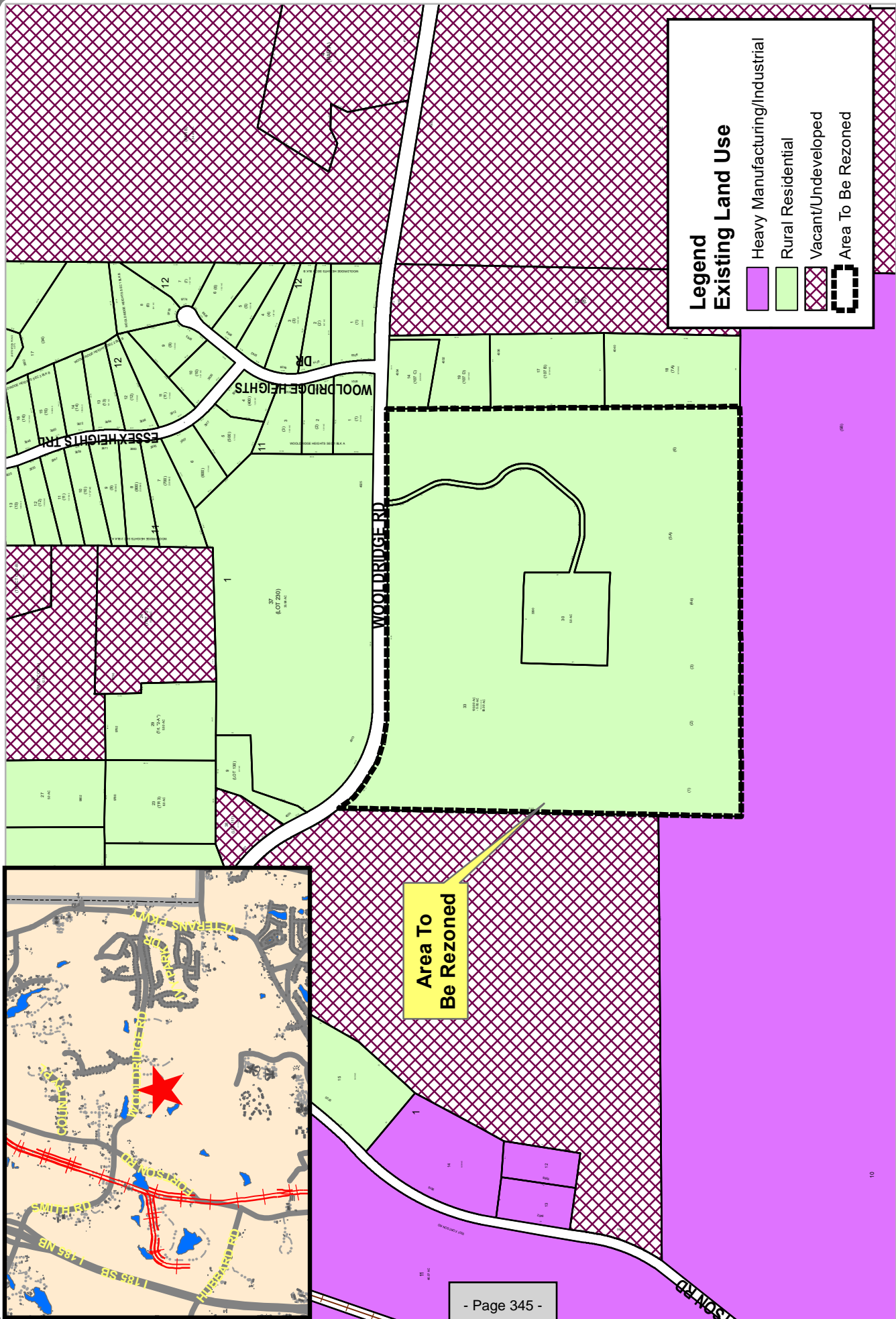
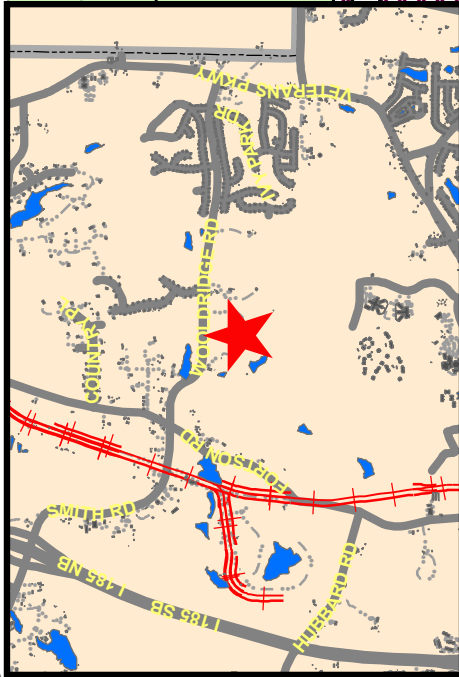
- Heavy Manufacturing/Industrial
- Light Manufacturing/Industrial
- Residential Estate - 1
- Area To Be Rezoned



This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

Zoning Map for REZN 05-22-0912
Map 075 Block 001 Lots 030 & 033
Planning Department-Planning Division
Prepared By Planning GIS Tech

0 350 700 Feet
1 inch = 700 feet
Data Source: IT/GIS
Author: DavidCooper



**Legend
Existing Land Use**

- Heavy Manufacturing/Industrial
- Rural Residential
- Vacant/Undeveloped
- Area To Be Rezoned



This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

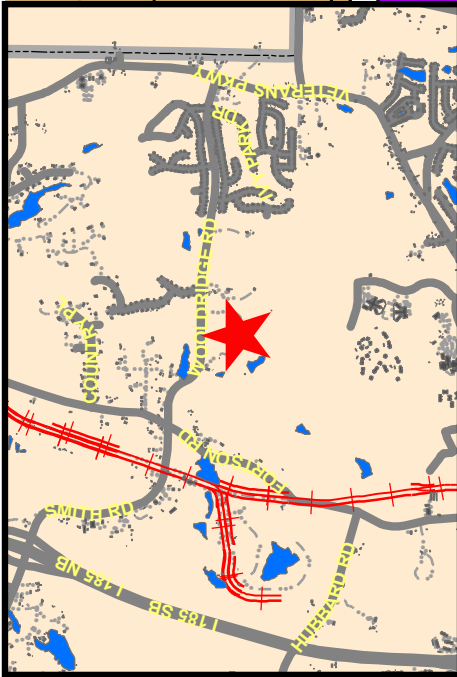
Date: 5/11/2022

Existing Use Map for REZN 05-22-0912
Map 075 Block 001 Lots 030 & 033
Planning Department-Planning Division
Prepared By Planning GIS Tech

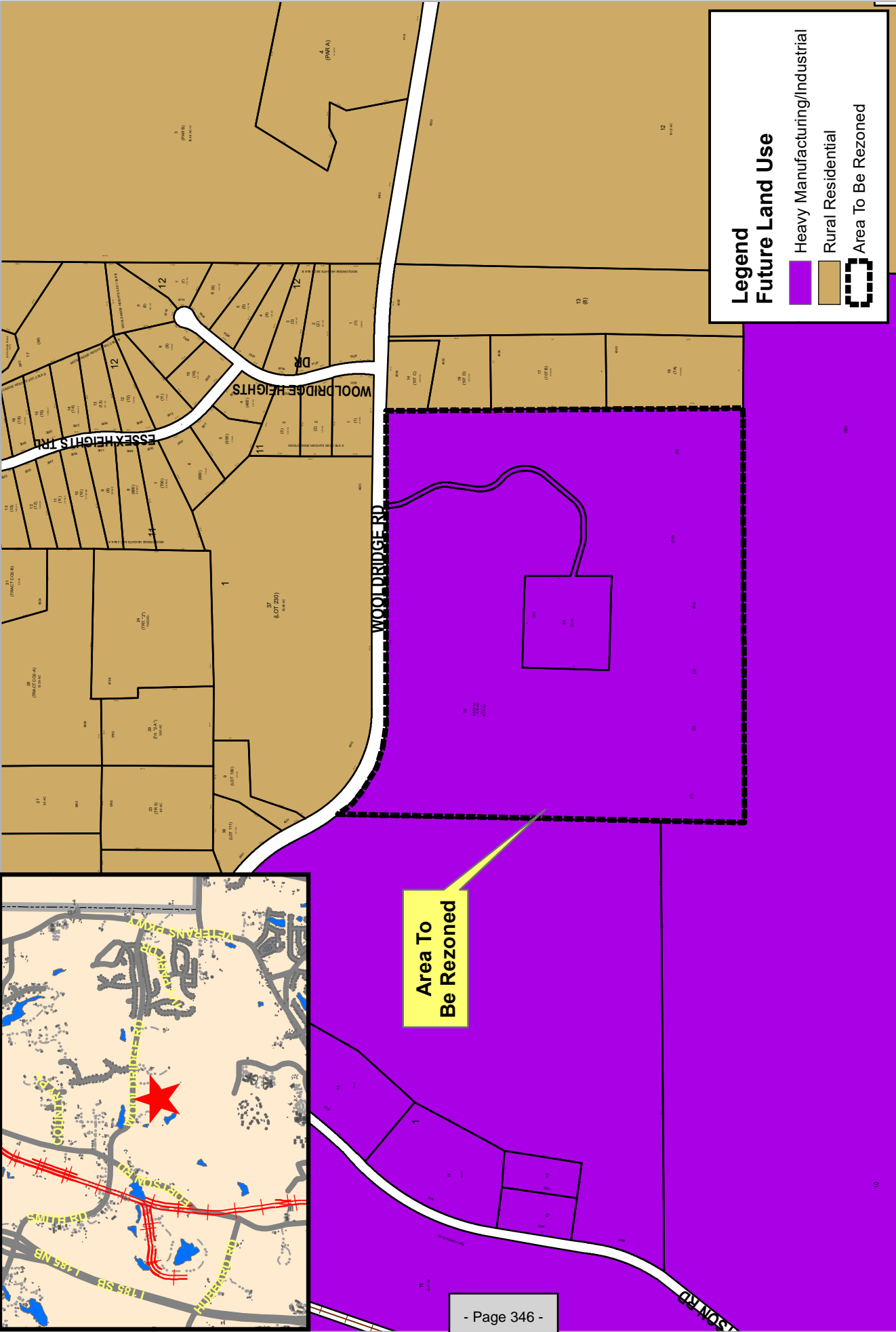
0 350 700 Feet
1 inch = 700 feet
Data Source: IT/GIS
Author: David Cooper



Item #1.



**Area To
Be Rezoned**



**Legend
Future Land Use**

- Heavy Manufacturing/Industrial
- Rural Residential
- Area To Be Rezoned



Date: 5/11/2022

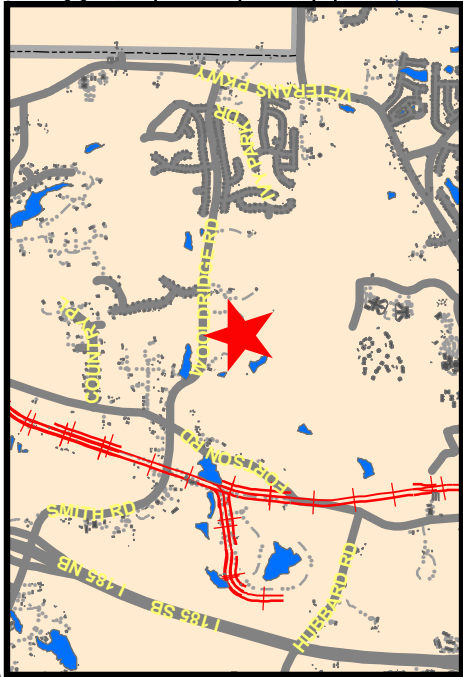
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Future Land Use Map for REZN 05-22-0912
Map 075 Block 001 Lots 030 & 033
 Planning Department-Planning Division
 Prepared By Planning GIS Tech

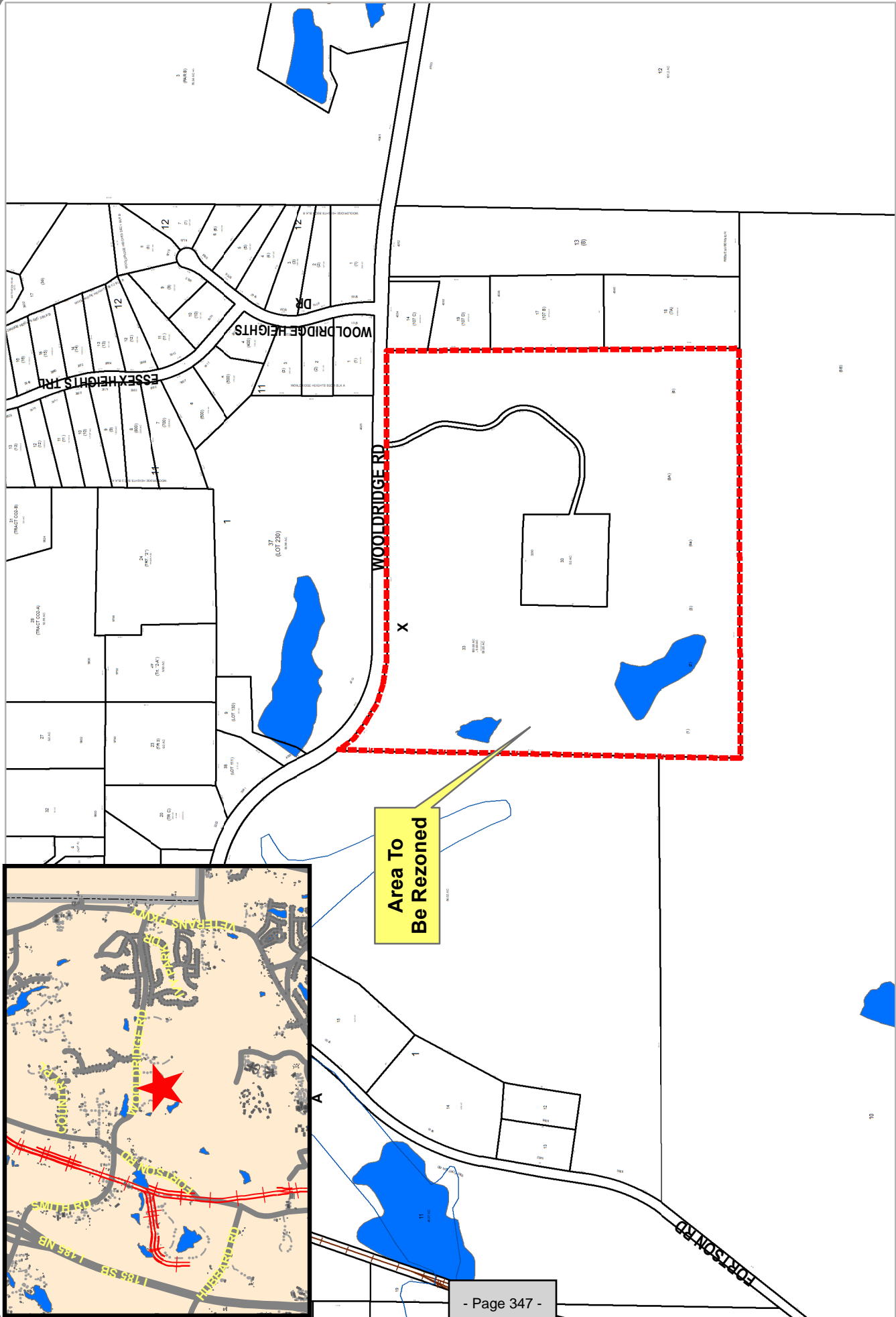
0 350 700 Feet
 1 inch = 700 feet
 Data Source: IT/GIS
 Author: David Cooper



Item #1.



**Area To
Be Rezoned**

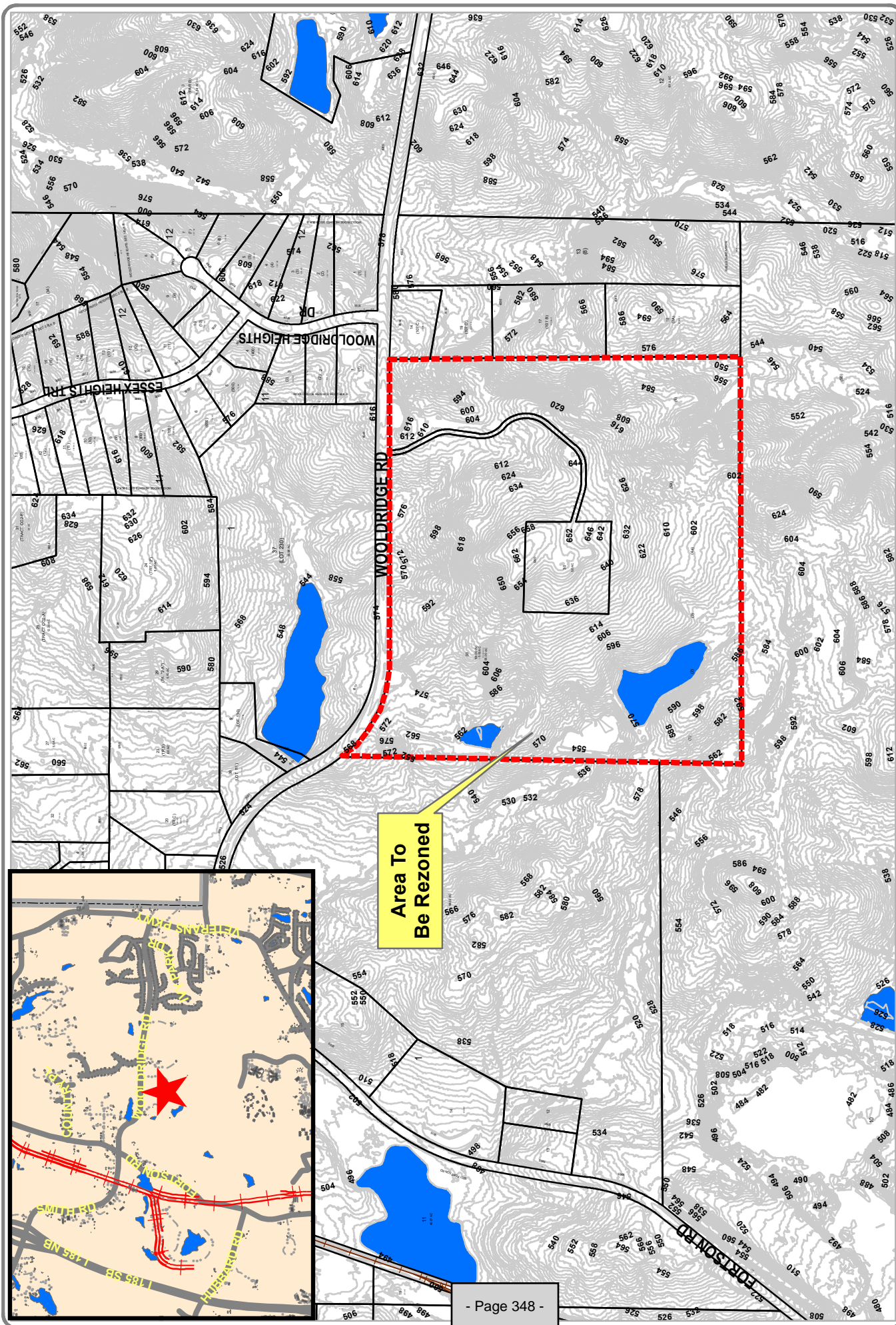


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Flood Zone Map for REZN 05-22-0912
Map 075 Block 001 Lots 030 & 033
 Planning Department-Planning Division
 Prepared By Planning GIS Tech

0 350 700 Feet
 1 inch = 700 feet
 Data Source: IT/GIS
 Author: David Cooper





Area To
Be Rezoned

Item #1.



0 350 700 Feet
1 inch = 700 feet
Data Source: IT/GIS
Author: David Cooper

Topo Map for REZN 05-22-0912
Map 075 Block 001 Lots 030 & 033
Planning Department-Planning Division
Prepared By Planning GIS Tech

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Maps and data are to be used for reference purposes only.
The data contained is subject to constant change.
Map information is believed to be correct but is not guaranteed.



Date: 7/14/2022

ZONING CASE NO.	REZN 05-22-0912
PROJECT	0 & 3390 Wooldridge Road
CLIENT	
REZONING REQUEST	RE1 to HM1

REZN 05-22-0912

0 & 3390 Wooldridge Road

RE1 to HMI

Trip Generation Land Use Code*	210 & 140
Existing Land Use	Residential Estate - (RE1)
Proposed Land Use	Heavy Manufacturing Industrial - (HMI)
Existing Trip Rate Unit	RE1 - 1 Acre per Lot
Proposed Trip Rate Unit	HMI - Acreage converted to square footage.

210 & 140

Residential Estate - (RE1)

Heavy Manufacturing Industrial - (HMI)

RE1 - 1 Acre per Lot

HMI - Acreage converted to square footage.

[illegible]

Note: * Denotes calculation are based on Trip Generation, 8th Edition by Institute of Transportation Engineers

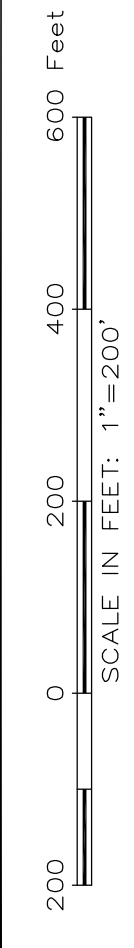
EXISTING ZONING (RE1)

Name of Street	Wooldridge Road
Street Classification	Undivided Collector
No. of Lanes	2
City Traffic Count (2020)	1,990
Existing Level of Service (LOS)**	A
Additional Traffic due to Existing Zoning	957
Total Projected Traffic (2022)	2,947
Projected Level of Service (LOS)**	B

Note: ** Denotes Level of Service Based on National Standards for Different Facility Type (TABLE1- General Highway Capacities by Facility Type)

Name of Street	Wooldridge Road
Street Classification	Undivided Collector
No. of Lanes	2
City Traffic Count (2020)	1,990
Existing Level of Service (LOS)**	A
Additional Traffic due to Proposed	172
Total Projected Traffic (2022)	2,162
Projected Level of Service (LOS)**	A

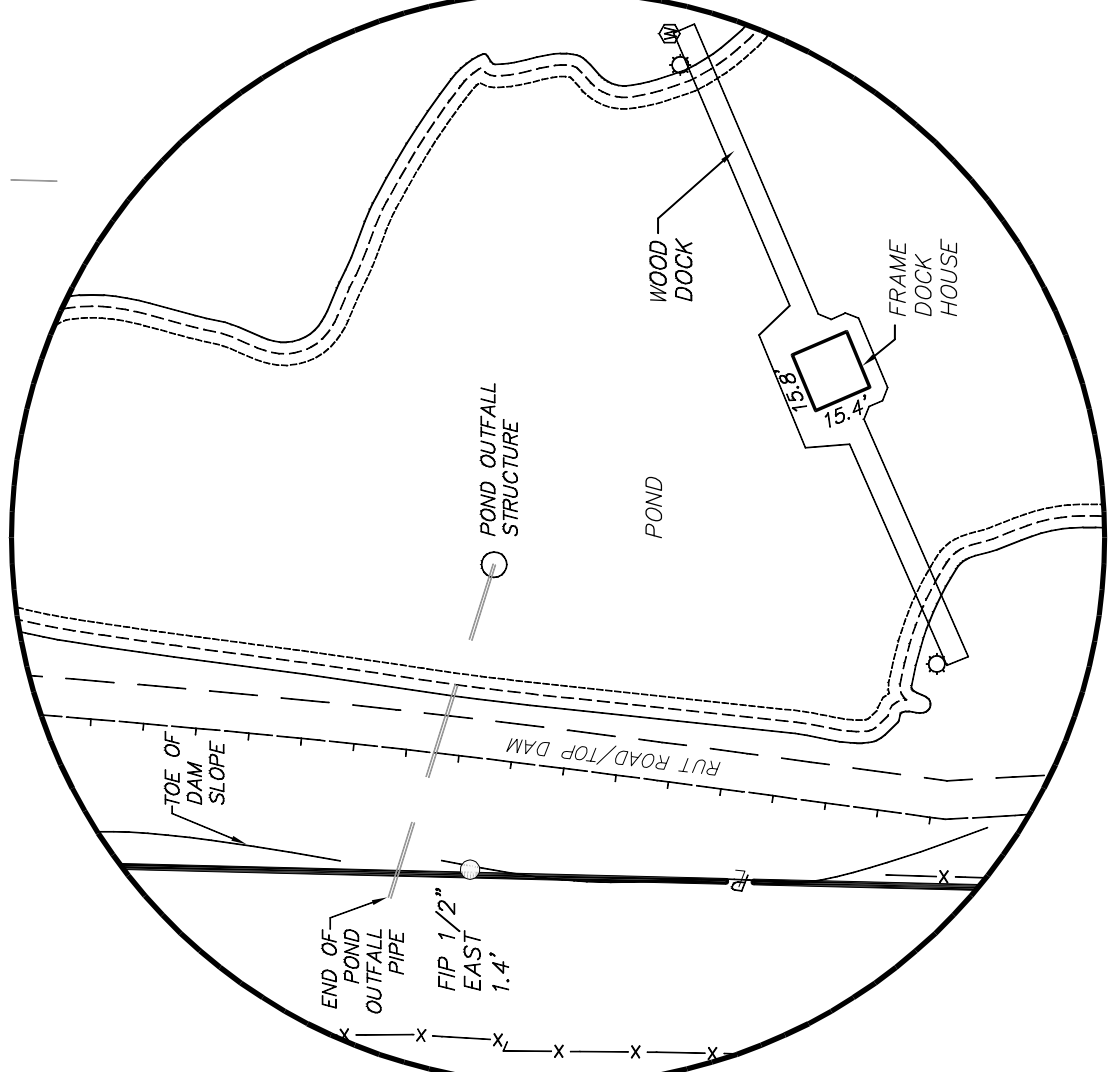
Note: ** Denotes Level of Service Based on National Standards for Different Facility Type (TABLE1- General Highway Capacities by Facility Type)



LEGEND/ABBREVIATIONS

- FIP FOUND IRON PIPE
- FIP FOUND IRON REBAR
- SIRC SET IRON REBAR AND CAP "2319"
- N/F NOW OR FORMERLY
- P.O.C. POINT OF COMMENCEMENT
- P.O.B. POINT OF BEGINNING
- B/L BUILDING SETBACK LINE
- Δ DELTA
- R RADIUS
- L ARC LENGTH
- CH CHORD LENGTH
- CB CHORD BEARING
- R/W RIGHT OF WAY
- O.D. OUTSIDE DIAMETER
- P.B. PLAT BOOK
- P.G. PAGE
- (D) DEED MEASUREMENT
- LIGHT POLE
- IRRIGATION VALVE
- ELECTRIC METER
- WELL
- WATER BIB
- SHARE PIPE
- STAND POLE
- POWER POLE
- FIRE HYDRANT
- FENCELINE
- OVERHEAD UTILITY LINE
- WATER LINE
- EASEMENT LINE
- LAND LOT NUMBER
- SUBDIVISION LOT NUMBER PER PLAT BOOK AS PAGE 52
- PART SCHEDULE B
- EXCEPTION REFERENCE

N/F
VULCAN MATERIALS COMPANY
TAX ID:075 001 010
D.B. 3819, PG. 28
P.B. 49, PG. 101



INSERT "C"
1"=50'

CAUTION
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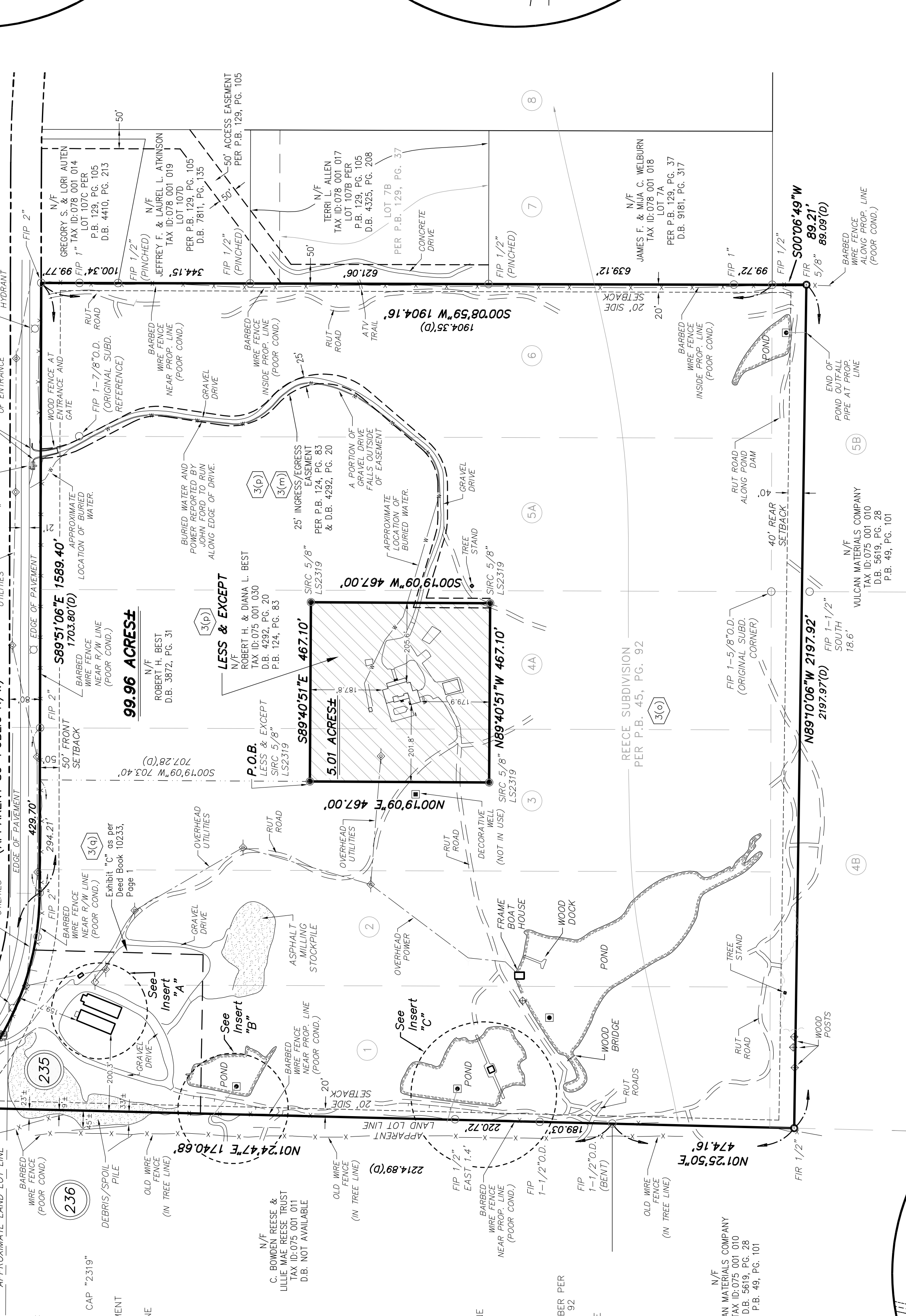


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SUBJECT PROPERTY INFORMATION

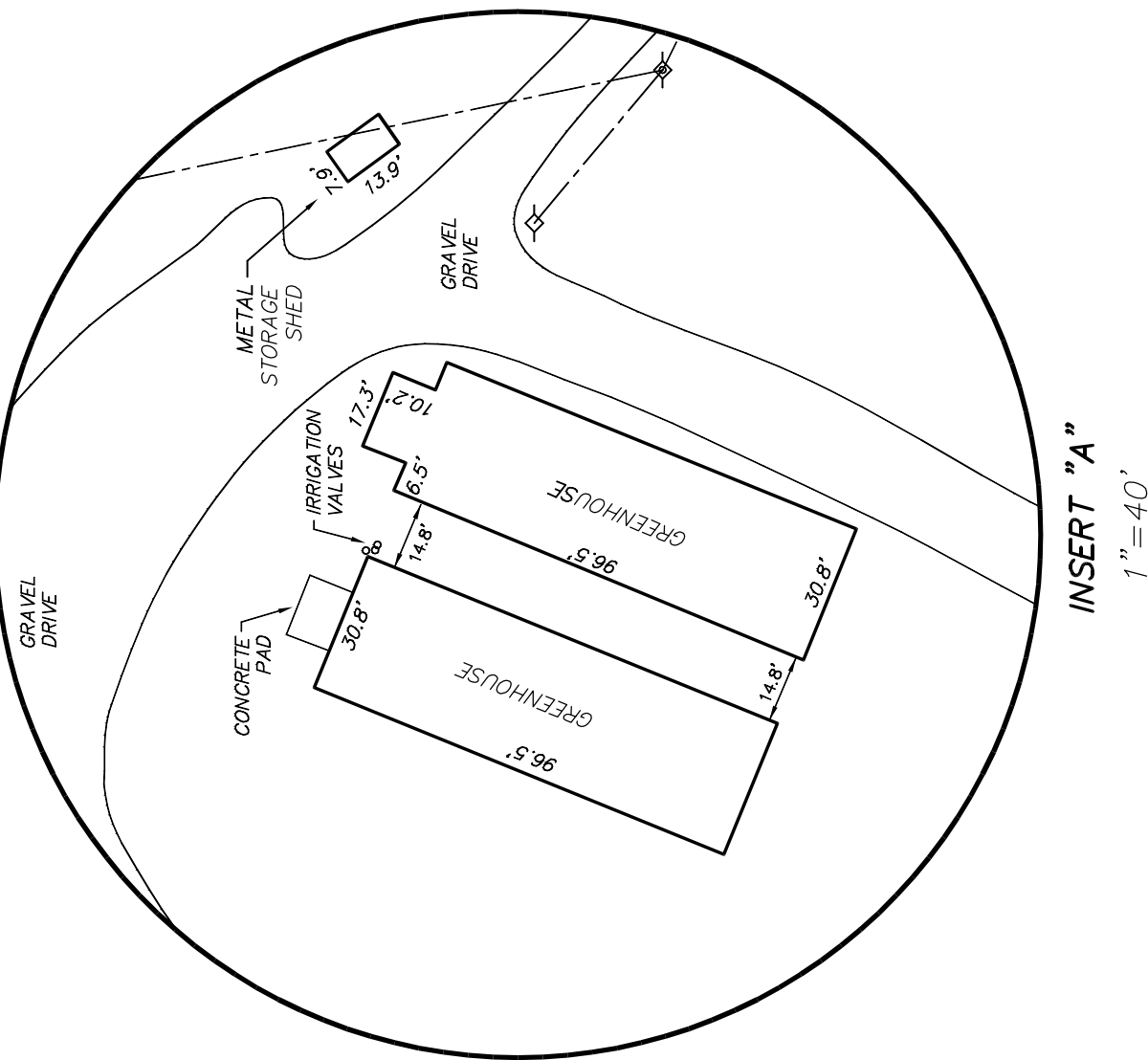
(PER THE MUSCOGEE CO. TAX ASSESSORS AND GIS WEBSITES)
PROPERTY ADDRESS: 3390 WOOLDRIDGE ROAD, FORTSON, GA 313808
TAX IDENTIFICATION No.: 075 001 033
REFERENCES:—PLAT BOOK 124, PAGE 83, PUBLIC RECORDS OF MUSCOGEE CO. GA.
—SURVEY PREPARED BY BLUE RIDGE ENGINEERING FOR VULCAN MATERIALS COMPANY DATED 6/8/93.
—SURVEY PREPARED BY LANDAIR SURVEYING, INC. FOR VULCAN MATERIALS COMPANY DATED 4/6/10.
ZONING: RET —FRONT SETBACK = 50 FEET
—SIDE SETBACK = 20 FEET
—HEIGHT = 35 FEET
PROPERTY IS APPROXIMATELY 1600 FT ALONG WOOLDRIDGE ROAD FROM THE INTERSECTION WITH FORTSON ROAD.

Wooldridge Road
(APPROXIMATE 80' PUBLIC R/W)

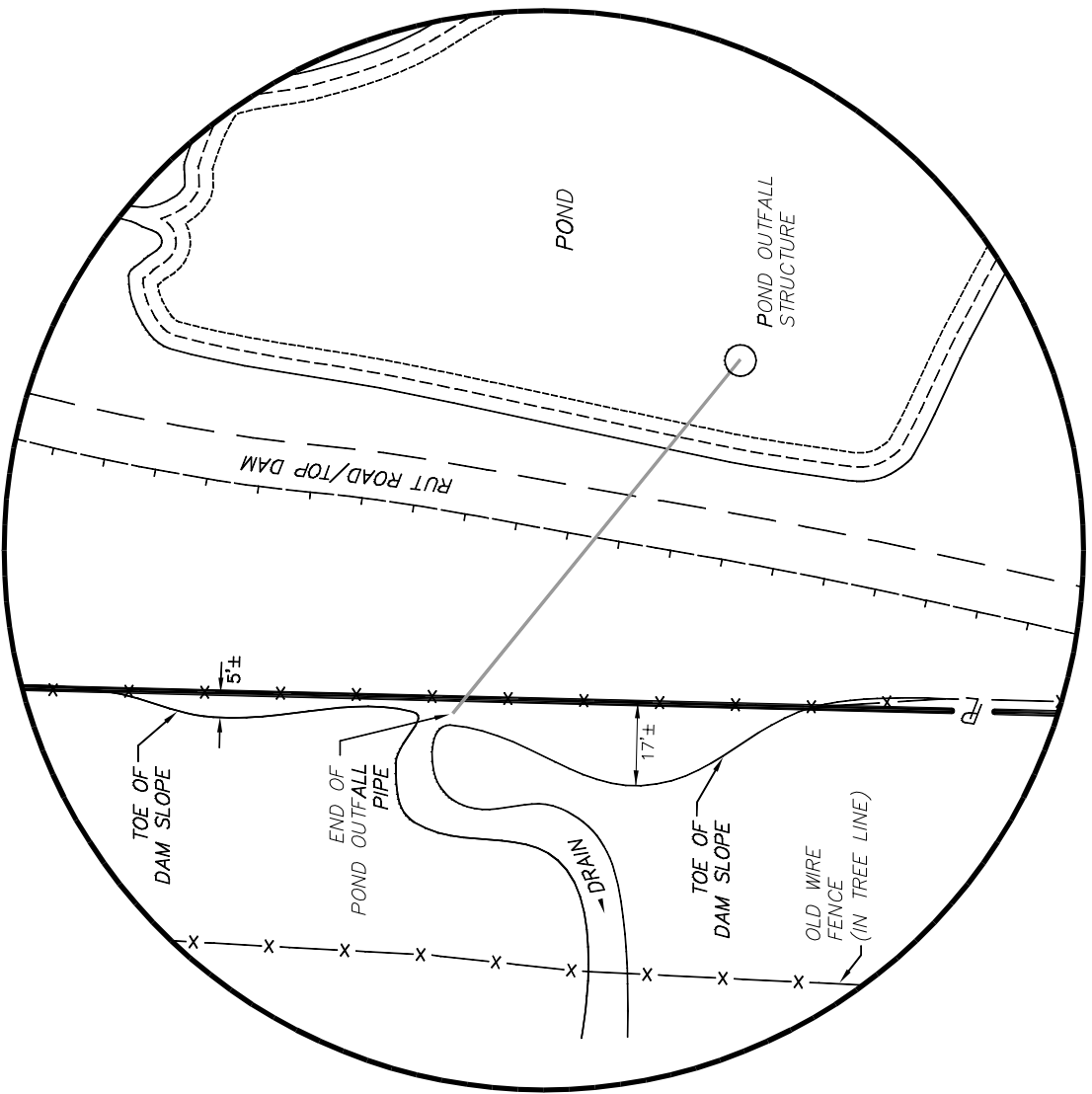


Schedule B III Exceptions
Commitment No. 2-31422(A)
Effective Date: July 25, 2014 at 8:00 a.m.

- 3(g). Right of Way Easement from C.B. Reese to Troup County Electric Membership Corporation, dated October 19, 1938, recorded November 24, 1939, recorded in Deed Book 155, Page 210, Records of Muscogee County, Georgia. (AFFECTS SITE — NOT PLATTABLE)
- 3(h). Easement from C.B. Reese to Jia Power Company, dated November 2, 1948, recorded November 9, 1948, recorded in Deed Book 305, Page 23, aforesaid Records. (AFFECTS SITE — BLANKET IN NATURE — NOT PLATTABLE)
- 3(i). Right of Way Deed from C.B. Reese and Mrs. Ora Reese to Southern Natural Gas Company, dated August 30, 1950, recorded in Deed Book 356, Page 540, aforesaid Records. (AFFECTS SITE — NOT PLATTABLE DUE TO DISCREPANCIES IN DESCRIPTION)
- 3(j). Right of Way Deed from C.B. Reese and Mrs. Ora Reese to Southern Natural Gas Company, dated July 2, 1958, recorded in Deed Book 661, Page 243, aforesaid Records. (AFFECTS SITE — NOT PLATTABLE DUE TO DISCREPANCIES IN DESCRIPTION)
- 3(k). Reservation of mineral rights as contained in that certain Warranty Deed from Rachel Yates to C.B. Reese, dated October 30, 1943, recorded November 15, 1943, recorded in Deed Book 195, Page 334, aforesaid Records. (AFFECTS SITE — NOT PLATTABLE DUE TO DISCREPANCIES IN DESCRIPTION)
- 3(l). Reservation of mineral rights as contained in that certain Warranty Deed from Mrs. Ola Phillips to C.B. Reese, dated July 22, 1944, recorded December 13, 1944, recorded in Deed Book 208, Page 345, aforesaid Records. (AFFECTS SITE — NOT PLATTABLE DUE TO DISCREPANCIES IN DESCRIPTION)
- 3(m). Easement for egress and ingress as contained in that certain Survivorship Warranty Deed of Gift from Robert H. Best to Robert H. Best and Diana L. Best, as joint tenants with right of survivorship, dated July 31, 1995, filed for record August 7, 1995 at 2:47 p.m., recorded in Deed Book 4292, Page 20, aforesaid Records. (AFFECTS SITE — SHOWN HEREON)
- 3(n). Lease as evidenced by that certain Limited Warranty Deed from Vulcan Materials Company, a New Jersey corporation to Robert H. Best, dated September 9, 1993, filed for record September 16, 1993 at 9:07 a.m., recorded in Deed Book 3872, Page 31, aforesaid Records. (AFFECTS SITE — NOT PLATTABLE)
- 3(o). All those matters as disclosed by that certain plat recorded in Plat Book 45, Page 92, aforesaid Records. (AFFECTS SITE — SHOWN HEREON)
- 3(p). All those matters as disclosed by that certain plat recorded in Plat Book 124, Page 83, aforesaid Records. (AFFECTS SITE — SHOWN HEREON)
- 3(q). Survey recorded in Deed Book 10233, Page 10, aforesaid records. (AFFECTS SITE — SHOWN HEREON)



INSERT "A"
1"=40'



INSERT "B"
1"=40'

GENERAL NOTES

1. BEARINGS ARE GRID, BASED ON THE GEORGIA WEST STATE PLANE COORDINATE SYSTEM AS REFERENCED TO THE SURVEY PREPARED BY LANDAIR, INC. FOR VULCAN MATERIALS COMPANY, DATED 4/6/10. QUADRANT BEARING METHOD SURVEY DATED 03/29/2010 AND FINALIZED ON 04/09/2010. DISTANCES ARE GROUND DISTANCES AND CALCULATED AREAS SHOWN ARE BASED ON THE SAME.
2. THE FIELD DATA FOR WHICH THIS PLAT IS BASED HAS A CLOSURE PRECISION OF ONE FOOT IN 41,520 FEET WITH AN ANGULAR ERROR OF 0.5" PER ANGLE POINT AND WAS ADJUSTED USING THE CRANDALL RULE.
3. THIS MAP OR PLAT HAS BEEN CALCULATED FOR CLOSURE AND IS FOUND TO BE ACCURATE WITHIN ONE FOOT IN 291,975 FEET.
4. LAST DATE OF FIELD SURVEY: 10/21/2014
5. A LEICA 11105 TOTAL STATION WAS USED TO PERFORM FIELD DATA COLLECTION FOR THIS PROJECT.
6. THE RECORDING INFORMATION OF ADJACENT PARCELS DEPICTED HEREON IS PER THE MUSCOGEE COUNTY, GEORGIA TAX ASSESSOR'S GIS WEBSITE.
7. NO INTERIOR IMPROVEMENTS OR UTILITIES, OTHER THAN THOSE SHOWN HEREON, WERE LOCATED FOR THE PURPOSES OF THIS SURVEY.
8. CURRENT ZONING CLASSIFICATION AND BUILDING SETBACK REQUIREMENTS, HEIGHT AND FLOOR SPACE AREA RESTRICTIONS AS SET FORTH IN THAT CLASSIFICATION, HAVE NOT BEEN PROVIDED TO THE SURVEYOR BY THE INSURER.
9. UNDERGROUND UTILITIES HAVE NOT BEEN LOCATED AND ARE SHOWN HEREON AS APPROXIMATE.
10. A NEW PROPERTY DESCRIPTION WAS WRITTEN BASED ON A FIELD SURVEY REQUESTED BY THE CLIENT.
11. ACCORDING TO THE FEDERAL EMERGENCY MANAGEMENT AGENCY (FEMA) FLOOD INSURANCE RATE MAP (FIRM) OF CITY OF COLUMBUS — MUSCOGEE COUNTY, GEORGIA, COMMUNITY NUMBER 133158, PANEL NUMBER 0012, SUFFIX F, EFFECTIVE SEPTEMBER 5, 2007, THE PROJECT FALLS WITHIN FLOOD ZONE "X". ACCORDING TO FEMA, FLOOD ZONE "X" INDICATES AREAS DETERMINED TO BE OUTSIDE THE 0.2% ANNUAL CHANCE FLOODPLAIN.
12. THIS MAP IS ACCOMPANIED WITH A SURVEYOR'S REPORT CERTIFIED TO CHICAGO TITLE INSURANCE COMPANY.

SURVEYOR'S CERTIFICATE

This survey is made for the benefit of Vulcan Lands, Inc., Vulcan Materials Company and Chicago Title Insurance Company.

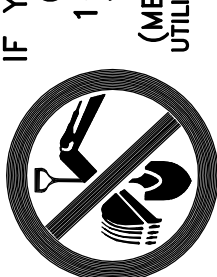
This plat is for the benefit of the parties in the title block — any use by third parties is at their own risk. Landair Surveying Company will not accept any responsibility of liability for the use of this survey by anyone other than the person, or persons, named in the title block.

This is to certify that this map or plat and the survey on which it is based were made in accordance with the 2017 Minimum Standard Detail Requirements for ALTA/ACSM Land Title Surveys, jointly established and adopted by ALTA and NSPS, and includes Items 1, 2, 3, 4, 6(c), 7(c), 8, 11(c), 13, 14, 16, and 18 of Table A thereof.

This survey was prepared in conformity with The Technical Standards for Property Surveys in Georgia as set forth in the Georgia Surveying and Mapping Act of 2005, as amended, and the Registration for Professional Engineers and Land Surveyors as set forth in the Georgia Plot Act, O.C.G.A. 15-6-67.

Date of Plat: December 11, 2014

Survey recorded in Deed Book 10233, Page 10, aforesaid records. (AFFECTS SITE — SHOWN HEREON)



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Survey recorded in Deed Book 10233, Page 10, aforesaid records. (AFFECTS SITE — SHOWN HEREON)

All those matters as disclosed by that certain plat recorded in Plat Book 45, Page 92, aforesaid Records. (AFFECTS SITE — SHOWN HEREON)

Survey recorded in Deed Book 10233, Page 10, aforesaid records. (AFFECTS SITE — SHOWN HEREON)

Survey recorded in Deed Book 10233, Page 10, aforesaid records. (AFFECTS SITE — SHOWN HEREON)

Georgia Registered L.S. No. 3129
Mark Reid Gaines, III

NOT VALID WITHOUT THE ORIGINAL SIGNATURE OF A REGISTERED LAND SURVEYOR

File Number:
5698-001

Drawing No.
1 OF 1

ALTA/ACSM LAND TITLE SURVEY FOR
VULCAN LANDS, INC., VULCAN MATERIALS COMPANY AND
CHICAGO TITLE INSURANCE COMPANY
LAND LOTS 230 & 235 OF THE 19th LAND DISTRICT
MUSCOGEE COUNTY, GEORGIA

ACAD FILE NAME
5698-001A-BEST

CAD No. 5698-001A-BEST
Field Surveyed: 10/21/14
MRC
Checked By: MRM
Date: 12/11/14
Scale: 1" = 200'

No.	Revision	Date

SURVEYING COMPANY
LANDAIR
70 BOULDERBROOK CIRCLE, BUILDING 100
NOLAN, GEORGIA 30045
(770) 313-4646 FAX: (770) 313-4646
2844 (850) 355-1179 FAX: (850) 355-1404

LAW OFFICES
SCHREEDER, WHEELER & FLINT, LLP
1100 PEACHTREE STREET, NE
SUITE 800
ATLANTA, GEORGIA 30309-4516

TELEPHONE: (404) 681-3450
FACSIMILE: (404) 681-1046

Scott W. Peters

E-Mail: speters@swfllp.com

Direct Dial: (404) 954-9836

May 2, 2022

Mr. Rick Jones
Planning Director
City of Columbus
Government Annex Bldg., 2nd Floor
420 10th Street
Columbus, Georgia 31901

RE: Vulcan Construction Materials, LLC
Rezoning Request
Tax Parcels 075 001 030 and 075 001 033 (the "Subject Property")

Dear Mr. Jones:

Please accept this letter in support of the Rezoning Application of Vulcan Construction Materials, LLC (as Applicant) and Vulcan Lands, Inc. (as Owner)(collectively "Vulcan"). As reflected in such application, Vulcan seeks to rezone the Subject Property from RE-1 to HMI for purposes of the storage of overburden which needs to be removed from its adjoining quarry property in order to access additional reserves within the quarry. Vulcan does not seek to engage in any quarrying operations or utilize the Subject Property for its aggregate production, but rather for the limited purpose of storing overburden thereon.

Vulcan has been a part of the Columbus community for over sixty-five (65) years, having acquired its current quarry operation along Fortson Road in 1957. Vulcan owns approximately 543 acres, and leases an additional nearly 483 acres, at or around its quarry located along Fortson Road. Of this acreage, approximately 713 acres are included within the boundary of its existing Georgia EPD Mining Permit, while the balance of the property surrounds these operations and serves as a buffer to its neighbors.

As a result of the continued demand for aggregate and other products in the market area, Vulcan needs to expand its existing quarry pit to the north and east. The pit is not capable of being expanded any further to the south due to the location of a Colonial Pipeline traversing the property. When expanding the pit, it is necessary for Vulcan to remove the soil (or overburden) from above the rock to be mined, and such overburden must be stored until such time as the quarry is returned to its natural state at the end of the quarry's life. Towards this end, Vulcan desires to utilize a portion of the Subject Property for the deposit and storage of overburden as set forth on the enclosed plans.

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City of Columbus

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May 2, 2022

As reflected on these plans, the Subject Property contains approximately one hundred (100) acres and fronts upon Woolridge Road. However, please note that Vulcan will not access the site via Woolridge Road, but rather all activities will be completed by accessing the site from Vulcan's adjoining property. Vulcan proposes to maintain one hundred foot (100') natural buffers along the entirety of the eastern boundary of the Subject Property and along the entirety of Woolridge Road. This buffer area encompasses approximately 9.1 acres of land, and such buffer area contains approximately 112 trees per acre. These trees are a mix of both pines and hardwoods which will provide an effective visual and acoustic screen to Vulcan's neighbors.

The enclosed site plans reflect Vulcan's estimate of the boundaries of the area within which it will deposit overburden for storage during both the next five (5) years and over the next twenty (20) years. As reflected thereon, the vast majority of the storage area will be well inside the boundaries of the Subject Property and will not approach the agreed upon buffer areas for many years. When such buffers are approached, Vulcan agrees that it shall construct berms at a 3:1 slope, which berms will be properly grassed and vegetated to provide even additional screening for Vulcan's neighbors.

Although the Subject Property is presently zoned RE-1, it is designated as Heavy Manufacturing/Industrial (HMI) on the Future Land Use Map. The requested zoning of HMI is consistent with this designation and is consistent with Columbus' plan for this area. By rezoning the Subject Property to HMI, but limiting its use as proposed herein, the Subject Property will remain an effective buffer between Vulcan's quarrying operations and the residences to the East and North across Woolridge Road.

In support of this rezoning request, Vulcan shows that this request is supported by each of the factors set forth in Section 10.2.7 of the Columbus UDO:

1. *Consistency*: Is the proposed use consistent with the purpose and intent of the zoning district? Yes. The storage of overburden on the Subject Property is consistent with the purpose and intent of the HMI zoning district. Vulcan intends to maintain buffers beyond those required by the UDO, and the limitation of use to overburden storage actually restricts the use of the property beyond that which would otherwise be permitted under the HMI zoning designation.
2. *Suitability*: Is the proposed use suitable in view of the zoning and development of adjacent and nearby property? Yes. The use of the Subject Property for overburden storage provides an effective buffer between the heavy industrial quarrying and manufacturing operations of Vulcan on its adjoining quarry site, while also permitting a use consistent with the designation of the Subject Property as Heavy Industrial on the Future Land Use Map.

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City of Columbus

Page 3

May 2, 2022

3. *Affect on Existing Uses and Properties:* Will the proposed use adversely affect the existing use or usability of adjacent or nearby properties? No. Based upon the extensive natural vegetative buffer to be maintained, along with the berms that will eventually be constructed behind such buffers, Vulcan's operations on the Subject Property in transporting and storing overburden will not be noticeable by any of the adjacent or nearby properties. Further, based upon Vulcan's permitting requirements with the State of Georgia, all water runoff from the site will be captured in the identified detention ponds and recirculated back to Vulcan's main stormwater detention facilities.
4. *Comprehensive Plan.* Is the proposed use compatible with the purpose and intent of the Comprehensive Plan? Yes. The Subject Property is designated as Heavy Manufacturing/Industrial within the Comprehensive Plan. Further, the use of the Subject Property for overburden storage will create an efficient transitional use of the property that will buffer the adjoining properties that are designated residential under the Comprehensive Plan.
5. *Use of Current Zoning.* Are there substantial reasons why the property cannot or should not be used as currently zoned? Yes. The Subject Property is not appropriate for residential use adjacent to the quarrying activities of Vulcan on its adjoining properties.
6. *Impact of Proposed Zoning or Use.* Will the proposed use cause an excessive or burdensome use of public facilities or services, including but not limited to streets, schools, water or sewer facilities, and police or fire protection? No. The proposed use of the Subject Property will not involve the use of any public streets by Vulcan as all access to the site for overburden storage will be internal. Further, the proposed use will not utilize any water or sewer facilities, and will have no impact on schools, police or fire protection.
7. *New or Changing Conditions.* Is the proposed use supported by new or changing conditions not anticipated by the Comprehensive Plan or reflected in the existing zoning of the property or surrounding properties? While the proposed use is consistent with anticipated needs of Columbus as set forth in the Comprehensive Plan, the current zoning of the Subject Property is not consistent with current conditions. The Vulcan quarry continues to be a major supplier of aggregate and other products to the region, and as a result thereof the pit needs to be further expanded. As a result, additional overburden storage area is needed so as to avoid increasing the height of the existing overburden storage which would likely be visible from adjoining properties.
8. *Public and Private Property Rights.* Does the proposed use reflect a reasonable balance between the promotion of the public health, safety, morality, or general welfare and the right to unrestricted use of property? Yes. The proposed rezoning of the Subject Property, coupled with the prohibition on mining of the Subject Property and the inclusion of the proposed buffers, offers a reasonable balance between Vulcan's free use of its property while also protecting the public health, safety and welfare.

LAW OFFICES
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City of Columbus

Page 4

May 2, 2022

Based upon these findings, we respectfully request the rezoning of the Subject Property from RE-1 to HMI. We suggest the inclusion of the following conditions to such rezoning:

- A one hundred foot (100') natural vegetative buffer be maintained along the eastern boundary of the Subject Property and along the entire frontage of Woolridge Road;
- Vehicular access to the Subject Property from Woolridge Road shall be limited to access associated with the existing residence on the Subject Property, and shall not include any traffic in association with Vulcan operations on the site;
- The Subject Property shall not be utilized for mining or aggregate processing;
- Any overburden storage adjacent to the natural buffers shall include the construction and maintenance of berms with not less than a 3:1 slope, with the outward facing sides of such berm being vegetated after having been established.

Thank you and the City of Columbus for your consideration in regard to this request. I would be pleased to provide you with additional information regarding this rezoning application at your request.

Sincerely,



Scott W. Peters

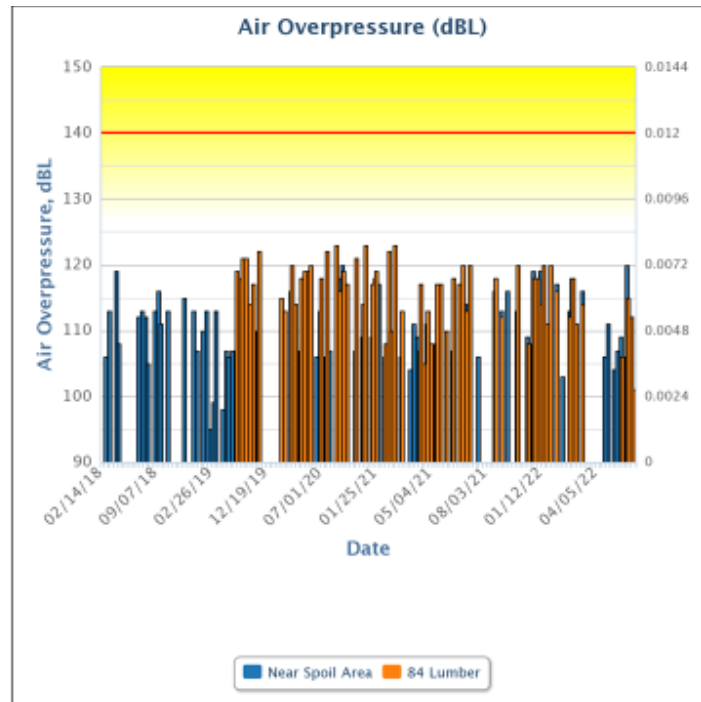
SWP/jc

Enclosures

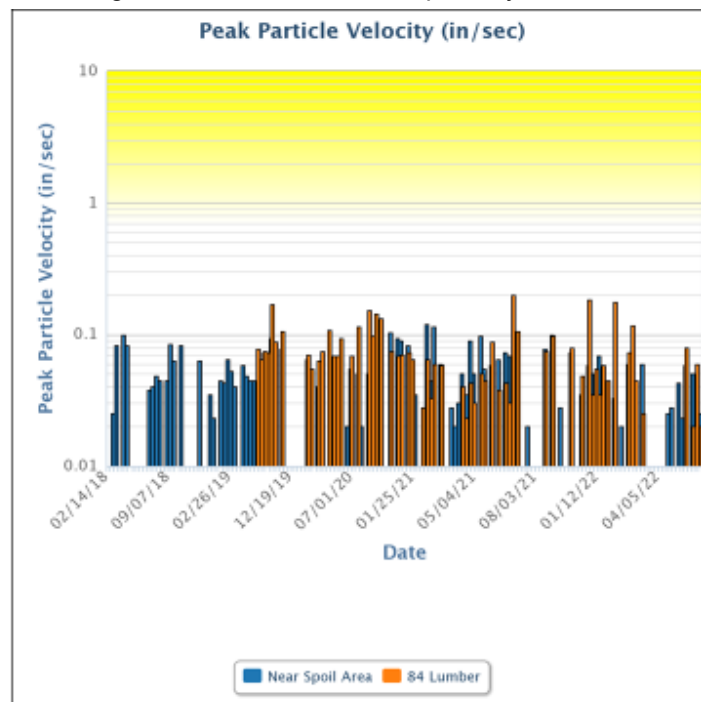
As we plan for discussions, we thought it would be helpful to provide several additional questions from residents:

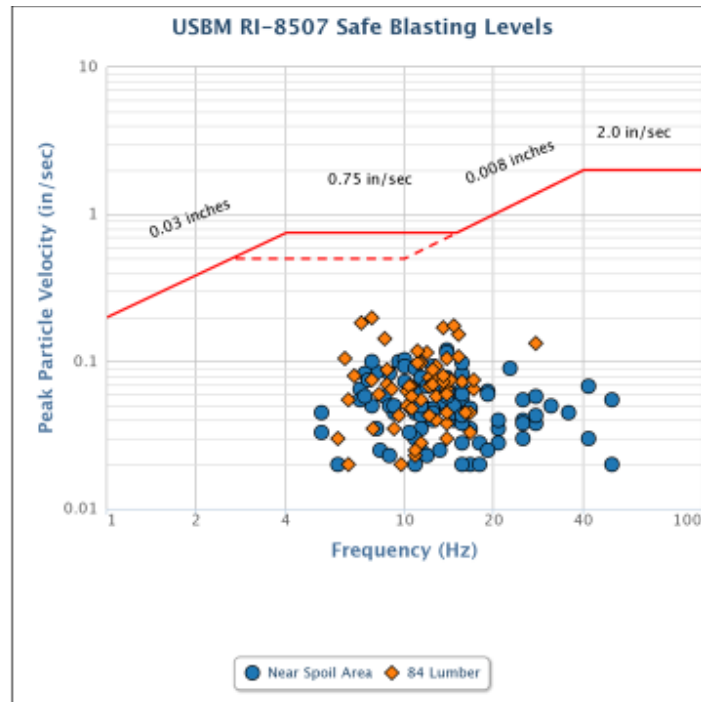
1. Will Vulcan submit a civil engineered site plan showing existing contours, final grades, slopes and retention plans including all retention ponds? (This plan should show all phases if work is performed in intervals.) - As part of the inclusion of the site into our existing NPDES permit, these plans will be prepared and submitted. However, those plans have not presently been prepared as the rezoning of the property must first be approved before the permit modification will be submitted. . Therefore they will not be available for this week's meeting. However, the existing contours of the site are included on the plans submitted with the rezoning application, and the anticipated final contours are also shown on those plans.
2. After each phase, is Vulcan planning on placing permanent ground stabilization in the disturbed areas? Yes
3. After overburden is moved (20 years), would Vulcan be willing to donate the property for a nature conservatory? While the property is included within our NPDES permitted site, Vulcan must retain full operational control of the site so that we are able to comply with our reclamation obligations when the mine operation is closed. However, Vulcan is willing to consider such a donation depending upon EPD regulation and depending on what our need will be for overburden at time of reclamation.
4. Are there any environmental impact statements or other environmental documents related to the property rezoning? - No, there isn't an environmental impact statement.
5. What Db levels have occurred with blasting over the past 5 years?





6. What blasting seismic readings have occurred over the past 5 years?





7. How many truck loads of overburden will be moved each month if rezoning is approved?

We anticipate approximately 2500 loads per month will be moved while stripping and these truck loads will be transported internally and not travel on public roads. We will be stripping 40% of weekdays in years 0-5 and 15% of weekdays in years 5-20. This is a projection based upon current operating conditions at the quarry.

8. Has a licensed professional engineer designed environmental controls for Subject Property? The environmental controls are not completed at this time, but they are being designed by a licensed professional engineer. The final plans will be submitted for review and approval to the EPD Land Branch.

9. Has Vulcan considered deployment of nonexplosive alternative methods to conventional rock blasting? I'm not sure of which alternative methods you are referring to; however most other methods are not commercially feasible.

Vulcan Materials Company Response to Follow-Up Questions Place in the Country

Zoning Related Documentation

Vulcan's 12 May document states they will provide us with current plans.

Place in the Country response: When will Vulcan provide the current plans? We also are interested in any options you may be considering for the future. As stated in our initial text message to Glenn Davis, our residential committee would prefer to have informative documents from Vulcan prior to meeting with Vulcan.

Carol Landrum emailed Bruce Bacon the May 2nd rezoning application documents on May 18th @ 10 am.

Environmental Study

Vulcan's 12 May document states "Vulcan's Environmental Department has assessed the environmental permitting required to proceed with the plans, if approved."

Place in the Country Response: Will you kindly share with us your Environmental Department documentation pertaining to the former Best property?

The steps involved in proceeding with the plans once zoning has been approved are as follows:

- Finalize the design and placement of the environmental controls that will be used to treat stormwater runoff from our overburden piles and prevent the occurrence of erosion and sedimentation.
- Add those design changes to our Surface Mine Land Use Plan, SMLUP.
- Submit the SMLUP to the GA EPD Surface Mine Land Use unit for review and approval.
- Adjust our surety bond to accommodate for the additional property. We will increase our surety bond by \$2,500 / acre of additional land.
- Modify our existing stormwater pollution prevention plan to include the aforementioned environmental controls.
- Revise our existing Stormwater Permit, GAR050000 to include the additional stormwater outfalls, and environmental controls. Georgia EPD mandates certain monitoring and sampling requirements that are applicable to all our stormwater outfalls. The details of these requirements are set forth in the Stormwater Permit.
- Once the SMLUP and Stormwater Permit have been approved and the surety bond adjusted accordingly we will physically install the environmental controls.
- We will begin storing overburden on the site after the environmental controls are installed.
 - Stormwater controls will be evaluated quarterly at a minimum.
 - Stormwater samples will be collected and analyzed as per GAEPD General Stormwater Permit GAR050000.

Truck Transportation Concerns – Open Question to Vulcan

Place in the Country Response: What commitment will Vulcan make to avoid damage to the roads in close vicinity to your quarry? What commitment will Vulcan make to remedy the hazardous road conditions currently in close proximity to your quarry? What action will you take to ensure truck traffic safety measures to and from your quarry including: speed limit compliance, overfill of trucks, protective measures to restrict loose rock spills, driver safety including zero tolerance of alcohol and drug use, removal of rock spills in close vicinity to your quarry?

The overburden storage on the Best Property that is the subject of the rezoning application will not create any additional traffic on adjacent roadways as all material will be transported to the property directly from the existing quarry site, and no trucks will access the site via public roads.

In regard to existing truck traffic on public roads adjacent to the Vulcan quarry, the majority of these trucks belong to our customers, and are not driven or owned by Vulcan. Therefore, although we can report incidents to our customers, Vulcan has limited ability to enforce rules on these drivers once they leave our facility. However, all trucks must be weighed before they leave our property to make sure they are not overweight, and trucks will be required to dump a part of their load if they are found to exceed the weight limitations. Further, all trucks are required to be tarped in accordance with the rules of the GA Department of Transportation. The driver of each truck is responsible for ensuring compliance with these rules.

Aesthetic plans and noise avoidance regarding former Best property

Place in the Country Response: Among other concerns, residents are anxious about aesthetics, water drainage, air quality and noise associated with the rezoning request. It is our understanding that a larger buffer (than that referenced by Vulcan's 12 May letter) has been contemplated to address concerns. (We feel ~30 yds is a grossly inadequate buffer.) What actions will Vulcan undertake to address significant water drainage issues from the former Best property onto Fortson Road?

Vulcan has voluntarily agreed to exceed the buffer requirements set forth in the Columbus Unified Development Ordinance, which would allow a buffer of only 75 feet. As depicted on the site plan submitted with the rezoning application, the buffer will exceed 100 feet in most locations, with the two detention ponds designed to collect and control stormwater being the closest improvements anticipated to be constructed along the northern and eastern property lines.

As referenced above, the stormwater system will be included within Vulcan's state mining permit, and as such all discharges of water from the property into adjacent streams or tributaries will be monitored on an ongoing basis.

Environmental controls employed to prevent drainage issues from the former Best property onto Wooldridge Road include, but are not limited to the following:

- stormwater ponds
- check dams
- silt fencing

A licensed professional engineer will design these environmental controls.

Further, please note that in response to inquiries from neighbors about timbering of the property, Vulcan has agreed that the trees north of the existing home site will not be timbered until such time as Vulcan needs to extend the overburden storage area north of that home site, which we anticipate will be several years in the future.

Open question to Vulcan

Place in the Country Response: In an effort to assist with our question "6d," we offer the following:

Does Vulcan anticipate, directly or indirectly, changes as a result of successful rezoning of the property involved in the zoning request, if such is approved? **No. The purpose of the rezoning request is to allow for the most efficient and least intrusive method of storage of overburden on the property. There will be no substantive changes to Vulcan's operations as a result of the rezoning.**

Will truck traffic, and or loads, along with Vulcan personnel, increase over the average annual metrics experienced over the past 12 months? **No. The overburden will not be transported along public roads, but will be transported to the site via internal roads between the current quarry site and the property sought to be rezoned.**

What materials will be transferred onto the former Best property? **Overburden material consists of rock, dirt, and clay.**

Is Vulcan already performing the movement of materials onto the former Best property? **No. Until such time as the zoning is approved, the property will not be utilized for overburden storage.**

Where on the property will the materials be moved? **The attached site plan depicts the locations where the overburden will be stored. The dark green shading indicates the portion of the property that is anticipated to be utilized during the first five (5) years following approval. The light green shading indicates the additional portions of the property that are anticipated to be utilized through the first twenty (20) years following approval.**

How will the materials be moved? The materials will be loaded onto dump trucks within the areas being cleared adjacent to the existing quarry, and transported onto the Best property via internal roads to be constructed between the properties.

Is road construction required on the property to transfer materials? No. While gravel drives will be constructed to connect the properties internally, no asphalt paving will be utilized, and the public roads will not be utilized in this process.

What is the expected schedule for material transfer? Following zoning approval, we would anticipate that overburden could begin being transported onto the Best property within approximately 3 - 6 months.

Will Vulcan deploy additional conveyor equipment? No. The overburden storage will not involve the use of conveyor equipment.

Will the transporting be visible or audible to residential areas? It is not anticipated that the transporting will be visible or audible to nearby residential areas. The existing vegetative buffer should provide sufficient visible and audio screening.

What actions will Vulcan implement to avoid air quality problems? Water will be applied to the haul roads and disturbed areas as needed to prevent fugitive emissions. The outside slopes of the berm will be vegetated upon completion. Once the property is added to the Vulcan's existing NPDES permit, the property will be subject to air quality standards that apply to the entirety of Vulcan's operational property.

If approved, what steps - such as construction, habitat destruction (including but not limited to trees and plants), water management - are expected to prepare the Best Property for the envisioned use? This project is not expected to change our current water management practices. Trees and vegetation in the footprint of the overburden storage area will be removed, however all trees and other vegetation within the proposed 100-foot buffer would remain. As noted above, Vulcan will not remove the trees located to the north of the existing home site until such time as the overburden storage area is expanded beyond the house location.

How will the current zoned property be altered if zoning is successful? The property will be used to store overburden and will not be visible to neighbors. There is no expectation to mine the property, nor will any processing facilities be located on the Best property. Vulcan has requested in the rezoning application that the City of Columbus limit the permitted use of the property solely to overburden storage.

Will Vulcan change any access roads to the properties? No. While existing internal roads will be extended onto the Best property, no public roads will be utilized or expanded and no additional curb cuts onto public roads are anticipated.

What machinery, and machinery use, changes and/or additions are contemplated in your plan for the additional property? Vulcan will utilize dump trucks to move overburden onto the property and loaders to slope the material so that it may be vegetated once the banks are stabilized.

Please provide information on your blasting practices and any changes anticipated in your plan. The quarry currently blasts 5-6 stripping shots/month and 3-4 productions shots/month. We do not anticipate any changes to our blasting schedule at this time based upon the current market demand for our products. Vulcan would be pleased to add any of our neighbors to our pre-blasting notification list.

Will additional lighting be necessary for your operations? No. All work will be performed during the day and no lighting will be installed. If so, will precautions be in place to ensure that doesn't impact neighbors? N/A

Will conveyor equipment use be increased? No. The overburden will not be transported by conveyor.

Will the truck loading area be moved at any future time? Vulcan presently has no plans to move the truck loading area on its property. The Best property will not be utilized for truck loading – the sole use of this property will be for overburden storage.

Will rail loading processes change in your plan? The overburden location on the Best property will not alter Vulcan's rail loading processes.

What environmental and ecological preservation actions are included in your plan? Environmental and ecological preservation actions include but are not limited to the preservation of undisturbed buffers, wetland and stream buffers, and the installation of common best management practices (BMPs) used in the aggregates industry to prevent erosion and sedimentation. The 100' natural buffer will remain in its existing state and will not be disturbed by the overburden storage.

Do you envision any other uses for the former Best property? Not at this time (except for the continued use of the single residence on the property by Vulcan employees). To the extent any additional uses are contemplated in the future, Vulcan would be required to submit a future zoning application to modify the requested condition limiting the use to only overburden storage.

Do you have further expansion plans for the area? In regard to the Best property, the sole anticipated use for the property for many years is overburden storage.

What is the useful mining life expectancy for your existing Barin Quarry? Based upon current known reserves within the existing pit area, we believe that the useful mining life expectancy is at least 100+ years.

What are the likely chances of ownership change for your organization? Vulcan has operated the quarry since 1957. Vulcan Materials Company is a publicly traded company, and therefore although we cannot make any promises of ownership adjustments due to the purchase or sale of stock, the company has enjoyed stable majority ownership and management for many years. In the unlikely event another owner should obtain the quarry in the future, they would have to abide by zoning and any conditions resulting from rezoning for this parcel.

What other adverse conditions have you considered pertaining to neighborhood areas within 5 miles of your property? The storage of overburden on the Best property is intended to minimize the impact of overburden storage on our neighbors. If we are not allowed to expand the footprint of where overburden may be stored as proposed, we will be forced to look at other alternatives within the property that is already subject to our mining permit – alternatives which we believe will have greater adverse impacts. We would potentially increase the height of the existing storage mounds (which are beginning to be visible from our property boundaries) or be forced to haul the overburden to other locations across adjacent public roadways. We believe the utilization of the Best property for overburden storage is the option with the minimum of adverse consequences for our neighbors.

What are the specific reasons for moving soil onto the former Best property? Our pit is expanding and to get to the rock, we have to remove the dirt on top, called overburden. Once overburden is removed, we need a place to store it which is the purpose for rezoning the Best parcel. As noted above, the storage on the Best property appears to be the least intrusive means of storage for our neighbors.

Will you share the Vulcan documents presented to the City of Columbus with us? The documents were shared with Bruce Bacon via email on May 18th @ 10 am.



Date: May 12, 2022

Responses back to Bruce Bacon, 1084 North Country Court, Fortson, GA 31808

1. What steps have been taken regarding Vulcan's request for rezoning and what are the remaining steps in the process? What is the expected timeframe for each of the steps?

Vulcan Materials Company, Barin Quarry submitted a rezoning application to Planning and Zoning on May 2nd. The matter will be heard at the Planning Advisory Commission (PAC) meeting which is scheduled for June 1st. After the PAC meeting, the matter goes before the Board of Commissioner for a 1st and 2nd reading and vote in June and July.

2. How may we obtain Vulcan's zoning related documentation (including any assurances to accommodate concerns of residents in the area)?

We will be happy to provide you with our current plans and meet with you to discuss your concerns.

3. Who should we contact to arrange a meeting with Vulcan? We would like to see their documentation (referenced in 2 above) prior to the meeting.

Carol Landrum, Manager of Government and Community Relations with Vulcan Materials Company, landrumc@vmcmail.com, 404-434-6023

4. Has there been an environmental study of the property referenced in the zoning area? Is there a city, state or federal requirement for such?

Vulcan's Environmental Department has assessed the environmental permitting required to proceed with the plans, if approved. All phases of the proposed development will be in compliance with the environmental rules and regulations promulgated by the GAEPD, EPA, and USACE.

5. Has an assessment been performed, or is there a plan for such an impact study, regarding traffic volume, road repair, road readiness, railroad delays and impact, along with any other potential risks or adverse impact to our area?

This change in our operation will not result in any increase in traffic. This proposal will allow Vulcan to move material internally without the need to access any public roadway.

6. In addition to question 5, we are interested to specifically know the following:

a. Is there a plan to improve the paving of roads in our area that have been damaged by heavy quarry traffic? We don't have an answer for this at this time.

b. Will the quarries in our area agree to clear the roads of any loose rock debris within a specific vicinity of the quarry? We are looking into this issue however do not have an answer at this time.

c. Has Vulcan agreed to a decibel standard for their operations which are in close proximity to residential areas?

It has never been brought up to us as an issue. We have encountered similar ordinances at other locations and we have no issues complying. Columbus has a noise ordinance and Vulcan has never been notified that there is a noise issue. We do not operate at night and on the ~~new~~ parcel we wish to rezone we will not be operating during nighttime hours.

d. Does Vulcan anticipate (directly or indirectly) any additional business, operational, construction, machinery, blasting, conveyor operations, lighting, loading, planting, hiring, water treatment, preservation steps or any other changes in their current business?

I want to understand your question and would like to talk to you at greater length about this.

7. What stated plans are in place following the mining of the quarry?

Vulcan's State mining permits require that a reclamation plan be submitted to the EPD and a bond or letter of credit issued to ensure that after the mine is closed, it is reclaimed pursuant to that plan.

8. What aesthetic plans are in place for the former Best Nursery properties?

A berm will be placed on the Best property with a 3-1 slope so that the slopes can be easily vegetated with grasses and trees. Vulcan will maintain a minimum 100 foot undisturbed buffer. The height of the fill will be less than the current crest of the hill on the Best Property (where the current house is located).

9. What are the steps for us to meet with local government offices such as the planning and zoning departments?

The application request is a public process allowing public input at several points in the process.

From January 1, 2017 until present the Barin Quarry has been inspected (8) times by the GAEPD. No citations were issued.

2018_01_25 – A **routine environmental inspection** was conducted by Clayton Bristol, GAEPD West Central District Office.

- **The quarry was found to be in compliance.**

2018_02_21 – An **air inspection** was conducted by Clayton Bristol, GAEPD West Central District Office

- **The quarry was found to be in compliance.**

2018_03_20 – An **air inspection** was conducted by Clayton Bristol, GAEPD West Central District Office

- **The quarry was found to be in compliance.**

2018_06_28 – An **air inspection** was conducted by Clayton Bristol, GAEPD West Central District Office

- **The quarry was found to be in compliance.**

2018_08_28 – An **air inspection** was conducted by Clayton Bristol, GAEPD West Central District Office

- **The quarry was found to be in compliance.**

2019_11_19 – A **routine environmental inspection** was conducted by Stephanie Edwards, GAEPD West Central District Office

- **The quarry was found to be in compliance.**

2020_02_21 – A **routine environmental inspection** was conducted by Dennis Foster, GAEPD West Central District Office

- **The quarry was found to be in compliance.**

2020_08_13 – A **routine environmental inspection** was conducted by David Humphries, GAEPD Surface Mining Unit

- **The quarry was found to be in compliance.**

AN ORDINANCE

NO. _____

An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **0 / 3390 Wooldridge Road** (parcel # 075-001-033 / 075-001-030) from RE1 (Residential Estate 1) Zoning District to HMI (Heavy Manufacturing / Industrial) Zoning District with amended conditions .

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS FOLLOWS:

Section 1.

The Zoning Atlas on file with the Planning Department is hereby amended by changing the property described below from RE1 (Residential Estate 1) Zoning District to HMI (Heavy Manufacturing/Industrial) Zoning District with amended conditions:

All that tract or parcel of land situated in Land Lots 230 and 235 of the 19th Land District of Muscogee County, Georgia, and being more particularly described as follows:

Begin at a found 1/2" iron rebar at the intersection of the southerly right of way line of Wooldridge Road (an 80 foot right of way) with the westerly line of Land Lot 230, said rebar lying on a curve concave northeasterly; thence run Southeasterly along said right of way and curve with a radius of 756.54 feet, through a central angle of 47 degrees 40 minutes 29 seconds, for an arc distance of 629.50 feet (chord bears South 66 degrees 00 minutes 52 seconds East 611.50 feet) to a found 2" iron pipe and the point of tangency of said curve; thence continue along said right of way South 89 degrees 51 minutes 06 seconds East a distance of 1589.40 feet to a found 2" iron pipe; thence leaving said right of way run South 00 degrees 08 minutes 59 seconds West a distance of 1904.16 feet to a found 1/2" iron pipe; thence run South 00 degrees 06 minutes 49 seconds West a distance of 89.21 feet to a found 5/8" iron rebar; thence run North 89 degrees 10 minutes 06 seconds West a distance of 2197.92 feet to a found 1/2" iron rebar on the apparent westerly line of Land Lot 235; thence run North 01 degrees 25 minutes 50 seconds East along said land Lot Line a distance of 474.16 feet to a found 1 1/2" (outside diameter) iron pipe; thence run North 01 degrees 24 minutes 47 seconds East along said Land Lot Line a distance of 1740.68 feet to the POINT OF BEGINNING. Said lands containing 99.96 acres, more or less.

All that tract or parcel of land situated in Land Lot 235 of the 19th Land District of Muscogee County, Georgia and being more particularly described as follows:

Commence from a found 1/2" iron rebar at the intersection of the southerly right of way line of Wooldridge Road (an 80 foot right of way) with the westerly line of Land Lot 230, said rebar lying on a curve concave northeasterly; thence run southeasterly along said right of way and said curve with a radius of 756.54 feet, through a central angle of 47 degrees 40 minutes 29 seconds, for an arc distance of 629.50 feet (chord bears South 66 degrees 00 minutes 52 seconds East) to a found 2" iron pipe and the point of tangency of

said curve; thence continue along said right of way South 89 degrees 51 minutes 06 seconds East a distance of 294.21 feet; thence leaving said right of way run South 00 degrees 19 minutes 09 seconds West a distance of 703.40 feet to a set 5/8" iron rebar and cap "LS2319" and the POINT OF BEGINNING. From said POINT OF BEGINNING run South 89 degrees 40 minutes 51 seconds East a distance of 467.10 feet to a set 5/8" iron rebar and cap "LS2319"; thence run South 00 degrees 19 minutes 09 seconds West a distance of 467.00 feet to a set 5/8" iron rebar and cap "LS2319"; thence run North 89 degrees 40 minutes 51 seconds West a distance of 467.10 feet to a set 5/8" iron rebar and cap "LS2319"; thence run North 00 degrees 19 minutes 09 seconds East a distance of 467.00 feet to the POINT OF BEGINNING. Said lands containing 5.01 acres, more or less.

Section 2.

The above-described property is being rezoned subject to the following conditions:

- (1) A two hundred foot (200') natural vegetative buffer (undisturbed) shall be maintained by applicant or any successor in interest along the eastern boundary of the Subject Property and along the entire frontage of the Subject Property along Wooldridge Road;
- (2) The sole industrial use of the Subject Property shall be for the transportation, deposit, and storage of overburden. The Subject Property shall not be utilized for mining or aggregate processing;
- (3) The hours of operation for the transportation and deposit of overburden on the Subject Property shall be limited to the hours of 8:00 a.m. through 5:00 p.m. Monday - Friday. Neither applicant nor any successor in interest shall operate on weekends and Vulcan recognized holidays on the Subject Property;
- (4) Vehicular access to the Subject Property from Wooldridge Road shall be limited to access associated with the existing residence on the Subject Property. There shall be no industrial or commercial use of the entrances to the Subject Property from the adjoining public right of way;
- (5) Overburden material shall be transported to the Subject Property upon internal roads. No overburden shall be transported to the Subject Property along the public roads surrounding the Subject Property or quarry;
- (6) The trees located to the north of the existing home shall not be removed until such time as Vulcan needs to extend the overburden storage area north of the existing home. Vulcan will provide a minimum of thirty (30) days advance written notice to Wooldridge Heights and Wooldridge Road residents prior to the commencement of clearing trees and prior to the commencement of transporting overburden north of the former Best home on Subject Property.

- (7) Water shall be applied to haul roads and disturbed areas as needed to prevent fugitive emissions in accordance with Georgia EPD requirements;
- (8) The maximum elevation of overburden stored on the Subject Property shall not exceed 700' above mean sea level along the southern boundary of the Subject Property. The maximum elevation of overburden stored on the Subject Property shall not exceed 650' above mean sea level along that line established by connecting the following two points (and which is depicted in red on the attached site plan for demonstrative purposes):

Starting Point:

Latitude: 32° 35' 20.24" N

Longitude: 84° 56' 12.39" W

Ending Point:

Latitude: 32° 35' 12.58" N

Longitude: 84° 55' 46.97" W

To the north of such line, overburden stored on the Subject Property shall not exceed an elevation of 630' above mean sea level. It is acknowledged that the existing house on the Subject Property is located at an elevation of 658' above mean sea level, and that Vulcan shall have no obligation to reduce the natural height of the Subject Property in any manner, this condition being limited solely to the elevation of overburden stored on the Subject Property.

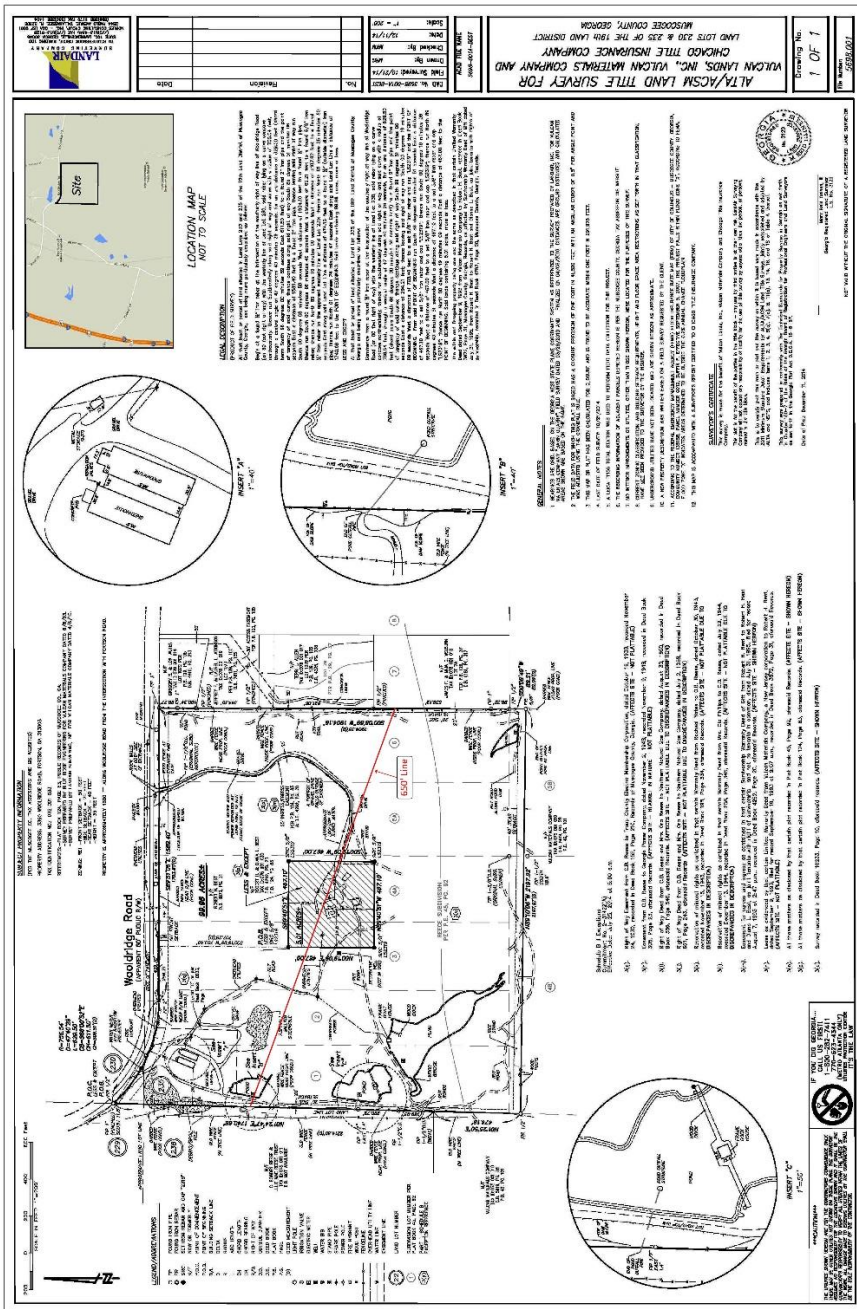
- (9) Applicant agrees to diligently pursue the permitting and installation of erosion and sediment best management practices on the Subject Property. Upon completion of permitting and installation of erosion and sediment best management practices on the Subject Property, neither Vulcan Materials Company nor any successor in interest shall increase the height of the overburden storage pile just south of the Subject Property.
- (10) The retired employee of Vulcan (and his immediate family) who currently occupy the existing house on the Subject Property may continue to reside at such house for a period not to exceed three (3) years from the date of the approval of this rezoning. Once the existing occupant vacates the existing house, no other person shall reside on the subject property.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd day of August, 2022; introduced a second time at a regular meeting of said Council held on the ____ day of _____, 2022 and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor House	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____
Councilor Woodson	voting _____

Sandra T Davis
Clerk of Council

B. H. “Skip” Henderson, III
Mayor



File Attachments for Item:

2. 2nd Reading- REZN-06-22-1184: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to amend certain boundaries of a district known as The Sable Oaks Subdivision of Midland from RE1 (Residential Estate) Zoning District to SFR2 (Single Family Residential 2) Zoning District. (Planning Department and PAC recommend approval) (Mayor Pro-Tem)

AN ORDINANCE**NO. _____**

An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to amend certain boundaries of a district known as **The Sable Oaks Subdivision of Midland** from RE1 (Residential Estate) Zoning District to SFR2 (Single Family Residential 2) Zoning District.

**THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS
FOLLOWS:**

Section 1.

The Zoning Atlas on file with Planning Department is hereby amended by changing the properties described below from RE1 (Residential Estate 1) Zoning District to SFR2 (Single Family Residential 2) Zoning District:

Tax Map 132, Block 018

Parcels: 132-018-049, 132-018-052, 132-018-053, 132-018-055

Tax Map 132, Block 021

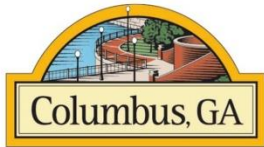
Parcels: 132-021-047, 132-021-046, 132-021-045, 132-021-045,
132-021-044, 132-021-037, 132-021-038, 132-021-040,
132-021-041, 132-021-042, 132-021-043

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd day of August, 2022; introduced a second time at a regular meeting of said Council held on the _____ day of _____, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor House	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____
Councilor Woodson	voting _____

Sandra T Davis
Clerk of Council

B. H. "Skip" Henderson, III
Mayor



CONSOLIDATED GOVERNMENT
What progress has preserved.
PLANNING DEPARTMENT

COUNCIL STAFF REPORT

REZN-06-22-1184

Applicant:

CCG – The Planning Department

Owner / Location / Parcel:

Nittaya Johnson
10257 Greenfield Dr
132-018-049

Michael Lavergne
10261 Greenfield Dr
132-018-052

Michael Roman
10265 Greenfield Dr
132-018-053

Ronald Leohr
10273 Greenfield Dr
132-018-055

Kalvin Baker
8141 Green Glen Dr
132-021-047

James Saad
8149 Green Glen Dr
132-021-046

Louis Miller
8157 Green Glen Dr
132-021-045

Lawanda Dillard
8165 Green Glen Dr
132-021-044

Chris Turner
10226 Sable Oaks Dr
132-021-037

Kevin Aviles
10234 Sable Oaks Dr
132-021-038

Ebony Arceneaux
10250 Sable Oaks Dr
132-021-040

Robert Hunt
10258 Sable Oaks Dr
132-021-041

Juan Rodriguez
10266 Sable Oaks Dr
132-021-042

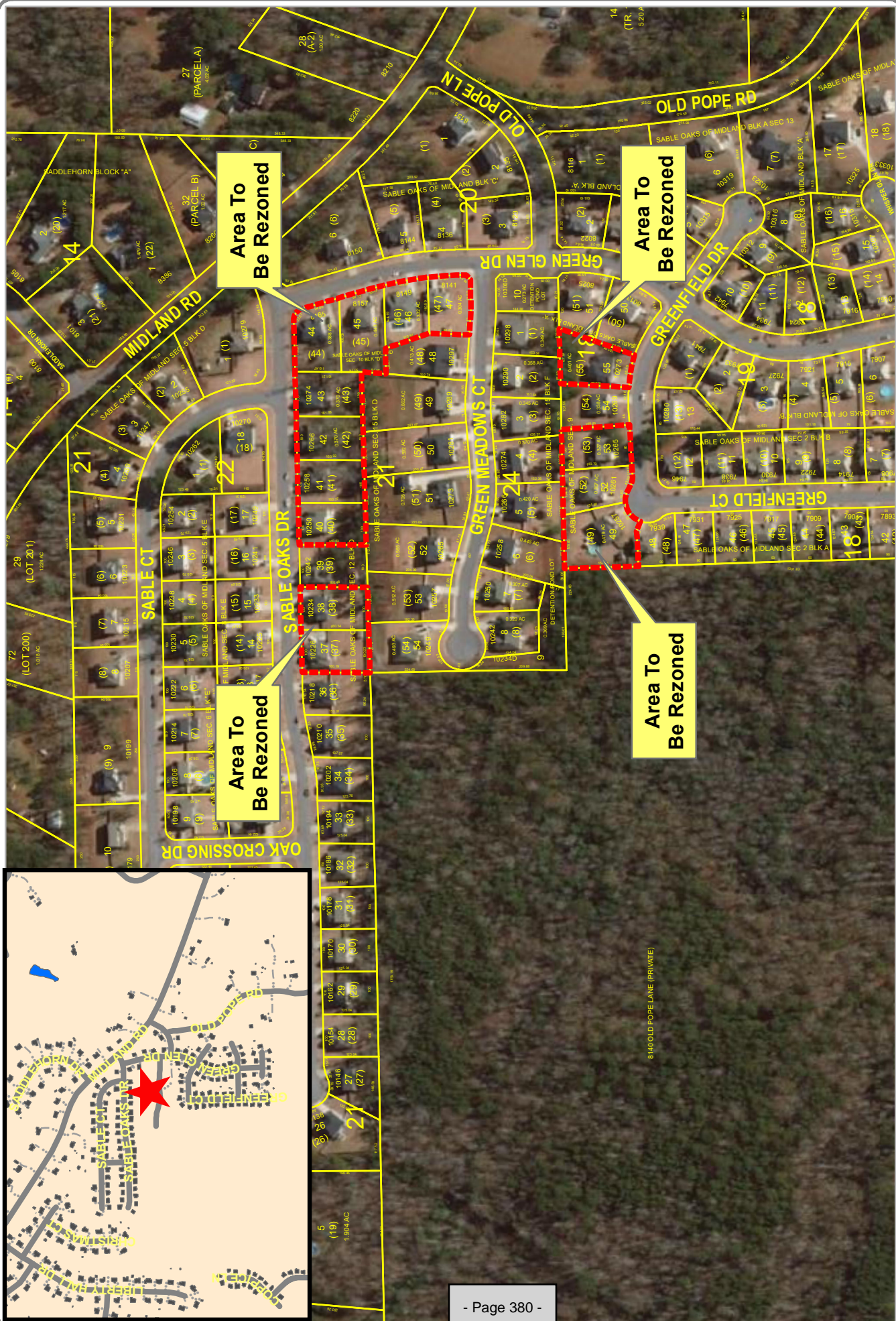
Matthew Houser
10274 Sable Oaks Dr
132-021-043

Acreage:	0.50 Acres (14 Parcels)
Current Zoning Classification:	RE1 (Residential Estate 1)
Proposed Zoning Classification:	SFR2 (Single Family Residential 2)
Current Use of Property:	Residential Homes
Proposed Use of Property:	Residential Homes
Council District:	District 6 (Allen)
PAC Recommendation:	Approval based on the Staff Report and compatibility with existing land uses.
Planning Department Recommendation:	Approval based on compatibility with existing land uses.
Fort Benning's Recommendation:	N/A
DRI Recommendation:	N/A

General Land Use:	Consistent Planning Area B								
Current Land Use Designation:	Single Family Residential								
Future Land Use Designation:	Rural Residential								
Compatible with Existing Land-Uses:	Yes								
Environmental Impacts:	The property does not lie within the floodway and floodplain area. The developer will need an approved drainage plan prior to issuance of a Site Development permit, if a permit is required.								
City Services:	Property is served by all city services.								
Traffic Impact:	N/A								
Traffic Engineering:	This site shall meet the Codes and regulations of the Columbus Consolidated Government for residential usage.								
Surrounding Zoning:	<table> <tr> <td>North</td><td>SFR2 (Single Family Residential 2)</td></tr> <tr> <td>South</td><td>SFR2 (Single Family Residential 2)</td></tr> <tr> <td>East</td><td>RE1 (Residential Estate 1)</td></tr> <tr> <td>West</td><td>RE1 (Residential Estate 1)</td></tr> </table>	North	SFR2 (Single Family Residential 2)	South	SFR2 (Single Family Residential 2)	East	RE1 (Residential Estate 1)	West	RE1 (Residential Estate 1)
North	SFR2 (Single Family Residential 2)								
South	SFR2 (Single Family Residential 2)								
East	RE1 (Residential Estate 1)								
West	RE1 (Residential Estate 1)								
Reasonableness of Request:	The request is compatible with existing land uses.								
School Impact:	N/A								
Buffer Requirement:	N/A								
Attitude of Property Owners:	One Hundred (100) property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received no calls and/or emails regarding the rezoning.								
	<table> <tr> <td>Approval</td><td>0 Responses</td></tr> <tr> <td>Opposition</td><td>0 Responses</td></tr> </table>	Approval	0 Responses	Opposition	0 Responses				
Approval	0 Responses								
Opposition	0 Responses								
Additional Information:	This request is to correct an error in zoning classification when this subdivision was developed. These parcels do not meet the RE1 – Residential Estate 1 one-acre lot minimum.								

Attachments:

Aerial Land Use Map
Location Map
Zoning Map
Existing Land Use Map
Future Land Use Map
Flood Map



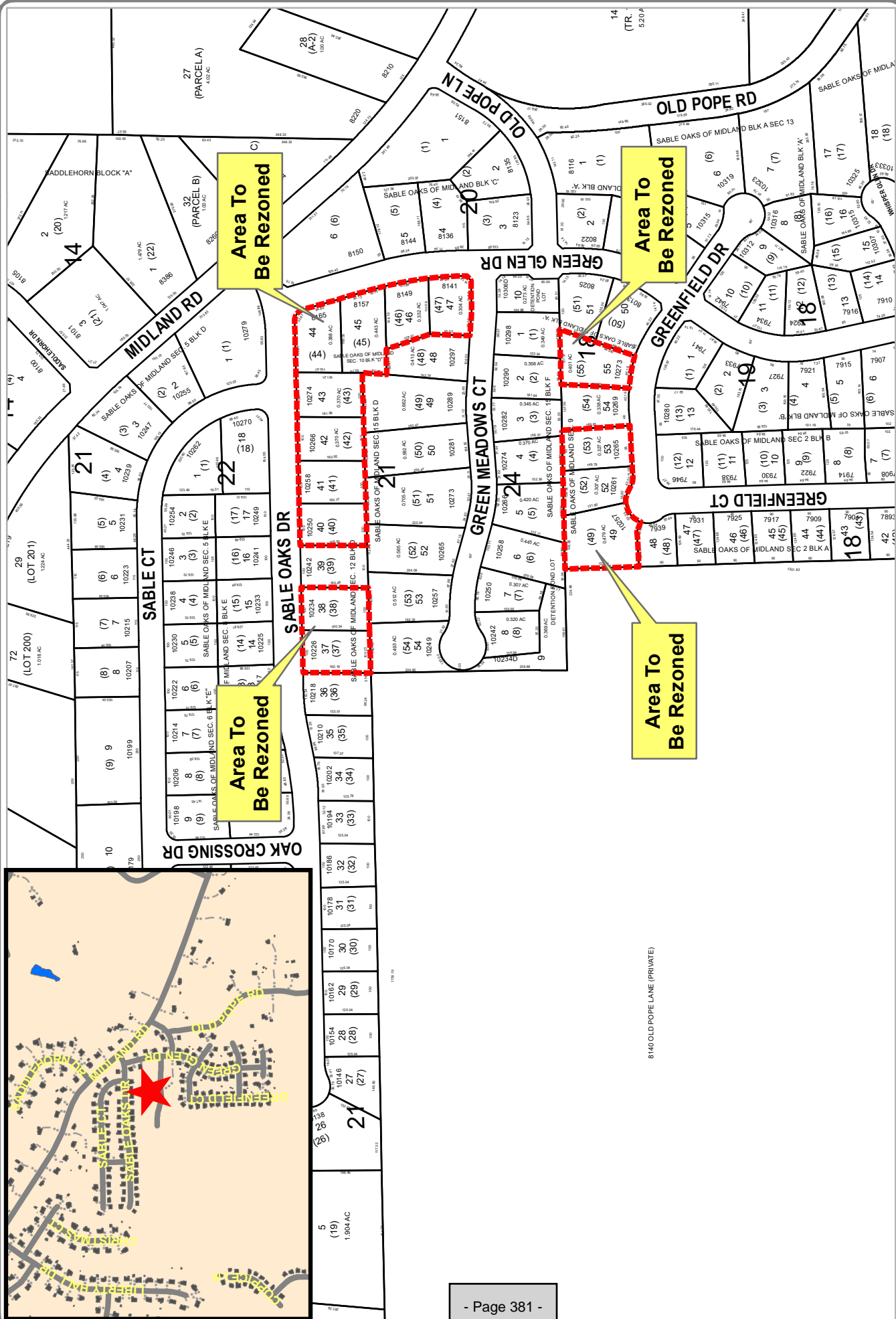
Item #2.

0 150 300 Feet
1 inch = 300 feet
Data Source: IT/GIS
Author: David Cooper

Flood Zone Map for REZN 06-22-1184
Planning Department-Planning Division
Prepared By Planning GIS Tech

This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

Date: 6/24/2022



This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

Date: 6/24/2022

Location Map for REZN 06-22-1184

Planning Department-Planning Division

Prepared By Planning GIS Tech

Item #2.

Columbus Planning

0 150 300 Feet

1 inch = 300 feet

Data Source: IT/GIS

Author: David Cooper



Item #2.



0 150 300 Feet
1 inch = 300 feet

Data Source: IT/GIS
Author: David Cooper

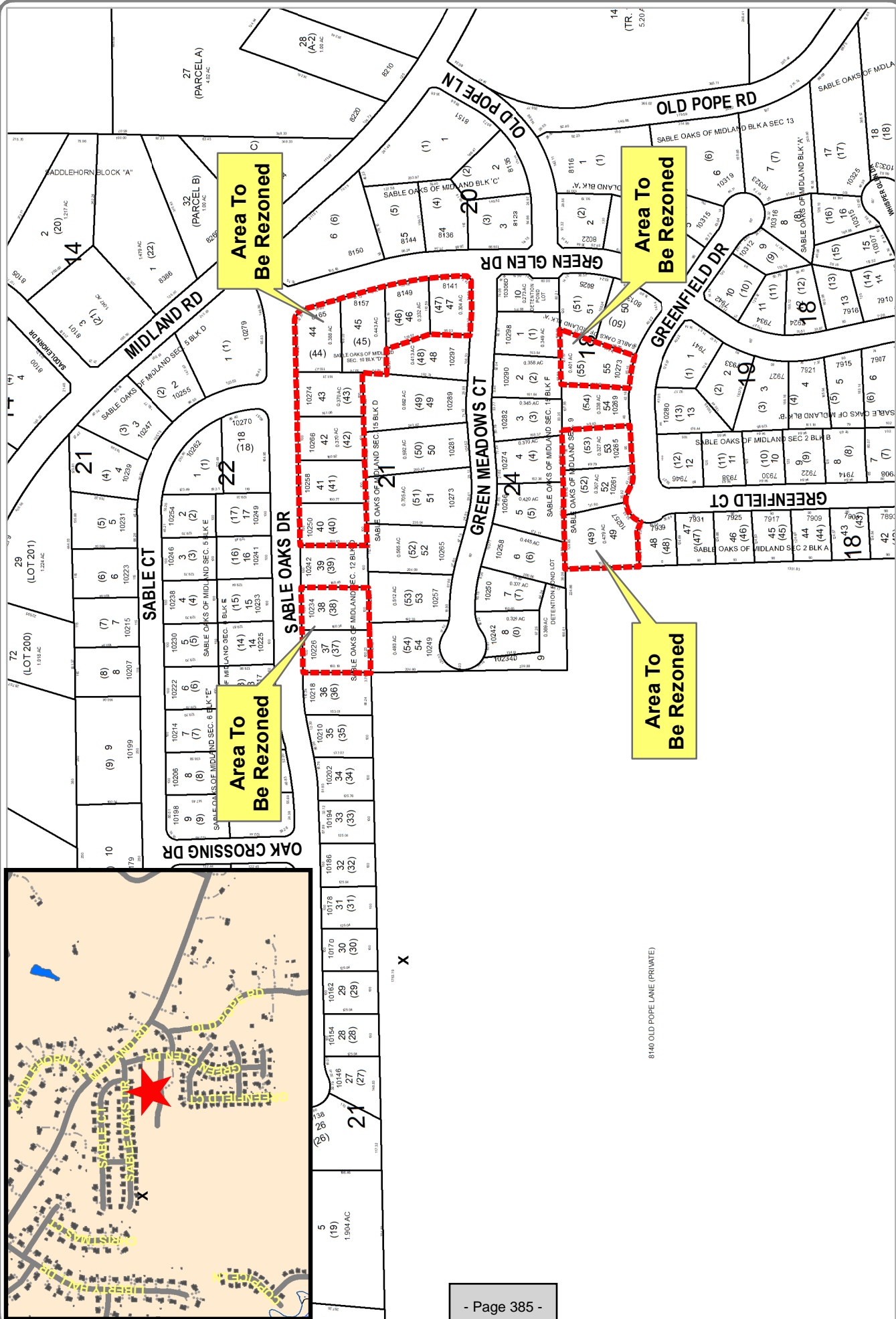
Existing Land Use Map for REZN 06-22-1184

Planning Department-Planning Division
Prepared By Planning GIS Tech

This material is made available as a public service.
Maps and data are to be used for reference purposes only.
The data contained is subject to constant change.
Map information is believed to be correct but is not guaranteed.



Date: 6/27/2022



File Attachments for Item:

3. 2nd Reading- An Ordinance to authorize the Recorder's Court of Columbus, Georgia to hear evidence and enforce civil penalties for violations of O.C.G.A. Sections 40-14-17 and 40-14-18, related to speed detection devices and speeding fines in school zones: and for other purposes.
(Mayor Pro-Tem)

AN ORDINANCE**NO. _____**

An Ordinance to authorize the Recorder's Court of Columbus, Georgia to hear evidence and enforce civil penalties for violations of O.C.G.A. Sections 40-14-17 and 40-14-18, related to speed detection devices and speeding fines in school zones: and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEARBY ORDAINS:**SECTION 1.**

Chapter 2 of the Columbus Code as hereby amended by adding a new Section 2-15.3 to read as follows:

“The Recorder's Court of Columbus, Georgia shall be authorized to hear evidence and enforce civil penalties for violations of O.C.G.A. Sections 40-14-17 and 40-14-18, related to use of certain speed detection devices and speeding in school zones.”

SECTION 2.

All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd day of August, 2022, introduced a second time at a regular meeting of said Council held on the ____ day of _____, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting	_____
Councilor Barnes	voting	_____
Councilor Crabb	voting	_____
Councilor Davis	voting	_____
Councilor Garrett	voting	_____
Councilor House	voting	_____

Councilor Huff	voting	_____
Councilor Thomas	voting	_____
Councilor Tucker	voting	_____
Councilor Woodson	voting	_____

Sandra T. Davis
Clerk of Council

B.H. “Skip” Henderson, III
Mayor

File Attachments for Item:

4. 1st Reading- An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes. (Continued on 1st Reading from 8-23-22) (Mayor Pro-Tem)

ORDINANCE

No. _____

An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS, AS FOLLOWS:**PART 1****Adoption of a new Classification and Compensation Plan Report and Repeal of Conflicting Ordinances****SECTION 1**

The Classification and Compensation Plan Report designated as “Exhibit A” submitted by Evergreen Solutions and dated August 23, 2022 (hereinafter “the Pay Plan”), is hereby approved and shall be implemented during Fiscal Year 2023, beginning with the first pay period after the Finance Director and Human Resources Director confirm in writing that the necessary data downloads are in place. The first day of the first pay period to which the Pay Plan can be applied shall hereinafter be referred as the “Implementation Date.”

SECTION 2

Placement of Public Safety and general government positions in the Pay Plan shall be as follows:

- (a) Initial placement of employees into the Pay Plan will be based upon the position held on the Implementation Date.
- (b) Placement into the new Pay Plan at a different level, title or rank than held by the employee prior to the Implementation Date is not to be considered a promotion. Therefore, the new promotion policy contained in this ordinance does not apply to the initial placement of employees into the new Pay Plan and will not result in a promotional salary increase.

SECTION 3

Pursuant to the Pay Plan, all full-time classified CCG employees shall receive an annual increase of at least one step in grade as approved by Council during the budget process starting with the fiscal year beginning July 1, 2023. Those certain employees whose salaries currently meet or exceed the maximum step for their grades as set forth in the Pay Plan shall receive step increases and other Council approved pay increases that will be calculated consistently with the Pay Plan.

SECTION 4

As recommended by Evergreen Solutions, the City Staff shall review advancing the pay scale annually during the budget process to keep pace with the CPI (Consumer Price Index) or the ECI (Employment Cost Index) and make recommendations for Council approval.

SECTION 5

Ordinance No. 06-40, Section 24, and Ordinance No. 06-87, in its entirety, are hereby repealed.

PART II

Amendments to Ordinance No. 22-027, the Operating Budget for the Fiscal Year ending June 30, 2023

SECTION 6

The first paragraph of Section 28 of Ordinance No. 22-027 is hereby repealed and replaced with the section below and reads as follows:

“ Public Safety officers hired after the implementation of the Pay Plan shall receive a sign-on bonus of \$5,000.00, provided the employee continuously meets the written criteria established by the hiring department. Each Public Safety department shall develop written criteria for receipt of the bonus and such written criteria shall be approved in advance by the Director of Public Safety. The bonus shall be paid semiannually over a 24 month period in increments of \$1,250.00 to officers continuing to be employed and meeting the written criteria. Public Safety officers rehired within twelve months of their separation date are ineligible for a second sign-on bonus. The Public Safety officer may; however, receive any remaining portion of the initial sign-on bonus. The sign-on bonus shall be reviewed by the Council every two years after the effective date of this ordinance. The sign-on bonus applies to Public Safety Officers in the Police Department, Sheriff’s Office, Fire/EMS Department, and Muscogee County Prison.”

SECTION 7

The second paragraph of Section 28 of Ordinance No. 22-027 which pertains to the quarterly retention bonus of \$1,500 payable to all full-time sworn personnel in the Police Department including 911 Communications Technicians, Fire/EMS Department, Emergency Management/Homeland Security Department, Sheriff’s Office, and Muscogee County Prison shall be repealed effective upon the Implementation Date of the Pay Plan.

SECTION 8

Upon the Implementation Date of the Pay Plan, Sections 29, 30, 31, 32, 36, 38, and 39 of Ordinance No. 22-027 are repealed in their entirety. Pay Reform and Restructure ordinances, Pay Reform Longevity Plan and Recruitment and Retention Plan ordinances adopted related to the Police Department, Sheriff's Office, Fire/EMS Department, and Muscogee County Prison in Ordinance No. 15-24, Ordinance No.16-17, Ordinance No.18-21, Ordinance No.19-027, Ordinance No.17-24, Ordinance No.20-018, and Ordinance No.21-032 are repealed and replaced with the following paragraph upon the Implementation Date:

Public Safety sworn personnel in the Police Department, Sheriff's Office, Fire/EMS Department, Muscogee County Prison, and Emergency Management/Homeland Security will receive a one-step in grade longevity increase in the new pay plan at certain "milestone" years that mirror the increases they received under the "Pay Reform" system. Therefore, after years 3, 5, 7, 10, 15, 20, 25, 30 and 35, Public Safety sworn employees will receive an additional step increase above and beyond the increases that are approved by Council for all employees.

Public Safety Officers who separate and are re-hired in any Public Safety Department forfeit any milestone or longevity pay received during prior employment. Re-hired Public Safety Officers will be treated as a newly hired sworn officer as it relates to longevity pay.

SECTION 9

Upon the Implementation Date, Section 40 of Ordinance No 22-027 is hereby repealed to the extent it is inconsistent with any new hourly pay rates set forth in the Pay Plan.

PART III

Revisions of Chapter 16B of the Columbus Code

SECTION 10

Columbus Code Sections 16B-3-2 and 16B-3-2.1 are hereby deleted in their entirety and are replaced by a new Section 16B-3-2-- **Promotions** to read as follows:

"Public Safety and general government employees that are selected for promotion will receive a six step increase measured from their current pay grade and step and placed into the new grade at the nearest salary. Or, the employee will be placed at the first step of the new position and grade, whichever is greater."

SECTION 11

Columbus Code Section 16B-3-3 – **Demotions** is hereby deleted in its entirety and replaced by a new section 16B-3-3 to read as follows:

“When an employee is demoted for cause to a lower grade position, the employee’s pay shall be decreased by six steps measured back from their current pay grade and step and be placed into the new grade and step at the nearest salary. If the employee cannot be decreased by six steps as required by this paragraph, the employee will be placed at the first step for the new position and grade.”

SECTION 12

Columbus Code Section 16B-7-7 – **Voluntary demotions** is hereby deleted in its entirety and replaced by a new section 16B-7-7 to read as follows:

“An employee may be demoted at his or her request to a vacant position in a lower class, subject to the approval of the Human Resources Director with compensation to be determined in accordance with Columbus Code Section 16B-3-3 with appropriate adjustments consistent with the Pay Plan that are recommended by the affected Department and approved by the Human Resources Director. The Human Resources Director, in conjunction with the Department Director, shall determine whether the employee is qualified to perform the duties and responsibilities of the lower class of position.”

Part IV Other Pay Incentives and Supplements to be Continued

SECTION 13

The existing supplements or pay enhancements currently in effect before the Implementation Date that are not specifically addressed in this ordinance, including but not limited to OLOST supplements for the various Public Safety agencies and certification pay and specialty pay for the Fire and EMS Departments, shall remain in effect and be paid in addition to the grade and step pay indicated for each employee in the Pay Plan.

SECTION 14

Educational Incentive Pay for Public Safety shall be subject to the following provisions:

(a) Public Safety employees receiving their first bachelor’s or master’s degree after June 30, 2006, but before October 31, 2022, while employed by a Public Safety Department, shall receive an educational incentive of \$1,200 for each degree. The incentive shall be paid as a separate line item and not be included in the base employee compensation that is calculated on a step basis.

(b) Public Safety employees who were employed by a Public Safety Department and enrolled in a baccalaureate or master’s program on June 30, 2006, receiving their first bachelor’s or master’s degree on or before June 30, 2008, at their option, shall continue to receive the educational incentive authorized prior to July 1, 2006, in lieu of the incentive amounts set forth in paragraph (a) above. If elected, this incentive shall be paid by- advancing the employee’s salary two steps in the same grade, up to the maximum pay for the grade.

(c) A Public Safety employee receiving the first associate's or bachelor's degree after October 31, 2022, shall receive an educational incentive of \$1,250 for an associate degree or \$2,500 for a bachelor's degree. The incentive shall be paid as a separate line item and not be included in the base employee compensation.

(d) Public safety employees currently employed and enrolled in a master's degree program on October 31, 2022, receiving their first master's degree on or before October 31, 2024, may receive the educational incentive authorized prior to October 31, 2022, pursuant to paragraph (b) above. No education incentive will be offered for receiving a master's degree after October 31, 2024.

(e) For purposes of this section, the following definitions and requirements shall apply:

Accredited College or University: An institution accredited by the Council for Higher Education Accreditation, or National Student Clearinghouse.

Associate's Degree: An associate's degree or the educational equivalent of an associate's degree which for the purpose of applying subsection (c) above is defined as a minimum of 96 quarter hours or 63 semester hours of post-secondary education at an accredited college or university. provided said course work is above the developmental level and contains, at least: two English; one math; two science or technology; one social studies; and one humanity. This definition shall not be construed as waiving the associate or higher degree requirement for promotional qualification or any other process.

Proof of enrollment and degree requirements: For each educational supplement, Human Resources will verify all transcripts for proof of enrollment, receipt of the degree, and the accreditation of the institution through the Council for Higher Education Accreditation, the National Student Clearinghouse, or an equivalent, except when an official transcript is supplied directly to Human Resources by the institution granting the degree, and Human Resources otherwise has proof of the institution's accreditation. .

SECTION 15

Operational procedure for Multi-level Qualifications and Career ladder positions-

Public safety and general government positions assigned multiple levels by the Pay Plan, to provide salary differentials for different levels of qualifications shall be administered by the following general rules:

- (a) Clear measurable criteria will be used to determine qualification for each advanced level. Where the criteria were not specified in the Pay Plan, departments will develop appropriate standards to be approved by the City Manager.
- (b) Employees that qualify for advancement in pay grade will receive the salary obtained by advancing the current salary in the current grade six steps and placed into the new grade at the nearest salary. Or, the employee will be placed at the minimum step for the new position and grade, whichever is greater.
- (c) Initial placement of employees in multi-level positions will be as specified by the Pay Plan or based upon their assigned position on the Implementation Date. A department

head may request changes in recommended levels with appropriate justification and approval of the City Manager.

- (d) This procedure only applies to positions in the pay plan designated with a numbered footnote and multi-level description. Positions assigned a “tag” number and having a separate job description are promotional positions and not part of a career ladder, even if the title is numbered or contains the word “senior” in the title. Employees may only advance to promotional positions by successfully competing for an authorized vacant position.”

Part V Effective Date and Repealer

SECTION 16

This ordinance shall be effective upon the Pay Plan Implementation Date as defined above.

SECTION 17

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd day of August, 2022; continued on 1st Reading on August 30,2022, and introduced for 2nd Reading at a regular meeting of said Council held on the ____ day of _____, 2022, and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen	voting	_____
Councilor Barnes	voting	_____
Councilor Crabb	voting	_____
Councilor Davis	voting	_____
Councilor Garrett	voting	_____
Councilor House	voting	_____
Councilor Huff	voting	_____
Councilor Thomas	voting	_____
Councilor Tucker	voting	_____
Councilor Woodson	voting	_____

Sandra T. Davis, Clerk of Council

B.H. “Skip” Henderson, III, Mayor

Classification and Compensation Study and Analysis for Columbus Consolidated Government, GA

FINAL REPORT



Evergreen Solutions, LLC

August 23, 2022

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APPENDICES

Appendix A – Position Grade Assignments – Alphabetical
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Chapter 1 - Introduction

The leadership of Columbus Consolidated Government (CCG) in keeping with its commitment to attracting and retaining the staff necessary to provide high quality services to its citizens determined that its current compensation and classification system and structures needed to be updated to better reflect best practices. The project sought to evaluate the strengths and weaknesses of CCG's current systems and identify prevailing or best practices among peers. This was accomplished by conducting job analysis, collecting peer salary data, and recommending a new structure or tweaking the current structure to ensure market competitiveness. This study and the analysis contained within provides leadership with valuable information related to their employee demographics, opinions, market data, as well as internal and external equity.

Internal equity relates to the fairness of an organization's compensation practices among its current employees. Specifically, by reviewing the skills, responsibilities, and duties of each position, it can be determined whether similar positions are being compensated in an equitable manner within the organization. External equity relates to the differences between how an organization's classifications are valued and the compensation available in the marketplace for the same skills, responsibilities, and duties. This component of the study aims to address how CCG is positioned in the market relative to other local area government organizations with similar positions and to develop recommendations that allow CCG to recruit and retain quality employees. The classification component of this study resolves any inconsistencies related to job requirements or job titles and ensures that all jobs are appropriately categorized and aligned with the work currently performed.

1.1 STUDY METHODOLOGY

Evergreen Solutions combines qualitative and quantitative data analysis to produce recommendations that maximize the fairness and competitiveness of an organization's compensation structure and practices. It is important to note that the data utilized in the study represents a snapshot in time. As market conditions can change rapidly, it is important for CCG to conduct regular market surveys to ensure their external market position does not decay. A full compensation and classification review is recommended every five years. approximately. Some examples of project activities included:

- Conducting a project kick-off meeting;
- Presenting orientation sessions to employees;
- Facilitating focus group sessions with employees;
- Conducting an external market salary survey;
- Developing recommendations for compensation management;



- Revising classification descriptions based on employee JAT feedback;
- Developing recommendations for compensation and classification changes;
- Creating draft and final reports; and
- Conducting training sessions with human resources staff in the methodology used to systematically assess job classifications.

Kickoff Meeting

The kickoff meeting provided an opportunity to discuss the history of CCG, finalize the work plan, and begin the data collection process. Data collection included the gathering of relevant background material including: existing pay plans, organization charts, policies, procedures, training materials, classification specifications, and other pertinent material.

Employee Outreach

Through the orientation sessions, Evergreen consultants briefed employees on the purpose and major processes of the study. This process addressed employee questions to resolve misconceptions about the study and related tasks and explained the importance of employee participation in the JAT process.

In addition, employees participated in focus group sessions designed to gather input from their varied perspectives as to the strengths and weaknesses of the current system. Feedback received from employees in this context was helpful in highlighting aspects of the organization which needed particular attention and consideration. This information provided some basic perceptual background, as well as a starting point for the research process.

Job Assessment Tool® (JAT) Classification Analysis

Employees were asked to complete individual JAT surveys, where they shared information pertaining to their work in their own words. These JATs were analyzed and compared to the current classification descriptions, and classifications were individually scored based on employee responses to five compensable factor questions. Each of the compensable factors—Leadership, Working Conditions, Complexity, Decision Making, and Relationships—were given weighted values based on employee responses, resulting in a point factor score for each classification. The rank order of classes by JAT scores was used to develop a rank order of classes within the proposed compensation structure. Combined with market data, this information formed the foundation of the combined recommendations. The nature of each compensable factor is described below:

- Leadership –relates to the employee’s individual leadership role, be it as a direct report of others who have leadership responsibilities, or as an executive who has leadership over entire departments or CCG.
- Working Conditions – deals with the employee’s physical working conditions and the employee’s impact on those conditions, as well as the working conditions impact or potential impact on the employee.



- Complexity – describes the nature of work performed and includes options ranging from entry-level manual or clerical tasks up to advanced scientific, legal, or executive management duties.
- Decision Making – deals with the individual decision-making responsibility of the employees. Are decisions made on behalf of the employee or is the employee making autonomous decisions that impact the individual, other employees, or even the entire organization and the citizens that rely on CCG?
- Relationships –deals with organizational structure and the nature of the employee’s working relationships. Responses range from employees who work primarily alone, those who work as members of a team, those who oversee teams, and even those who report to elected officials or the public.

Salary Survey

The external market for this study was defined as identified local government organizations with similar positions as well as similar characteristics, demographics, and service offerings. There were 127 positions benchmarked for the market survey, although not all positions had matching positions in the peer organizations. The data were then analyzed comparing CCG classifications to the jobs performing the same duties at peer organizations to gain a fuller understanding of their market position.

Recommendations

Evergreen developed recommendations for CCG to consider helping maximize the effectiveness and efficiency of its current compensation and classification structure. Evergreen provided CCG with a variety of recommendations for the future at various costs. Plans ranged from minor tweaks to the current compensation and classification systems to wholesale changes to the entire organizational structure. These plans were designed to fix the issues identified in this report, while continuing to build on the strengths CCG currently exhibits.

1.2 REPORT ORGANIZATION

This report includes the following additional chapters:

- Chapter 2 – Summary of Employee Outreach
- Chapter 3 – Assessment of Current Conditions
- Chapter 4 – Market Summary
- Chapter 5 – Benefits Analysis
- Chapter 6 – Recommendations



Chapter 2 – Summary of Outreach

Outreach was conducted by Evergreen -. Evergreen met with CCG employees and explained the process of the study and fielded questions from Employees. Focus groups were conducted to solicit information from employees that gave Evergreen solid information to begin researching. Employees provided Evergreen their opinions on classifications that were outdated, behind market, or had become crucial classifications that were difficult to retain or recruit. Information was also provided on the employees' opinions of the biggest competitors to CCG. Finally, employees provided information on all the positive aspects of employment with CCG. Evergreen used employee opinions as a starting point for some data collection, but everything that was used during this study was independently verified by Evergreen. A full summary of the outreach can be found in **Chapter 2** of this report.

Chapter 3 - Assessment of Current Conditions

An assessment of current conditions was conducted to help Evergreen better understand the current standing of all CCG pay plans, demographics, and compensation structures. This assessment should be considered a snapshot in time and is reflective of the conditions present within CCG upon the commencement of this study. By leveraging this information, Evergreen was able to gain a better understanding of the strengths and weaknesses of the current compensation system. When combined with the market results, the Assessment of Current Conditions helped provide a basis for recommendations. A full summary of the Assessment of Current Conditions can be found in **Chapter 3** of this report.

Chapter 4 - Market Summary

A salary survey was designed by Evergreen and approved by CCG's human resources department. The external market was defined by CCG leaders in Phase One of this study and was not adjusted for Phase Two. After the results were received, the data were analyzed to compare CCG to the overall results. Combined with the Assessment of Current Conditions, the market survey gave Evergreen the information needed to understand CCG's position relative to its labor market. A full summary of the market results can be found in **Chapter 4** of this report.

Chapter 5 – Benefits

A benefits survey was designed by Evergreen and approved by CCG's human resources department. A benefits analysis represents a snapshot in time of what is available in peer organizations and can provide CCG with an understanding of the full compensation package offered by its peers. A full summary of the benefits survey can be found in **Chapter 5** of this report.



Chapter 6 – Recommendations

During the recommendations phase, Evergreen provided several different solution options based on their current relationship to market. Solutions were provided that only require minor tweaks to the current compensation and classification systems, as well as some solutions that would require wholesale changes to CCG current structures. Evergreen has provided CCG with recommendations that can both leverage the current compensation structure and help expand its ability to recruit and retain talent in the most competitive classifications. A full explanation of the recommendations can be found in **Chapter 6** of this report.



Chapter 2 – Summary of Employee Outreach

Evergreen Solutions, LLC (Evergreen) consultants completed outreach using orientation, department head interviews, and focus groups (both in-person and virtually). During the orientation sessions, the Evergreen Solutions team provided information to participants about the goals of the study and the role of employees in the study process. Within the employee focus groups and department head interviews, questions were asked which were designed to gather feedback on several topics related to the study.

The observations in this chapter are a generalized summary of opinions, general themes, and trends expressed by employees who either participated in a focus group or provided direct feedback to Evergreen. Information that may identify the commenter has been removed. It is important to note that the views shared in this summary are perceptual in nature and may not necessarily reflect actual conditions.

Comments are separated into the following four categories below:

- 2.1 General Feedback
- 2.2 Compensation and Classification
- 2.3 Market Peers
- 2.4 Summary

2.1 GENERAL FEEDBACK

The comments described in this section reflect the factors that incentivize prospective applicants to pursue employment with CCG, and the reasons employees have decided to continue working for the CCG. These elements are as important to highlight as compensation, which while a principal factor is often not the sole determination for where employees wish to work. The responses varied from stability, benefits, and leave. However, there was a perception that CCG should offer better incentives, hire more employees, and improve communication. While Evergreen Solutions receives this input frequently while conducting these types of studies, this belief was expressed by employees in most of the outreach sessions and was a predominant theme.

2.2 COMPENSATION AND CLASSIFICATION

Focus group participants contributed the following related to the compensation structure and associated pay practices:



- **External Equity** – Feedback on the competitiveness of pay within CCG was noted as one of the primary concerns, with some employees stating they often job hop between CCG and other cities to increase their salary, as raises are not often given.
- **Internal Equity** – Employees expressed several concerns or requests regarding internal equity. Common themes involved:
 - A need for staff development and an established path for career progression
 - Compensation for additional certification or licenses
 - Equality between departments in terms of pay and incentives
 - Higher rate of pay separation between classes to reduce compression
 - Parity between pay and the depth of responsibility.
- **Raises** – Employees expressed a desire to see cost-of-living adjustments and true merit raises that are tied to performance evaluations and adjusted for workload and ability.
- **Benefits**– Employees are happy with the benefits, but expressed concerns about:
 - The cost of insurance
 - Concern that retirement funds will not be available when individual employees hit retirement age
 - Forced loss of annual leave, as employees are too short-staffed to be able to take leave.
- **Performance Management** – Employees and supervisors alike enjoyed the 360 discussions, with a few requesting the opportunity to utilize the 360s as the evaluation system. Overall, all would like to see
 - A merit-based raise to reflect the evaluations
 - Job Specificity
 - Objectivity
 - Standardization
- **Classifications** – Employees are concerned that job descriptions are out- of -date and seem confused as to the differences between job descriptions and position descriptions with working titles. Additionally, employees would like to see the development of career paths with training made available to all.
- **Safety**- Employees expressed a deep concern for their safety; not only due to the lack of appropriate equipment, but due to the increased crime in the areas where they work.
- **Compensation** - Employees would like to see transparent and standard pay ranges; as well as supplemental pay to offset night and weekend shifts, longevity, and education/certifications held by individual employees.



2.3 POSITIONS OF CONCERN

Outreach employees expressed deep concern about the loss of employees and the number of vacancies within in public safety departments, with maintenance employees, and bus drivers for METRA.

2.4 SUMMARY

According to your employees and leaders their top concerns include appropriate, competitive wages with a reduction in the cost of benefits as employees understand CCG is competing with Fort Benning, Phenix City, AL, Savannah, Atlanta, and Augusta, GA. All of which are raising rates, lowering requirements, or offering benefits employees believe to be better.

The concerns expressed and reported above are common and exist in many organizations today. CCG's commitment to seeking employee input and feedback regarding the compensation and classification system is a positive step toward improvement in these areas. This information could provide senior leaders with valuable insight on the morale of their employees.

The information received during this employee outreach provided a foundation for understanding the current environment while conducting the remainder of the study. The feedback aided Evergreen Solutions in the consideration and development of the recommendations that are provided in **Chapter 6** of this report.



EVERGREEN SOLUTIONS, LLC

Chapter 3 – Assessment of Current Conditions

The purpose of this chapter is to provide a statistical analysis of the classification and compensation system in place at Columbus Consolidated Government at the start of this study. The assessment is divided into the following sections:

- 3.1 Analysis of Pay Plans
- 3.2 Grade Placement Analysis
- 3.3 Quartile Analysis
- 3.4 Compression Analysis
- 3.5 Summary

The analysis represented in this chapter represents a snapshot in time – this chapter was built off employee information collected in March of 2022. Every organization changes continuously, so this chapter is not meant to be a definitive statement on continuing compensation practices at CCG. Rather, this AOCC is meant to represent the conditions that were in place when this study began. The data contained within provide the baseline for analyses through the course of this study but are not sufficient cause for recommendations in isolation. By reviewing employee data, Evergreen gained a better understanding of the structure and methods in place and identified issues for both further review and potential revision.

3.1 ANALYSIS OF PAY PLANS

The purpose of analyzing the various pay plans used within CCG is to help gain an overview of the compensation philosophy as it existed when the study began. CCG had a system in place that categorized classifications by level and type of work. This system used alpha-numeric pay grades to represent classifications of varying level and responsibility. For this report, general and public safety employee pay grades have been separated to differentiate between the pay ranges available to the two employee groups. In addition, only pay grades with pay ranges are being analyzed in this report. **Exhibit 3A** displays CCG's pay plan summarized for ease of comparison. The exhibit provides the name; each pay grade on the plan; the value of each pay grade at minimum, midpoint and maximum; the range spread for each pay grade – which is a measure of the distance between the minimum and maximum of the grade; the midpoint progression between grades; and the number of employees per pay grade.

CCG's pay plan includes 28 occupied pay grades (with public safety employees shown separate) that hold 2,115 employees. The range spreads of the grades are 56 percent, consistent throughout the entire pay plan. Pay grade G29 only has a single employee, while pay grade 14 on the Public Safety plan contains the most employees with 371.



EXHIBIT 3A PAY PLAN SUMMARY

Pay Plan	Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression	Employees
General	G1	\$ 19,333	\$ 24,743	\$ 30,153	56%	-	25
General	G2	\$ 20,311	\$ 25,995	\$ 31,679	56%	5%	39
General	G3	\$ 21,340	\$ 27,311	\$ 33,283	56%	5%	5
General	G4	\$ 22,420	\$ 28,694	\$ 34,968	56%	5%	19
General	G5	\$ 23,555	\$ 30,146	\$ 36,738	56%	5%	5
General	G6	\$ 24,748	\$ 31,673	\$ 38,598	56%	5%	3
General	G7	\$ 26,000	\$ 33,276	\$ 40,552	56%	5%	67
General	G8	\$ 27,317	\$ 34,961	\$ 42,605	56%	5%	16
General	G9	\$ 28,700	\$ 36,731	\$ 44,762	56%	5%	31
General	G10	\$ 30,153	\$ 38,590	\$ 47,028	56%	5%	3
General	G11	\$ 31,679	\$ 40,544	\$ 49,408	56%	5%	51
General	G12	\$ 33,283	\$ 42,596	\$ 51,910	56%	5%	311
General	G13	\$ 34,968	\$ 44,753	\$ 54,538	56%	5%	42
General	G14	\$ 36,738	\$ 47,018	\$ 57,299	56%	5%	133
General	G15	\$ 38,598	\$ 49,399	\$ 60,199	56%	5%	29
General	G16	\$ 40,552	\$ 51,899	\$ 63,247	56%	5%	78
General	G17	\$ 42,605	\$ 54,527	\$ 66,449	56%	5%	56
General	G18	\$ 44,762	\$ 57,287	\$ 69,813	56%	5%	20
General	G19	\$ 47,028	\$ 60,187	\$ 73,347	56%	5%	36
General	G20	\$ 49,408	\$ 63,234	\$ 77,060	56%	5%	27
General	G21	\$ 54,538	\$ 69,799	\$ 85,060	56%	10%	35
General	G22	\$ 60,199	\$ 77,045	\$ 93,890	56%	10%	13
General	G23	\$ 66,449	\$ 85,043	\$ 103,637	56%	10%	21
General	G24	\$ 73,347	\$ 93,872	\$ 114,396	56%	10%	6
General	G25	\$ 80,961	\$ 103,617	\$ 126,272	56%	10%	9
General	G26	\$ 89,366	\$ 114,373	\$ 139,381	56%	10%	6
General	G28	\$ 114,396	\$ 146,408	\$ 178,419	56%	28%	3
General	G29	\$ 139,381	\$ 178,384	\$ 217,386	56%	22%	1
Public Safety	12	\$ 33,283	\$ 42,596	\$ 51,910	56%	-	128
Public Safety	13	\$ 34,968	\$ 44,753	\$ 54,538	56%	5%	22
Public Safety	14	\$ 36,738	\$ 47,018	\$ 57,299	56%	5%	371
Public Safety	15	\$ 38,598	\$ 49,399	\$ 60,199	56%	5%	28
Public Safety	16	\$ 40,552	\$ 51,899	\$ 63,247	56%	5%	189



**EXHIBIT 3A (CONTINUED)
PAY PLAN SUMMARY**

Pay Plan	Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression	Employees
Public Safety	18	\$ 44,762	\$ 57,287	\$ 69,813	56%	-	161
Public Safety	19	\$ 47,028	\$ 60,187	\$ 73,347	56%	5%	4
Public Safety	20	\$ 49,408	\$ 63,234	\$ 77,060	56%	5%	73
Public Safety	22	\$ 60,199	\$ 77,045	\$ 93,890	56%	22%	25
Public Safety	23	\$ 66,449	\$ 85,043	\$ 103,637	56%	10%	18
Public Safety	24	\$ 73,347	\$ 93,872	\$ 114,396	56%	10%	3
Public Safety	25	\$ 80,961	\$ 103,617	\$ 126,272	56%	10%	1
Public Safety	27	\$ 98,644	\$ 126,247	\$ 153,850	56%	22%	2

Comparing the summary data in **Exhibit 3A** to best practices, a few observations can be made regarding CCG pay plans. Based on the analysis of the pay plan, the following facts can be observed:

- With range spreads set at 56 percent, CCG falls within the typically recommended range of 50-70 percent.
- The number of employees on each pay grade is widely varied. Multiple pay grades have only a single incumbent occupying the grade, while several pay grades contain more than 100 employees.
- The minimum annual pay offered to any CCG employee is \$19,333 while the maximum salary of any pay grade is \$217,386.

3.2 GRADE PLACEMENT ANALYSIS

The Grade Placement Analysis examines how employee salaries are distributed throughout the pay grades. This can help identify salary progression issues, which are usually accompanied by employee salaries that are clustered in segments of the pay grades. A clustering of employee salaries in the lower part of ranges can indicate a lack of salary progression for employees or an elevated level of employee turnover. A clustering of employee salaries in the high end of pay ranges can be a sign of high employee tenure or a sign that the pay ranges are behind market, forcing the organization to offer salaries near the maximum of the range to new hires. Regarding minimum and maximum salaries, employees at the grade minimum are typically newer to the organization or to the classification, while employees at the grade maximum are typically highly experienced and highly proficient in their classification. The Grade Placement Analysis examines how salaries compare to pay range minimums, midpoints, and maximums. Only pay grades with at least one incumbent are included in this analysis.



Exhibits 3B displays the percentage and number of employees compensated at their pay grade minimum and pay grade maximum. The percentages presented are based on the total number of employees in that grade. As can be seen in the exhibit, 18.6 percent (394 total) of all employees are compensated at their pay grade's minimum. A smaller percentage of employees, at 2.5 percent (53 total), are compensated at their pay grade's maximum.

EXHIBIT 3B
EMPLOYEES AT MINIMUM AND MAXIMUM BY GRADE

Grade	Employees	# at Min	% at Min	# at Max	% at Max
G1	25	0	0.0%	24	96.0%
G2	39	38	97.4%	0	0.0%
G3	5	5	100.0%	0	0.0%
G4	19	19	100.0%	0	0.0%
G5	5	5	100.0%	0	0.0%
G6	3	0	0.0%	0	0.0%
G7	67	47	70.1%	0	0.0%
G8	16	8	50.0%	0	0.0%
G9	31	7	22.6%	0	0.0%
G10	3	0	0.0%	0	0.0%
G11	51	29	56.9%	1	2.0%
G12	311	148	47.6%	1	0.3%
G13	42	14	33.3%	0	0.0%
G14	133	32	24.1%	0	0.0%
G15	29	2	6.9%	0	0.0%
G16	78	9	11.5%	4	5.1%
G17	56	14	25.0%	0	0.0%
G18	20	2	10.0%	2	10.0%
G19	36	5	13.9%	0	0.0%
G20	27	2	7.4%	1	3.7%
G21	35	8	22.9%	0	0.0%
G22	13	0	0.0%	0	0.0%
G23	21	0	0.0%	0	0.0%
G24	6	0	0.0%	0	0.0%
G25	9	0	0.0%	0	0.0%
G26	6	0	0.0%	0	0.0%
G28	3	0	0.0%	0	0.0%
G29	1	0	0.0%	0	0.0%
12	128	0	0.0%	1	0.8%
13	22	0	0.0%	0	0.0%
14	371	0	0.0%	2	0.5%
15	28	0	0.0%	1	3.6%
16	189	0	0.0%	7	3.7%
18	161	0	0.0%	5	3.1%
19	4	0	0.0%	0	0.0%
20	73	0	0.0%	3	4.1%
22	25	0	0.0%	0	0.0%
23	18	0	0.0%	1	5.6%
24	3	0	0.0%	0	0.0%
25	1	0	0.0%	0	0.0%
27	2	0	0.0%	0	0.0%
Total	2115	394	18.6%	53	2.5%



In addition to assessing the number of employees at minimum and maximum, an analysis was conducted to determine the number of employees below and above pay grade midpoint. The percentages refer to the percentage of employees in each pay grade that are above and below midpoint. **Exhibit 3C** displays the results of this analysis: a total of 1,700 employees are compensated below their pay grade midpoint $\frac{3}{4}$ which is 80.4 percent of all employees for CCG. There are 415 employees compensated above midpoint of their pay grade, which is 19.6 percent of all employees.

EXHIBIT 3C
EMPLOYEES ABOVE AND BELOW MIDPOINT BY PAY GRADE

Grade	Employees	# < Mid	% < Mid	# > Mid	% > Mid
G1	25	1	4.0%	24	96.0%
G2	39	39	100.0%	0	0.0%
G3	5	5	100.0%	0	0.0%
G4	19	19	100.0%	0	0.0%
G5	5	5	100.0%	0	0.0%
G6	3	3	100.0%	0	0.0%
G7	67	67	100.0%	0	0.0%
G8	16	16	100.0%	0	0.0%
G9	31	31	100.0%	0	0.0%
G10	3	3	100.0%	0	0.0%
G11	51	50	98.0%	1	2.0%
G12	311	303	97.4%	8	2.6%
G13	42	42	100.0%	0	0.0%
G14	133	125	94.0%	8	6.0%
G15	29	29	100.0%	0	0.0%
G16	78	73	93.6%	5	6.4%
G17	56	53	94.6%	3	5.4%
G18	20	17	85.0%	3	15.0%
G19	36	33	91.7%	3	8.3%
G20	27	18	66.7%	9	33.3%
G21	35	20	57.1%	15	42.9%
G22	13	10	76.9%	3	23.1%
G23	21	20	95.2%	1	4.8%
G24	6	3	50.0%	3	50.0%
G25	9	3	33.3%	6	66.7%
G26	6	5	83.3%	1	16.7%
G28	3	2	66.7%	1	33.3%
G29	1	0	0.0%	1	100.0%
12	128	110	85.9%	18	14.1%
13	22	21	95.5%	1	4.5%
14	371	301	81.1%	70	18.9%
15	28	9	32.1%	19	67.9%
16	189	89	47.1%	100	52.9%
18	161	99	61.5%	62	38.5%
19	4	2	50.0%	2	50.0%
20	73	40	54.8%	33	45.2%
22	25	20	80.0%	5	20.0%
23	18	11	61.1%	7	38.9%
24	3	3	100.0%	0	0.0%
25	1	0	0.0%	1	100.0%
27	2	0	0.0%	2	100.0%
Total	2115	1700	80.4%	415	19.6%



3.3 QUARTILE ANALYSIS

The last part of the Grade Placement Analysis is a detailed look at how salaries are distributed through pay grades, through a quartile analysis. Here, each pay grade is divided into four segments of equal width, called quartiles. The first quartile represents the first 25 percent of the pay range; the second quartile represents the part of the range above the first quartile up to the mathematical midpoint; the third quartile represents the part of the range from the midpoint to 75 percent of the pay range; and the fourth quartile represents the part of the range above the third quartile up to the pay range maximum. Employees are assigned to a quartile within their pay range based on their current salary.

The quartile analysis is used to determine the location of employee salary clusters. Quartile analysis helps identify whether clusters exist in specific quartiles of pay grades. Additionally, the amount of time the employee has spent at the organization is also analyzed, to observe any relationship between organizational tenure and salary progression. This information, while not definitive alone, can shed light on any root issues within the current compensation and classification plan when combined with market data and employee feedback.

Exhibit 3D shows the number of employees that are in each quartile of each grade, as well as the average overall tenure (i.e., how long an employee has worked for CCG) by quartile. Overall, data provide that 52.4 percent of employees fall into Quartile 1 of their respective grade; 28.9 percent fall into Quartile 2; 15.2 percent fall into Quartile 3; and 3.5 percent fall into Quartile 4. While this distribution does not lead to a conclusion, data for average tenure do lead to determinations on the relationship between tenure and salary.

Specifically, overall average tenure increases as quartile increases; the average tenure in Quartile 1 is 8.1 years; in Quartile 2 is 12.2 years; in Quartile 3 is 16.6 years; and in Quartile 4 is 26.0 years. This would seem to indicate that employees are moved through their pay grades equitably, or at the very least a positive linear relationship exists between tenure and pay.

Exhibit 3E displays a graphical representation of the data contained in **Exhibit 3D**. Each pay grade is divided into up to four sections representing the percentage of employees, in that pay grade, who belong in each quartile. For example, pay grade CF10 has zero employees in Quartile 1, 2, or 3. That pay grade is represented by a 100 percent purple bar, showing that 100 percent of CF10 employees are in Quartile 4. Pay grades CL5-CL20 have employees in all four quartiles, however, and are consequently represented with bars displaying all four colors, corresponding to the percentage of employees for each pay grade in each quartile.



EXHIBIT 3D

QUARTILE ANALYSIS AND TIME WITH THE ORGANIZATION

GRADE	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
G1	1	12.2	1	0.8	0	-	0	-	0	-
G2	39	3.9	39	3.9	0	-	0	-	0	-
G3	5	11.3	5	11.3	0	-	0	-	0	-
G4	19	7.1	19	7.1	0	-	0	-	0	-
G5	5	6.1	5	6.1	0	-	0	-	0	-
G6	3	3.3	3	3.3	0	-	0	-	0	-
G7	67	5.8	64	4.7	3	29.1	0	-	0	-
G8	16	4.5	16	4.5	0	-	0	-	0	-
G9	31	7.1	31	7.1	0	-	0	-	0	-
G10	3	0.1	3	0.1	0	-	0	-	0	-
G11	51	7.0	49	6.3	1	33.3	0	-	1	14.5
G12	311	8.5	294	7.4	9	24.8	7	30.7	1	29.3
G13	42	13.2	40	12.0	2	36.8	0	-	0	-
G14	133	12.2	121	10.2	4	23.6	6	37.1	2	35.7
G15	29	12.7	28	11.9	1	36.4	0	-	0	-
G16	78	10.8	72	10.9	1	10.2	1	40.8	4	1.7
G17	56	16.0	49	14.1	4	23.0	3	35.8	0	-
G18	20	14.9	10	6.2	7	28.5	1	5.2	2	14.9
G19	36	13.6	31	10.4	2	32.6	2	30.6	1	34.4
G20	27	12.9	17	8.4	1	32.6	7	23.5	2	4.4
G21	35	9.9	19	7.2	1	32.8	10	9.3	5	15.3
G22	13	10.2	8	10.1	2	14.5	2	4.6	1	13.1
G23	21	15.9	16	14.5	4	20.3	1	20.2	0	-
G24	6	15.0	2	11.1	1	1.4	1	1.8	2	32.2
G25	9	12.6	2	7.1	1	0.7	6	16.4	0	-
G26	6	23.1	0	-	5	21.1	1	33.0	0	-
G28	3	30.1	0	-	2	25.6	1	39.2	0	-
G29	1	37.5	0	-	0	-	1	37.5	0	-
12	128	8.4	24	4.7	86	6.3	11	18.8	7	29.8
13	22	10.0	1	3.0	20	9.6	1	25.2	0	-
14	371	6.2	95	2.1	206	6.1	60	11.2	10	17.5
15	28	10.9	1	23.8	8	6.7	17	10.5	2	24.3
16	189	13.8	17	12.1	72	12.2	85	12.7	15	29.0

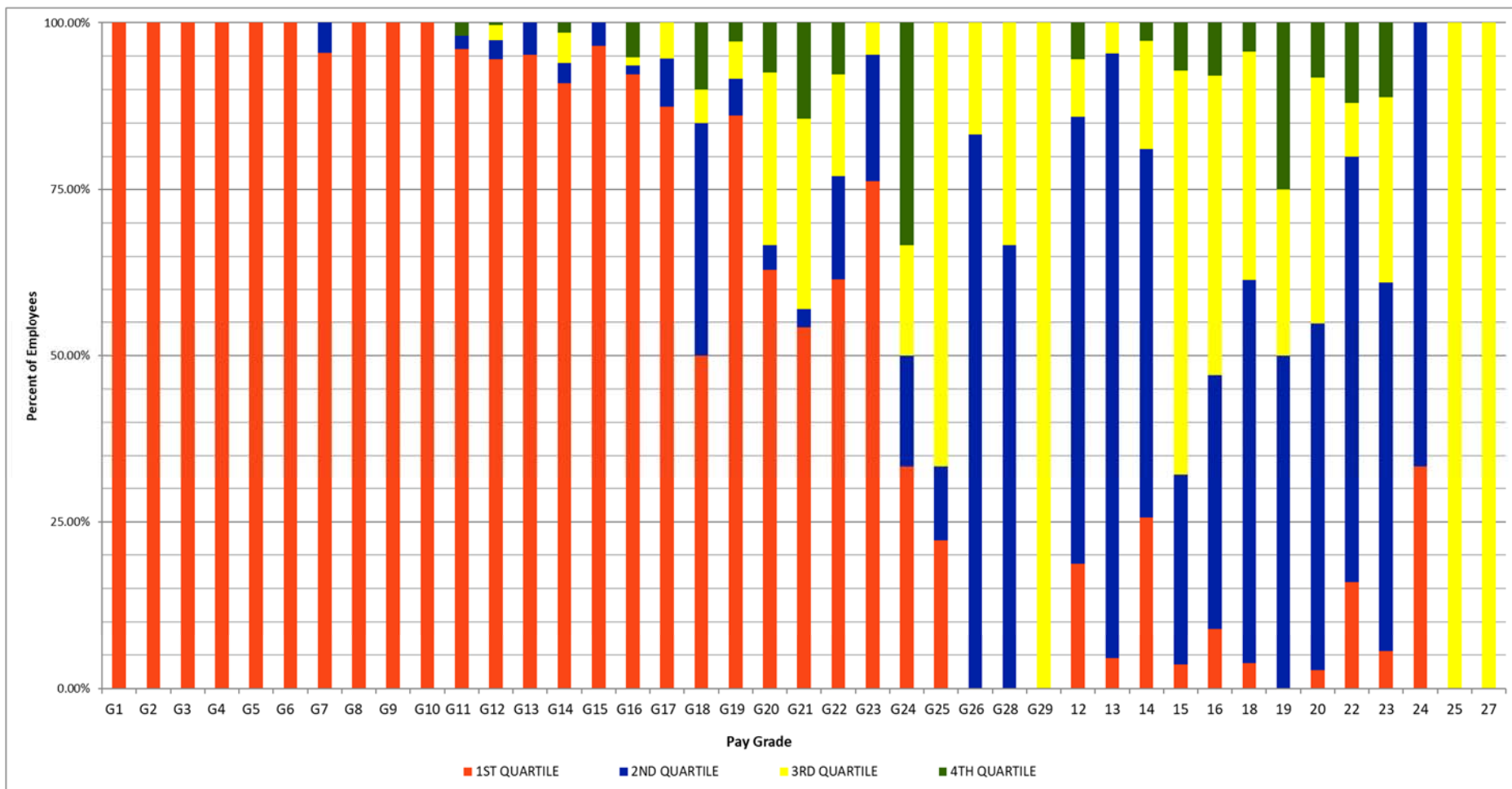


EXHIBIT 3D (CONTINUED)
QUARTILE ANALYSIS – TENURE

GRADE	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
18	161	18.0	6	13.2	93	17.4	55	17.3	7	36.7
19	4	18.0	0	-	2	10.8	1	15.9	1	34.5
20	73	24.4	2	19.6	38	21.7	27	26.4	6	33.8
22	25	30.2	4	26.4	16	27.7	2	38.6	3	43.3
23	18	28.9	1	24.9	10	24.9	5	32.8	2	40.8
24	3	32.8	1	33.5	2	32.5	0	-	0	-
25	1	0.3	0	-	0	-	1	0.3	0	-
27	2	18.8	0	-	0	-	2	18.8	0	-
Overall	2091	11.2	1096	8.1	604	12.2	317	16.6	74	26.0



EXHIBIT 3E QUARTILE PLACEMENT BY PAY GRADE



Studying the data from the following exhibits can reveal certain patterns. One thing that can be observed is the high percentage of employees in Quartile 1 throughout the General employee pay plan. This percentage does begin to decrease as you progress through the pay grades; however, most employees on this pay plan appear to remain in the first quartile of their pay grade. For example, you can observe mostly orange bars consistent from pay grade G1 through G17, showing that most employees in these pay grades are in Quartile 1 of their grade. You can begin to see the orange bars decrease at pay grade G18, which is represented by a bar containing all four colors, meaning there are some more employees in the other three quartiles of this pay grade. This indicates that as employees on the General pay plan move up into the highest pay grades, they are progressing through the individual pay range, as well.

Alternatively, the Public Safety pay plan contains fewer employees in Quartile 1. Most pay grades on this plan are represented by bars showing all four colors, meaning most pay grades contain employees in all four quartiles. The primary reason for this imbalance between employee groups is likely the “Pay Reform” policies put in place for Public Safety that grants automatic advancement for employees at certain milestone years of employment. Without a historical analysis it is impossible to determine why this pattern is occurring for certain.

3.4 COMPRESSION ANALYSIS

Pay compression can be defined as the lack of variation in salaries between employees with significantly distinct levels of experience and responsibility. Compression can be seen as a threat to internal equity and morale. Two common types of pay compression can be observed when the pay of supervisors and their subordinates are too close, or when the pay of highly tenured staff and newly hired employees in the same job are too similar.

According to the Society for Human Resources Management (SHRM), specific examples of actions that may cause pay compression include the following:

- Reorganizations change peer relationships and can create compression if jobs are not reevaluated.
- In some organizations, certain departments or divisions may be liberal with salary increases, market adjustments, and promotions^{3/4} while others are not.
- Some employers have overlooked their Human Resources policies designed to regulate pay, paying new hires more than incumbents for similar jobs under the mantra of “paying what it takes to get the best talent.”
- Many organizations have found it easy to hire people who have already done the same work for another organization, eliminating the need for training. Rather than hiring individuals with high potential and developing them for the long term, they have opted for employees who could “hit the ground running” ^{3/4} regardless of their potential.



Exhibit 3F indicates the ratio of subordinate to supervisor salaries by grade graphically and **Exhibit 3G** displays these results numerically. Employees were grouped into categories reflecting whether their actual salary was less than 80 percent, less than 95 percent, or greater than 95 percent of their supervisor's salary. Less than 80 percent would indicate that the ratio of an employee's salary to his supervisor's salary would yield a result of less than 0.8. For example, an employee with a salary of \$79,000.00 and a supervisor with a salary of \$100,000.00 would yield a ratio of 0.79 and be placed into the Less than 80 percent category.

An analysis of the data would quickly reveal that most positions in CCG are in a great position, with plenty of space between employee and supervisor salaries. However, there are many employees approaching their supervisors' salaries as identified in gold, and anywhere orange or blue appears on **Exhibit 3F** is somewhere that warrants an examination of supervisor vs. employee salary.



EXHIBIT 3F
EMPLOYEE TO SUPERVISOR SALARY RATIO BY PAY GRADE

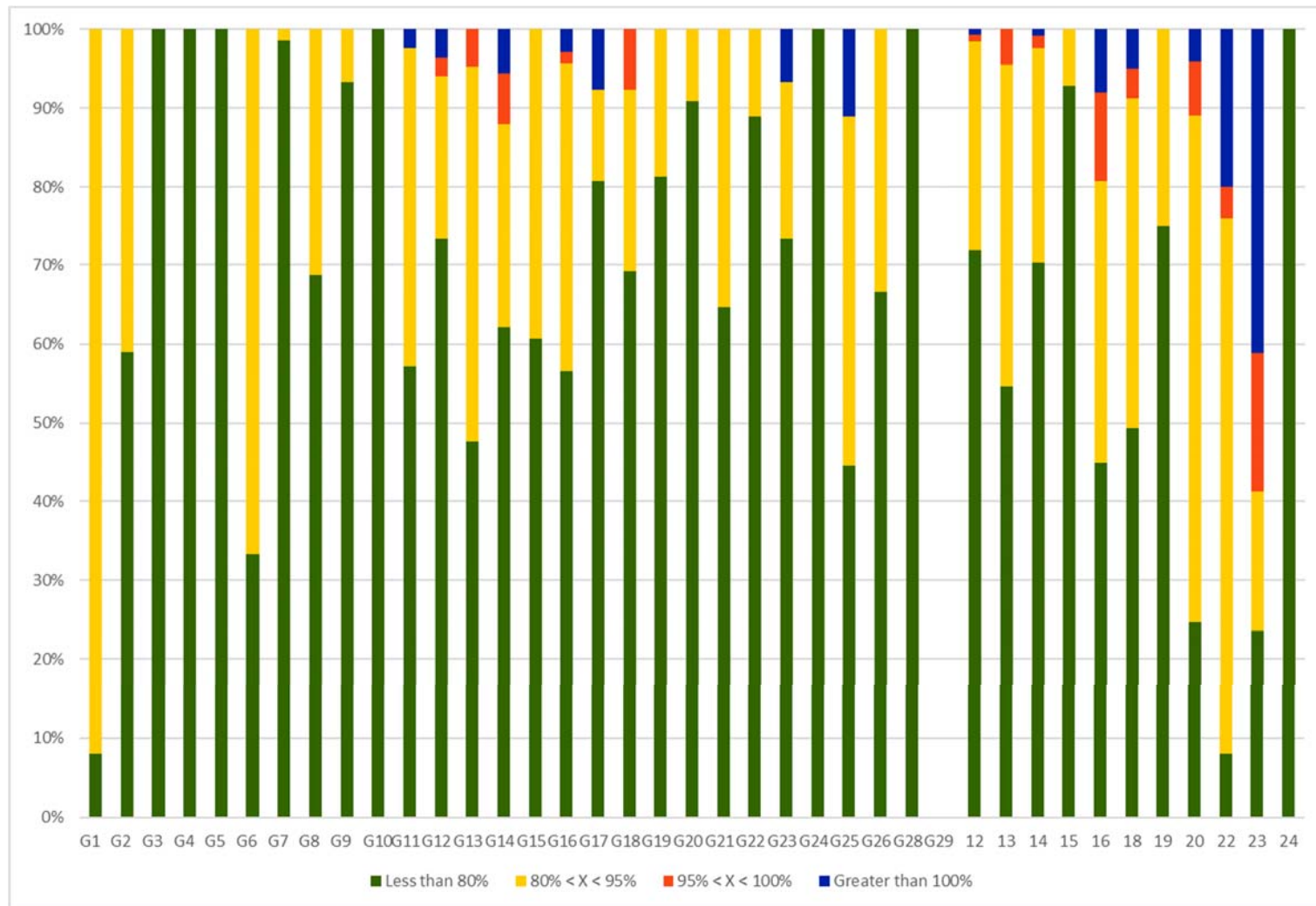


EXHIBIT 3G
EMPLOYEE TO SUPERVISOR SALARY RATIO BY PAY GRADE

Grade	Less than 80%	80% < X < 95%	95% < X < 100%	Greater than 100%
G1	2	23	0	0
G2	23	16	0	0
G3	5	0	0	0
G4	19	0	0	0
G5	5	0	0	0
G6	1	2	0	0
G7	66	1	0	0
G8	11	5	0	0
G9	28	2	0	0
G10	3	0	0	0
G11	24	17	0	1
G12	220	62	7	11
G13	20	20	2	0
G14	77	32	8	7
G15	17	11	0	0
G16	39	27	1	2
G17	42	6	0	4
G18	9	3	1	0
G19	26	6	0	0
G20	20	2	0	0
G21	11	6	0	0
G22	8	1	0	0
G23	11	3	0	1
G24	5	0	0	0
G25	4	4	0	1
G26	4	2	0	0
G28	2	0	0	0
G29	0	0	0	0
12	92	34	1	1
13	12	9	1	0
14	261	101	6	3
15	26	2	0	0
16	84	67	21	15



EXHIBIT 3G (CONTINUED)
EMPLOYEE TO SUPERVISOR SALARY RATIO BY PAY GRADE

Grade	Less than 80%	80% < X < 95%	95% < X < 100%	Greater than 100%
18	79	67	6	8
19	3	1	0	0
20	18	47	5	3
22	2	17	1	5
23	4	3	3	7
24	3	0	0	0
Totals	1286	599	63	69

Exhibit 3H and **Exhibit 3I** highlight the actual vs. expected salaries of CCG employees, sorted by pay grade. Expected salary is calculated using a thirty-year progression assumption for employees. For example, an employee who had worked at his position for fifteen years would expect to be at the grade midpoint, while an employee with thirty or more years of class years would expect to be at the grade maximum. An important distinction between this compression table and the quartile analysis: this compression table utilizes class years, while the Quartile analysis uses tenure. Class years are differentiated from tenure by using the date that you started working in your current classification as the start date, instead of the date you first were hired. To illustrate, if an employee had been an accountant for fifteen years, and then was promoted last year to Accountant Supervisor that employee would have fifteen years of tenure, but only one class year.

On **Exhibit 3I**, it is easy to discern that most CCG Public Safety employees are being paid wages that are more than 10 percent above what they would expect to receive, based on their class years. On the other hand, many General employees are being paid wages that are only less than 5 percent above what they would expect to receive, based on their class years, with many even being paid less than 5 percent below what they would expect to receive. Regarding the Public Safety pay plan, it could mean that CCG is overpaying employees or that pay grades are too low, forcing the leadership to advance employees more quickly through pay grades to keep competitive with the market. However, it could just as easily be another indicator of employee promotion and advancement through the ranks. As mentioned in the description of the quartile analysis, when an employee has advanced to near the top of his pay grade and he receives a promotion, he will often not start at his new pay grade minimum. An employee will not accept a pay decrease, so that employee is therefore started above the minimum on his new pay grade. That puts him above his “expected pay,” by definition. He has zero class years, but his pay is above the minimum. Then, if he advances exactly at the speed expected for the rest of his career, he will always remain above his “expected” pay. When looking at the General pay plan, it could mean that employees on this plan are not advancing through pay grades or are not being promoted. While the truth lies somewhere in between these examples, a definitive answer cannot be determined without more data.



EXHIBIT 3H
ACTUAL VS. EXPECTED SALARY

Grade	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
G1	0	0	0	1	0
G2	13	16	10	0	0
G3	5	0	0	0	0
G4	11	8	0	0	0
G5	3	1	0	0	0
G6	0	1	1	0	0
G7	11	16	37	1	1
G8	1	2	13	0	0
G9	3	9	13	0	0
G10	0	0	3	0	0
G11	5	7	31	0	2
G12	58	41	183	7	7
G13	10	3	29	0	0
G14	27	19	68	3	6
G15	5	3	20	0	1
G16	10	10	44	2	2
G17	13	9	23	2	2
G18	3	2	8	2	2
G19	3	3	21	4	2
G20	4	3	8	3	6
G21	0	4	11	2	9
G22	3	1	4	1	4
G23	1	2	10	3	3
G24	0	1	2	0	2
G25	0	0	2	1	6
G26	0	0	3	2	1
G28	0	1	1	1	0
G29	0	0	1	0	0
12	4	8	22	17	75
13	0	0	7	3	12
14	4	25	51	76	150
15	0	0	3	3	22
16	1	4	20	9	105

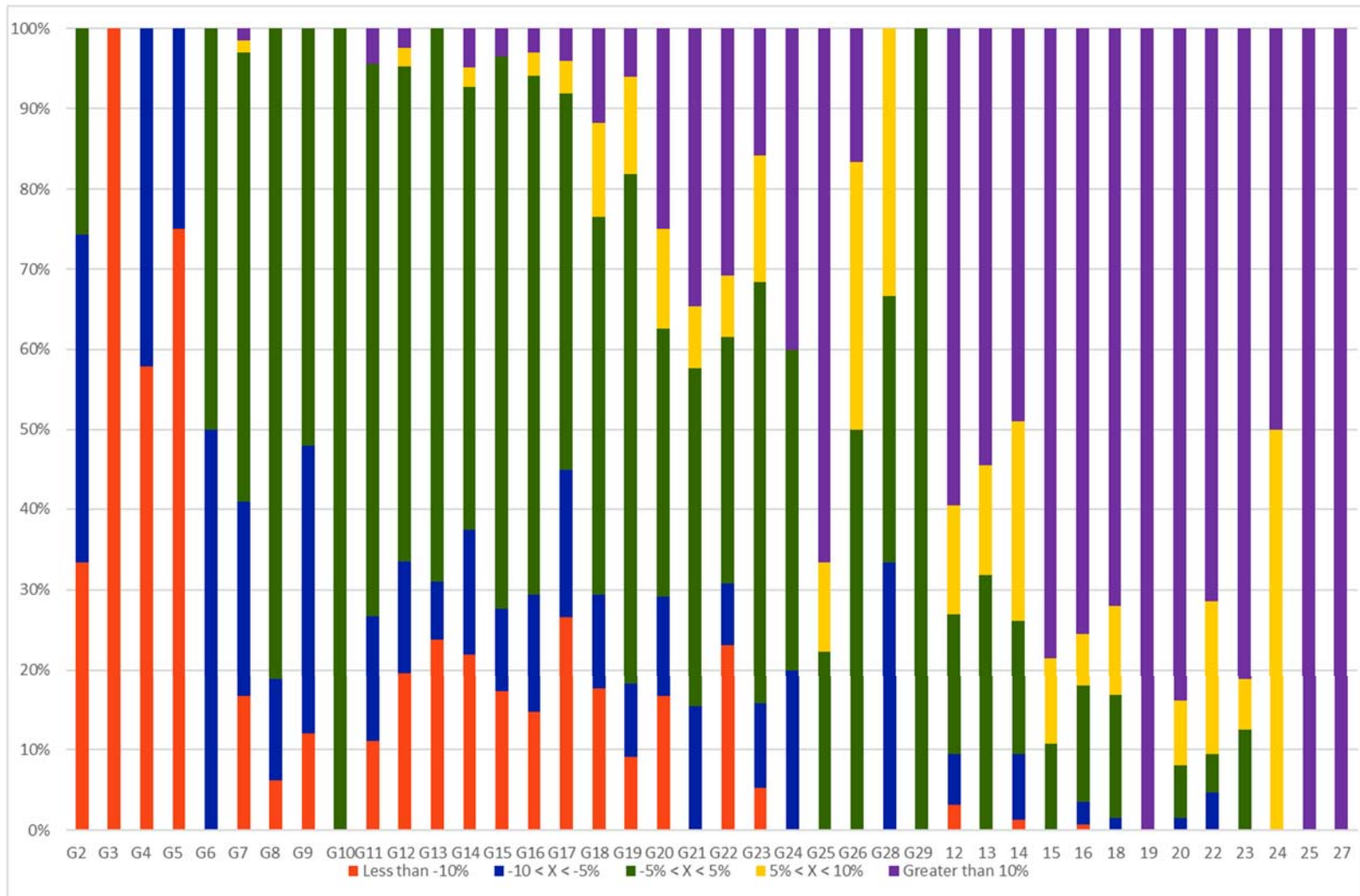


EXHIBIT 3H (CONTINUED)
ACTUAL VS. EXPECTED SALARY

Grade	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
18	0	2	19	14	90
19	0	0	0	0	3
20	0	1	4	5	52
22	0	1	1	4	15
23	0	0	2	1	13
24	0	0	0	1	1
25	0	0	0	0	1
27	0	0	0	0	2
Totals	198	203	675	168	597



EXHIBIT 3I
ACTUAL VS. EXPECTED SALARY



3.6 SUMMARY

CCG utilizes one pay plan, separated into two categories, to classify their various employee groups. There were many observations made with respect to CCG's compensation system in place at the beginning of the study.

- Range spread, typically recommended to be between 50-70 percent, is set at 56 percent for all pay grades on the pay plan.
- Many Public Safety employees are paid more than their "expected salary" based on internal analysis only and a thirty-year progression plan, while most General employees are paid less than their expected salary. This imbalance is likely due to the automatic advancement granted by the "Pay Reform" policy in place at the City.
- More than three-quarters of employees are paid below their pay grade midpoint.
- A little less more half of employees (52.4 percent) are in Quartile 1 of their pay grade. This can indicate a workforce with a high turnover or that has recently expanded with many new hires. Further analysis is required to determine the cause of this imbalance.
- Most CCG employees are paid less than 80.0 percent of their supervisors' salaries.
- While there will always be outliers, CCG has a strong, positive relationship between tenure and pay grade penetration.
- CCG has maintained a high degree of correlation between the level of responsibility for a given classification and the pay grade midpoint of that classification.

This analysis acts as a starting point for the development of recommendations in subsequent chapters of this report. Paired with market data, Evergreen can make recommendations that will ensure that CCG compensation system is structurally sound in terms of best practice, competitive with the market, and treats all employees equitably moving forward.



EVERGREEN SOLUTIONS, LLC

Chapter 4 – Market Summary

The purpose of the market summary chapter is to benchmark CCG's compensation practices against that of its market peers to establish how competitive CCG is for employees within its market. To complete this market study, Evergreen compared pay ranges of select benchmark positions that CCG possesses against the compensation of positions performing those same duties within peer organizations. By aggregating the differences in pay ranges across all the positions, a reasonable determination is made as to CCG's competitive position within the market.

It is important to note that individual salaries are not analyzed in this methodology, since individual compensation can be affected by several variables such as experience and performance. For this reason, Evergreen looked at average pay ranges across the entire classification to make the most accurate comparison. The results of this market study should be considered reflective of the current state of the market at the time of this study; however, market conditions can change rapidly. Consequently, it is necessary to perform market surveys of peer organizations at regular intervals for an organization to consistently monitor its position within the market. Furthermore, the market results detailed in this chapter provide a foundation for understanding CCG's overall structural standing to the market, and the rates reflected in this chapter, while a key factor, are not the sole determinant for how classifications were placed into the proposed salary ranges outlined in **Chapter 5**.

Evergreen conducted a comprehensive market salary survey for CCG, which included one local organization, eight cities, nine counties, and three consolidated governments responding to 127 benchmark positions. Target peers were selected based on several factors, including geographic proximity and population size. Target organizations were also identified for their competition to CCG for employee recruitment and retention efforts. The list of targets that provided data for the purpose of this study is included in **Exhibit 4A**.



EXHIBIT 4A TARGET MARKET PEERS

Respondent Organizations
Chattanooga, TN
Fayetteville, NC
Jacksonville, FL
Knoxville, TN
Albany, GA
Savannah, GA
DeKalb County, GA
Forsyth County, GA
Fulton County, GA
Gwinnett County, GA
Hall County, GA
Henry County, GA
Athens-Clarke
Augusta-Richmond
Macon-Bibb
Muscogee County School District
Cobb County, GA
Auburn, AL
Harris County
Troup County
LaGrange, GA

Since the data collected for the market summary was from various regions of Georgia as well as a few other states, it was necessary to adjust peer responses relative to CCG based on cost of living. For all organizations that fell outside CCG's immediate region, a cost-of-living adjustment was applied to the reported pay ranges to ensure a market average was attained in terms of the spending power an employee would have in CCG. Evergreen utilizes cost of living index information from the Council for Community and Economic Research, and the scale is based on the national average cost of living being set at 100. The cost-of-living index figures for CCG and each of the respondent market peers are in **Exhibit 4B**.



EXHIBIT 4B RESPONDENTS WITH COST-OF-LIVING ADJUSTMENTS

Peer Organizations	Cost of Living
Columbus Consolidated Government, GA	93.8
Chattanooga, TN	95.9
Fayetteville, NC	93.6
Jacksonville, FL	103.3
Knoxville, TN	96.7
Albany, GA	89.4
Savannah, GA	95.8
DeKalb County, GA	103.0
Forsyth County, GA	103.9
Fulton County, GA	112.9
Gwinnett County, GA	97.5
Hall County, GA	95.7
Henry County, GA	92.9
Athens-Clarke	92.9
Augusta-Richmond	90.5
Macon-Bibb	92.6
Muscogee County School District	93.8
Cobb County, GA	104.5
Auburn, AL	93.1
Harris County	100.1
Troup County	91.5
LaGrange, GA	91.5

4.1 MARKET DATA

The results of the market study are displayed in **Exhibit 4C**, which includes the benchmark job titles and the market average salaries for each position at the minimum, midpoint, and maximum points of the pay ranges. Also included within the exhibit are the percent differentials of CCG's pay ranges at each respective point, relative to the market average pay. A positive percent differential is indicative of CCG's pay range exceeding that of the average of its market peers; alternatively, a negative percent differential indicates CCG's compensation for a given position lagging behind the average of its peers. For those classifications where no differential is shown, this is due to CCG not possessing a pay range for comparison to the market. The exhibit also includes the average pay range for the market respondents for each position, as well as how many responses each benchmark received.

While all benchmarks are surveyed by each peer, not every peer organization possesses an appropriate match to supply salary information for. Consequently, the benchmarks receive varying levels of response. For this study, all positions that received less than five matches from market peers were not considered in establishing CCG's competitive position. The rationale behind these positions being excluded is that insufficient response can lead to unreliable averages that may skew the aggregated data, blurring the reality of CCG's actual position in the market. 89 of the 127 positions surveyed had a sufficient response for inclusion.



EXHIBIT 4C MARKET SURVEY RESULTS

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff	Range	
1	911 CENTER SUPERVISOR	\$45,327.56	-20.9%	\$56,914.33	-19.0%	\$68,501.10	-17.8%	51.2%	8.0
2	ACCOUNTING MANAGER	\$62,193.43	6.6%	\$77,375.56	9.4%	\$92,557.69	11.3%	49.2%	10.0
3	ACCOUNTS PAYABLE TECHNICIAN	\$32,839.90	1.3%	\$39,657.86	7.1%	\$47,104.93	9.7%	44.1%	9.0
4	ADMINISTRATIVE ASSISTANT - PW	\$33,379.35	-0.3%	\$42,869.55	-0.6%	\$52,051.60	-0.3%	56.7%	16.0
5	ADMINISTRATIVE COORDINATOR	\$38,526.59	-4.8%	\$48,455.67	-3.0%	\$58,082.13	-1.4%	50.7%	12.0
6	ANIMAL CONTROL OFFICER I	\$32,235.33	3.2%	\$40,307.37	5.5%	\$48,957.75	5.9%	51.6%	13.0
7	APP DEVELOPMENT & SUPPORT MGR	\$66,291.79	0.2%	\$84,881.11	0.2%	\$103,954.94	-0.3%	58.2%	5.0
8	APPLICATION DEVELOPER	\$49,828.03	-5.8%	\$62,989.93	-4.6%	\$76,151.82	-3.8%	53.6%	6.0
9	ASSIST PARKS & REC DIRECTOR	\$71,400.27	-7.2%	\$90,500.33	-6.2%	\$109,166.68	-5.2%	50.2%	2.0
10	ASSISTANT CITY ATTORNEY	\$75,948.28	16.2%	\$95,919.42	17.6%	\$115,320.32	18.9%	52.6%	7.0
11	ASSISTANT DIRECTOR OF TECHNOLO	\$76,080.65	6.2%	\$95,647.31	8.0%	\$115,213.98	9.2%	51.5%	5.0
12	ASSISTANT ENGINEERING DIRECTOR	\$81,747.44	-1.0%	\$100,639.21	2.9%	\$119,530.98	5.5%	46.0%	3.0
13	ASSISTANT FINANCE DIRECTOR	\$80,330.95	-9.1%	\$98,536.51	-4.8%	\$117,812.28	-2.9%	48.0%	6.0
14	ASSISTANT HUMAN RESOURCES DIR	\$73,825.92	-0.7%	\$90,205.82	4.0%	\$105,928.92	7.7%	40.8%	5.0
15	ASSISTANT TO THE CITY MANAGER	\$67,302.06	-11.1%	\$85,717.75	-10.7%	\$100,440.53	-6.7%	45.8%	4.0
16	ATHLETIC PROGRAM SPECIALIST	\$42,259.80	-14.0%	\$54,014.37	-13.8%	\$65,856.35	-13.9%	57.4%	5.0
17	BATTALION CHIEF	\$67,114.48	-10.9%	\$84,664.10	-9.4%	\$101,135.71	-7.4%	53.0%	14.0
18	BUDGET/MANAGEMENT ANALYST - FI	\$47,071.90	-0.1%	\$59,206.57	1.6%	\$71,128.93	3.1%	50.9%	14.0
19	BUILDING INSPECTION/CODES DIR	\$75,527.61	6.9%	\$101,269.83	2.3%	\$127,012.04	-0.6%	68.1%	5.0
20	BUILDING INSPECTOR	\$40,533.20	0.0%	\$50,273.81	3.2%	\$60,241.06	4.9%	48.6%	16.0
21	BUS OPERATOR	\$25,587.71	26.1%	\$33,940.33	22.6%	\$41,010.51	23.5%	68.2%	3.0
22	BUYER	\$37,403.38	-1.8%	\$47,305.77	-0.6%	\$57,208.16	0.2%	53.4%	9.0
23	CHIEF APPRAISER	\$103,430.96	-24.4%	\$124,952.01	-18.7%	\$150,879.89	-17.8%	48.5%	8.0
24	CHIEF DEPUTY CORN	-	-	-	-	-	-	-	0.0
25	CHIEF INSPECTOR - INSPECTIONS	\$54,167.20	10.5%	\$68,292.18	12.0%	\$82,265.66	13.2%	49.4%	6.0
26	CHIEF OF POLICE	\$106,934.63	-8.1%	\$139,980.64	-10.3%	\$169,895.18	-9.9%	59.5%	9.0
27	CHIEF OF STAFF AND EXECUTIVE A	\$45,361.80	8.5%	\$55,562.95	12.9%	\$65,166.27	16.7%	42.7%	5.0
28	CHIEF SAFETY OFFICER	\$39,926.13	21.2%	\$57,554.86	9.4%	\$75,183.60	2.5%	88.3%	1.0
29	CITY ATTORNEY	\$82,319.96	32.6%	\$130,837.78	11.2%	\$184,006.02	-3.1%	130.5%	5.0
30	CITY MANAGER	\$118,562.37	16.1%	\$142,769.67	22.2%	\$172,881.71	22.8%	44.5%	4.0
31	CLERK OF COUNCIL	\$68,114.72	-2.5%	\$85,484.27	-0.5%	\$102,853.81	0.8%	51.0%	5.0
32	CODE ENFORCEMENT MANAGER	\$54,168.00	0.7%	\$69,716.33	0.1%	\$83,937.23	1.3%	53.9%	8.0
33	CODE ENFORCEMENT OFFICER	\$37,149.37	8.8%	\$47,330.59	9.2%	\$57,980.61	8.7%	55.1%	14.0
34	COMMUNITY REINV PLANNER	\$47,261.34	-10.4%	\$59,501.82	-8.7%	\$71,742.31	-7.7%	51.9%	2.0
35	CORRECTIONAL OFFICER	\$37,298.00	-11.4%	\$46,929.82	-9.7%	\$57,049.50	-9.4%	54.4%	5.0
36	COURT COORDINATOR-MAGISTRATE C	\$39,981.64	11.3%	\$49,367.18	14.9%	\$58,752.73	17.2%	47.0%	2.0
37	CRIME ANALYST	\$42,417.23	-4.5%	\$53,416.28	-2.9%	\$64,470.65	-1.9%	50.8%	11.0
38	CRIMINAL RECORDS TECHNICIAN	-	-	-	-	-	-	-	0.0
39	CUSTODIAN	\$24,588.18	0.6%	\$30,336.77	4.3%	\$36,085.36	6.7%	46.7%	14.0
40	DEPUTY CHIEF OF POLICE MD	\$85,414.44	-25.0%	\$106,428.56	-22.3%	\$127,442.67	-20.6%	49.2%	4.0
41	DEPUTY CITY MANAGER-OPERATIONS	\$98,670.92	14.8%	\$126,713.41	14.4%	\$154,755.91	14.2%	56.4%	4.0
42	DEPUTY CLERK OF COUNCIL	\$55,246.19	-30.7%	\$71,680.34	-32.0%	\$88,114.49	-32.9%	59.7%	2.0
43	DEPUTY FIRE CHIEF	\$85,653.87	-25.3%	\$104,543.05	-20.6%	\$122,249.24	-16.5%	43.2%	8.0
44	DIRECTOR OF COMMUNITY REINVEST	\$87,073.15	-17.1%	\$115,584.58	-20.7%	\$144,407.71	-23.2%	63.5%	5.0
45	DIRECTOR OF TRANSPORTATION	\$91,104.54	-11.8%	\$106,567.21	-2.8%	\$121,101.69	4.2%	29.0%	4.0
46	DIRECTOR OFFICE OF CRIME PREVE	-	-	-	-	-	-	-	0.0
47	DPT Y SHERIFF	\$39,440.37	-7.1%	\$50,611.59	-7.4%	-	-	57.0%	9.0
48	EMERGENCY COMMUNICATION TECH I	\$33,401.70	-10.2%	\$42,215.91	-9.0%	\$50,810.30	-7.7%	52.9%	9.0
49	EMPLOYMENT COORDINATOR	\$41,898.05	-13.1%	\$52,950.29	-11.9%	\$64,002.53	-11.1%	52.9%	2.0
50	ENGINEERING DIRECTOR W/PE	\$80,636.61	10.3%	\$104,143.92	9.4%	\$130,996.57	6.2%	58.4%	6.0
51	ENGINEERING INSPECTOR	\$42,029.01	-3.6%	\$52,359.37	-0.9%	\$62,689.72	0.9%	49.2%	6.0
52	EQUIPMENT OPERATOR I	\$30,643.86	-1.6%	\$38,768.74	-0.5%	\$46,429.99	1.3%	51.6%	12.0
53	EXECUTIVE ASSISTANT- MAYOR'S O	\$43,676.10	-17.3%	\$53,559.21	-13.0%	\$64,271.76	-11.5%	46.3%	11.0
54	FACILITIES MAINTENANCE SUPERVI	\$43,390.61	-6.8%	\$55,424.30	-6.6%	\$67,458.00	-6.4%	55.7%	9.0
55	FACILITIES MAINTENANCE TECH	\$35,346.83	-6.0%	\$44,960.77	-5.4%	\$54,236.20	-4.4%	52.3%	7.0
56	FINANCE DIRECTOR	\$95,264.37	-6.4%	\$131,024.33	-13.6%	\$161,651.14	-14.8%	70.7%	9.0
57	FINANCIAL ANALYST - FINANCE	\$50,417.43	-7.0%	\$64,639.64	-7.1%	\$78,385.20	-6.6%	54.8%	11.0
58	FIRE CAPTAIN	\$60,442.20	-20.1%	\$72,168.96	-13.2%	\$83,610.29	-8.2%	39.1%	11.0
59	FIRE CAPTAIN- EMT	\$65,067.76	-27.4%	\$78,621.46	-21.7%	\$92,175.16	-17.9%	41.7%	1.0
60	FIRE EMA DIRECTOR MD	\$123,598.36	-22.5%	\$162,695.72	-25.2%	\$201,793.08	-27.0%	63.3%	1.0
61	FIRE LIEUTENANT	\$53,372.53	-17.5%	\$65,456.50	-13.3%	\$77,426.62	-10.3%	45.9%	11.0
62	FIRE SERGEANT	\$47,906.63	-16.6%	\$59,802.76	-14.2%	\$71,434.41	-12.2%	49.8%	3.0
63	FIREFIGHTER	\$38,572.77	-14.7%	\$47,346.40	-10.6%	\$56,235.93	-8.0%	44.8%	13.0
64	FIREFIGHTER/ EMT	\$42,441.10	-14.4%	\$48,890.79	-3.9%	\$56,804.98	0.9%	33.9%	5.0
65	FLEET MAINTENANCE TECH I	\$33,602.96	-10.8%	\$42,774.38	-10.3%	\$51,945.80	-9.9%	55.0%	6.0
66	FORENSIC AUDITOR	\$34,667.01	44.6%	\$46,166.53	40.8%	\$57,607.21	38.5%	60.6%	4.0
67	GIS Coordinator	\$55,312.62	-1.4%	\$68,889.30	1.3%	\$83,383.84	2.0%	50.8%	14.0
68	GIS TECHNICIAN - INSPECTION &	\$40,840.74	-10.6%	\$52,425.47	-10.9%	\$63,306.53	-10.0%	55.7%	13.0
69	GRANT COMPLIANCE ACCOUNTANT	\$45,636.12	7.9%	\$57,916.95	8.8%	\$70,197.79	9.3%	54.3%	8.0
70	HUMAN RESOURCES ANALYST	\$48,259.59	-2.6%	\$61,900.50	-2.8%	\$75,541.41	-2.9%	56.9%	11.0
71	HUMAN RESOURCES DIRECTOR	\$93,396.03	-4.4%	\$119,609.89	-4.5%	\$147,737.88	-5.8%	58.9%	10.0
72	HUMAN RESOURCES SPECIALIST	\$38,736.61	4.6%	\$48,977.69	5.8%	\$59,725.87	5.7%	55.2%	12.0
73	HVAC TECH I	\$36,669.93	-4.8%	\$46,628.00	-4.1%	\$55,969.94	-2.6%	53.5%	8.0
74	INFO TECHNOLOGY DIRECTOR	\$99,598.72	-10.8%	\$131,847.06	-14.2%	\$162,215.61	-15.1%	61.3%	7.0
75	INVESTIGATOR	\$43,144.54	-6.2%	\$54,432.03	-4.8%	\$65,737.95	-3.9%	53.2%	11.0
76	LEGAL ASSISTANT	\$35,686.07	2.9%	\$45,157.05	4.0%	\$54,596.66	4.8%	54.8%	12.0
77	LICENSING AND TAX CLERK - FINA	\$31,576.11	5.3%	\$39,585.19	7.3%	\$47,114.37	9.7%	50.1%	4.0
78	LIEUTENANT INVESTIGATOR	\$47,891.37	-6.8%	\$59,182.83	-3.3%	\$70,474.30	-0.9%	47.2%	2.0
79	LIFE GUARD	\$24,844.59	-	\$31,884.76	-	\$36,836.82	-	55.5%	6.0
80	MAINTENANCE WORKER I	\$28,051.90	-7.6%	\$34,634.21	-4.0%	\$41,345.28	-1.9%	46.9%	12.0



EXHIBIT 4C MARKET SURVEY RESULTS (CONTINUED)

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
81	NETWORK ENGINEER	\$60,694.41	-10.7%	\$71,758.78	-2.8%	\$86,805.47	-2.0%	46.4%	9.0
82	NETWORK OP MANAGER	\$64,073.82	-6.2%	\$87,082.19	-12.2%	\$110,090.56	-15.9%	71.8%	1.0
83	OFFICE MANAGER	\$43,584.23	-17.0%	\$56,125.65	-17.7%	\$68,143.70	-17.3%	57.7%	6.0
84	PARALEGAL	\$41,439.15	-7.1%	\$51,808.66	-4.8%	\$62,666.20	-4.0%	51.6%	10.0
85	PARK MAINTENANCE WORKER I	\$28,323.15	-8.6%	\$35,477.73	-6.4%	\$42,632.32	-5.0%	50.7%	6.0
86	PARKS & RECREATION DIRECTOR	\$97,114.11	-18.1%	\$130,188.45	-22.7%	\$159,991.38	-23.6%	64.2%	9.0
87	PARKS CREW LEADER	\$35,321.98	-15.8%	\$46,512.07	-18.6%	\$56,348.67	-18.0%	59.4%	6.0
88	PARKS SERVICES MANAGER	\$53,238.45	-22.2%	\$71,035.40	-26.3%	\$86,012.22	-25.7%	63.3%	6.0
89	PAYROLL SPECIALIST	\$37,251.13	8.5%	\$45,629.32	12.9%	\$57,053.66	10.3%	54.4%	10.0
90	PAYROLL SUPERVISOR	\$49,993.74	-11.0%	\$63,322.55	-10.0%	\$76,615.76	-9.3%	55.7%	5.0
91	PERMIT TECHNICIAN	\$31,372.48	5.9%	\$39,064.74	8.6%	\$47,837.28	8.2%	53.1%	11.0
92	PLANNER	\$43,216.77	-1.4%	\$54,293.55	0.4%	\$65,370.34	1.6%	51.5%	15.0
93	PLANNING DIRECTOR	\$100,464.84	-21.5%	\$126,722.84	-20.1%	\$149,665.23	-17.0%	50.3%	8.0
94	PLANNING MANAGER	\$58,490.34	2.9%	\$73,679.61	4.5%	\$88,718.49	5.7%	51.2%	9.0
95	PLANS EXAMINER	\$45,375.38	3.6%	\$57,635.35	4.3%	\$70,064.01	4.6%	54.2%	10.0
96	POLICE CAPTAIN AD	\$74,656.94	-21.4%	\$88,511.77	-13.9%	\$102,366.60	-8.6%	37.4%	10.0
97	POLICE CORPORAL	\$49,078.17	-19.0%	\$59,436.34	-13.5%	\$69,794.52	-9.8%	42.2%	5.0
98	POLICE LIEUTENANT BD	\$63,623.90	-25.2%	\$76,643.78	-19.2%	\$89,663.66	-15.1%	40.9%	13.0
99	POLICE OFFICER	\$42,314.15	-14.1%	\$51,502.66	-9.1%	-	-	45.5%	14.0
100	POLICE SGT MD	\$54,021.45	-18.7%	\$65,743.54	-13.7%	\$77,465.64	-10.4%	43.5%	13.0
101	PRINCIPAL PLANNER	\$56,010.68	-12.5%	\$70,856.39	-11.4%	\$85,702.10	-10.6%	53.1%	6.0
102	PROJECT ENGINEER	\$64,109.28	-6.3%	\$82,748.36	-7.1%	\$101,387.44	-7.7%	58.0%	3.0
103	PROJECT MANAGER	\$52,670.78	-	\$65,756.77	-	\$78,990.55	-	48.1%	6.0
104	PUBLIC WORKS DIRECTOR	\$108,411.40	-19.3%	\$143,117.96	-22.3%	\$174,195.51	-22.2%	61.6%	8.0
105	PURCHASING MANAGER	\$68,224.51	-2.6%	\$85,672.55	-0.7%	\$105,607.22	-1.9%	55.9%	7.0
106	RECORDS MANAGER	\$50,244.45	-21.4%	\$64,359.15	-21.4%	\$78,473.86	-21.5%	56.1%	4.0
107	RECORDS SPECIALIST	\$33,898.42	8.0%	\$42,445.32	10.2%	\$50,992.22	11.6%	50.5%	8.0
108	RECREATION SVCS DIVISION MGR	\$57,288.48	-19.7%	\$75,609.16	-22.7%	\$92,070.55	-22.6%	63.3%	5.0
109	RISK MANAGER	\$64,739.58	2.6%	\$82,286.44	3.3%	\$96,437.24	7.2%	48.5%	9.0
110	SENIOR ACCOUNTANT	\$47,887.38	3.1%	\$59,815.68	5.6%	\$71,743.98	7.1%	50.2%	10.0
111	STORMWATER DATA INSPECTOR	\$39,929.84	1.5%	\$50,552.15	2.6%	\$61,174.46	3.3%	53.1%	3.0
112	STORMWATER DATA TECH I	\$43,701.89	-27.1%	\$60,142.87	-34.2%	\$74,207.14	-35.4%	67.1%	3.0
113	STORMWATER MGMT ENGINEER	\$69,698.86	-14.6%	\$86,846.48	-12.0%	\$105,048.12	-11.2%	52.1%	5.0
114	SURVEY SUPERVISOR	\$44,405.74	-4.1%	\$58,184.34	-6.5%	\$71,439.13	-7.2%	62.1%	6.0
115	SURVEY TECHNICIAN	\$36,954.28	-10.5%	\$46,352.79	-8.4%	\$55,751.30	-7.1%	51.0%	4.0
116	TECHNICAL OPERATIONS MANAGER	\$53,191.67	22.2%	\$68,381.33	21.7%	\$83,571.00	21.4%	56.9%	3.0
117	TECHNICAL TRAINING COORDINATOR	\$47,116.68	-5.1%	\$60,072.05	-4.7%	\$73,027.41	-4.5%	55.0%	2.0
118	TRAFFIC ANALYST	\$40,519.85	-9.8%	\$51,429.09	-9.0%	\$62,338.33	-8.4%	53.9%	3.0
119	TRAFFIC OPERATIONS SUPERVISOR	\$44,108.85	6.4%	\$56,906.79	5.6%	\$69,704.72	5.1%	58.0%	2.0
120	TRAFFIC SIGNAL SUPERVISOR	\$37,738.11	12.1%	\$48,901.60	10.9%	\$62,071.49	6.8%	69.7%	3.0
121	TRAFFIC SIGNAL TECHNICIAN I	\$35,483.41	-6.4%	\$46,440.72	-8.6%	\$56,407.32	-8.3%	59.0%	13.0
122	TRANSIT COMPLIANCE OFFICER	\$39,365.97	22.6%	\$50,788.49	21.8%	\$62,211.02	21.3%	58.3%	3.0
123	TRANSIT MANAGER	\$53,929.88	11.0%	\$69,723.26	10.0%	\$85,516.63	9.3%	58.6%	2.0
124	TRANSIT SUPERVISOR	\$43,294.87	-6.5%	\$54,348.27	-4.6%	\$65,401.67	-3.3%	51.1%	2.0
125	TRANSPORTATION PLANNER	\$46,085.14	-17.7%	\$58,781.10	-17.3%	\$70,787.95	-16.2%	53.4%	5.0
126	WARDEN MD	-	-	-	-	-	-	-	0.0
127	WEB DEVELOPMENT MANAGER	\$49,945.12	18.6%	\$67,722.79	12.9%	\$82,507.88	12.9%	67.3%	4.0
Overall Average			-4.6%		-3.7%		-2.9%	53.9%	7.0
Outliers Removed*			-6.0%		-4.7%		-3.8%		



4.2 SALARY SURVEY RESULTS

Market Minimums

It is important to assess where an organization is relative to its market minimum salaries, as they are the beginning salaries of employees with minimal qualifications for a given position. Organizations that are significantly below market may experience recruitment challenges with entry-level employees. As seen in **Exhibit 4C**, CCG is currently 6.0 percent below the market average minimum, when considering positions with sufficient responses. CCG's benchmark positions ranged from 25.3 percent below to 32.6 percent above the market minimum.

The following are summary points of the results analysis concerning the market minimum:

- Of the 89 CCG positions receiving sufficient response, 62 were below market, averaging 11.0 percent below. These 62 classifications represent roughly 70 percent of all surveyed positions receiving sufficient response.
- Of the 62 positions below market, 33 were more than 10.0 percent below the average market minimum. These positions are displayed in **Exhibit 4D**.



EXHIBIT 4D CLASSIFICATIONS MORE THAN 10% BELOW THE MINIMUM

Classifications More than 10% Below Market	Diff
911 CENTER SUPERVISOR	-20.9%
ATHLETIC PROGRAM SPECIALIST	-14.0%
BATTALION CHIEF	-10.9%
CHIEF APPRAISER	-24.4%
CORRECTIONAL OFFICER	-11.4%
DEPUTY FIRE CHIEF	-25.3%
DIRECTOR OF COMMUNITY REINVEST	-17.1%
EMERGENCY COMMUNICATION TECH I	-10.2%
EXECUTIVE ASSISTANT- MAYOR'S O	-17.3%
FIRE CAPTAIN	-20.1%
FIRE LIEUTENANT	-17.5%
FIREFIGHTER	-14.7%
FIREFIGHTER/ EMT	-14.4%
FLEET MAINTENANCE TECH I	-10.8%
GIS TECHNICIAN - INSPECTION &	-10.6%
INFO TECHNOLOGY DIRECTOR	-10.8%
NETWORK ENGINEER	-10.7%
OFFICE MANAGER	-17.0%
PARKS & RECREATION DIRECTOR	-18.1%
PARKS CREW LEADER	-15.8%
PARKS SERVICES MANAGER	-22.2%
PAYROLL SUPERVISOR	-11.0%
PLANNING DIRECTOR	-21.5%
POLICE CAPTAIN AD	-21.4%
POLICE CORPORAL	-19.0%
POLICE LIEUTENANT BD	-25.2%
POLICE OFFICER	-14.1%
POLICE SGT MD	-18.7%
PRINCIPAL PLANNER	-12.5%
PUBLIC WORKS DIRECTOR	-19.3%
RECREATION SVCS DIVISION MGR	-19.7%
STORMWATER MGMT ENGINEER	-14.6%
TRANSPORTATION PLANNER	-17.7%

- Of the 89 positions receiving a sufficient response, 25 were above market, averaging 6.5 percent above. These classifications represent approximately 28 percent of all surveyed positions receiving sufficient response.
- Of those 25 positions, four were more than 10.0 percent above the market minimum average. These positions are displayed in **Exhibit 4E**.



EXHIBIT 4E
CLASSIFICATIONS MORE THAN 10% ABOVE THE MINIMUM

Classifications More than 10% Above Market	Diff
ASSISTANT CITY ATTORNEY	16.2%
CHIEF INSPECTOR - INSPECTIONS	10.5%
CITY ATTORNEY	32.6%
ENGINEERING DIRECTOR W/PE	10.3%

Market Midpoints

The market midpoint is exceptionally important to analyze, as it is often considered the closest estimation of market average compensation. As seen in **Exhibit 4C**, CCG is currently 4.7 percent below the market midpoint.

Analysis of the market midpoint comparisons yielded the following information:

- With respect to the midpoint average, 58 of the surveyed positions receiving sufficient response were below the market midpoint, averaging 10.3 percent below. These 58 positions represent 65.2 percent of the positions surveyed receiving sufficient response.
- Of the 58 positions below the market midpoint, 28 were more than 10.0 percent below the midpoint. These positions are displayed in **Exhibit 4F**.



EXHIBIT 4F
CLASSIFICATIONS MORE THAN 10% BELOW THE MIDPOINT

Classifications More than 10% Below Market	Diff
911 CENTER SUPERVISOR	-19.0%
ATHLETIC PROGRAM SPECIALIST	-13.8%
CHIEF APPRAISER	-18.7%
CHIEF OF POLICE	-10.3%
DEPUTY FIRE CHIEF	-20.6%
DIRECTOR OF COMMUNITY REINVEST	-20.7%
EXECUTIVE ASSISTANT- MAYOR'S O	-13.0%
FINANCE DIRECTOR	-13.6%
FIRE CAPTAIN	-13.2%
FIRE LIEUTENANT	-13.3%
FIREFIGHTER	-10.6%
FLEET MAINTENANCE TECH I	-10.3%
GIS TECHNICIAN - INSPECTION &	-10.9%
INFO TECHNOLOGY DIRECTOR	-14.2%
OFFICE MANAGER	-17.7%
PARKS & RECREATION DIRECTOR	-22.7%
PARKS CREW LEADER	-18.6%
PARKS SERVICES MANAGER	-26.3%
PLANNING DIRECTOR	-20.1%
POLICE CAPTAIN AD	-13.9%
POLICE CORPORAL	-13.5%
POLICE LIEUTENANT BD	-19.2%
POLICE SGT MD	-13.7%
PRINCIPAL PLANNER	-11.4%
PUBLIC WORKS DIRECTOR	-22.3%
RECREATION SVCS DIVISION MGR	-22.7%
STORMWATER MGMT ENGINEER	-12.0%
TRANSPORTATION PLANNER	-17.3%

- Of the 89 positions receiving sufficient response, 29 were above the market midpoint. These comprise 32.6 percent of the total classifications surveyed receiving sufficient response.
- Six positions were more than 10.0 percent above the market midpoint. These positions are displayed in **Exhibit 4G**.



EXHIBIT 4G
CLASSIFICATIONS MORE THAN 10% ABOVE THE MIDPOINT

Classifications More than 10% Above Market	Diff
ASSISTANT CITY ATTORNEY	17.6%
CHIEF INSPECTOR - INSPECTIONS	12.0%
CHIEF OF STAFF AND EXECUTIVE A	12.9%
CITY ATTORNEY	11.2%
PAYROLL SPECIALIST	12.9%
RECORDS SPECIALIST	10.2%

Market Maximums

The pay range maximum averages, and how they compare to CCG's, are also detailed in **Exhibit 4C**. CCG is, on average, 3.8 percent below the market at the maximum of its salary bands for these 89 classifications.

The following points are regarding CCG's position relative to the market average maximum:

- At the market maximum, 54 of the 89 positions fell below the average, averaging 9.7 percent below. These 54 positions represent 60.7 percent of the total number of positions surveyed receiving sufficient response.
- Of these 54, 21 fell more than 10.0 percent below the market maximum. These 21 positions are displayed in **Exhibit 4H**.



EXHIBIT 4H CLASSIFICATIONS MORE THAN 10% BELOW THE MAXIMUM

Classifications More than 10% Below Market	Diff
911 CENTER SUPERVISOR	-17.8%
ATHLETIC PROGRAM SPECIALIST	-13.9%
CHIEF APPRAISER	-17.8%
DEPUTY FIRE CHIEF	-16.5%
DIRECTOR OF COMMUNITY REINVEST	-23.2%
EXECUTIVE ASSISTANT- MAYOR'S O	-11.5%
FINANCE DIRECTOR	-14.8%
FIRE LIEUTENANT	-10.3%
INFO TECHNOLOGY DIRECTOR	-15.1%
OFFICE MANAGER	-17.3%
PARKS & RECREATION DIRECTOR	-23.6%
PARKS CREW LEADER	-18.0%
PARKS SERVICES MANAGER	-25.7%
PLANNING DIRECTOR	-17.0%
POLICE LIEUTENANT BD	-15.1%
POLICE SGT MD	-10.4%
PRINCIPAL PLANNER	-10.6%
PUBLIC WORKS DIRECTOR	-22.2%
RECREATION SVCS DIVISION MGR	-22.6%
STORMWATER MGMT ENGINEER	-11.2%
TRANSPORTATION PLANNER	-16.2%

- Of the 89 positions surveyed receiving sufficient response, 31 were above the market maximum. These 31 positions represent 34.8 percent of the total number of positions surveyed receiving sufficient response.
- Of the 31 above average positions, six of them were more than 10.0 percent above the market maximum. The positions are displayed in **Exhibit 4I**.



EXHIBIT 4I
CLASSIFICATIONS MORE THAN 10% ABOVE THE MAXIMUM

Classifications More than 10% Above Market	Diff
ACCOUNTING MANAGER	11.3%
ASSISTANT CITY ATTORNEY	18.9%
CHIEF INSPECTOR - INSPECTIONS	13.2%
CHIEF OF STAFF AND EXECUTIVE A	16.7%
PAYROLL SPECIALIST	10.3%
RECORDS SPECIALIST	11.6%

4.3 SALARY SURVEY CONCLUSION

The standing of individual classifications pay range relative to the market should not be considered a definitive assessment of actual employee salaries being similarly above or below the market; however, such differentials can, in part, explain symptomatic issues with recruitment and retention of employees.

The main summary points of the market study are as follows:

- CCG is approximately 6.0 percent below the market minimum.
- CCG is approximately 4.7 percent below the market midpoint.
- CCG is approximately 3.8 percent below the market maximum.
- CCG's pay range spread is approximately 56.0 percent, while the peers' pay range spread is similar at 53.9 percent.

The results of the market summary chapter are pivotal in the formulation of recommendations by Evergreen Solutions. By establishing CCG's market position relative to its peers, Evergreen is better able to propose recommendations that enable CCG to occupy its desired competitive position.



EVERGREEN SOLUTIONS, LLC

Chapter 5 – Benefits Survey Results

As a component of this study, Evergreen conducted a benefits market analysis. A benefits analysis, much like a salary evaluation, represents a snapshot in time of what is available in peer organizations. The Benefit Survey can provide the organization with an understanding of the total compensation (salary and benefits) offered by its peers. It is important to realize that there are intricacies involved with benefits programs that are not captured by a benefits survey alone.

This information should be used as a cursory overview and not a line-by-line comparison since benefits can be weighted differently depending on the importance to the organization. It should also be noted that benefits are sometimes negotiated and acquired through third parties, so one-to-one comparisons can be difficult. The analysis in this chapter highlights aspects of the benefits survey that provide pertinent information and had high completion rates by target peers.

Exhibit 5A provides a list of the 14 target peers from which full or partial benefits data were obtained for this analysis.

**EXHIBIT 5A
BENEFITS SURVEY RESPONDENTS**

Savannah, GA
Forsyth County, GA
Fulton County, GA
Gwinnett County, GA
Henry County, GA
Athens-Clarke County, GA
Augusta-Richmond County, GA
Macon-Bibb County, GA
Chattanooga, TN
Fayetteville, NC
Jacksonville, FL
Knoxville, TN
Auburn, AL
Phenix City, AL



5.1 EMPLOYEE INSURANCE COVERAGES AND MISCELLANEOUS BENEFITS

Exhibit 5B displays a basic overview of peer benefits as a percentage of total compensation and the average number of health plans offered.

**EXHIBIT 5B
OVERALL BENEFITS INFORMATION**

Total Compensation	Peer Average	Columbus Consolidated Government, GA
Benefits as a percentage of total compensation	26.0%	35.0%
Number of Plans	Peer Average	Columbus Consolidated Government, GA
Number of health plans offered	2.3	2

Exhibit 5B displays that the average number of health plans offered by peers (any combination of HMO, PPO, High Deductible, or other type of plan) is 2.3, while CCG offers two types of health plans.

5.2 HEALTH PLANS

Exhibit 5C displays data on the types of health plans offered by peers. As can be seen, 50 percent of peers offer an HMO plan, 60 percent offer a PPO plan, 40 percent offer a Health Savings Account plan, and 60 percent offer some other type of plan. The data show that the percentage of an individual employee's premium paid by the employer is, on average, 87.5 percent for HMO plans, 90.3 percent for PPO plans, 80 percent for HSA plans, and 87.5 percent for other plans. For employee plus child plans, employers contribute 76.7 percent for HMO plans, 70.3 percent for PPO plans, 80 percent for HSA plans, and 75.5 percent for other plans. For employee plus spouse plans, employers contribute 75.9 percent for HMO plans, 66.2 percent for PPO plans, 80 percent for HSA plans, and 74.7 percent for other plans. For employee plus family plans, employers contribute 72.4 percent for HMO plans, 61.5 percent for PPO plans, 80 percent for HSA plans, and 70.7 percent for other plans. In and out of network deductibles are also shown in **Exhibit 5C**.



EXHIBIT 5C OVERVIEW OF HEALTH PLANS OFFERED BY PEERS

Health Plan Premiums & Deductibles	Peer HMO Average	Peer PPO Average	Peer HSA Average	Other Plans Average
Percentage of peers offering each plan	50.0%	60.0%	40.0%	60.0%
DOLLAR AMOUNT (monthly) of employee premium paid by employer	\$582.41	\$596.01	\$537.10	\$600.89
PERCENTAGE (monthly) of employee premium paid by employer	87.5%	90.3%	80.0%	87.5%
DOLLAR AMOUNT (monthly) of employee premium paid by employee	\$70.49	\$84.32	\$138.13	\$131.12
PERCENTAGE (monthly) of employee premium paid by employee	12.5%	9.7%	20.0%	12.5%
Individual Maximum Deductible in Network	\$225.00	\$1,285.71	\$1,750.00	\$850.00
Individual Maximum Deductible Out of Network	-	\$1,891.67	\$3,250.00	\$2,000.00
DOLLAR AMOUNT (monthly) of employee plus child premium paid by employer	\$972.76	\$794.74	\$1,026.68	\$1,000.67
PERCENTAGE (monthly) of employee plus child premium paid by employer	76.7%	70.3%	80.0%	75.5%
DOLLAR AMOUNT (monthly) of employee plus child premium paid by employee	\$201.62	\$299.31	\$257.07	\$298.86
PERCENTAGE (monthly) of employee plus child premium paid by employee	23.3%	29.7%	20.0%	24.5%
Employee Plus Child Maximum Deductible in Network	\$375.00	\$2,357.14	\$2,833.33	\$2,000.00
Employee Plus Child Maximum Deductible Out of Network	-	\$3,658.33	\$7,000.00	\$4,875.00
DOLLAR AMOUNT (monthly) of employee plus spouse premium paid by employer	\$993.64	\$801.69	\$1,026.68	\$1,020.38
PERCENTAGE (monthly) of employee plus spouse premium paid by employer	75.9%	66.2%	80.0%	74.7%
DOLLAR AMOUNT (monthly) of employee plus spouse premium paid by employee	\$253.62	\$350.97	\$275.98	\$365.26
PERCENTAGE (monthly) of employee plus spouse premium paid by employee	24.1%	33.8%	20.0%	25.3%
Employee Plus Spouse Maximum Deductible in Network	\$375.00	\$2,357.14	\$2,833.33	\$2,000.00
Employee Plus Spouse Maximum Deductible Out of Network	-	\$3,658.33	\$7,000.00	\$4,875.00
DOLLAR AMOUNT (monthly) of employee plus family premium paid by employer	\$1,340.28	\$883.00	\$1,338.48	\$1,372.25
PERCENTAGE (monthly) of employee plus family premium paid by employer	72.4%	61.5%	80.0%	70.7%
DOLLAR AMOUNT (monthly) of employee plus family premium paid by employee	\$357.02	\$484.77	\$393.07	\$499.70
PERCENTAGE (monthly) of employee plus family premium paid by employee	27.6%	38.5%	20.0%	29.3%
Employee Plus Family Maximum Deductible in Network	\$525.00	\$2,821.43	\$3,500.00	\$2,100.00
Employee Plus Family Maximum Deductible Out of Network	-	\$4,291.67	\$7,000.00	\$5,000.00



For comparison purposes, a summary of the plans offered by CCG is displayed in **Exhibit 5D**. As can be seen, CCG offers a POS – Silver Plan and a POS – Gold Plan. For the Silver plan, CCG covers 73.3 percent of the premium for all coverage tiers. For the Gold plan, CCG covers 66.1 percent of all coverage tiers.

EXHIBIT 5D
HEALTH PLANS OFFERED BY COLUMBUS CONSOLIDATED GOVERNMENT

Health Plan Premiums & Deductibles	Columbus Consolidated Government, GA	Columbus Consolidated Government, GA
	POS-Silver Plan	POS-Gold Plan
DOLLAR AMOUNT (monthly) of employee premium paid by employer	\$434.14	\$442.57
PERCENTAGE (monthly) of employee premium paid by employer	73.3%	66.1%
DOLLAR AMOUNT (monthly) of employee premium paid by employee	\$158.23	\$226.74
PERCENTAGE (monthly) of employee premium paid by employee	26.7%	33.9%
Individual Maximum Deductible in Network	\$2,000.00	\$1,000.00
Individual Maximum Deductible Out of Network	\$2,000.00	\$1,000.00
DOLLAR AMOUNT (monthly) of employee plus child premium paid by employer	\$759.83	\$774.59
PERCENTAGE (monthly) of employee plus child premium paid by employer	73.3%	66.1%
DOLLAR AMOUNT (monthly) of employee plus child premium paid by employee	\$276.95	\$396.84
PERCENTAGE (monthly) of employee plus child premium paid by employee	26.7%	33.9%
Employee Plus Child Maximum Deductible in Network	\$4,000.00	\$2,000.00
Employee Plus Child Maximum Deductible Out of Network	\$4,000.00	\$2,000.00
DOLLAR AMOUNT (monthly) of employee plus spouse premium paid by employer	\$816.15	\$832.00
PERCENTAGE (monthly) of employee plus spouse premium paid by employer	73.3%	66.1%
DOLLAR AMOUNT (monthly) of employee plus spouse premium paid by employee	\$297.47	\$426.27
PERCENTAGE (monthly) of employee plus spouse premium paid by employee	26.7%	33.9%
Employee Plus Spouse Maximum Deductible in Network	\$4,000.00	\$2,000.00
Employee Plus Spouse Maximum Deductible Out of Network	\$4,000.00	\$2,000.00
DOLLAR AMOUNT (monthly) of employee plus family premium paid by employer	\$1,202.64	\$1,225.98
PERCENTAGE (monthly) of employee plus family premium paid by employer	73.3%	66.1%
DOLLAR AMOUNT (monthly) of employee plus family premium paid by employee	\$438.34	\$628.11
PERCENTAGE (monthly) of employee plus family premium paid by employee	26.7%	33.9%
Employee Plus Family Maximum Deductible in Network	\$4,000.00	\$2,000.00
Employee Plus Family Maximum Deductible Out of Network	\$4,000.00	\$2,000.00



In addition to questions regarding health care coverages, Evergreen asked peers to provide information on dental, vision, short-term disability, long-term disability, and life coverages.

Exhibit 5E shows that 21.4 percent of peers offer an employer paid dental insurance for employees, while 92.9 percent offer an employee paid dental plan option. Employers pay, on average, \$10.98 monthly for employee only dental insurance, and \$38.52 for employee plus dependent dental coverage. For the employee paid dental plans, employees pay on average \$23.02 for employee only coverage and \$62.92 for employee plus dependent coverage.

CCG offers an employee paid dental plan. CCG employees pay \$26.51 per month for employee only coverage, and \$94.13 per month for employee plus dependent coverage.

EXHIBIT 5E DENTAL COVERAGE QUESTIONS

Dental		Peer % Offered	Avg Number of Plans Offered	Avg max monthly amount that the employee pays for employee only coverage	Avg max monthly amount that the employee pays for employee plus dependent coverage	Avg max monthly amount the employer pays for employee only coverage	Avg max monthly amount the employer pays for employee plus dependent coverage
Dental Insurance	Employer Paid	21.4%	2.5	-	-	\$10.98	\$38.52
	CCG	no					
	Employee Paid	92.9%	1.0	\$23.02	\$62.92	-	-
	CCG	yes	2.0	\$26.51	\$94.13	\$0.00	\$0.00

Exhibit 5F shows that 14.3 percent of peers offer an employer paid vision insurance for employees, while 78.6 percent offer one or more employees paid vision plan options. The average cost to peers for employee and employee plus dependent vision coverage is \$7.24. The employee's premiums for optional employee paid plans averaged \$5.46 for employee only coverage while the average cost for employee plus dependent coverage is \$11.60. CCG offers an employee paid vision plan. The employees' premiums for employee only coverage is \$5.92 monthly and \$17.14 for employee plus dependent coverage.



EXHIBIT 5F VISION COVERAGE QUESTIONS

Vision		Peer % Offered	Avg Number of Plans Offered	Avg max monthly amount that the employee pays for employee only coverage	Avg max monthly amount that the employee pays for employee plus dependent coverage	Avg max monthly amount the employer pays for employee only coverage	Avg max monthly amount the employer pays for employee plus dependent coverage
Vision Plan	Employer Paid	14.3%	1	-	-	\$7.24	\$7.24
	CCG	no					
	Employee Paid	78.6%	1.2	\$5.46	\$11.60	-	-
	CCG	yes	1.0	\$5.92	\$17.14	-	-

For short-term disability coverage, 14.3 percent of responding peers offer an employer paid plan and 50 percent offer an employee paid plan as displayed in **Exhibit 5G**. On average, peers pay an average of 60 percent of their salary at the time of a disability. CCG offers employees paid short-term disability coverage but does not offer employers paid short-term disability coverage. The monthly cost to employees for employee paid employee only coverage depends on income. CCG pays 60 percent of the salary at the time of disability.

EXHIBIT 5G SHORT-TERM DISABILITY COVERAGE QUESTIONS

Short-Term Disability		Peer % Offered	Avg Number of Plans Offered	Monthly EE cost for EE only coverage	Monthly EE cost for EE plus dependent	Monthly ER cost for EE only coverage	Monthly ER cost for EE plus dep coverage	% of salary the employee receives
Plans	Employer Paid	14.3%	1.0	-	-	-	-	60.0%
	CCG	no						
	Employee Paid	50.0%	1.3	-	-	-	-	60.0%
	CCG	yes	Several Options	Income Based	\$0.00	-	-	60%



For long-term disability, 42.9 percent of responding peers offer an employer paid long-term disability plan and 50 percent offer an employee paid plan as displayed in **Exhibit 5H**. On average, employer paid plans pay 60 percent of salary at the time of a disability and employee paid plans paid an average of 66 percent of salary. CCG does not offer a Long-term disability plan.

EXHIBIT 5H
LONG-TERM DISABILITY COVERAGE QUESTIONS

Long-Term Disability		Peer % Offered	Avg Number of Plans Offered	Monthly EE cost for EE only coverage	Monthly EE cost for EE plus dep	Monthly ER cost for EE only coverage	Monthly ER cost for EE plus dep coverage	% of salary the employee receives
Coverage Plans	Employer Paid	42.9%	1.20	-	-	-	-	60.0%
	CCG	no						
	Employee Paid	50%	1.14	-	-	-	-	66.0%
	CCG	no						

Exhibit 5I summarizes the life insurance offerings of responding peers and CCG. Overall, 100 percent of the responding peers offer life insurance and 78.6 percent indicated that they offer optional dependent coverage. CCG offers employer-paid life insurance and additional voluntary life insurance policies.

Of the responding peers, 66.7 percent indicated providing accidental death insurance and 92.9 percent indicated providing additional life insurance if desired. CCG offers accidental death insurance as well.

EXHIBIT 5I
LIFE INSURANCE

Life Insurance	Peer Percentage Yes	Peer Average	CCG
Is employer-paid life insurance offered?	100.0%	-	Yes
Cost (monthly) to employer for individual coverage	-	\$4.72	\$0.134 per \$1,000
Dollar amount of death benefit	-	\$50,000.00	1.5 X BAE
Is Optional dependent coverage offered?	78.6%	-	Yes
Can the employee purchase (additional) life insurance if desired?	92.9%	-	Yes
Is accidental death insurance provided?	66.7%	-	Yes



5.3 EAP, TUITION REIMBURSEMENT, 529 PLANS, AND FINANCIAL PLANNING

Exhibit 5J displays questions regarding Employee Assistance Programs. As shown, 100 percent of participating peers offer EAP. For all respondents, benefits are available to family members in addition to the employee. On average, peers provide 7.5 EAP visits per year. CCG offers EAP with 6 annual visits and allows the benefits to be available to family members in addition to the employee.

**EXHIBIT 5J
EMPLOYEE ASSISTANCE PROGRAMS**

EAP	Peer Percentage Yes	Peer Average	CCG
Is an EAP offered?	100.0%	-	Yes
Are benefits available to family members as well as the employee?	100.0%		Yes
Number of Annual EAP Visits Provided	-	7.5	6

Exhibit 5K displays questions regarding Tuition Reimbursement. As shown, 87.5 percent of the responding peers indicated that they have provisions to provide some type of tuition reimbursement for employees. On average, peers' tuition reimbursement limit was \$4,625.00. CCG does not offer tuition reimbursement.

**EXHIBIT 5K
TUITION REIMBURSEMENT**

Tuition Reimbursement	Peer Percentage Yes	Peer Average	CCG
Is Tuition Reimbursement offered?	87.5%	-	No
Tuition Reimbursement Limit	-	\$4,625.00	-

5.4 RETIREMENT

Exhibit 5L displays that the average number of plans offered by peers is 1.8 while CCG has one plan.

**EXHIBIT 5L
NUMBER OF RETIREMENT PLANS**

Number of Plans	Peer Average	CCG
Number of retirement plans offered	1.8	1



Exhibit 5M provides questions regarding retirement details. On average, participating peers offer 6.7 years to fully vest. As shown, 100 percent of participating peers' retirement plan offers a disability provision. For participating peers, employee contribution to this retirement option is 6.3 percent and employer contribution is 8.6 percent. CCG requires 10 years to fully vest. CCG contributes 9 percent to retirement while employees contribute 8 percent.

EXHIBIT 5M RETIREMENT DETAILS

Retirement Details	Peer Average	CCG
Years to Fully Vest	6.7	10
COLA Offered to Retiree Pensions	-	Yes
Does the organization's retirement plan offer a disability provision?	100.0%	Yes
What percent of salary does the organization contribute to this retirement option?	8.6%	9%
What percent of salary does the employee contribute to this retirement option?	6.3%	8%

Exhibit 5N displays questions regarding Retirement Participation. As shown, 27.3 percent of the responding peers indicated that participate in a State Retirement System. 72.7 percent of responding peers also indicated that they offer another retirement option, other than a state plan. CCG does not participate in a state retirement plan, but does offer different types of retirement plans.

EXHIBIT 5N RETIREMENT PARTICIPATION

Retirement Participation	Peer Percentage Yes	CCG
Does the organization participate in a State Retirement System?	27.3%	No
Is a retirement option other than a state plan offered?	72.7%	Yes
Is D.R.O.P. offered?	-	Yes
Is a 401k, 401a, 403(b), or 457 offered?	100.0%	Yes
Is a type of plan other than a 401k, 401a, 403(b) or 457 offered?	-	No
Does the employer contribute to any of these non-state retirement options?	100.0%	No

Exhibit 5O shows that 100 percent of participating peers offer health insurance to retired employees. Additionally, 100 percent of respondents offer dental insurance to retired employees while 50 percent offer life insurance to retired employees. CCG offers health, dental, and life insurance to retired employees.



EXHIBIT 50 INSURANCE FOR RETIREES

Insurance for Retirees	Peer Average	CCG
Does your organization offer health insurance to retired employees?	100.0%	Yes
Does your organization offer dental insurance to retired employees?	100.0%	Yes
Does your organization offer life insurance to retired employees?	50.0%	Yes

5.5 EMPLOYEE LEAVE, HOLIDAYS, AND COMPENSATORY TIME

Exhibit 5P provides the average minimum and maximum accrual rates^{3/4}the average years of service required to achieve the maximum accrual rate for Personal Leave, Sick Leave, Annual/Vacation Leave, and Paid Time off (PTO) leave for respondents.

EXHIBIT 5P LEAVE TIME ACCRUAL

Leave Accrual	Organization	Offered?	Min Accrual Rate (Monthly)	Years of service does it require to begin to accrue the minimum rate?	Max Accrual Rate Monthly	Years to Achieve Max Accrual Rate	Max Allowed to Roll Over to Following Year
Sick Leave	Peer Average	90.0%	6.8	0.1	7.2	0.1	96.0
	CCG	Yes	8.6	0	8.6	1.0	104
Annual/Vacation Leave	Peer Average	90.9%	5.7	0.1	15.0	15.6	184
	CCG	Yes	6.6	0.0	13.3	15.0	120
Personal Leave	Peer Average	33.3%	8.0	0.0	20.0	15.0	-
	CCG	No	-	-	-	-	-
Paid-Time Off	Peer Average	28.6%	12.0	0.0	12.0	0	144
	CCG	No	-	-	-	-	-

As shown, 90.0 percent of peers offer sick leave, 90.9 percent of peers offer annual/vacation leave, 33.3 percent of peers offer personal leave and 28.6 percent of peers offer PTO.

CCG offers sick leave and annual/vacation leave and does not offer personal leave or paid time off.



Exhibit 5Q summarizes respondent policies regarding sick and vacation leave payout. Sick leave is not paid out upon voluntary or involuntary separation for peers. Unused sick leave counts towards retirement in 100 percent of participating peers. Vacation leave is paid out upon voluntary separation in 75 percent of responding peer organizations, and vacation leave is paid out upon involuntary separation in 100 percent of responding peer organizations.

CCG does not pay out sick leave upon voluntary and involuntary separation. CCG does allow unused annual/vacation leave to be paid out upon voluntary and involuntary separation.

**EXHIBIT 5Q
SICK AND VACATION LEAVE PAYOUT**

Sick Leave Policies	Peer Percentage Yes	Peer Average	CCG
Is unused sick leave paid out upon voluntary separation?	-	-	No
Max hours of sick leave paid out upon voluntary separation	-	-	-
Is unused sick leave paid out upon involuntary separation?	-	-	No
Max hours of sick leave paid out upon involuntary separation	-	-	-
Can unused sick leave count towards retirement?	100.0%	-	No
Max hours of sick leave that can count towards retirement	-	0.0	-
Vacation Leave Policies	Peer Percentage Yes	Peer Average	CCG
Is unused annual/vacation leave paid out upon voluntary separation?	75.0%	-	Yes
Max hours of annual/vacation leave paid out upon voluntary separation	-	-	No Limit
Is unused annual/vacation leave paid out upon involuntary separation?	100.0%	-	Yes
Max hours of annual/vacation leave paid out upon involuntary separation	-	-	No Limit

The percentage of peers that offer various holidays are shown in **Exhibit 5R**. On average, peers offer 11.3 holidays to employees, compared to 11 offered by CCG.



**EXHIBIT 5R
HOLIDAYS**

Paid Holiday observed by peer organizations	Peer Percentage Yes	CCG
New Year's Day	100.0%	Yes
New Year's Eve	21.4%	No
Martin Luther King, Jr. Day	100.0%	Yes
Lincoln's Birthday	0.0%	No
Presidents Day	35.7%	No
Good Friday	35.7%	No
Easter	7.1%	No
Memorial Day	100.0%	Yes
Independence Day	100.0%	Yes
Labor Day	100.0%	Yes
Veteran's Day	71.4%	Yes
Thanksgiving Day	100.0%	Yes
Day after Thanksgiving	100.0%	Yes
Christmas Eve	92.9%	Yes
Christmas Day	100.0%	Yes
Personal Holiday	7.1%	No
Employee Birthday	0.0%	1/4 Day
Other	42.9%	Columbus Day
Other	14.3%	No

Exhibit 5S shows that 75.0 percent of participating peers offer longevity pay and 66.7 percent offer merit raises. CCG offers longevity pay but does not offer merit raises.

**EXHIBIT 5S
INCENTIVE PAY PROGRAMS**

Types of longevity pay, bonuses, allowances, or incentive pay programs.	Peer Percentage Yes	CCG
Does your organization offer: Longevity Pay?	75.0%	Yes
Does your organization offer: Merit Raises?	66.7%	No
Does your organization offer: Merit Bonuses?	0.0%	No
Does your organization offer: other programs?	0.0%	No



5.6 SUMMARY

Overall, Columbus Consolidated Government was found to be comparable to the market with respect to the benefits portion of total compensation. The results were not surprising in that when single benefits were analyzed in isolation, some of CCG's offerings appeared more or less generous than those offered by peers. However, when taken as a whole, the total package was in alignment with the market.



Chapter 6 - Recommendations

After reviewing the information provided in the preceding sections of this report, Evergreen developed recommendations to improve CCG's current classification and compensation system. The recommendations, as well as the findings that led to each recommendation, are discussed in detail in this section. The recommendations are organized into three sections: classification, compensation, and administration of the system.

6.1 CLASSIFICATION RECOMMENDATIONS

An organization's classification system establishes how its human resources are employed to perform its core services. The classification system consists of the titles and descriptions of the different classifications, or positions, which define how work is organized and assigned. It is essential that the titles and descriptions of an organization's classifications accurately depict the work being performed by employees in the classifications to ensure equity within the organization and to enable comparisons with positions at peer organizations. The purpose of a classification analysis is to identify such issues as incorrect titles, outdated job descriptions, and inconsistent titles across departments. Recommendations are then made to remedy the identified concerns based on human resources best practices.

In the analysis of CCG's classification system, Evergreen Solutions collected classification data through the Job Assessment Tool (JAT) process. The JATs, which were completed by employees and reviewed by their supervisors, provided information about the type and level of work being performed for each of CCG's classifications. Evergreen reviewed the data provided in the JATs and used the information as the basis for classification recommendations.

FINDING

The classification system being utilized by CCG was generally accurate, and titles described the work being performed by employees, although classification titles could be standardized by removing department names from titles. Generic job descriptions would allow CCG to focus on those generalized duties that are performed by all employees in one classification. Positions descriptions are a better tool for identifying departments and the specific needs of the departments.

RECOMMENDATION 1: Update existing class description to reflect the new classification system, and review all updated descriptions for FLSA status.

In conjunction with CCG making the proposed title changes, Evergreen will provide updated classification descriptions to ensure that they accurately reflect the work being carried out by employees. These are being provided under separate cover. Upon completion and approval



of the proposed class descriptions, Evergreen will further recommend an updated FLSA status for the roles based on the new, updated content contained within the description.

6.2 COMPENSATION RECOMMENDATIONS

The compensation analysis consisted of two parts: an external market assessment and an internal equity assessment. During the external market assessment, CCG's compensation for selected benchmark classifications was compared to average compensation offered in the market CCG competes for employees. The external assessment consisted of comparing CCG against its peer organizations within its market and revealed that CCG is currently lagging the market slightly.

During the internal equity assessment, consideration of the relationships between and the type of work being performed by CCG's employees in their classifications was reviewed and analyzed. Specifically, a composite score was assigned to each of CCG's classifications that quantified the classification's level of five separate compensatory factors. The level for each factor was determined based on responses to the JAT.

FINDING

CCG currently maintains an organized and defined overall pay plan with standard range spreads and midpoint progressions throughout the current pay plan. However, the 2.5 percent gap between steps in CCG's current pay plan makes it difficult for CCG to grant step increases each year and has led to increased employee compression as a result.

RECOMMENDATION 2: Adopt a new, market responsive compensation structure and assign all positions to it equitably.

Evergreen has developed a new pay plan for CCG's consideration. The new structure consists of 30 unique pay grades, each with a range spread of 55 percent between the minimum and the maximum of the range and 45 steps. The progression between grades varies between 3.0 and 15.0 percent. Pay plans for Public Safety employees were also developed to govern pay for sworn employees, and the overall design of those plans mirrors the general employee pay plan. Instead of a standard progression between ranks, each Public Safety grade was market priced and slotted according to internal and external equity. The details of the proposed plans are shown in **Exhibit 6-1**.



EXHIBIT 6-1 PROPOSED PAY PLAN

Step Increase	Grade	Minimum	Midpoint	Maximum
1.00%	111	\$ 31,200.00	\$ 39,769.35	\$ 48,338.71
Spread	112	\$ 32,136.00	\$ 40,962.43	\$ 49,788.87
55.0%	113	\$ 33,100.08	\$ 42,191.31	\$ 51,282.54
Mid Prog.	114	\$ 34,093.08	\$ 43,457.05	\$ 52,821.01
3.0%	115	\$ 35,115.87	\$ 44,760.76	\$ 54,405.64
4.0%	116	\$ 36,520.51	\$ 46,551.19	\$ 56,581.87
4.0%	117	\$ 37,981.33	\$ 48,413.24	\$ 58,845.14
4.0%	118	\$ 39,500.58	\$ 50,349.77	\$ 61,198.95
4.0%	119	\$ 41,080.61	\$ 52,363.76	\$ 63,646.91
4.0%	120	\$ 42,723.83	\$ 54,458.31	\$ 66,192.78
5.0%	121	\$ 44,860.02	\$ 57,181.22	\$ 69,502.42
5.0%	122	\$ 47,103.02	\$ 60,040.28	\$ 72,977.54
5.0%	123	\$ 49,458.17	\$ 63,042.30	\$ 76,626.42
6.0%	124	\$ 52,425.67	\$ 66,824.84	\$ 81,224.00
6.0%	125	\$ 55,571.21	\$ 70,834.33	\$ 86,097.44
6.0%	126	\$ 58,905.48	\$ 75,084.38	\$ 91,263.29
6.0%	127	\$ 62,439.81	\$ 79,589.45	\$ 96,739.09
7.0%	128	\$ 66,810.59	\$ 85,160.71	\$ 103,510.83
7.0%	129	\$ 71,487.33	\$ 91,121.96	\$ 110,756.58
7.0%	130	\$ 76,491.45	\$ 97,500.50	\$ 118,509.54
7.0%	131	\$ 81,845.85	\$ 104,325.53	\$ 126,805.21
7.0%	132	\$ 87,575.06	\$ 111,628.32	\$ 135,681.58
7.0%	133	\$ 93,705.31	\$ 119,442.30	\$ 145,179.29
7.5%	134	\$ 100,733.21	\$ 128,400.47	\$ 156,067.73
7.5%	135	\$ 108,288.20	\$ 138,030.51	\$ 167,772.81
7.5%	136	\$ 116,409.82	\$ 148,382.80	\$ 180,355.77
7.5%	137	\$ 125,140.55	\$ 159,511.51	\$ 193,882.46
7.5%	138	\$ 134,526.09	\$ 171,474.87	\$ 208,423.64
7.5%	139	\$ 144,615.55	\$ 184,335.48	\$ 224,055.42
15.0%	140	\$ 166,307.88	\$ 211,985.81	\$ 257,663.73



EXHIBIT 6-1 (CONTINUED)
PROPOSED PAY PLAN

Mid Prog.	Grade	Minimum	Midpoint	Maximum
-	PS0	\$ 33,100.00	\$ 42,191.21	\$ 51,282.41
36.0%	PS1	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
11.1%	PS2	\$ 50,000.00	\$ 63,732.94	\$ 77,465.88
15.0%	PS3	\$ 57,500.00	\$ 73,292.88	\$ 89,085.76
4.3%	PS4	\$ 60,000.00	\$ 76,479.53	\$ 92,959.05
8.3%	PS5	\$ 65,000.00	\$ 82,852.82	\$ 100,705.64
7.7%	PS6	\$ 70,000.00	\$ 89,226.12	\$ 108,452.23
14.3%	PS7	\$ 80,000.00	\$ 101,972.70	\$ 123,945.41
18.8%	PS8	\$ 95,000.00	\$ 121,092.58	\$ 147,185.17
26.3%	PS9	\$ 120,000.00	\$ 152,959.05	\$ 185,918.11
-	F1	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
5.6%	F2	\$ 47,500.00	\$ 60,546.29	\$ 73,592.58
5.3%	F3	\$ 50,000.00	\$ 63,732.94	\$ 77,465.88
15.0%	F4	\$ 57,500.00	\$ 73,292.88	\$ 89,085.76
13.0%	F5	\$ 65,000.00	\$ 82,852.82	\$ 100,705.64
7.7%	F6	\$ 70,000.00	\$ 89,226.12	\$ 108,452.23
7.1%	F7	\$ 75,000.00	\$ 95,599.41	\$ 116,198.82
6.7%	F8	\$ 80,000.00	\$ 101,972.70	\$ 123,945.41
18.8%	F9	\$ 95,000.00	\$ 121,092.58	\$ 147,185.17
26.3%	F10	\$ 120,000.00	\$ 152,959.05	\$ 185,918.11
-	C1	\$ 42,500.00	\$ 54,173.00	\$ 65,846.00
2.4%	C2	\$ 43,500.00	\$ 55,447.66	\$ 67,395.31
3.4%	C3	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
27.8%	C4	\$ 57,500.00	\$ 73,292.88	\$ 89,085.76
13.0%	C5	\$ 65,000.00	\$ 82,852.82	\$ 100,705.64
23.1%	C6	\$ 80,000.00	\$ 101,972.70	\$ 123,945.41
25.0%	C7	\$ 100,000.00	\$ 127,465.88	\$ 154,931.76

Implementation of the new compensation structure requires two steps. First, all positions were assigned to an appropriate pay grade within the plan. To determine what pay grade each position was assigned, Evergreen used the following factors: the results of the JAT analysis, the results of the market study, as well as consideration for both existing and newly created internal relationships between classifications. Assigning pay grades to classifications requires a balance of internal equity and desired market position, and recruitment and retention concerns also played a role in the process. Thus, the market results discussed in **section 4** were not the sole criteria for the proposed pay ranges.



RECOMMENDATION 3: Evergreen recommends CCG adopt a methodology to transition employee salaries into the proposed pay plan that aligns with its established compensation philosophy and meets the available financial resources of the organization.

The second step of implementing the proposed structure is then to transition employee salaries into their new recommended pay ranges. This step can be done via a variety of methods, each with their own strengths and drawbacks, however, after discussion with CCG leadership, Evergreen recommends that the organization pursue implementing the following transition methodology for General Government employees:

Class-Parity Zone Approach

This option moves employees through their new pay range, rewarding their experience by moving them across the range, based on their time in that classification. This is done based on an assumed progression rate of 30 years from minimum to maximum that is based on the traditional rate of public-sector organizations. Employees are grouped into zones of class time and moved together into the new ranges. Employees with 0-3 years of class time are grouped together, employees with 3-6 years of class time are grouped together, and so on and so forth.

The recommended implementation for Public Safety employees is a similar approach based on longevity in rank and is administered as follows:

Longevity-Zone Approach

This option moves employees through their new pay range, rewarding their experience by moving them across the range, based on their time in that rank. This is done by granting a step for each year of experience that employees have attained in their current rank. Employees are then grouped into zones of class time and moved together into the new ranges. Employees with 0-3 years of class time are grouped together, employees with 3-6 years of class time are grouped together, and so on and so forth. Additionally, Public Safety employees will receive a longevity increase in the new system at certain “milestone” years that mirror the current increases they receive now under the “Pay Reform” system. Therefore, after years 3, 5, 7, 10, 15, 20, etc. Public Safety employees will receive an additional step increase above and beyond the increases that are given to General Government employees. This will ensure that the recommended approach continues to reward Public Safety employees for their experience with CCG and keeps competitive with increases in the market.

These approaches were selected after consultation with Human Resources, Finance, CCG Manager’s Office, the Mayor, and City Council. Additional options were considered for implementation that were less aggressive and more closely matched the market, and options were considered specifically for Public Safety and CDL operators that would push them “above and beyond” the market rate returned by this study to better combat significant vacancy and turnover concerns. The options that were selected do go above and beyond the market for Public Safety and positions requiring CDL’s and are specifically designed to adjust all employees for compression, bring employees to a market-responsive position, and address CCG’s significant vacancy and employee retention concerns.



In order to sustainably fund the options as described in the previous paragraph, it was determined that a cap governing maximum increases would need to be added to employee salaries. This cap ensures that no employee's increase exceeds a 25.0 percent increase during the implementation. The exception to this rule would be those employees who need to exceed a 25.0 percent increase in order to be brought to their new grade minimum, in which case employees could exceed the cap. After employees were granted their increase and the cap was applied, employees were then rounded to the next highest step to ensure that everyone starts on a step in the new pay scale.

As options stated above, the final proposed costs of the options are detailed in **Exhibit 6-2**.

EXHIBIT 6-2 IMPLEMENTATION COSTS

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 6,275,778.30	1182	\$ 5,309.46	13.6%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 6,990,424.27	990	\$ 7,061.03	15.2%
Combined Totals	\$ 13,266,202.57	\$ 2,172.00	\$ 6,185.25	14.4%

6.3 COMPENSATION AND CLASSIFICATION SYSTEM ADMINISTRATION

Any organization's compensation and classification system will need periodic maintenance. The recommendations provided in this chapter were developed based on conditions at the time the study was conducted. Without proper upkeep of the system, the potential for recruitment and retention issues may increase as the compensation and classification system becomes dated and less competitive.

RECOMMENDATION 4: Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues and adjust pay grade assignments if necessary.

While it is unlikely that the pay plan will need to be adjusted for several years, a small number of classifications' pay grades may need to be reassigned more frequently. If one or more classifications are exhibiting high turnover or are having difficulty with recruitment, CCG should collect salary range data from peer organizations to determine whether an adjustment is needed for the pay grade of the classification(s).



RECOMMENDATION 5: Conduct a comprehensive classification and compensation study every three to five years.

While small-scale salary surveys can improve the market position of specific classifications, it is recommended that a full classification and compensation study be conducted every three to five years to preserve both internal and external equity for CCG. Changes to classification and compensation do occur, and while the increments of change may seem minor, they can compound over time. A failure to react to these changes quickly has the potential to place CCG in a poor position for recruiting and retaining quality employees.

While the previous two recommendations intend to maintain the competitiveness over time of the classification and compensation structure, it is also necessary to establish procedures for determining equitable pay practices for individual employees.

RECOMMENDATION 6: Revise policies and practices for moving employees' salaries through the pay plan, including procedures for determining salaries of newly hired employees and employees who have been promoted, demoted, or transferred to a different classification.

The method of moving salaries through the pay plan and setting new salaries for new hires, promotions, demotions, and transfers depends on an organization's compensation philosophy. However, it is important for CCG to have established guidelines for each of these situations, and that they are followed consistently for all employees. Common practices for progressing and establishing employee salaries are outlined below.

Salary Progression

As outlined above, Evergreen recommends CCG enact the second phase of implementing the new pay plan which would involve a one-time salary adjustment for employees to ensure they are placed in the proper percentile of their salary range. While this major adjustment should be performed when CCG has the financial resources to do so, CCG should continue to adjust salaries annually when financially feasible. Based on the feedback from employees and the CCG leadership, Evergreen recommends that the basis of salary adjustment in the future be done at three distinct levels.

- **Structural:** Adjustment to the ranges should be done annually and with the aim of adjusting for the changes in cost of living. Evergreen recommends CCG tie the annual compensation structure movement to the local change in the Consumer-Price-Index (CPI). This annual adjustment will ensure CCG's pay ranges do not rapidly fall out of line with that of its peers; however, when conducting the small-scale surveys referenced above, CCG should also collect pay plan movement and anticipated movement from its peers to gauge if market movement is keeping pace with CPI movement.
- **Classification:** As a result of the market surveys, CCG may identify classifications or job families that are experiencing considerable market movement and as a result, reassignment of the pay grades should be considered when this occurs. Alternatively, if CCG identifies classifications that have become hard to recruit and retain, pay grade



reassignment should also be considered to ensure CCG is competitive for both recruiting new talent and retaining existing employees.

- Individual: To tie into the adjustment of the structure, Evergreen recommends CCG adjust employee salaries annually for another year of service with CCG. This adjustment would be done for all employees who receive a satisfactory performance evaluation. CCG should grant at least a one-step increase each year, although the target increase should typically be a two-step increase. In extra-competitive years, or to incentivize performance, CCG may consider a three-step increase for employees. These step increases are the thing that will keep CCG from returning to the levels of compression that are documented in earlier chapters of this report.

New Hires

A new employee's starting salary depends on the amount of education and experience the employee possesses beyond the minimum requirements for the job. Typically, an employee holding only the minimum education and experience requirements for a classification is hired at or near the classification's pay grade minimum. An upper limit to the percentage above minimum that can be offered to a new employee with only the minimum requirements should be established, where approval is needed to offer a starting salary that is a higher percentage above minimum. Another threshold should be established as the maximum starting salary possible without approval for new employees with considerable experience and/or education above the requirements for the position. It is common for the midpoint to be used as the maximum starting salary for most classifications. Once CCG has performed the initial implementation adjustment for current employee salaries, new employee starting salaries should take into consideration internal equity, meaning that new hires should be offered comparable salaries to existing employees in the classification with similar levels of education and experience.

RECOMMENDATION 7: Evergreen recommends CCG adopt a hiring grid that aligns with its selected implementation methodology.

Dependent upon which route CCG elects to transition employees into the new salary ranges, a hiring grid should be adopted that provides guidance about where new employee salaries should be set. The adoption of a new hiring grid should be done after an implementation methodology is selected to ensure alignment of salary placement between current employees and new hires, and to prevent new compression issues from arising both within classifications and departments, as well as throughout CCG. Evergreen will work with CCG's leadership team to develop a structure that aligns with any selected method of implementation.

Promotions/Demotions

When an employee is promoted to a new classification, it is important to have guidelines for calculating the employee's new salary that rewards the employee for his or her new responsibilities, moves the salary into the new pay grade, and ensures internal equity in the new classification. It is common for organizations to establish a minimum percentage salary increase that depends on the increase in pay grade because of the promotion. Regardless of

the minimum percent increase, the employee's new salary should be within the new pay grade's range, and internal equity of salaries within the classification should be preserved.

Transfers

An employee transfer occurs when an employee is reassigned to a classification at the same pay grade as his or her current classification or when an employee's classification stays the same, but his or her department changes. In either of these cases, it is likely that no adjustment is necessary to the employee's salary. The only situation in which a salary adjustment would be needed for a transferred employee would be if his or her current salary is not aligned with the salaries of employees in the new classification or department. If that occurs, it may be necessary to adjust the salary of the employee or the incumbents of the classification to ensure salary equity within the new classification.

RECOMMENDATION 8: Evergreen recommends CCG update its policy regarding promotions/demotions and transfers to align with its new compensation structure.

Evergreen recommends CCG implement a minimum increase of three percent per grade of base salary for employees receiving promotion with a minimum overall increase of 5.0 percent. However, the employee's salary should always be increased to at least the minimum of the new salary range. In the case of demotions, Evergreen recommends a minimum salary decrease of three percent per grade, except in cases where this percent decrease would reduce the employee's salary below the new range minimum, with a minimum overall decrease of 5.0 percent. If the employee's salary exceeds the new range maximum after the pay decrease, the employee should be capped from receiving any salary adjustments until the pay moves upward to allow for increases.

6.4 SUMMARY

CCG should be commended for its desire and commitment to provide competitive and fair compensation for its employees. The recommendations in this report establish a new competitive pay plan, externally and internally equitable classification titles and pay grade assignments, and system administration practices that will provide CCG with a responsive compensation and classification system for years to come. While the upkeep of this recommended system will require concrete effort, CCG will find that having a competitive compensation and classification system that encourages strong recruitment and employee retention is worth this commitment.



**APPENDIX A
POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
POLICE	911 CENTER SUPERVISOR	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
MCP	ACCOUNTING CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
WIOA	ACCOUNTING CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
POLICE	ACCOUNTING CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	ACCOUNTING CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
FINANCE	ACCOUNTING CLERK SENIOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CIVIC CENTER	ACCOUNTING CLERK SENIOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PARKS AND RECREATION	ACCOUNTING CLERK SENIOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SHERIFF	ACCOUNTING CLERK SENIOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
FINANCE	ACCOUNTING MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
TAX COMMISSIONER	ACCOUNTING OPERATIONS ADMINIST	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
FINANCE	ACCOUNTING TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
FINANCE	ACCOUNTS PAYABLE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TRANSPORTATION	ADA COORDINATOR	124	\$ 52,425.67	17.1%	\$ 66,824.84	16.6%	\$ 81,224.00	16.3%
BOARDS AND COMMISSIONS	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
MUNICIPAL COURT	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PLANNING	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
POLICE	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TRADE CENTER	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CHIEF ADMINISTRATOR	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
INFORMATION TECHNOLOGY	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
EXECUTIVE	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TRANSPORTATION	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SHERIFF	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
WIOA	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
HUMAN RESOURCES	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CIVIC CENTER	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
HUMAN RESOURCES	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
CORONER	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
FIRE & EMS	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
MCP	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
SHERIFF	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
TRADE CENTER	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
POLICE	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
FINANCE	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
BOARDS AND COMMISSIONS	ADMINISTRATIVE MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	ADMINISTRATIVE OPERATIONS MANAGER	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
SUPERIOR COURT	ADMINISTRATIVE OPERATIONS MANAGER	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
MCP	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
PARKS AND RECREATION	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
POLICE	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
SHERIFF	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
SUPERIOR COURT	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
POLICE	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
CIVIC CENTER	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
ENGINEERING	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
FIRE & EMS	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
LEGISLATIVE	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SUPERIOR COURT	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
TRANSPORTATION	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PUBLIC WORKS	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TAX COMMISSIONER	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
WIOA	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CHIEF ADMINISTRATOR	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SUPERIOR COURT	ADULT DRUG COURT COORDINATOR	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PUBLIC WORKS	ANIMAL CONTROL OFFICER I	116	\$ 36,520.51	9.7%	\$ 46,551.19	9.3%	\$ 56,581.87	9.0%
PUBLIC WORKS	ANIMAL CONTROL OFFICER II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	ANIMAL RESOUR CTR SUPVRS	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
INFORMATION TECHNOLOGY	APP DEVELOPMENT & SUPPORT MGR	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
INFORMATION TECHNOLOGY	APPLICATION DEVELOPER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
BOARDS AND COMMISSIONS	APPRAISAL TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
BOARDS AND COMMISSIONS	APPRAISER I	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
BOARDS AND COMMISSIONS	APPRAISER II	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
BOARDS AND COMMISSIONS	APPRAISER III	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PARKS AND RECREATION	AQUATIC CENTER PROGRAM SUPERVI	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PARKS AND RECREATION	AQUATICS DIVISION MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PARKS AND RECREATION	AQUATICS SUPERVISOR	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
CIVIC CENTER	ARENA TECHNICIAN	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
CIVIC CENTER	ARENA TECHNICIAN II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
POLICE	ASSET FORFEITURE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%

APPENDIX A (CONTINUED)

POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	ASSIST PARKS & REC DIRECTOR	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
PUBLIC WORKS	ASSIST STREET MAINT MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
SUPERIOR COURT	ASSISTANT CHIEF DEPUTY CLERK	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
POLICE	ASSISTANT CHIEF OF POLICE MD	PS8	\$ 95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
LEGAL	ASSISTANT CITY ATTORNEY	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
PUBLIC WORKS	ASSISTANT DIR FLEET MAINT MGR	132	\$ 87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
COMMUNITY REINVESTMENT	ASSISTANT DIRECTOR FOR COMMUNITY REINVESTMENT AND REAL ESTATE	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$118,509.54	39.3%
BOARDS AND COMMISSIONS	ASSISTANT DIRECTOR OF ELECTION	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$118,509.54	39.3%
PUBLIC WORKS	ASSISTANT DIRECTOR OF INFRASTR	132	\$ 87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
INFORMATION TECHNOLOGY	ASSISTANT DIRECTOR OF TECHNOLO	133	\$ 93,705.31	15.7%	\$119,442.30	15.3%	\$145,179.29	15.0%
SUPERIOR COURT	ASSISTANT DISTRICT ATTORNEY	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
SUPERIOR COURT	ASSISTANT DISTRICT ATTORNEY II	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$103,510.83	10.2%
SUPERIOR COURT	ASSISTANT DISTRICT ATTY III	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	ASSISTANT DIV MANAGER - SW	125	\$ 55,571.21	18.2%	\$ 70,834.33	17.7%	\$ 86,097.44	17.4%
ENGINEERING	ASSISTANT ENGINEERING DIRECTOR	132	\$ 87,575.06	8.2%	\$111,628.32	7.7%	\$135,681.58	7.5%
PUBLIC WORKS	ASSISTANT FACILITIES MAINTENAN	125	\$ 55,571.21	15.9%	\$ 70,834.33	15.4%	\$ 86,097.44	15.1%
FINANCE	ASSISTANT FINANCE DIRECTOR	132	\$ 87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
FIRE & EMS	ASSISTANT FIRE CHIEF	F9	\$ 95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
HUMAN RESOURCES	ASSISTANT HUMAN RESOURCES DIR	132	\$ 87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
INFORMATION TECHNOLOGY	ASSISTANT INFORMATION TECHNOLO	133	\$ 93,705.31	15.7%	\$119,442.30	15.3%	\$145,179.29	15.0%
COMMUNITY DEVELOPMENT	ASSISTANT INSP & CODE DIRECTOR	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
PUBLIC WORKS	ASSISTANT MANAGER/FORESTRY	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
PLANNING	ASSISTANT PLANNING DIRECTOR	131	\$ 81,845.85	-	\$104,325.53	-	\$126,805.21	-
STATE COURT	ASSISTANT SOLICITOR GENERAL	127	\$ 62,439.81	14.5%	\$ 79,589.45	14.0%	\$ 96,739.09	13.7%
TRADE CENTER	ASSISTANT TRADE CENTER DIRECTOR	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
TRADE CENTER	ASSISTANT TRADE CENTER DIRECTOR	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
TRANSPORTATION	ASSISTANT TRANSPORTATION DIREC	131	\$ 81,845.85	11.6%	\$104,325.53	11.1%	\$126,805.21	10.8%
PUBLIC WORKS	ASSISTANT WASTE DISPOSAL MGR	124	\$ 52,425.67	9.3%	\$ 66,824.84	8.9%	\$ 81,224.00	8.6%
PROBATE COURT	ASSOCIATE JUDGE	130	\$ 76,491.45	27.1%	\$ 97,500.50	26.6%	\$118,509.54	26.2%
SUPERIOR COURT	ASST DIST ATTY II	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
FIRE & EMS	ASST FIRE MARSHAL	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
PUBLIC WORKS	ASST MGR - BEAUTIFICATION	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
PUBLIC WORKS	ASST STORMWATER MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
PARKS AND RECREATION	ATHLETIC CHIEF	111	\$ 31,200.00	52.1%	\$ 39,769.35	51.5%	\$ 48,338.71	51.1%
PARKS AND RECREATION	ATHLETIC DIVISION MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PARKS AND RECREATION	ATHLETIC PROGRAM SPECIALIST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	ATHLETIC PROGRAM SPECIALIST III	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
FINANCE	AUDITOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PUBLIC WORKS	AUTOMOTIVE & TIRE SHOP SUPV	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
PUBLIC WORKS	BALER OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
FIRE & EMS	BATTALION CHIEF	F6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
SUPERIOR COURT	BOARD OF EQUALIZATION ADMINSTR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	BODY SHOP SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	36.5%	\$ 86,097.44	36.1%
CIVIC CENTER	BOX OFFICE COORDINATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CIVIC CENTER	BOX OFFICE REPRESENTATIVE	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
FINANCE	BUDGET/MANAGEMENT ANALYST	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
COMMUNITY DEVELOPMENT	BUILDING INSPECT COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
COMMUNITY DEVELOPMENT	BUILDING INSPECTION&CODES DIR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
POLICE	BUILDING SERVICE CREW LDR	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
POLICE	BUILDING SERVICE WORKER	111	\$ 31,200.00	26.1%	\$ 39,769.35	25.6%	\$ 48,338.71	25.2%
TRANSPORTATION	BUS OPERATOR	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
TRANSPORTATION	BUS OPERATOR DIAL-A-RIDE	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
TRANSPORTATION	BUS OPERATOR TRAINEE	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
FINANCE	BUYER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
FINANCE	BUYER SPECIALIST	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
SHERIFF	CAPTAIN BD	PS6	\$ 70,000.00	23.1%	\$ 89,226.12	22.6%	\$108,452.23	22.3%
FIRE & EMS	CAPTAIN LOGISTICS EMS	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	CAPTAIN LOGISTICS MD	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	CAPTAIN MD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
PUBLIC WORKS	CAR SHOP SUPERVISOR - PW FLEET	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
CIVIC CENTER	CARPENTER I	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	CARPENTER I	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	CARPENTER II	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
SUPERIOR COURT	CASE MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
SUPERIOR COURT	CASE MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	CEMETERIES MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
TAX COMMISSIONER	CH DEPTY TAX COMM	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$118,509.54	14.4%
PUBLIC WORKS	CHEMICAL APPL TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
PARKS AND RECREATION	CHEMICAL APPLICATION SPVR	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	CHEMICAL APPLICATION SPVR	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
BOARDS AND COMMISSIONS	CHIEF APPRAISER	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
STATE COURT	CHIEF ASST. SOLICITOR GENERAL	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
RECORDER'S COURT	CHIEF CLERK RECORDERS COURT	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
PROBATE COURT	CHIEF CLERK/LIC SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	36.5%	\$ 86,097.44	36.1%
SUPERIOR COURT	CHIEF DEPUTY CLERK	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
MUNICIPAL COURT	CHIEF DEPUTY CLERK	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
CORONER	CHIEF DEPUTY CORN	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
SHERIFF	CHIEF DPTY SHERIFF BD	PS8	\$ 95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
COMMUNITY DEVELOPMENT	CHIEF INSPECTOR - INSPECTIONS	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
POLICE	CHIEF OF POLICE	PS9	\$120,000.00	21.7%	\$152,959.05	21.2%	\$185,918.11	20.8%
CHIEF ADMINISTRATOR	CHIEF OF STAFF AND EXECUTIVE A	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
TRANSPORTATION	CHIEF SAFETY OFFICER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
CHIEF ADMINISTRATOR	CITIZEN SVC CENT TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
LEGAL	CITY ATTORNEY	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
CHIEF ADMINISTRATOR	CITY MANAGER	140	\$166,307.88	19.3%	\$211,985.81	18.8%	\$257,663.73	18.5%
CIVIC CENTER	CIVIC CENTER DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
CIVIC CENTER	CIVIC CENTER FINANCE MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
LEGISLATIVE	CLERK OF COUNCIL	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
COMMUNITY DEVELOPMENT	CODE ENFORCEMENT MANAGER	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
COMMUNITY DEVELOPMENT	CODE ENFORCEMENT OFFICER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FINANCE	COLLECTIONS SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FINANCE	COLLECTIONS TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CHIEF ADMINISTRATOR	COMM/MULTI SPECLST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
SHERIFF	COMMAND SERGEANT-SHERIFF	PS4	\$ 60,000.00	27.6%	\$ 76,479.53	27.1%	\$ 92,959.05	26.7%
POLICE	COMMAND SGT BD	PS4	\$ 60,000.00	27.6%	\$ 76,479.53	27.1%	\$ 92,959.05	26.7%
BOARDS AND COMMISSIONS	COMMERCIAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
SHERIFF	COMMUNICATION TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
PUBLIC WORKS	COMMUNICATIONS OFFICER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	COMMUNITY ENGAGEMENT COORDINATOR	116	\$ 36,520.51	-	\$ 46,551.19	-	\$ 56,581.87	-
COMMUNITY REINVESTMENT	COMMUNITY REINV PLANNER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
COMMUNITY REINVESTMENT	COMMUNITY REINVESTMENT COORDIN	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
PARKS AND RECREATION	COMMUNITY SCH SITE SUPERVISOR	111	\$ 31,200.00	44.8%	\$ 39,769.35	44.2%	\$ 48,338.71	43.8%
PARKS AND RECREATION	COMMUNITY SCHOOL ACTIVITY LDR	111	\$ 31,200.00	59.8%	\$ 39,769.35	59.2%	\$ 48,338.71	58.8%
PARKS AND RECREATION	COMMUNITY SCHOOLS DIVISION MAN	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PARKS AND RECREATION	COMMUNITY SCHOOLS PROGRAM SUPERVISOR	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
PUBLIC WORKS	COMMUNITY SERVICES COORDINATOR	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
POLICE	COMPUTER FORENSIC ANALYST	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
TRADE CENTER	CONFERENCE FACILITATOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	CONTRACT INSPECTOR - PUBLIC WO	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	CONTRACT WARRANTY SPECIALIST	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	CORR DETAIL HEAVY EQUIPMENT	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
PUBLIC WORKS	CORR DETAIL OFFICER CEMETERY	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORR LT BACHELORS	C5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
PUBLIC WORKS	CORRECTIONAL DETAIL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
PARKS AND RECREATION	CORRECTIONAL DETAIL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
TRANSPORTATION	CORRECTIONAL DETAIL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
PUBLIC WORKS	CORRECTIONAL DETAIL OFFICER SUPERVISOR	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	CORRECTIONAL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER AD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER MD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONS SERGEANT	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS SERGEANT AD	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS SERGEANT BD	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS TECHNICIAN	C3	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
MCP	CORRECTIONS TECHNICIAN BD	C3	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
STATE COURT	COURT COORDINATOR SOL GENRL	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
MUNICIPAL COURT	COURT COORDINATOR-MAGISTRATE C	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
PUBLIC WORKS	CREW LEADER STORMWATER	118	\$ 39,500.58	18.7%	\$ 50,349.77	18.2%	\$ 61,198.95	17.9%
POLICE	CRIME ANALYST	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
POLICE	CRIMINAL RECORDS TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	CRIMINAL RECORDS TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	CULTURAL ARTS/POTTERY PROGRAM SUPERVISOR	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
PUBLIC WORKS	CUSTODIAL OPERATIONS ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	CUSTODIAL SERVICES SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PARKS AND RECREATION	CUSTODIAN	111	\$ 31,200.00	26.1%	\$ 39,769.35	25.6%	\$ 48,338.71	25.2%
SUPERIOR COURT	CUSTODY INVESTIGATOR COORDINAT	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
WIOA	DATA CONTROL SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
BOARDS AND COMMISSIONS	DEPUTY CHIEF APPRAISER	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
POLICE	DEPUTY CHIEF OF POLICE MD	PS7	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
CHIEF ADMINISTRATOR	DEPUTY CITY MANAGER-OPERATIONS	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
CHIEF ADMINISTRATOR	DEPUTY CITY MANAGER-PLANNING	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
SUPERIOR COURT	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
STATE COURT	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
RECORDER'S COURT	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
RECORDER'S COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SUPERIOR COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
RECORDER'S COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
MUNICIPAL COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PROBATE COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SHERIFF	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
STATE COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SUPERIOR COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
LEGISLATIVE	DEPUTY CLERK OF COUNCIL	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
LEGISLATIVE	DEPUTY CLERK PRO TEM - CLERK O	115	\$ 35,115.87	9.8%	\$ 44,760.76	9.3%	\$ 54,405.64	9.0%
CORONER	DEPUTY CORONER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FIRE & EMS	DEPUTY FIRE CHIEF	F8	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	DEPUTY FIRE CHIEF MD	F8	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	DEPUTY SHERIFF LIEUTENANT AD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT BD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT MD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF TECHNICIAN	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
TAX COMMISSIONER	DEPUTY TAX COMMISSIONER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
MCP	DEPUTY WARDEN ADMIN MD	C6	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
MCP	DEPUTY WARDEN SEC MD	C6	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
CHIEF ADMINISTRATOR	DIRECTOR OF COMMUNICATIONS AND COMMUNITY AFFAIRS	131	\$ 81,845.85	-	\$104,325.53	-	\$126,805.21	-
POLICE	DIRECTOR OF COMMUNITY AFFAIRS	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$118,509.54	14.4%
SHERIFF	DIRECTOR OF COMMUNITY AFFAIRS	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$118,509.54	14.4%
COMMUNITY REINVESTMENT	DIRECTOR OF COMMUNITY REINVEST	133	\$ 93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
TRADE CENTER	DIRECTOR OF SALES & EVENTS	128	\$ 66,810.59	20.1%	\$ 85,160.71	19.6%	\$103,510.83	19.3%
TRADE CENTER	DIRECTOR OF SALES AND EVENTS -	128	\$ 66,810.59	22.5%	\$ 85,160.71	22.0%	\$103,510.83	21.7%
TRANSPORTATION	DIRECTOR OF TRANSPORTATION	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
EXECUTIVE	DIRECTOR OFFICE OF CRIME PREVE	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$103,510.83	10.2%
CHIEF ADMINISTRATOR	DIRECTOR, 311 CITIZENS SERVICE CENTER/ASSISTANT TO THE CITY MANAGER	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$103,510.83	10.2%
FIRE & EMS	DIVISION CHIEF	F7	\$ 75,000.00	24.6%	\$ 95,599.41	24.1%	\$116,198.82	23.8%
SHERIFF	DPTY SHERIFF	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF AD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF AD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF BD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF BD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHRF LIEUTENANT	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DS FIELD TRAIN OF AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DS FIELD TRAIN OF MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DS FIELD TRAINING OFFICER	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DS FIELD TRAINING OFFICER	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
CHIEF ADMINISTRATOR	DUPLICATING SERVICES TECH	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
BOARDS AND COMMISSIONS	ELECTIONS AND OPERATIONS MANAG	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
BOARDS AND COMMISSIONS	ELECTIONS SPECIALIST	118	\$ 39,500.58	13.0%	\$ 50,349.77	12.5%	\$ 61,198.95	12.2%
BOARDS AND COMMISSIONS	ELECTIONS TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
BOARDS AND COMMISSIONS	ELECTIONS TECHNICIAN II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
BOARDS AND COMMISSIONS	ELECTIONS/REGISTRAR DIRECTOR	133	\$ 93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%
COMMUNITY DEVELOPMENT	ELECTRICAL INSPECT COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
COMMUNITY DEVELOPMENT	ELECTRICAL INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	ELECTRICIAN II	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
FIRE & EMS	EMA PLANNER BS	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
POLICE	EMERGENCY COMMO TECH I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
POLICE	EMERGENCY COMMO TECH II	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
POLICE	EMERGENCY COMMO TECH III	116	\$ 36,520.51	9.7%	\$ 46,551.19	9.3%	\$ 56,581.87	9.0%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
POLICE	EMERGENCY COMMUNICATION TCH II	115	\$ 35,115.87	8.7%	\$ 44,760.76	8.2%	\$ 54,405.64	8.0%
POLICE	EMERGENCY COMMUNICATION TECH I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
FIRE & EMS	EMERGENCY MANAGEMENT DIRECTOR	F8	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
PARKS AND RECREATION	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
POLICE	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
FIRE & EMS	EMS LIEUTENANT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
ENGINEERING	ENGINEERING DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
ENGINEERING	ENGINEERING INSPECTION COORD	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	ENGINEERING INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	ENVIRONMENTAL COMPLIANCE OFFIC	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	EQUIPMENT OPERATOR I	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
PUBLIC WORKS	EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
PUBLIC WORKS	EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
PUBLIC WORKS	EQUIPMENT OPERATOR III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
TRADE CENTER	EVENT SERVICES COORDINATOR	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
TRADE CENTER	EVENT SERVICES COORDINATOR	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
CIVIC CENTER	EVENT SERVICES MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
TRADE CENTER	EVENTS ATTENDANT CREW LEADER	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TRADE CENTER	EVENTS ATTENDANT I	112	\$ 32,136.00	17.6%	\$ 40,962.43	17.2%	\$ 49,788.87	16.9%
TRADE CENTER	EVENTS ATTENDANT II	113	\$ 33,100.08	15.3%	\$ 42,191.31	14.9%	\$ 51,282.54	14.6%
CIVIC CENTER	EVENTS COORDINATOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
TRADE CENTER	EVENTS OPERATIONS MANAGER - TR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
EXECUTIVE	EXECUTIVE ASSISTANT	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	FACILITIES MAINTENANCE MANAGER	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$118,509.54	14.4%
PUBLIC WORKS	FACILITIES MAINTENANCE SUPERVISOR	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
PUBLIC WORKS	FACILITIES MAINTENANCE SUPERVISOR	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
TRADE CENTER	FACILITIES MAINTENANCE SUPERVISOR	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
POLICE	FACILITIES MAINTENANCE WORKER I	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
PUBLIC WORKS	FACILITIES MAINTENANCE WORKER I	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
TRADE CENTER	FACILITIES MAINTENANCE WORKER I	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
CHIEF ADMINISTRATOR	FAMILY CONNECTION DIRECTOR	126	\$ 58,905.48	19.2%	\$ 75,084.38	18.7%	\$ 91,263.29	18.4%
FINANCE	FINANCE DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
MUNICIPAL COURT	FINANCE MANAGER - CLERK OF MUN	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
WIOA	FINANCE MANAGER - WIA	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
COMMUNITY REINVESTMENT	FINANCE MANAGER COMM REINV	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
FINANCE	FINANCIAL ANALYST - FINANCE	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PUBLIC WORKS	FINANCIAL OPERATIONS ADMINISTR	125	\$ 55,571.21	12.5%	\$ 70,834.33	12.0%	\$ 86,097.44	11.7%
FIRE & EMS	FIRE CAPTAIN	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN- EMT	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN- RESCUE	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE CPT TRAIN PARAM INSTR BD	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE CPT TRAINING/PARAM INSTR	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE EMA DIRECTOR MD	F10	\$ 120,000.00	21.7%	\$ 152,959.05	21.2%	\$ 185,918.11	20.8%
FIRE & EMS	FIRE LIEUTENANT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT AD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT EMT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT EMT BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE MARSHAL MD	F6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$ 108,452.23	15.5%
FIRE & EMS	FIRE MEDIC	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
FIRE & EMS	FIRE MEDIC AD	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
FIRE & EMS	FIRE MEDIC BD	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
FIRE & EMS	FIRE SERGEANT	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT AD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/AD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/MD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT MEDIC	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT MEDIC BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIREFIGHTER	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
FIRE & EMS	FIREFIGHTER ASSOCIATES DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
FIRE & EMS	FIREFIGHTER BACHELORS DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
FIRE & EMS	FIREFIGHTER MASTERS DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
FIRE & EMS	FIREFIGHTER/ EMT	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/ EMT ASSOCIATES DE	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/ EMT BACHELORS DEG	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT AD	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT BD	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT-LOST	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
TRANSPORTATION	FLEET MAINTENACE TECH, SENIOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
PUBLIC WORKS	FLEET MAINTENACE TECH, SENIOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
PUBLIC WORKS	FLEET MAINTENANCE BUYER	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	FLEET MAINTENANCE TECH I	116	\$ 36,520.51	-	\$ 46,551.19	-	\$ 56,581.87	-
TRANSPORTATION	FLEET MAINTENANCE TECH I	116	\$ 36,520.51	-	\$ 46,551.19	-	\$ 56,581.87	-
PUBLIC WORKS	FLEET MAINTENANCE TECH II	118	\$ 39,500.58	31.0%	\$ 50,349.77	30.5%	\$ 61,198.95	30.1%
TRANSPORTATION	FLEET MAINTENANCE TECH II	118	\$ 39,500.58	31.0%	\$ 50,349.77	30.5%	\$ 61,198.95	30.1%
PUBLIC WORKS	FLEET MAINTENANCE TECH III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
TRANSPORTATION	FLEET MAINTENANCE TECH III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
EXECUTIVE	FORENSIC AUDITOR	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
PUBLIC WORKS	FORESTRY ADMIN WITH CERT	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
INFORMATION TECHNOLOGY	GIS DIVISION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	GIS SUPERVISOR	122	\$ 47,103.02	22.0%	\$ 60,040.28	21.5%	\$ 72,977.54	21.2%
ENGINEERING	GIS SUPERVISOR	122	\$ 47,103.02	22.0%	\$ 60,040.28	21.5%	\$ 72,977.54	21.2%
ENGINEERING	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
PLANNING	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
COMMUNITY DEVELOPMENT	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
BOARDS AND COMMISSIONS	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
PUBLIC WORKS	GIS TECHNICIAN II	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
FINANCE	GRANT COMPLIANCE ACCOUNTANT	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
CHIEF ADMINISTRATOR	GRAPHICS DESIGNER	115	\$ 35,115.87	9.8%	\$ 44,760.76	9.3%	\$ 54,405.64	9.0%
PUBLIC WORKS	HEAVY EQUIPMENT CREW LEADER	122	\$ 47,103.02	34.7%	\$ 60,040.28	34.2%	\$ 72,977.54	33.8%
PUBLIC WORKS	HEAVY EQUIPMENT OPERATOR	122	\$ 47,103.02	34.7%	\$ 60,040.28	34.2%	\$ 72,977.54	33.8%
PUBLIC WORKS	HEAVY EQUIPMENT SUPERVISOR	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
PUBLIC WORKS	HEAVY EQUIPMENT SUPERVISOR	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
SHERIFF	HR TECH SHERIFF	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
HUMAN RESOURCES	HUMAN RESOURCES COMPENSATION ADMINISTRATOR	126	\$ 58,905.48	25.3%	\$ 75,084.38	24.8%	\$ 91,263.29	24.4%
HUMAN RESOURCES	HUMAN RESOURCES DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
HUMAN RESOURCES	HUMAN RESOURCES SPECIALIST	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
HUMAN RESOURCES	HUMAN RESOURCES TECHNICIAN I	117	\$ 37,981.33	14.1%	\$ 48,413.24	13.7%	\$ 58,845.14	13.4%
HUMAN RESOURCES	HUMAN RESOURCES TECHNICIAN II	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
PUBLIC WORKS	HVAC TECHNICIAN I	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	HVAC TECHNICIAN I	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	HVAC TECHNICIAN II	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
SHERIFF	ID TECH	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	ID TECH AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	ID TECH BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
INFORMATION TECHNOLOGY	INFO TECHNOLOGY DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
COMMUNITY DEVELOPMENT	INSPECTION SERVICES TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	INTEGRATED WASTE MANAGER	131	\$ 81,845.85	11.6%	\$104,325.53	11.1%	\$126,805.21	10.8%
PUBLIC WORKS	INVENTORY CONTROL TECHNICIAN -	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	INVESTIGATOR	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	INVESTIGATOR	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	INVESTIGATOR AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SUPERIOR COURT	INVESTIGATOR- DISTRICT ATTY	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC DEFENDER	INVESTIGATOR II - PUBLIC DEFEN	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
STATE COURT	INVESTIGATOR SOL GENRL	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
STATE COURT	INVESTIGATOR SUPERVISOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
PUBLIC DEFENDER	INVESTIGATOR SUPERVISOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
SUPERIOR COURT	INVESTIGATOR SUPERVISOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
PUBLIC DEFENDER	INVESTIGATOR-PUBLIC DEFENDER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FINANCE	INVESTMENT OFFICER	126	\$ 58,905.48	19.2%	\$ 75,084.38	18.7%	\$ 91,263.29	18.4%
SHERIFF	JAIL COMMANDER	PS7	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SUPERIOR COURT	JUDICIAL COURT COORDINATOR/ASSISTANT	122	\$ 47,103.02	9.5%	\$ 60,040.28	9.0%	\$ 72,977.54	8.8%
FINANCE	JUNIOR ACCOUNTANT	118	\$ 39,500.58	18.7%	\$ 50,349.77	18.2%	\$ 61,198.95	17.9%
SUPERIOR COURT	JURY MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
SUPERIOR COURT	JUVENILE COURT ASSISTANT DIREC	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
SUPERIOR COURT	JUVENILE COURT DIRECTOR	125	\$ 55,571.21	12.5%	\$ 70,834.33	12.0%	\$ 86,097.44	11.7%
CHIEF ADMINISTRATOR	KCB EXECUTIVE DIRECTOR	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
PUBLIC WORKS	LANDFILL MAINT TECHNICIAN	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	LANDFILL OPERATOR	115	\$ 35,115.87	40.5%	\$ 44,760.76	39.9%	\$ 54,405.64	39.6%
SUPERIOR COURT	LAW CLERK	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
STATE COURT	LAW CLERK - STATE COURT JUDGE	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
SUPERIOR COURT	LAW CLERK W/JURIS	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PUBLIC DEFENDER	LEGAL ADMINISTRATIVE CLERK	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
SUPERIOR COURT	LEGAL ADMINISTRATIVE CLERK	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
LEGAL	LEGAL ASSISTANT	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PROBATE COURT	LICENSE CLERK SUPERVISOR	123	\$ 49,458.17	28.1%	\$ 63,042.30	27.6%	\$ 76,626.42	27.3%
SHERIFF	LICENSED CLINICAL SOCIAL WORKE	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
FINANCE	LICENSING AND TAX CLERK	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
FINANCE	LICENSING AND TAX SUPERVISOR	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
FIRE & EMS	LIEUTENANT FIRE INSPECTOR	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	LIEUTENANT INVESTIGATOR	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING AD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	LOST SR CORR OFFICER	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
SHERIFF	LT	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	LT LOGISTICS	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
CHIEF ADMINISTRATOR	MAILROOM SUPERVISOR	119	\$ 41,080.61	23.4%	\$ 52,363.76	22.9%	\$ 63,646.91	22.6%
TRANSPORTATION	MAINTENANCE MANAGER	127	\$ 62,439.81	26.4%	\$ 79,589.45	25.9%	\$ 96,739.09	25.5%
CIVIC CENTER	MAINTENANCE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	MAINTENANCE WORKER I	114	\$ 34,093.08	36.4%	\$ 43,457.05	35.9%	\$ 52,821.01	35.5%
PUBLIC WORKS	MAINTENANCE WORKER II	115	\$ 35,115.87	28.6%	\$ 44,760.76	28.0%	\$ 54,405.64	27.7%
PUBLIC WORKS	MAINTENANCE WORKER III	116	\$ 36,520.51	27.3%	\$ 46,551.19	26.7%	\$ 56,581.87	26.4%
SHERIFF	MAJOR BD	PS7	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%
SHERIFF	MAJOR BD	PS7	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%
PARKS AND RECREATION	MARINA SPECIALIST	118	\$ 39,500.58	-	\$ 50,349.77	-	\$ 61,198.95	-
PARKS AND RECREATION	MARINA TECHNICIAN I	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
TRADE CENTER	MARKETING COORDINATOR - TRADE	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
TRADE CENTER	MARKETING COORDINATOR - TRADE CENTER	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
CIVIC CENTER	MARKETING MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PUBLIC WORKS	MOBILITY TECHNOLOGY TECHNICIAN	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR I	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
PARKS AND RECREATION	MUSEUM SUPPORT SPECIALIST	112	\$ 32,136.00	-	\$ 40,962.43	-	\$ 49,788.87	-
INFORMATION TECHNOLOGY	NETWORK ENGINEER	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
INFORMATION TECHNOLOGY	NETWORK OP MANAGER	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
ENGINEERING	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
TRANSPORTATION	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
INFORMATION TECHNOLOGY	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
SUPERIOR COURT	OFFICIAL COURT REPORTER	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
POLICE	OPEN RECORDS COMPLIANCE COORDI	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
CIVIC CENTER	OPERATIONS MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PARKS AND RECREATION	PAINT EQUIPMENT OPERATOR II	115	\$ 35,115.87	-	\$ 44,760.76	-	\$ 54,405.64	-
LEGAL	PARALEGAL	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
SUPERIOR COURT	PARALEGAL	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PROBATE COURT	PARALEGAL	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PARKS AND RECREATION	PARK MAINTENANCE WORKER I	114	\$ 34,093.08	36.4%	\$ 43,457.05	35.9%	\$ 52,821.01	35.5%
PARKS AND RECREATION	PARK MAINTENANCE WORKER II	115	\$ 35,115.87	28.6%	\$ 44,760.76	28.0%	\$ 54,405.64	27.7%
TRANSPORTATION	PARKING DIV MANAGER	124	\$ 52,425.67	17.1%	\$ 66,824.84	16.6%	\$ 81,224.00	16.3%
TRANSPORTATION	PARKING ENFORCEMENT OFFICER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	PARKS & RECREATION DIRECTOR	134	\$ 100,733.21	24.4%	\$ 128,400.47	23.9%	\$ 156,067.73	23.6%
PARKS AND RECREATION	PARKS CREW LEADER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	PARKS CREW SUPERVISOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PARKS AND RECREATION	PARKS SERVICES DIV MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PARKS AND RECREATION	PARKS SERVICES MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PARKS AND RECREATION	PARKS SERVICES SUPERVISOR	119	\$ 41,080.61	-	\$ 52,363.76	-	\$ 63,646.91	-
PROBATE COURT	PASSPORT SPV/DEPUTY CLERK	121	\$ 44,860.02	22.1%	\$ 57,181.22	21.6%	\$ 69,502.42	21.3%
FINANCE	PAYROLL ADMINISTRATOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
FINANCE	PAYROLL SPECIALIST	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
FIRE & EMS	PAYROLL TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
INFORMATION TECHNOLOGY	PC SERVICES SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
INFORMATION TECHNOLOGY	PC TECH	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
HUMAN RESOURCES	PENSION PLANS ADMINISTRATOR	126	\$ 58,905.48	19.2%	\$ 75,084.38	18.7%	\$ 91,263.29	18.4%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
COMMUNITY DEVELOPMENT	PERMIT TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
INFORMATION TECHNOLOGY	PERSONAL COMPUTER SERVICES TEC	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
BOARDS AND COMMISSIONS	PERSONAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PLANNING	PLANNER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PLANNING	PLANNING DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
COMMUNITY DEVELOPMENT	PLANS EXAMINER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PUBLIC WORKS	PLUMBER II	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
COMMUNITY DEVELOPMENT	PLUMBING MECH INSP COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
COMMUNITY DEVELOPMENT	PLUMBING MECH INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
POLICE	POLICE CADET	113	\$ 33,100.08	4.5%	\$ 42,191.31	4.1%	\$ 51,282.54	3.8%
POLICE	POLICE CADET I	113	\$ 33,100.08	4.5%	\$ 42,191.31	4.1%	\$ 51,282.54	3.8%
POLICE	POLICE CAPTAIN AD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CAPTAIN BD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CAPTAIN MD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CORPORAL	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
POLICE	POLICE CORPORAL AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
POLICE	POLICE CORPORAL BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
POLICE	POLICE CORPORAL MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
POLICE	POLICE FINANCE MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
POLICE	POLICE LIEUTENANT BD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
POLICE	POLICE LIEUTENANT MD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
POLICE	POLICE OFFICER	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
POLICE	POLICE OFFICER AD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
POLICE	POLICE OFFICER BD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
POLICE	POLICE OFFICER MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
POLICE	POLICE SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
POLICE	POLICE SGT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
POLICE	POLICE SGT BD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
POLICE	POLICE SGT MD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
PARKS AND RECREATION	POTTERY SPECIALIST	111	\$ 31,200.00	37.8%	\$ 39,769.35	37.2%	\$ 48,338.71	36.9%
PLANNING	PRINCIPAL PLANNER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
TRANSPORTATION	PRINCIPAL TRANSIT PLANNER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
CHIEF ADMINISTRATOR	PRINT SHOP SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
CHIEF ADMINISTRATOR	PRINT SHOP TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
INFORMATION TECHNOLOGY	PROGRAM & DEVELOPMENT COORDINA	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
WIOA	PROGRAM MONITOR/JOB DEVELOPER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
WIOA	PROGRAM SPECIALIST I	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
WIOA	PROGRAM SPECIALIST II	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	PROJECT ENGINEER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
PUBLIC WORKS	PUBLIC SERVICES COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
PUBLIC WORKS	PUBLIC SERVICES CREW LEADER	117	\$ 37,981.33	14.1%	\$ 48,413.24	13.7%	\$ 58,845.14	13.4%
PUBLIC WORKS	PUBLIC SERVICES CREW SUPVSR	121	\$ 44,860.02	16.2%	\$ 57,181.22	15.8%	\$ 69,502.42	15.5%
PUBLIC WORKS	PUBLIC WORKS DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
FINANCE	PURCHASING MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
FINANCE	PURCHASING TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	RAINWATER DIVISION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	RC COMPOST MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	RC DROP OFF SITE OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	RC LINE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	RC SCALE OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
COMMUNITY REINVESTMENT	REAL ESTATE SPECIALIST	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PARKS AND RECREATION	REC PROGRAM SPECIALIST II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PARKS AND RECREATION	REC PROGRAM SPECIALIST III	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
POLICE	RECORDS MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
CHIEF ADMINISTRATOR	RECORDS SPECIALIST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
POLICE	RECORDS SUPERVISOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PARKS AND RECREATION	RECREA PROG SPVR REC SVCS	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PARKS AND RECREATION	RECREATION CENTER LEADERS	111	\$ 31,200.00	59.8%	\$ 39,769.35	59.2%	\$ 48,338.71	58.8%
PARKS AND RECREATION	RECREATION PROGRAM SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PARKS AND RECREATION	RECREATION SVCS DIVISION MGR	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PUBLIC WORKS	RECYCLING CENTER MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
PUBLIC WORKS	RECYCLING ROUTE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	RECYCLING TRUCK DRIVER	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
BOARDS AND COMMISSIONS	RESIDENTIAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
FINANCE	REVENUE MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PLANNING	RIGHT OF WAY/TRANSP PLAN COOD	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
HUMAN RESOURCES	RISK MANAGEMENT ANALYST	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
HUMAN RESOURCES	RISK MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	SAFETY COORDINATOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
TRANSPORTATION	SAFETY/TRAINING COORDINATOR	123	\$ 49,458.17	22.0%	\$ 63,042.30	21.5%	\$ 76,626.42	21.2%
SHERIFF	SECURITY GUARD	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
FINANCE	SENIOR ACCOUNTANT	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
MCP	SENIOR CO AD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CO BD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CO MD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CORRECTIONAL OFCR	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR COUNSELOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
RECORDER'S COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
STATE COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
SUPERIOR COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
MUNICIPAL COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
STATE COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
SUPERIOR COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	SENIOR HEAVY EQUIPMT OPERATOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
SUPERIOR COURT	SENIOR INVESTGTR DIST ATTY	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
STATE COURT	SENIOR INVESTIGATOR - SOLICITO	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PUBLIC WORKS	SENIOR LANDFILL OPERATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PLANNING	SENIOR PLANNER	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
ENGINEERING	SENIOR TRAFFIC OPERATIONS TECH	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
SHERIFF	SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT BD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT MD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	SGT INVESTIGATIONS	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	SHERF CRCTN OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER AD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
SHERIFF	SHERF CRCTN OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER MD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERIFF CADET	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PUBLIC WORKS	SMALL ENGINE SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	1.5%	\$ 86,097.44	1.2%
PUBLIC WORKS	SPECIAL ENFORCEMENT SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FINANCE	SR LICENSING AND TAX CLERK	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
ENGINEERING	STORMWATER DATA INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
ENGINEERING	STORMWATER DATA TECH I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
ENGINEERING	STORMWATER DATA TECH II	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	STORMWATER DRAIN TECH	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
ENGINEERING	STORMWATER MGMT ENGINEER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
PUBLIC WORKS	STREET DIVISION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
TAX COMMISSIONER	SUPPORT CLERK	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
LEGISLATIVE	SUPPORT CLERK - CLERK OF COUNC	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
FIRE & EMS	SUPPORT TECHNICIAN LOGISTICS	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
ENGINEERING	SURVEY CREW LEADER	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
ENGINEERING	SURVEY CREW WORKER	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
ENGINEERING	SURVEY SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	SURVEY TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
INFORMATION TECHNOLOGY	SYSTEMS & ENTERPRISE APPLICATI	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
TAX COMMISSIONER	TAX CLERK I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TAX COMMISSIONER	TAX CLERK II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
TAX COMMISSIONER	TAX SPECIALIST	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
INFORMATION TECHNOLOGY	TECHNICAL OPERATIONS MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PARKS AND RECREATION	TENNIS PROGRAM SPECIALIST III	118	\$ 39,500.58	-	\$ 50,349.77	-	\$ 61,198.95	-
PARKS AND RECREATION	TENNIS PROGRAM SUPERVISOR	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
PARKS AND RECREATION	TENNIS SPECIALIST I	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
PARKS AND RECREATION	TENNIS SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
CIVIC CENTER	TICKETING OPERATIONS MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
TRADE CENTER	TRADE CENTER FINANCE MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	TRAFFIC ANALYST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
ENGINEERING	TRAFFIC CONTROL TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%

APPENDIX A (CONTINUED)
POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
ENGINEERING	TRAFFIC OPERATIONS SUPERVISOR	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
ENGINEERING	TRAFFIC SIGN CONSTRUCTION SPEC	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
ENGINEERING	TRAFFIC SIGNAL SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	TRAFFIC SIGNAL TECHNICIAN I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
ENGINEERING	TRAFFIC SIGNAL TECHNICIAN II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
HUMAN RESOURCES	TRAINING AND DEVELOPMENT MANAGER	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
TRANSPORTATION	TRANSIT COMPLIANCE OFFICER	127	\$ 62,439.81	26.4%	\$ 79,589.45	25.9%	\$ 96,739.09	25.5%
TRANSPORTATION	TRANSIT MANAGER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
TRANSPORTATION	TRANSIT SECURITY SPECIALIST	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
TRANSPORTATION	TRANSIT SPECIALIST	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
TRANSPORTATION	TRANSIT SUPERVISOR	123	\$ 49,458.17	22.0%	\$ 63,042.30	21.5%	\$ 76,626.42	21.2%
TRANSPORTATION	TRANSPORTATION CREW LEADER	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PLANNING	TRANSPORTATION PLANNER	121	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
PLANNING	TRANSPORTATION PLANNER TRAINEE	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	TREE TRIMMER CREW LEADER	120	\$ 42,723.83	22.2%	\$ 54,458.31	21.7%	\$ 66,192.78	21.4%
PUBLIC WORKS	TREE TRIMMER CREW LEADER II	121	\$ 44,860.02	22.1%	\$ 57,181.22	21.6%	\$ 69,502.42	21.3%
PUBLIC WORKS	TREE TRIMMER II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CHIEF ADMINISTRATOR	TV STATION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
PUBLIC WORKS	URBAN FORESTRY SUPERVISOR	121	\$ 44,860.02	16.2%	\$ 57,181.22	15.8%	\$ 69,502.42	15.5%
SUPERIOR COURT	VICTIM ADVOCATE	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
STATE COURT	VICTIM ADVOCATE INVESTIGATOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
SUPERIOR COURT	VICTIM WITNESS PGR AD	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
STATE COURT	VICTIM WITNESS PROGRAM ADMINIS	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
PUBLIC WORKS	VOLUNTEER COORDINATOR- ANIMAL	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
MCP	WARDEN MD	C7	\$100,000.00	23.5%	\$127,465.88	23.0%	\$154,931.76	22.7%
PUBLIC WORKS	WASTE COLLECT ROUTE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	WASTE COLLECTION WORKER	112	\$ 32,136.00	17.6%	\$ 40,962.43	17.2%	\$ 49,788.87	16.9%
PUBLIC WORKS	WASTE DISPOSAL AND RECYCLING M	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
PUBLIC WORKS	WASTE EQUIPMENT OPERATOR	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
INFORMATION TECHNOLOGY	WEB DEVELOPMENT MANAGER	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
WIOA	WIOA ASSISTANT DIRECTOR	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$ 118,509.54	39.3%
WIOA	WORKFORCE INVESTMENT OPPORTUNI	133	\$ 93,705.31	27.8%	\$ 119,442.30	27.2%	\$ 145,179.29	26.9%

APPENDIX B
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
BOARDS AND COMMISSIONS	APPRAISAL TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
BOARDS AND COMMISSIONS	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
BOARDS AND COMMISSIONS	ELECTIONS TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
BOARDS AND COMMISSIONS	APPRAISER I	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
BOARDS AND COMMISSIONS	ELECTIONS TECHNICIAN II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
BOARDS AND COMMISSIONS	ELECTIONS SPECIALIST	118	\$39,500.58	13.0%	\$50,349.77	12.5%	\$61,198.95	12.2%
BOARDS AND COMMISSIONS	GIS TECHNICIAN I	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
BOARDS AND COMMISSIONS	APPRAISER II	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
BOARDS AND COMMISSIONS	APPRAISER III	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
BOARDS AND COMMISSIONS	ELECTIONS AND OPERATIONS MANAG	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
BOARDS AND COMMISSIONS	ADMINISTRATIVE MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
BOARDS AND COMMISSIONS	COMMERCIAL PROPERTY MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
BOARDS AND COMMISSIONS	PERSONAL PROPERTY MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
BOARDS AND COMMISSIONS	RESIDENTIAL PROPERTY MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
BOARDS AND COMMISSIONS	ASSISTANT DIRECTOR OF ELECTION	130	\$76,491.45	40.3%	\$97,500.50	39.7%	\$118,509.54	39.3%
BOARDS AND COMMISSIONS	DEPUTY CHIEF APPRAISER	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
BOARDS AND COMMISSIONS	ELECTIONS/REGISTRAR DIRECTOR	133	\$93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%
BOARDS AND COMMISSIONS	CHIEF APPRAISER	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
CHIEF ADMINISTRATOR	DUPLICATING SERVICES TECH	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
CHIEF ADMINISTRATOR	CITIZEN SVC CENT TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
CHIEF ADMINISTRATOR	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CHIEF ADMINISTRATOR	PRINT SHOP TECHNICIAN	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
CHIEF ADMINISTRATOR	GRAPHICS DESIGNER	115	\$35,115.87	9.8%	\$44,760.76	9.3%	\$54,405.64	9.0%
CHIEF ADMINISTRATOR	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CHIEF ADMINISTRATOR	COMM/MULTI SPECLST	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
CHIEF ADMINISTRATOR	RECORDS SPECIALIST	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
CHIEF ADMINISTRATOR	MAILROOM SUPERVISOR	119	\$41,080.61	23.4%	\$52,363.76	22.9%	\$63,646.91	22.6%
CHIEF ADMINISTRATOR	PRINT SHOP SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
CHIEF ADMINISTRATOR	CHIEF OF STAFF AND EXECUTIVE A	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
CHIEF ADMINISTRATOR	FAMILY CONNECTION DIRECTOR	126	\$58,905.48	19.2%	\$75,084.38	18.7%	\$91,263.29	18.4%
CHIEF ADMINISTRATOR	KCB EXECUTIVE DIRECTOR	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
CHIEF ADMINISTRATOR	DIRECTOR, 311 CITIZENS SERVICE CENTER/ASSISTANT TO THE CITY MANAGER	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
CHIEF ADMINISTRATOR	TV STATION MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
CHIEF ADMINISTRATOR	DIRECTOR OF COMMUNICATIONS AND COMMUNITY AFFAIRS	131	\$81,845.85	-	\$104,325.53	-	\$126,805.21	-
CHIEF ADMINISTRATOR	DEPUTY CITY MANAGER-OPERATIONS	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
CHIEF ADMINISTRATOR	DEPUTY CITY MANAGER-PLANNING	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
CHIEF ADMINISTRATOR	CITY MANAGER	140	\$166,307.88	19.3%	\$211,985.81	18.8%	\$257,663.73	18.5%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
CIVIC CENTER	ARENA TECHNICIAN	112	\$32,136.00	12.0%	\$40,962.43	11.5%	\$49,788.87	11.2%
CIVIC CENTER	BOX OFFICE REPRESENTATIVE	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
CIVIC CENTER	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
CIVIC CENTER	ARENA TECHNICIAN II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
CIVIC CENTER	ACCOUNTING CLERK SENIOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CIVIC CENTER	BOX OFFICE COORDINATOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CIVIC CENTER	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CIVIC CENTER	CARPENTER I	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
CIVIC CENTER	EVENTS COORDINATOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
CIVIC CENTER	MAINTENANCE SUPERVISOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
CIVIC CENTER	CIVIC CENTER FINANCE MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
CIVIC CENTER	TICKETING OPERATIONS MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
CIVIC CENTER	EVENT SERVICES MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
CIVIC CENTER	MARKETING MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
CIVIC CENTER	OPERATIONS MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
CIVIC CENTER	CIVIC CENTER DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
COMMUNITY DEVELOPMENT	INSPECTION SERVICES TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
COMMUNITY DEVELOPMENT	PERMIT TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
COMMUNITY DEVELOPMENT	GIS TECHNICIAN I	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
COMMUNITY DEVELOPMENT	CODE ENFORCEMENT OFFICER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
COMMUNITY DEVELOPMENT	ELECTRICAL INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
COMMUNITY DEVELOPMENT	PLUMBING MECH INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
COMMUNITY DEVELOPMENT	BUILDING INSPECT COORDINATOR	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
COMMUNITY DEVELOPMENT	ELECTRICAL INSPECT COORDINATOR	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
COMMUNITY DEVELOPMENT	PLUMBING MECH INSP COORDINATOR	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
COMMUNITY DEVELOPMENT	PLANS EXAMINER	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
COMMUNITY DEVELOPMENT	CODE ENFORCEMENT MANAGER	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
COMMUNITY DEVELOPMENT	CHIEF INSPECTOR - INSPECTIONS	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
COMMUNITY DEVELOPMENT	ASSISTANT INSP & CODE DIRECTOR	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
COMMUNITY DEVELOPMENT	BUILDING INSPECTION&CODES DIR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
COMMUNITY REINVESTMENT	COMMUNITY REINVESTMENT COORDIN	119	\$41,080.61	11.8%	\$52,363.76	11.4%	\$63,646.91	11.1%
COMMUNITY REINVESTMENT	COMMUNITY REINV PLANNER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
COMMUNITY REINVESTMENT	FINANCE MANAGER COMM REINV	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
COMMUNITY REINVESTMENT	REAL ESTATE SPECIALIST	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
COMMUNITY REINVESTMENT	ASSISTANT DIRECTOR FOR COMMUNITY REINVESTMENT AND REAL ESTATE	130	\$76,491.45	40.3%	\$97,500.50	39.7%	\$118,509.54	39.3%
COMMUNITY REINVESTMENT	DIRECTOR OF COMMUNITY REINVEST	133	\$93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%
CORONER	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%

APPENDIX B (CONTINUED)

POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
CORONER	DEPUTY CORONER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
CORONER	CHIEF DEPUTY CORN	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
ENGINEERING	SURVEY CREW WORKER	112	\$32,136.00	12.0%	\$40,962.43	11.5%	\$49,788.87	11.2%
ENGINEERING	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
ENGINEERING	TRAFFIC CONTROL TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
ENGINEERING	STORMWATER DATA TECH I	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
ENGINEERING	SURVEY TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
ENGINEERING	TRAFFIC SIGN CONSTRUCTION SPEC	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
ENGINEERING	TRAFFIC SIGNAL TECHNICIAN I	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
ENGINEERING	STORMWATER DATA TECH II	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
ENGINEERING	SURVEY CREW LEADER	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
ENGINEERING	TRAFFIC ANALYST	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
ENGINEERING	TRAFFIC SIGNAL TECHNICIAN II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
ENGINEERING	GIS TECHNICIAN I	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
ENGINEERING	OFFICE MANAGER	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
ENGINEERING	ENGINEERING INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
ENGINEERING	SENIOR TRAFFIC OPERATIONS TECH	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
ENGINEERING	STORMWATER DATA INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
ENGINEERING	ENGINEERING INSPECTION COORD	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
ENGINEERING	SURVEY SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
ENGINEERING	TRAFFIC SIGNAL SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
ENGINEERING	GIS SUPERVISOR	122	\$47,103.02	22.0%	\$60,040.28	21.5%	\$72,977.54	21.2%
ENGINEERING	TRAFFIC OPERATIONS SUPERVISOR	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
ENGINEERING	PROJECT ENGINEER	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
ENGINEERING	STORMWATER MGMT ENGINEER	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
ENGINEERING	ASSISTANT ENGINEERING DIRECTOR	132	\$87,575.06	8.2%	\$111,628.32	7.7%	\$135,681.58	7.5%
ENGINEERING	ENGINEERING DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
EXECUTIVE	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
EXECUTIVE	EXECUTIVE ASSISTANT	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
EXECUTIVE	FORENSIC AUDITOR	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
EXECUTIVE	DIRECTOR OFFICE OF CRIME PREVE	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
FINANCE	ACCOUNTING CLERK SENIOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	ACCOUNTING TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	ACCOUNTS PAYABLE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	COLLECTIONS TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	LICENSING AND TAX CLERK	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	PURCHASING TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	SR LICENSING AND TAX CLERK	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
FINANCE	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
FINANCE	BUYER	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
FINANCE	JUNIOR ACCOUNTANT	118	\$39,500.58	18.7%	\$50,349.77	18.2%	\$61,198.95	17.9%
FINANCE	COLLECTIONS SUPERVISOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
FINANCE	AUDITOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
FINANCE	BUYER SPECIALIST	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
FINANCE	PAYROLL SPECIALIST	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
FINANCE	FINANCIAL ANALYST - FINANCE	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
FINANCE	LICENSING AND TAX SUPERVISOR	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
FINANCE	PAYROLL ADMINISTRATOR	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
FINANCE	BUDGET/MANAGEMENT ANALYST	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
FINANCE	GRANT COMPLIANCE ACCOUNTANT	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
FINANCE	SENIOR ACCOUNTANT	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
FINANCE	INVESTMENT OFFICER	126	\$58,905.48	19.2%	\$75,084.38	18.7%	\$91,263.29	18.4%
FINANCE	ACCOUNTING MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
FINANCE	PURCHASING MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
FINANCE	REVENUE MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
FINANCE	ASSISTANT FINANCE DIRECTOR	132	\$87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
FINANCE	FINANCE DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
FIRE & EMS	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
FIRE & EMS	PAYROLL TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FIRE & EMS	SUPPORT TECHNICIAN LOGISTICS	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FIRE & EMS	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
FIRE & EMS	EMPLOYMENT COORDINATOR	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
FIRE & EMS	FIREFIGHTER	F0	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
FIRE & EMS	FIREFIGHTER ASSOCIATES DEGREE	F0	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
FIRE & EMS	FIREFIGHTER BACHELORS DEGREE	F0	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
FIRE & EMS	FIREFIGHTER MASTERS DEGREE	F0	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
FIRE & EMS	FIREFIGHTER/ EMT	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/ EMT ASSOCIATES DE	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/ EMT BACHELORS DEG	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT AD	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT BD	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT-LOST	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIRE MEDIC	F2	\$47,500.00	23.1%	\$60,546.29	22.6%	\$73,592.58	22.2%
FIRE & EMS	FIRE MEDIC AD	F2	\$47,500.00	23.1%	\$60,546.29	22.6%	\$73,592.58	22.2%
FIRE & EMS	FIRE MEDIC BD	F2	\$47,500.00	23.1%	\$60,546.29	22.6%	\$73,592.58	22.2%
FIRE & EMS	FIRE SERGEANT	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT AD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT BD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
FIRE & EMS	FIRE SERGEANT EMT	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/AD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/BD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/MD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT MEDIC	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	SGT INVESTIGATIONS	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT MEDIC BD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	EMS LIEUTENANT	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT AD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT BD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT EMT	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT FIRE INSPECTOR	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT INVESTIGATOR	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING AD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING BD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LT LOGISTICS	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT EMT BD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	ASST FIRE MARSHAL	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	CAPTAIN LOGISTICS EMS	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	CAPTAIN LOGISTICS MD	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	EMA PLANNER BS	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN- EMT	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN- RESCUE	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CPT TRAIN PARAM INSTR BD	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CPT TRAINING/PARAM INSTR	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	BATTALION CHIEF	F6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
FIRE & EMS	FIRE MARSHAL MD	F6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
FIRE & EMS	DIVISION CHIEF	F7	\$75,000.00	24.6%	\$95,599.41	24.1%	\$116,198.82	23.8%
FIRE & EMS	DEPUTY FIRE CHIEF	F8	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	DEPUTY FIRE CHIEF MD	F8	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	EMERGENCY MANAGEMENT DIRECTOR	F8	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	ASSISTANT FIRE CHIEF	F9	\$95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
FIRE & EMS	FIRE EMA DIRECTOR MD	F10	\$120,000.00	21.7%	\$152,959.05	21.2%	\$185,918.11	20.8%
HUMAN RESOURCES	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
HUMAN RESOURCES	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
HUMAN RESOURCES	HUMAN RESOURCES TECHNICIAN I	117	\$37,981.33	14.1%	\$48,413.24	13.7%	\$58,845.14	13.4%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
HUMAN RESOURCES	HUMAN RESOURCES TECHNICIAN II	119	\$41,080.61	11.8%	\$52,363.76	11.4%	\$63,646.91	11.1%
HUMAN RESOURCES	HUMAN RESOURCES SPECIALIST	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
HUMAN RESOURCES	RISK MANAGEMENT ANALYST	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
HUMAN RESOURCES	TRAINING AND DEVELOPMENT MANAGER	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
HUMAN RESOURCES	HUMAN RESOURCES COMPENSATION ADMINISTRATOR	126	\$58,905.48	25.3%	\$75,084.38	24.8%	\$91,263.29	24.4%
HUMAN RESOURCES	PENSION PLANS ADMINISTRATOR	126	\$58,905.48	19.2%	\$75,084.38	18.7%	\$91,263.29	18.4%
HUMAN RESOURCES	RISK MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
HUMAN RESOURCES	ASSISTANT HUMAN RESOURCES DIR	132	\$87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
HUMAN RESOURCES	HUMAN RESOURCES DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
INFORMATION TECHNOLOGY	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
INFORMATION TECHNOLOGY	PC TECH	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
INFORMATION TECHNOLOGY	PERSONAL COMPUTER SERVICES TEC	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
INFORMATION TECHNOLOGY	OFFICE MANAGER	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
INFORMATION TECHNOLOGY	PC SERVICES SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
INFORMATION TECHNOLOGY	APPLICATION DEVELOPER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
INFORMATION TECHNOLOGY	NETWORK ENGINEER	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
INFORMATION TECHNOLOGY	PROGRAM & DEVELOPMENT COORDINA	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
INFORMATION TECHNOLOGY	SYSTEMS & ENTERPRISE APPLICATI	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
INFORMATION TECHNOLOGY	NETWORK OP MANAGER	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
INFORMATION TECHNOLOGY	WEB DEVELOPMENT MANAGER	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
INFORMATION TECHNOLOGY	APP DEVELOPMENT & SUPPORT MGR	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
INFORMATION TECHNOLOGY	TECHNICAL OPERATIONS MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
INFORMATION TECHNOLOGY	GIS DIVISION MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
INFORMATION TECHNOLOGY	ASSISTANT DIRECTOR OF TECHNOLO	133	\$93,705.31	15.7%	\$119,442.30	15.3%	\$145,179.29	15.0%
INFORMATION TECHNOLOGY	ASSISTANT INFORMATION TECHNOLO	133	\$93,705.31	15.7%	\$119,442.30	15.3%	\$145,179.29	15.0%
INFORMATION TECHNOLOGY	INFO TECHNOLOGY DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
LEGAL	LEGAL ASSISTANT	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
LEGAL	PARALEGAL	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
LEGAL	ASSISTANT CITY ATTORNEY	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
LEGAL	CITY ATTORNEY	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
LEGISLATIVE	SUPPORT CLERK - CLERK OF COUNC	111	\$31,200.00	24.8%	\$39,769.35	24.3%	\$48,338.71	24.0%
LEGISLATIVE	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
LEGISLATIVE	DEPUTY CLERK PRO TEM - CLERK O	115	\$35,115.87	9.8%	\$44,760.76	9.3%	\$54,405.64	9.0%
LEGISLATIVE	DEPUTY CLERK OF COUNCIL	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
LEGISLATIVE	CLERK OF COUNCIL	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
MCP	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
MCP	ACCOUNTING CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
MCP	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
MCP	CORRECTIONAL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	CORRECTIONAL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	CORRECTIONAL OFFICER AD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	CORRECTIONAL OFFICER BD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	CORRECTIONAL OFFICER MD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	SENIOR CO AD	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	SENIOR CO BD	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	SENIOR CO MD	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	SENIOR CORRECTIONAL OFCR	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	LOST SR CORR OFFICER	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	SENIOR COUNSELOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
MCP	CORRECTIONS TECHNICIAN	C3	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
MCP	CORRECTIONS TECHNICIAN BD	C3	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
MCP	CORRECTIONS SERGEANT	C4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
MCP	CORRECTIONS SERGEANT AD	C4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
MCP	CORRECTIONS SERGEANT BD	C4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
MCP	CORR LT BACHELORS	C5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
MCP	DEPUTY WARDEN ADMIN MD	C6	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
MCP	DEPUTY WARDEN SEC MD	C6	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
MCP	WARDEN MD	C7	\$100,000.00	23.5%	\$127,465.88	23.0%	\$154,931.76	22.7%
MUNICIPAL COURT	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
MUNICIPAL COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
MUNICIPAL COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
MUNICIPAL COURT	FINANCE MANAGER - CLERK OF MUN	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
MUNICIPAL COURT	COURT COORDINATOR-MAGISTRATE C	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
MUNICIPAL COURT	CHIEF DEPUTY CLERK	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
PARKS AND RECREATION	ATHLETIC CHIEF	111	\$31,200.00	52.1%	\$39,769.35	51.5%	\$48,338.71	51.1%
PARKS AND RECREATION	COMMUNITY SCH SITE SUPERVISOR	111	\$31,200.00	44.8%	\$39,769.35	44.2%	\$48,338.71	43.8%
PARKS AND RECREATION	COMMUNITY SCHOOL ACTIVITY LDR	111	\$31,200.00	59.8%	\$39,769.35	59.2%	\$48,338.71	58.8%
PARKS AND RECREATION	CUSTODIAN	111	\$31,200.00	26.1%	\$39,769.35	25.6%	\$48,338.71	25.2%
PARKS AND RECREATION	MARINA TECHNICIAN I	111	\$31,200.00	24.8%	\$39,769.35	24.3%	\$48,338.71	24.0%
PARKS AND RECREATION	POTTERY SPECIALIST	111	\$31,200.00	37.8%	\$39,769.35	37.2%	\$48,338.71	36.9%
PARKS AND RECREATION	RECREATION CENTER LEADERS	111	\$31,200.00	59.8%	\$39,769.35	59.2%	\$48,338.71	58.8%
PARKS AND RECREATION	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
PARKS AND RECREATION	MUSEUM SUPPORT SPECIALIST	112	\$32,136.00	-	\$40,962.43	-	\$49,788.87	-
PARKS AND RECREATION	TENNIS SPECIALIST I	112	\$32,136.00	12.0%	\$40,962.43	11.5%	\$49,788.87	11.2%
PARKS AND RECREATION	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
PARKS AND RECREATION	PARKS CREW LEADER	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
PARKS AND RECREATION	TENNIS SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	PARK MAINTENANCE WORKER I	114	\$34,093.08	36.4%	\$43,457.05	35.9%	\$52,821.01	35.5%
PARKS AND RECREATION	ACCOUNTING CLERK SENIOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PARKS AND RECREATION	PAINT EQUIPMENT OPERATOR II	115	\$35,115.87	-	\$44,760.76	-	\$54,405.64	-
PARKS AND RECREATION	PARK MAINTENANCE WORKER II	115	\$35,115.87	28.6%	\$44,760.76	28.0%	\$54,405.64	27.7%
PARKS AND RECREATION	COMMUNITY ENGAGEMENT COORDINATOR	116	\$36,520.51	-	\$46,551.19	-	\$56,581.87	-
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR I	116	\$36,520.51	21.1%	\$46,551.19	20.6%	\$56,581.87	20.3%
PARKS AND RECREATION	ATHLETIC PROGRAM SPECIALIST	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PARKS AND RECREATION	CHEMICAL APPLICATION SPVR	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PARKS AND RECREATION	PARKS CREW SUPERVISOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PARKS AND RECREATION	REC PROGRAM SPECIALIST II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PARKS AND RECREATION	ATHLETIC PROGRAM SPECIALIST III	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PARKS AND RECREATION	EMPLOYMENT COORDINATOR	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PARKS AND RECREATION	MARINA SPECIALIST	118	\$39,500.58	-	\$50,349.77	-	\$61,198.95	-
PARKS AND RECREATION	REC PROGRAM SPECIALIST III	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PARKS AND RECREATION	TENNIS PROGRAM SPECIALIST III	118	\$39,500.58	-	\$50,349.77	-	\$61,198.95	-
PARKS AND RECREATION	PARKS SERVICES SUPERVISOR	119	\$41,080.61	-	\$52,363.76	-	\$63,646.91	-
PARKS AND RECREATION	CORRECTIONAL DETAIL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
PARKS AND RECREATION	AQUATIC CENTER PROGRAM SUPERVI	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PARKS AND RECREATION	AQUATICS SUPERVISOR	120	\$42,723.83	-	\$54,458.31	-	\$66,192.78	-
PARKS AND RECREATION	COMMUNITY SCHOOLS PROGRAM SUPERVISOR	120	\$42,723.83	-	\$54,458.31	-	\$66,192.78	-
PARKS AND RECREATION	CULTURAL ARTS/POTTERY PROGRAM SUPERVISOR	120	\$42,723.83	-	\$54,458.31	-	\$66,192.78	-
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR II	120	\$42,723.83	34.9%	\$54,458.31	34.3%	\$66,192.78	34.0%
PARKS AND RECREATION	RECREA PROG SPVR REC SVCS	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PARKS AND RECREATION	RECREATION PROGRAM SUPERVISOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PARKS AND RECREATION	TENNIS PROGRAM SUPERVISOR	120	\$42,723.83	-	\$54,458.31	-	\$66,192.78	-
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR III	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PARKS AND RECREATION	PARKS SERVICES MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
PARKS AND RECREATION	ADMINISTRATIVE OPERATIONS MANAGER	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
PARKS AND RECREATION	AQUATICS DIVISION MANAGER	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	COMMUNITY SCHOOLS DIVISION MAN	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	PARKS SERVICES DIV MANAGER	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	RECREATION SVCS DIVISION MGR	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	ATHLETIC DIVISION MANAGER	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	ASSIST PARKS & REC DIRECTOR	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
PARKS AND RECREATION	PARKS & RECREATION DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
PLANNING	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PLANNING	GIS TECHNICIAN I	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PLANNING	TRANSPORTATION PLANNER TRAINEE	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PLANNING	PLANNER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
PLANNING	SENIOR PLANNER	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
PLANNING	TRANSPORTATION PLANNER	121	\$47,103.02	10.6%	\$60,040.28	10.1%	\$72,977.54	9.8%
PLANNING	PRINCIPAL PLANNER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
PLANNING	RIGHT OF WAY/TRANSP PLAN COOD	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
PLANNING	ASSISTANT PLANNING DIRECTOR	131	\$81,845.85	-	\$104,325.53	-	\$126,805.21	-
PLANNING	PLANNING DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
POLICE	BUILDING SERVICE WORKER	111	\$31,200.00	26.1%	\$39,769.35	25.6%	\$48,338.71	25.2%
POLICE	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
POLICE	ACCOUNTING CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	BUILDING SERVICE CREW LDR	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	CRIMINAL RECORDS TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	EMERGENCY COMMO TECH I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	EMERGENCY COMMUNICATION TECH I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	POLICE CADET	113	\$33,100.08	4.5%	\$42,191.31	4.1%	\$51,282.54	3.8%
POLICE	POLICE CADET I	113	\$33,100.08	4.5%	\$42,191.31	4.1%	\$51,282.54	3.8%
POLICE	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
POLICE	EMERGENCY COMMO TECH II	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
POLICE	FACILITIES MAINTENANCE WORKER I	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
POLICE	EMERGENCY COMMUNICATION TCH II	115	\$35,115.87	8.7%	\$44,760.76	8.2%	\$54,405.64	8.0%
POLICE	EMERGENCY COMMO TECH III	116	\$36,520.51	9.7%	\$46,551.19	9.3%	\$56,581.87	9.0%
POLICE	ASSET FORFEITURE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
POLICE	OPEN RECORDS COMPLIANCE COORDI	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
POLICE	RECORDS SUPERVISOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
POLICE	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
POLICE	EMPLOYMENT COORDINATOR	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
POLICE	911 CENTER SUPERVISOR	119	\$41,080.61	11.8%	\$52,363.76	11.4%	\$63,646.91	11.1%
POLICE	COMPUTER FORENSIC ANALYST	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
POLICE	CRIME ANALYST	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
POLICE	RECORDS MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
POLICE	POLICE FINANCE MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
POLICE	POLICE OFFICER	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
POLICE	POLICE OFFICER AD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
POLICE	POLICE OFFICER BD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
POLICE	POLICE OFFICER MD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
POLICE	POLICE CORPORAL	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
POLICE	POLICE CORPORAL AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
POLICE	POLICE CORPORAL BD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
POLICE	POLICE CORPORAL MD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
POLICE	POLICE SERGEANT	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
POLICE	POLICE SGT AD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
POLICE	POLICE SGT BD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
POLICE	POLICE SGT MD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
POLICE	COMMAND SGT BD	PS4	\$60,000.00	27.6%	\$76,479.53	27.1%	\$92,959.05	26.7%
POLICE	POLICE LIEUTENANT BD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
POLICE	POLICE LIEUTENANT MD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
POLICE	POLICE CAPTAIN AD	PS6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CAPTAIN BD	PS6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CAPTAIN MD	PS6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
POLICE	DIRECTOR OF COMMUNITY AFFAIRS	130	\$76,491.45	15.1%	\$97,500.50	14.6%	\$118,509.54	14.4%
POLICE	DEPUTY CHIEF OF POLICE MD	PS7	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
POLICE	ASSISTANT CHIEF OF POLICE MD	PS8	\$95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
POLICE	CHIEF OF POLICE	PS9	\$120,000.00	21.7%	\$152,959.05	21.2%	\$185,918.11	20.8%
PROBATE COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PROBATE COURT	PARALEGAL	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PROBATE COURT	PASSPORT SPV/DEPUTY CLERK	121	\$44,860.02	22.1%	\$57,181.22	21.6%	\$69,502.42	21.3%
PROBATE COURT	LICENSE CLERK SUPERVISOR	123	\$49,458.17	28.1%	\$63,042.30	27.6%	\$76,626.42	27.3%
PROBATE COURT	CHIEF CLERK/LIC SUPERVISOR	125	\$55,571.21	37.0%	\$70,834.33	36.5%	\$86,097.44	36.1%
PROBATE COURT	ASSOCIATE JUDGE	130	\$76,491.45	27.1%	\$97,500.50	26.6%	\$118,509.54	26.2%
PUBLIC DEFENDER	LEGAL ADMINISTRATIVE CLERK	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
PUBLIC DEFENDER	INVESTIGATOR-PUBLIC DEFENDER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC DEFENDER	INVESTIGATOR II - PUBLIC DEFEN	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
PUBLIC DEFENDER	INVESTIGATOR SUPERVISOR	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
PUBLIC WORKS	WASTE COLLECTION WORKER	112	\$32,136.00	17.6%	\$40,962.43	17.2%	\$49,788.87	16.9%
PUBLIC WORKS	COMMUNICATIONS OFFICER	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
PUBLIC WORKS	INVENTORY CONTROL TECHNICIAN -	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
PUBLIC WORKS	MAINTENANCE WORKER I	114	\$34,093.08	36.4%	\$43,457.05	35.9%	\$52,821.01	35.5%
PUBLIC WORKS	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	BALER OPERATOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	CHEMICAL APPL TECHNICIAN	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
PUBLIC WORKS	CUSTODIAL OPERATIONS ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	FACILITIES MAINTENANCE WORKER I	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
PUBLIC WORKS	FLEET MAINTENANCE BUYER	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	LANDFILL OPERATOR	115	\$35,115.87	40.5%	\$44,760.76	39.9%	\$54,405.64	39.6%
PUBLIC WORKS	MAINTENANCE WORKER II	115	\$35,115.87	28.6%	\$44,760.76	28.0%	\$54,405.64	27.7%
PUBLIC WORKS	RC DROP OFF SITE OPERATOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	RC SCALE OPERATOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	TREE TRIMMER II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	ANIMAL CONTROL OFFICER I	116	\$36,520.51	9.7%	\$46,551.19	9.3%	\$56,581.87	9.0%
PUBLIC WORKS	EQUIPMENT OPERATOR I	116	\$36,520.51	21.1%	\$46,551.19	20.6%	\$56,581.87	20.3%
PUBLIC WORKS	FLEET MAINTENANCE TECH I	116	\$36,520.51	-	\$46,551.19	-	\$56,581.87	-
PUBLIC WORKS	MAINTENANCE WORKER III	116	\$36,520.51	27.3%	\$46,551.19	26.7%	\$56,581.87	26.4%
PUBLIC WORKS	ANIMAL CONTROL OFFICER II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	CARPENTER I	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	CHEMICAL APPLICATION SPVR	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	ENVIRONMENTAL COMPLIANCE OFFIC	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	HVAC TECHNICIAN I	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	MOBILITY TECHNOLOGY TECHNICIAN	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PUBLIC WORKS	PUBLIC SERVICES CREW LEADER	117	\$37,981.33	14.1%	\$48,413.24	13.7%	\$58,845.14	13.4%
PUBLIC WORKS	SENIOR LANDFILL OPERATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PUBLIC WORKS	STORMWATER DRAIN TECH	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	VOLUNTEER COORDINATOR- ANIMAL	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	HVAC TECHNICIAN I	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PUBLIC WORKS	CARPENTER II	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PUBLIC WORKS	CREW LEADER STORMWATER	118	\$39,500.58	18.7%	\$50,349.77	18.2%	\$61,198.95	17.9%
PUBLIC WORKS	ELECTRICIAN II	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PUBLIC WORKS	FLEET MAINTENANCE TECH II	118	\$39,500.58	31.0%	\$50,349.77	30.5%	\$61,198.95	30.1%
PUBLIC WORKS	HVAC TECHNICIAN II	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PUBLIC WORKS	PLUMBER II	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PUBLIC WORKS	CONTRACT WARRANTY SPECIALIST	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	GIS TECHNICIAN II	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	RC LINE SUPERVISOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	RECYCLING ROUTE SUPERVISOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	WASTE COLLECT ROUTE SUPERVISOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	CORRECTIONAL DETAIL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
PUBLIC WORKS	CORR DETAIL HEAVY EQUIPMENT	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
PUBLIC WORKS	CORR DETAIL OFFICER CEMETERY	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
PUBLIC WORKS	ANIMAL RESOUR CTR SUPVRS	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC WORKS	CONTRACT INSPECTOR - PUBLIC WO	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC WORKS	CUSTODIAL SERVICES SUPERVISOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC WORKS	EQUIPMENT OPERATOR II	120	\$42,723.83	34.9%	\$54,458.31	34.3%	\$66,192.78	34.0%
PUBLIC WORKS	EQUIPMENT OPERATOR II	120	\$42,723.83	34.9%	\$54,458.31	34.3%	\$66,192.78	34.0%
PUBLIC WORKS	RC COMPOST MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC WORKS	SPECIAL ENFORCEMENT SUPERVISOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	TREE TRIMMER CREW LEADER	120	\$42,723.83	22.2%	\$54,458.31	21.7%	\$66,192.78	21.4%
PUBLIC WORKS	CORRECTIONAL DETAIL OFFICER SUPERVISOR	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
PUBLIC WORKS	FACILITIES MAINTENANCE SUPERVISOR	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
PUBLIC WORKS	EQUIPMENT OPERATOR III	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PUBLIC WORKS	FACILITIES MAINTENANCE SUPERVISOR	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
PUBLIC WORKS	FLEET MAINTENANCE TECH III	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PUBLIC WORKS	PUBLIC SERVICES CREW SUPVSR	121	\$44,860.02	16.2%	\$57,181.22	15.8%	\$69,502.42	15.5%
PUBLIC WORKS	RECYCLING TRUCK DRIVER	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PUBLIC WORKS	SAFETY COORDINATOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
PUBLIC WORKS	TREE TRIMMER CREW LEADER II	121	\$44,860.02	22.1%	\$57,181.22	21.6%	\$69,502.42	21.3%
PUBLIC WORKS	URBAN FORESTRY SUPERVISOR	121	\$44,860.02	16.2%	\$57,181.22	15.8%	\$69,502.42	15.5%
PUBLIC WORKS	WASTE EQUIPMENT OPERATOR	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PUBLIC WORKS	GIS SUPERVISOR	122	\$47,103.02	22.0%	\$60,040.28	21.5%	\$72,977.54	21.2%
PUBLIC WORKS	HEAVY EQUIPMENT CREW LEADER	122	\$47,103.02	34.7%	\$60,040.28	34.2%	\$72,977.54	33.8%
PUBLIC WORKS	HEAVY EQUIPMENT OPERATOR	122	\$47,103.02	34.7%	\$60,040.28	34.2%	\$72,977.54	33.8%
PUBLIC WORKS	PUBLIC SERVICES COORDINATOR	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
PUBLIC WORKS	FLEET MAINTENANCE TECH, SENIOR	123	\$49,458.17	34.6%	\$63,042.30	34.1%	\$76,626.42	33.7%
PUBLIC WORKS	SENIOR HEAVY EQUIPMT OPERATOR	123	\$49,458.17	34.6%	\$63,042.30	34.1%	\$76,626.42	33.7%
PUBLIC WORKS	LANDFILL MAINT TECHNICIAN	123	\$49,458.17	34.6%	\$63,042.30	34.1%	\$76,626.42	33.7%
PUBLIC WORKS	ASSIST STREET MAINT MANAGER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	ASSISTANT MANAGER/FORESTRY	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	ASSISTANT WASTE DISPOSAL MGR	124	\$52,425.67	9.3%	\$66,824.84	8.9%	\$81,224.00	8.6%
PUBLIC WORKS	ASST MGR - BEAUTIFICATION	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	ASST STORMWATER MANAGER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	CEMETERIES MANAGER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	COMMUNITY SERVICES COORDINATOR	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	FORESTRY ADMIN WITH CERT	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	RECYCLING CENTER MANAGER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	ASSISTANT DIV MANAGER - SW	125	\$55,571.21	18.2%	\$70,834.33	17.7%	\$86,097.44	17.4%
PUBLIC WORKS	ASSISTANT FACILITIES MAINTENAN	125	\$55,571.21	15.9%	\$70,834.33	15.4%	\$86,097.44	15.1%
PUBLIC WORKS	BODY SHOP SUPERVISOR	125	\$55,571.21	37.0%	\$70,834.33	36.5%	\$86,097.44	36.1%
PUBLIC WORKS	CAR SHOP SUPERVISOR - PW FLEET	125	\$55,571.21	30.4%	\$70,834.33	29.9%	\$86,097.44	29.6%
PUBLIC WORKS	FINANCIAL OPERATIONS ADMINISTR	125	\$55,571.21	12.5%	\$70,834.33	12.0%	\$86,097.44	11.7%
PUBLIC WORKS	HEAVY EQUIPMENT SUPERVISOR	125	\$55,571.21	30.4%	\$70,834.33	29.9%	\$86,097.44	29.6%
PUBLIC WORKS	SMALL ENGINE SUPERVISOR	125	\$55,571.21	37.0%	\$70,834.33	1.5%	\$86,097.44	1.2%
PUBLIC WORKS	AUTOMOTIVE & TIRE SHOP SUPV	125	\$55,571.21	30.4%	\$70,834.33	29.9%	\$86,097.44	29.6%
PUBLIC WORKS	HEAVY EQUIPMENT SUPERVISOR	125	\$55,571.21	30.4%	\$70,834.33	29.9%	\$86,097.44	29.6%
PUBLIC WORKS	RAINWATER DIVISION MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	STREET DIVISION MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	WASTE DISPOSAL AND RECYCLING M	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	FACILITIES MAINTENANCE MANAGER	130	\$76,491.45	15.1%	\$97,500.50	14.6%	\$118,509.54	14.4%
PUBLIC WORKS	INTEGRATED WASTE MANAGER	131	\$81,845.85	11.6%	\$104,325.53	11.1%	\$126,805.21	10.8%
PUBLIC WORKS	ASSISTANT DIR FLEET MAINT MGR	132	\$87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
PUBLIC WORKS	ASSISTANT DIRECTOR OF INFRASTR	132	\$87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
PUBLIC WORKS	PUBLIC WORKS DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
RECORDER'S COURT	DEPUTY CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
RECORDER'S COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
RECORDER'S COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
RECORDER'S COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
RECORDER'S COURT	CHIEF CLERK RECORDERS COURT	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
SHERIFF	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
SHERIFF	SECURITY GUARD	112	\$32,136.00	12.0%	\$40,962.43	11.5%	\$49,788.87	11.2%
SHERIFF	ACCOUNTING CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	CRIMINAL RECORDS TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	DEPUTY CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	SHERIFF CADET	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	ACCOUNTING CLERK SENIOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SHERIFF	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SHERIFF	COMMUNICATION TECHNICIAN	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
SHERIFF	HR TECH SHERIFF	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SHERIFF	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SHERIFF	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SHERIFF	SHERF CRCTN OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER AD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER BD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER MD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER BD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	DPTY SHERIFF	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF AD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF BD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF MD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF AD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF BD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF MD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DEPUTY SHERIFF TECHNICIAN	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
SHERIFF	DEPUTY SHERIFF TECHNICIAN AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN BD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN MD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DS FIELD TRAIN OF AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DS FIELD TRAIN OF MD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DS FIELD TRAINING OFFICER	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	ID TECH	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	ID TECH BD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	INVESTIGATOR	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	INVESTIGATOR AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DS FIELD TRAINING OFFICER	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	ID TECH AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	INVESTIGATOR	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	LICENSED CLINICAL SOCIAL WORKE	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
SHERIFF	SERGEANT	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT AD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT BD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT MD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT AD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	COMMAND SERGEANT-SHERIFF	PS4	\$60,000.00	27.6%	\$76,479.53	27.1%	\$92,959.05	26.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT AD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT BD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT MD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DPTY SHRF LIEUTENANT	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	LT	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	CAPTAIN BD	PS6	\$70,000.00	23.1%	\$89,226.12	22.6%	\$108,452.23	22.3%
SHERIFF	CAPTAIN MD	PS6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
SHERIFF	DIRECTOR OF COMMUNITY AFFAIRS	130	\$76,491.45	15.1%	\$97,500.50	14.6%	\$118,509.54	14.4%
SHERIFF	JAIL COMMANDER	PS7	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	MAJOR BD	PS7	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	MAJOR BD	PS7	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	CHIEF DPTY SHERIFF BD	PS8	\$95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
STATE COURT	DEPUTY CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
STATE COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
STATE COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
STATE COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
STATE COURT	VICTIM ADVOCATE INVESTIGATOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
STATE COURT	COURT COORDINATOR SOL GENRL	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
STATE COURT	SENIOR INVESTIGATOR - SOLICITO	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
STATE COURT	VICTIM WITNESS PROGRAM ADMINIS	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
STATE COURT	INVESTIGATOR SUPERVISOR	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
STATE COURT	INVESTIGATOR SOL GENRL	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
STATE COURT	LAW CLERK - STATE COURT JUDGE	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
STATE COURT	ASSISTANT SOLICITOR GENERAL	127	\$62,439.81	14.5%	\$79,589.45	14.0%	\$96,739.09	13.7%
STATE COURT	CHIEF ASST. SOLICITOR GENERAL	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
SUPERIOR COURT	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
SUPERIOR COURT	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SUPERIOR COURT	DEPUTY CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SUPERIOR COURT	LEGAL ADMINISTRATIVE CLERK	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
SUPERIOR COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SUPERIOR COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SUPERIOR COURT	BOARD OF EQUALIZATION ADMINSTR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SUPERIOR COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SUPERIOR COURT	VICTIM ADVOCATE	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SUPERIOR COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SUPERIOR COURT	PARALEGAL	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
SUPERIOR COURT	CASE MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	CUSTODY INVESTIGATOR COORDINAT	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	INVESTIGATOR- DISTRICT ATTY	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	JURY MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	CASE MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	JUVENILE COURT ASSISTANT DIREC	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
SUPERIOR COURT	SENIOR INVESTGTR DIST ATTY	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
SUPERIOR COURT	ADMINISTRATIVE OPERATIONS MANAGER	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
SUPERIOR COURT	ASSISTANT CHIEF DEPUTY CLERK	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
SUPERIOR COURT	JUDICIAL COURT COORDINATOR/ASSISTANT	122	\$47,103.02	9.5%	\$60,040.28	9.0%	\$72,977.54	8.8%
SUPERIOR COURT	VICTIM WITNESS PGR AD	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
SUPERIOR COURT	INVESTIGATOR SUPERVISOR	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
SUPERIOR COURT	LAW CLERK	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
SUPERIOR COURT	ADULT DRUG COURT COORDINATOR	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
SUPERIOR COURT	LAW CLERK W/JURIS	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
SUPERIOR COURT	JUVENILE COURT DIRCTOR	125	\$55,571.21	12.5%	\$70,834.33	12.0%	\$86,097.44	11.7%
SUPERIOR COURT	ASSISTANT DISTRICT ATTORNEY	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
SUPERIOR COURT	CHIEF DEPUTY CLERK	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
SUPERIOR COURT	OFFICIAL COURT REPORTER	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
SUPERIOR COURT	ASST DIST ATTY II	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
SUPERIOR COURT	ASSISTANT DISTRICT ATTORNEY II	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
SUPERIOR COURT	ASSISTANT DISTRICT ATTY III	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
TAX COMMISSIONER	SUPPORT CLERK	111	\$31,200.00	24.8%	\$39,769.35	24.3%	\$48,338.71	24.0%
TAX COMMISSIONER	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TAX COMMISSIONER	TAX CLERK I	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TAX COMMISSIONER	TAX CLERK II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
TAX COMMISSIONER	TAX SPECIALIST	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
TAX COMMISSIONER	DEPUTY TAX COMMISSIONER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
TAX COMMISSIONER	ACCOUNTING OPERATIONS ADMINIST	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
TAX COMMISSIONER	CH DEPTY TAX COMM	130	\$76,491.45	15.1%	\$97,500.50	14.6%	\$118,509.54	14.4%
TRADE CENTER	EVENTS ATTENDANT I	112	\$32,136.00	17.6%	\$40,962.43	17.2%	\$49,788.87	16.9%
TRADE CENTER	EVENTS ATTENDANT II	113	\$33,100.08	15.3%	\$42,191.31	14.9%	\$51,282.54	14.6%
TRADE CENTER	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TRADE CENTER	EVENTS ATTENDANT CREW LEADER	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TRADE CENTER	FACILITIES MAINTENANCE WORKER I	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
TRADE CENTER	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
TRADE CENTER	CONFERENCE FACILITATOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
TRADE CENTER	FACILITIES MAINTENANCE SUPERVISOR	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
TRADE CENTER	TRADE CENTER FINANCE MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
TRADE CENTER	EVENTS OPERATIONS MANAGER - TR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
TRADE CENTER	EVENT SERVICES COORDINATOR	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
TRADE CENTER	MARKETING COORDINATOR - TRADE CENTER	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
TRADE CENTER	EVENT SERVICES COORDINATOR	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
TRADE CENTER	MARKETING COORDINATOR - TRADE	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
TRADE CENTER	DIRECTOR OF SALES & EVENTS	128	\$66,810.59	20.1%	\$85,160.71	19.6%	\$103,510.83	19.3%
TRADE CENTER	DIRECTOR OF SALES AND EVENTS -	128	\$66,810.59	22.5%	\$85,160.71	22.0%	\$103,510.83	21.7%
TRADE CENTER	ASSISTANT TRADE CENTER DIRECTOR	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
TRADE CENTER	ASSISTANT TRADE CENTER DIRECTOR	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
TRANSPORTATION	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
TRANSPORTATION	PARKING ENFORCEMENT OFFICER	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
TRANSPORTATION	TRANSIT SECURITY SPECIALIST	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
TRANSPORTATION	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TRANSPORTATION	TRANSPORTATION CREW LEADER	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TRANSPORTATION	BUS OPERATOR DIAL-A-RIDE	116	\$36,520.51	21.1%	\$46,551.19	20.6%	\$56,581.87	20.3%
TRANSPORTATION	BUS OPERATOR TRAINEE	116	\$36,520.51	21.1%	\$46,551.19	20.6%	\$56,581.87	20.3%
TRANSPORTATION	FLEET MAINTENANCE TECH I	116	\$36,520.51	-	\$46,551.19	-	\$56,581.87	-
TRANSPORTATION	FLEET MAINTENANCE TECH II	118	\$39,500.58	31.0%	\$50,349.77	30.5%	\$61,198.95	30.1%
TRANSPORTATION	OFFICE MANAGER	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
TRANSPORTATION	TRANSIT SPECIALIST	119	\$41,080.61	11.8%	\$52,363.76	11.4%	\$63,646.91	11.1%

APPENDIX B (CONTNUED)
POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
TRANSPORTATION	CORRECTIONAL DETAIL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
TRANSPORTATION	BUS OPERATOR	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
TRANSPORTATION	FLEET MAINTENANCE TECH III	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
TRANSPORTATION	FLEET MAINTENACE TECH, SENIOR	123	\$49,458.17	34.6%	\$63,042.30	34.1%	\$76,626.42	33.7%
TRANSPORTATION	SAFETY/TRAINING COORDINATOR	123	\$49,458.17	22.0%	\$63,042.30	21.5%	\$76,626.42	21.2%
TRANSPORTATION	TRANSIT SUPERVISOR	123	\$49,458.17	22.0%	\$63,042.30	21.5%	\$76,626.42	21.2%
TRANSPORTATION	ADA COORDINATOR	124	\$52,425.67	17.1%	\$66,824.84	16.6%	\$81,224.00	16.3%
TRANSPORTATION	CHIEF SAFETY OFFICER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
TRANSPORTATION	PARKING DIV MANAGER	124	\$52,425.67	17.1%	\$66,824.84	16.6%	\$81,224.00	16.3%
TRANSPORTATION	PRINCIPAL TRANSIT PLANNER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
TRANSPORTATION	MAINTENANCE MANAGER	127	\$62,439.81	26.4%	\$79,589.45	25.9%	\$96,739.09	25.5%
TRANSPORTATION	TRANSIT COMPLIANCE OFFICER	127	\$62,439.81	26.4%	\$79,589.45	25.9%	\$96,739.09	25.5%
TRANSPORTATION	TRANSIT MANAGER	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
TRANSPORTATION	ASSISTANT TRANSPORTATION DIREC	131	\$81,845.85	11.6%	\$104,325.53	11.1%	\$126,805.21	10.8%
TRANSPORTATION	DIRECTOR OF TRANSPORTATION	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
WIOA	ACCOUNTING CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
WIOA	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
WIOA	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
WIOA	PROGRAM MONITOR/JOB DEVELOPER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
WIOA	PROGRAM SPECIALIST I	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
WIOA	DATA CONTROL SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
WIOA	FINANCE MANAGER - WIA	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
WIOA	PROGRAM SPECIALIST II	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
WIOA	WIOA ASSISTANT DIRECTOR	130	\$76,491.45	40.3%	\$97,500.50	39.7%	\$118,509.54	39.3%
WIOA	WORKFORCE INVESTMENT OPPORTUNI	133	\$93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%

APPENDIX C
GENERAL EMPLOYEE PAY PLAN

Grade	Minimum	Midpoint	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
111	\$31,200.00	\$39,769.35	\$48,338.71	\$31,200.00	\$31,512.00	\$31,827.12	\$32,145.39	\$32,466.85	\$32,791.51	\$33,119.43	\$33,450.62	\$33,785.13	\$34,122.98	\$34,464.21	\$34,808.85
112	\$32,136.00	\$40,962.43	\$49,788.87	\$32,136.00	\$32,457.36	\$32,781.93	\$33,109.75	\$33,440.85	\$33,775.26	\$34,113.01	\$34,454.14	\$34,798.68	\$35,146.67	\$35,498.14	\$35,853.12
113	\$33,100.08	\$42,191.31	\$51,282.54	\$33,100.08	\$33,431.08	\$33,765.39	\$34,103.05	\$34,444.08	\$34,788.52	\$35,136.40	\$35,487.77	\$35,842.64	\$36,201.07	\$36,563.08	\$36,928.71
114	\$34,093.08	\$43,457.05	\$52,821.01	\$34,093.08	\$34,434.01	\$34,778.35	\$35,126.14	\$35,477.40	\$35,832.17	\$36,190.49	\$36,552.40	\$36,917.92	\$37,287.10	\$37,659.97	\$38,036.57
115	\$35,115.87	\$44,760.76	\$54,405.64	\$35,115.87	\$35,467.03	\$35,821.70	\$36,179.92	\$36,541.72	\$36,907.14	\$37,276.21	\$37,648.97	\$38,025.46	\$38,405.72	\$38,789.77	\$39,177.67
116	\$36,520.51	\$46,551.19	\$56,581.87	\$36,520.51	\$36,885.71	\$37,254.57	\$37,627.12	\$38,003.39	\$38,383.42	\$38,767.26	\$39,154.93	\$39,546.48	\$39,941.94	\$40,341.36	\$40,744.78
117	\$37,981.33	\$48,413.24	\$58,845.14	\$37,981.33	\$38,361.14	\$38,744.75	\$39,132.20	\$39,523.52	\$39,918.76	\$40,317.95	\$40,721.13	\$41,128.34	\$41,539.62	\$41,955.02	\$42,374.57
118	\$39,500.58	\$50,349.77	\$61,198.95	\$39,500.58	\$39,895.59	\$40,294.55	\$40,697.49	\$41,104.47	\$41,515.51	\$41,930.67	\$42,349.97	\$42,773.47	\$43,201.21	\$43,633.22	\$44,069.55
119	\$41,080.61	\$52,363.76	\$63,646.91	\$41,080.61	\$41,491.41	\$41,906.33	\$42,325.39	\$42,748.64	\$43,176.13	\$43,607.89	\$44,043.97	\$44,484.41	\$44,929.25	\$45,378.55	\$45,832.33
120	\$42,723.83	\$54,458.31	\$66,192.78	\$42,723.83	\$43,151.07	\$43,582.58	\$44,018.41	\$44,458.59	\$44,903.18	\$45,352.21	\$45,805.73	\$46,263.79	\$46,726.42	\$47,193.69	\$47,665.63
121	\$44,860.02	\$57,181.22	\$69,502.42	\$44,860.02	\$45,308.62	\$45,761.71	\$46,219.33	\$46,681.52	\$47,148.33	\$47,619.82	\$48,096.02	\$48,576.98	\$49,062.75	\$49,553.37	\$50,048.91
122	\$47,103.02	\$60,040.28	\$72,977.54	\$47,103.02	\$47,574.05	\$48,049.79	\$48,530.29	\$49,015.60	\$49,505.75	\$50,000.81	\$50,500.82	\$51,005.83	\$51,515.88	\$52,031.04	\$52,551.35
123	\$49,458.17	\$63,042.30	\$76,626.42	\$49,458.17	\$49,952.76	\$50,452.28	\$50,956.81	\$51,466.38	\$51,981.04	\$52,500.85	\$53,025.86	\$53,556.12	\$54,091.68	\$54,632.59	\$55,178.92
124	\$52,425.67	\$66,824.84	\$81,224.00	\$52,425.67	\$52,949.92	\$53,479.42	\$54,014.22	\$54,554.36	\$55,099.90	\$55,650.90	\$56,207.41	\$56,769.48	\$57,337.18	\$57,910.55	\$58,489.66
125	\$55,571.21	\$70,834.33	\$86,097.44	\$55,571.21	\$56,126.92	\$56,688.19	\$57,255.07	\$57,827.62	\$58,405.90	\$58,989.95	\$59,579.85	\$60,175.65	\$60,777.41	\$61,385.18	\$61,999.03
126	\$58,905.48	\$75,084.38	\$91,263.29	\$58,905.48	\$59,494.53	\$60,089.48	\$60,690.37	\$61,297.28	\$61,910.25	\$62,529.35	\$63,154.65	\$63,786.19	\$64,424.05	\$65,068.29	\$65,718.98
127	\$62,439.81	\$79,589.45	\$96,739.09	\$62,439.81	\$63,064.20	\$63,694.85	\$64,331.79	\$64,975.11	\$65,624.86	\$66,281.11	\$66,943.92	\$67,613.36	\$68,289.50	\$68,972.39	\$69,662.12
128	\$66,810.59	\$85,160.71	\$103,510.83	\$66,810.59	\$67,478.70	\$68,153.49	\$68,835.02	\$69,523.37	\$70,218.60	\$70,920.79	\$71,630.00	\$72,346.30	\$73,069.76	\$73,800.46	\$74,538.46
129	\$71,487.33	\$91,121.96	\$110,756.58	\$71,487.33	\$72,202.21	\$72,924.23	\$73,653.47	\$74,390.01	\$75,133.91	\$75,885.25	\$76,644.10	\$77,410.54	\$78,184.64	\$78,966.49	\$79,756.16
130	\$76,491.45	\$97,500.50	\$118,509.54	\$76,491.45	\$77,256.36	\$78,028.93	\$78,809.22	\$79,597.31	\$80,393.28	\$81,197.21	\$82,009.19	\$82,829.28	\$83,657.57	\$84,494.15	\$85,339.09
131	\$81,845.85	\$104,325.53	\$126,805.21	\$81,845.85	\$82,664.31	\$83,490.95	\$84,325.86	\$85,169.12	\$86,020.81	\$86,881.02	\$87,749.83	\$88,627.33	\$89,513.60	\$90,408.74	\$91,312.82
132	\$87,575.06	\$111,628.32	\$135,681.58	\$87,575.06	\$88,450.81	\$89,335.32	\$90,228.67	\$91,130.96	\$92,042.27	\$92,962.69	\$93,892.32	\$94,831.24	\$95,779.55	\$96,737.35	\$97,704.72
133	\$93,705.31	\$119,442.30	\$145,179.29	\$93,705.31	\$94,642.37	\$95,588.79	\$96,544.68	\$97,510.12	\$98,485.23	\$99,470.08	\$100,464.78	\$101,469.43	\$102,484.12	\$103,508.96	\$104,544.05
134	\$100,733.21	\$128,400.47	\$156,067.73	\$100,733.21	\$101,740.54	\$102,757.95	\$103,785.53	\$104,823.38	\$105,871.62	\$106,930.33	\$107,999.64	\$109,079.63	\$110,170.43	\$111,272.13	\$112,384.85
135	\$108,288.20	\$138,030.51	\$167,772.81	\$108,288.20	\$109,371.08	\$110,464.79	\$111,569.44	\$112,685.14	\$113,811.99	\$114,950.11	\$116,099.61	\$117,260.61	\$118,433.21	\$119,617.54	\$120,813.72
136	\$116,409.82	\$148,382.80	\$180,355.77	\$116,409.82	\$117,573.92	\$118,749.65	\$119,937.15	\$121,136.52	\$122,347.89	\$123,571.37	\$124,807.08	\$126,055.15	\$127,315.70	\$128,588.86	\$129,874.75
137	\$125,140.55	\$159,511.51	\$193,882.46	\$125,140.55	\$126,391.96	\$127,655.88	\$128,932.44	\$130,221.76	\$131,523.98	\$132,839.22	\$134,167.61	\$135,509.29	\$136,864.38	\$138,233.02	\$139,615.35
138	\$134,526.09	\$171,474.87	\$208,423.64	\$134,526.09	\$135,871.36	\$137,230.07	\$138,602.37	\$139,988.39	\$141,388.28	\$142,802.16	\$144,230.18	\$145,672.48	\$147,129.21	\$148,600.50	\$150,086.51
139	\$144,615.55	\$184,335.48	\$224,055.42	\$144,615.55	\$146,061.71	\$147,522.32	\$148,997.55	\$150,487.52	\$151,992.40	\$153,512.32	\$155,047.45	\$156,597.92	\$158,163.90	\$159,745.54	\$161,342.99
140	\$166,307.88	\$211,985.81	\$257,663.73	\$166,307.88	\$167,970.96	\$169,650.67	\$171,347.18	\$173,060.65	\$174,791.26	\$176,539.17	\$178,304.56	\$180,087.61	\$181,888.48	\$183,707.37	\$185,544.44

APPENDIX C (CONTINUED)
GENERAL EMPLOYEE PAY PLAN

Grade	Minimum	Midpoint	Maximum	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
111	\$31,200.00	\$39,769.35	\$48,338.71	\$35,156.94	\$35,508.51	\$35,863.60	\$36,222.23	\$36,584.45	\$36,950.30	\$37,319.80	\$37,693.00	\$38,069.93	\$38,450.63	\$38,835.13	\$39,223.49	\$39,615.72
112	\$32,136.00	\$40,962.43	\$49,788.87	\$36,211.65	\$36,573.77	\$36,939.50	\$37,308.90	\$37,681.99	\$38,058.81	\$38,439.40	\$38,823.79	\$39,212.03	\$39,604.15	\$40,000.19	\$40,400.19	\$40,804.19
113	\$33,100.08	\$42,191.31	\$51,282.54	\$37,298.00	\$37,670.98	\$38,047.69	\$38,428.17	\$38,812.45	\$39,200.57	\$39,592.58	\$39,988.50	\$40,388.39	\$40,792.27	\$41,200.19	\$41,612.20	\$42,028.32
114	\$34,093.08	\$43,457.05	\$52,821.01	\$38,416.94	\$38,801.11	\$39,189.12	\$39,581.01	\$39,976.82	\$40,376.59	\$40,780.35	\$41,188.16	\$41,600.04	\$42,016.04	\$42,436.20	\$42,860.56	\$43,289.17
115	\$35,115.87	\$44,760.76	\$54,405.64	\$39,569.45	\$39,965.14	\$40,364.79	\$40,768.44	\$41,176.12	\$41,587.89	\$42,003.77	\$42,423.80	\$42,848.04	\$43,276.52	\$43,709.29	\$44,146.38	\$44,587.84
116	\$36,520.51	\$46,551.19	\$56,581.87	\$41,152.22	\$41,563.75	\$41,979.38	\$42,399.18	\$42,823.17	\$43,251.40	\$43,683.92	\$44,120.75	\$44,561.96	\$45,007.58	\$45,457.66	\$45,912.23	\$46,371.36
117	\$37,981.33	\$48,413.24	\$58,845.14	\$42,798.31	\$43,226.30	\$43,658.56	\$44,095.15	\$44,536.10	\$44,981.46	\$45,431.27	\$45,885.59	\$46,344.44	\$46,807.89	\$47,275.96	\$47,748.72	\$48,226.21
118	\$39,500.58	\$50,349.77	\$61,198.95	\$44,510.25	\$44,955.35	\$45,404.90	\$45,858.95	\$46,317.54	\$46,780.72	\$47,248.52	\$47,721.01	\$48,198.22	\$48,680.20	\$49,167.00	\$49,658.67	\$50,155.26
119	\$41,080.61	\$52,363.76	\$63,646.91	\$46,290.66	\$46,753.56	\$47,221.10	\$47,693.31	\$48,170.24	\$48,651.94	\$49,138.46	\$49,629.85	\$50,126.15	\$50,627.41	\$51,133.68	\$51,645.02	\$52,161.47
120	\$42,723.83	\$54,458.31	\$66,192.78	\$48,142.28	\$48,623.71	\$49,109.94	\$49,601.04	\$50,097.05	\$50,598.02	\$51,104.00	\$51,615.04	\$52,131.19	\$52,652.51	\$53,179.03	\$53,710.82	\$54,247.93
121	\$44,860.02	\$57,181.22	\$69,502.42	\$50,549.40	\$51,054.89	\$51,565.44	\$52,081.09	\$52,601.90	\$53,127.92	\$53,659.20	\$54,195.79	\$54,737.75	\$55,285.13	\$55,837.98	\$56,396.36	\$56,960.33
122	\$47,103.02	\$60,040.28	\$72,977.54	\$53,076.87	\$53,607.63	\$54,143.71	\$54,685.15	\$55,232.00	\$55,784.32	\$56,342.16	\$56,905.58	\$57,474.64	\$58,049.39	\$58,629.88	\$59,216.18	\$59,808.34
123	\$49,458.17	\$63,042.30	\$76,626.42	\$55,730.71	\$56,288.02	\$56,850.90	\$57,419.41	\$57,993.60	\$58,573.54	\$59,159.27	\$59,750.86	\$60,348.37	\$60,951.86	\$61,561.37	\$62,176.99	\$62,798.76
124	\$52,425.67	\$66,824.84	\$81,224.00	\$59,074.55	\$59,665.30	\$60,261.95	\$60,864.57	\$61,473.22	\$62,087.95	\$62,708.83	\$63,335.92	\$63,969.27	\$64,608.97	\$65,255.06	\$65,907.61	\$66,566.68
125	\$55,571.21	\$70,834.33	\$86,097.44	\$62,619.03	\$63,245.22	\$63,877.67	\$64,516.44	\$65,161.61	\$65,813.22	\$66,471.36	\$67,136.07	\$67,807.43	\$68,485.51	\$69,170.36	\$69,862.06	\$70,560.68
126	\$58,905.48	\$75,084.38	\$91,263.29	\$66,376.17	\$67,039.93	\$67,710.33	\$68,387.43	\$69,071.31	\$69,762.02	\$70,459.64	\$71,164.23	\$71,875.88	\$72,594.64	\$73,320.58	\$74,053.79	\$74,794.33
127	\$62,439.81	\$79,589.45	\$96,739.09	\$70,358.74	\$71,062.32	\$71,772.95	\$72,490.68	\$73,215.58	\$73,947.74	\$74,687.22	\$75,434.09	\$76,188.43	\$76,950.31	\$77,719.82	\$78,497.02	\$79,281.99
128	\$66,810.59	\$85,160.71	\$103,510.83	\$75,283.85	\$76,036.69	\$76,797.05	\$77,565.02	\$78,340.67	\$79,124.08	\$79,915.32	\$80,714.48	\$81,521.62	\$82,336.84	\$83,160.20	\$83,991.81	\$84,831.72
129	\$71,487.33	\$91,121.96	\$110,756.58	\$80,553.72	\$81,359.25	\$82,172.85	\$82,994.58	\$83,824.52	\$84,662.77	\$85,509.39	\$86,364.49	\$87,228.13	\$88,100.41	\$88,981.42	\$89,871.23	\$90,769.95
130	\$76,491.45	\$97,500.50	\$118,509.54	\$86,192.48	\$87,054.40	\$87,924.95	\$88,804.20	\$89,692.24	\$90,589.16	\$91,495.05	\$92,410.00	\$93,334.10	\$94,267.44	\$95,210.12	\$96,162.22	\$97,123.84
131	\$81,845.85	\$104,325.53	\$126,805.21	\$92,225.95	\$93,148.21	\$94,079.69	\$95,020.49	\$95,970.69	\$96,930.40	\$97,899.71	\$98,878.70	\$99,867.49	\$100,866.16	\$101,874.83	\$102,893.57	\$103,922.51
132	\$87,575.06	\$111,628.32	\$135,681.58	\$98,681.77	\$99,668.59	\$100,665.27	\$101,671.92	\$102,688.64	\$103,715.53	\$104,752.69	\$105,800.21	\$106,858.21	\$107,926.80	\$109,006.06	\$110,096.12	\$111,197.09
133	\$93,705.31	\$119,442.30	\$145,179.29	\$105,589.49	\$106,645.39	\$107,711.84	\$108,788.96	\$109,876.85	\$110,975.62	\$112,085.37	\$113,206.23	\$114,338.29	\$115,481.67	\$116,636.49	\$117,802.85	\$118,980.88
134	\$100,733.21	\$128,400.47	\$156,067.73	\$113,508.70	\$114,643.79	\$115,790.23	\$116,948.13	\$118,117.61	\$119,298.79	\$120,491.78	\$121,696.69	\$122,913.66	\$124,142.80	\$125,384.23	\$126,638.07	\$127,904.45
135	\$108,288.20	\$138,030.51	\$167,772.81	\$122,021.86	\$123,242.07	\$124,474.50	\$125,719.24	\$126,976.43	\$128,246.20	\$129,528.66	\$130,823.95	\$132,132.19	\$133,453.51	\$134,788.04	\$136,135.92	\$137,497.28
136	\$116,409.82	\$148,382.80	\$180,355.77	\$131,173.50	\$132,485.23	\$133,810.08	\$135,148.18	\$136,499.67	\$137,864.66	\$139,243.31	\$140,635.74	\$142,042.10	\$143,462.52	\$144,897.15	\$146,346.12	\$147,809.58
137	\$125,140.55	\$159,511.51	\$193,882.46	\$141,011.51	\$142,421.62	\$143,845.84	\$145,284.30	\$146,737.14	\$148,204.51	\$149,686.56	\$151,183.42	\$152,695.26	\$154,222.21	\$155,764.43	\$157,322.08	\$158,895.30
138	\$134,526.09	\$171,474.87	\$208,423.64	\$151,587.37	\$153,103.24	\$154,634.28	\$156,180.62	\$157,742.43	\$159,319.85	\$160,913.05	\$162,522.18	\$164,147.40	\$165,788.87	\$167,446.76	\$169,121.23	\$170,812.44
139	\$144,615.55	\$184,335.48	\$224,055.42	\$162,956.42	\$164,585.99	\$166,231.85	\$167,894.17	\$169,573.11	\$171,268.84	\$172,981.53	\$174,711.34	\$176,458.46	\$178,223.04	\$180,005.27	\$181,805.32	\$183,623.38
140	\$166,307.88	\$211,985.81	\$257,663.73	\$187,399.89	\$189,273.89	\$191,166.62	\$193,078.29	\$195,009.07	\$196,959.16	\$198,928.76	\$200,918.04	\$202,927.22	\$204,956.50	\$207,006.06	\$209,076.12	\$211,166.88

APPENDIX C (CONTINUED)
GENERAL EMPLOYEE PAY PLAN

Grade	Minimum	Midpoint	Maximum	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38
111	\$31,200.00	\$39,769.35	\$48,338.71	\$40,011.88	\$40,412.00	\$40,816.12	\$41,224.28	\$41,636.52	\$42,052.89	\$42,473.42	\$42,898.15	\$43,327.13	\$43,760.40	\$44,198.01	\$44,639.99	\$45,086.39
112	\$32,136.00	\$40,962.43	\$49,788.87	\$41,212.23	\$41,624.36	\$42,040.60	\$42,461.01	\$42,885.62	\$43,314.47	\$43,747.62	\$44,185.09	\$44,626.94	\$45,073.21	\$45,523.95	\$45,979.19	\$46,438.98
113	\$33,100.08	\$42,191.31	\$51,282.54	\$42,448.60	\$42,873.09	\$43,301.82	\$43,734.84	\$44,172.19	\$44,613.91	\$45,060.05	\$45,510.65	\$45,965.75	\$46,425.41	\$46,889.66	\$47,358.56	\$47,832.15
114	\$34,093.08	\$43,457.05	\$52,821.01	\$43,722.06	\$44,159.28	\$44,600.87	\$45,046.88	\$45,497.35	\$45,952.32	\$46,411.85	\$46,875.97	\$47,344.73	\$47,818.17	\$48,296.35	\$48,779.32	\$49,267.11
115	\$35,115.87	\$44,760.76	\$54,405.64	\$45,033.72	\$45,484.06	\$45,938.90	\$46,398.29	\$46,862.27	\$47,330.89	\$47,804.20	\$48,282.24	\$48,765.07	\$49,252.72	\$49,745.25	\$50,242.70	\$50,745.12
116	\$36,520.51	\$46,551.19	\$56,581.87	\$46,835.07	\$47,303.42	\$47,776.46	\$48,254.22	\$48,736.76	\$49,224.13	\$49,716.37	\$50,213.53	\$50,715.67	\$51,222.83	\$51,735.05	\$52,252.41	\$52,774.93
117	\$37,981.33	\$48,413.24	\$58,845.14	\$48,708.47	\$49,195.56	\$49,687.51	\$50,184.39	\$50,686.23	\$51,193.09	\$51,705.03	\$52,222.08	\$52,744.30	\$53,271.74	\$53,804.46	\$54,342.50	\$54,885.93
118	\$39,500.58	\$50,349.77	\$61,198.95	\$50,656.81	\$51,163.38	\$51,675.01	\$52,191.76	\$52,713.68	\$53,240.82	\$53,773.23	\$54,310.96	\$54,854.07	\$55,402.61	\$55,956.64	\$56,516.20	\$57,081.36
119	\$41,080.61	\$52,363.76	\$63,646.91	\$52,683.08	\$53,209.92	\$53,742.01	\$54,279.43	\$54,822.23	\$55,370.45	\$55,924.16	\$56,483.40	\$57,048.23	\$57,618.71	\$58,194.90	\$58,776.85	\$59,364.62
120	\$42,723.83	\$54,458.31	\$66,192.78	\$54,790.41	\$55,338.31	\$55,891.70	\$56,450.61	\$57,015.12	\$57,585.27	\$58,161.12	\$58,742.73	\$59,330.16	\$59,923.46	\$60,522.70	\$61,127.92	\$61,739.20
121	\$44,860.02	\$57,181.22	\$69,502.42	\$57,529.93	\$58,105.23	\$58,686.28	\$59,273.14	\$59,865.87	\$60,464.53	\$61,069.18	\$61,679.87	\$62,296.67	\$62,919.64	\$63,548.83	\$64,184.32	\$64,826.16
122	\$47,103.02	\$60,040.28	\$72,977.54	\$60,406.42	\$61,010.49	\$61,620.59	\$62,236.80	\$62,859.17	\$63,487.76	\$64,122.64	\$64,763.86	\$65,411.50	\$66,065.62	\$66,726.27	\$67,393.54	\$68,067.47
123	\$49,458.17	\$63,042.30	\$76,626.42	\$63,426.75	\$64,061.01	\$64,701.62	\$65,348.64	\$66,002.13	\$66,662.15	\$67,328.77	\$68,002.06	\$68,682.08	\$69,368.90	\$70,062.59	\$70,763.21	\$71,470.84
124	\$52,425.67	\$66,824.84	\$81,224.00	\$67,232.35	\$67,904.67	\$68,583.72	\$69,269.56	\$69,962.25	\$70,661.88	\$71,368.50	\$72,082.18	\$72,803.00	\$73,531.03	\$74,266.34	\$75,009.01	\$75,759.10
125	\$55,571.21	\$70,834.33	\$86,097.44	\$71,266.29	\$71,978.95	\$72,698.74	\$73,425.73	\$74,159.99	\$74,901.59	\$75,650.60	\$76,407.11	\$77,171.18	\$77,942.89	\$78,722.32	\$79,509.55	\$80,304.64
126	\$58,905.48	\$75,084.38	\$91,263.29	\$75,542.27	\$76,297.69	\$77,060.67	\$77,831.28	\$78,609.59	\$79,395.68	\$80,189.64	\$80,991.54	\$81,801.45	\$82,619.47	\$83,445.66	\$84,280.12	\$85,122.92
127	\$62,439.81	\$79,589.45	\$96,739.09	\$80,074.81	\$80,875.55	\$81,684.31	\$82,501.15	\$83,326.16	\$84,159.43	\$85,001.02	\$85,851.03	\$86,709.54	\$87,576.64	\$88,452.40	\$89,336.93	\$90,230.30
128	\$66,810.59	\$85,160.71	\$103,510.83	\$85,680.04	\$86,536.84	\$87,402.21	\$88,276.23	\$89,159.00	\$90,050.59	\$90,951.09	\$91,860.60	\$92,779.21	\$93,707.00	\$94,644.07	\$95,590.51	\$96,546.42
129	\$71,487.33	\$91,121.96	\$110,756.58	\$91,677.64	\$92,594.42	\$93,520.37	\$94,455.57	\$95,400.12	\$96,354.13	\$97,317.67	\$98,290.84	\$99,273.75	\$100,266.49	\$101,269.15	\$102,281.85	\$103,304.66
130	\$76,491.45	\$97,500.50	\$118,509.54	\$98,095.08	\$99,076.03	\$100,066.79	\$101,067.46	\$102,078.13	\$103,098.91	\$104,129.90	\$105,171.20	\$106,222.92	\$107,285.14	\$108,358.00	\$109,441.58	\$110,535.99
131	\$81,845.85	\$104,325.53	\$126,805.21	\$104,961.74	\$106,011.35	\$107,071.47	\$108,142.18	\$109,223.60	\$110,315.84	\$111,419.00	\$112,533.19	\$113,658.52	\$114,795.10	\$115,943.06	\$117,102.49	\$118,273.51
132	\$87,575.06	\$111,628.32	\$135,681.58	\$112,309.06	\$113,432.15	\$114,566.47	\$115,712.13	\$116,869.26	\$118,037.95	\$119,218.33	\$120,410.51	\$121,614.62	\$122,830.76	\$124,059.07	\$125,299.66	\$126,552.66
133	\$93,705.31	\$119,442.30	\$145,179.29	\$120,170.69	\$121,372.40	\$122,586.12	\$123,811.98	\$125,050.10	\$126,300.60	\$127,563.61	\$128,839.25	\$130,127.64	\$131,428.91	\$132,743.20	\$134,070.64	\$135,411.34
134	\$100,733.21	\$128,400.47	\$156,067.73	\$129,183.49	\$130,475.33	\$131,780.08	\$133,097.88	\$134,428.86	\$135,773.15	\$137,130.88	\$138,502.19	\$139,887.21	\$141,286.08	\$142,698.94	\$144,125.93	\$145,567.19
135	\$108,288.20	\$138,030.51	\$167,772.81	\$138,872.25	\$140,260.98	\$141,663.59	\$143,080.22	\$144,511.03	\$145,956.14	\$147,415.70	\$148,889.85	\$150,378.75	\$151,882.54	\$153,401.37	\$154,935.38	\$156,484.73
136	\$116,409.82	\$148,382.80	\$180,355.77	\$149,287.67	\$150,780.55	\$152,288.36	\$153,811.24	\$155,349.35	\$156,902.85	\$158,471.87	\$160,056.59	\$161,657.16	\$163,273.73	\$164,906.47	\$166,555.53	\$168,221.09
137	\$125,140.55	\$159,511.51	\$193,882.46	\$160,484.25	\$162,089.09	\$163,709.98	\$165,347.08	\$167,000.55	\$168,670.56	\$170,357.26	\$172,060.84	\$173,781.45	\$175,519.26	\$177,274.45	\$179,047.20	\$180,837.67
138	\$134,526.09	\$171,474.87	\$208,423.64	\$172,520.57	\$174,245.77	\$175,988.23	\$177,748.11	\$179,525.59	\$181,320.85	\$183,134.06	\$184,965.40	\$186,815.05	\$188,683.20	\$190,570.04	\$192,475.74	\$194,400.49
139	\$144,615.55	\$184,335.48	\$224,055.42	\$185,459.61	\$187,314.21	\$189,187.35	\$191,079.22	\$192,990.01	\$194,919.91	\$196,869.11	\$198,837.81	\$200,826.18	\$202,834.44	\$204,862.79	\$206,911.42	\$208,980.53
140	\$166,307.88	\$211,985.81	\$257,663.73	\$213,278.55	\$215,411.34	\$217,565.45	\$219,741.11	\$221,938.52	\$224,157.90	\$226,399.48	\$228,663.48	\$230,950.11	\$233,259.61	\$235,592.21	\$237,948.13	\$240,327.61

APPENDIX C (CONTINUED)
GENERAL EMPLOYEE PAY PLAN

Grade	Minimum	Midpoint	Maximum	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45
111	\$31,200.00	\$39,769.35	\$48,338.71	\$45,537.25	\$45,992.62	\$46,452.55	\$46,917.07	\$47,386.24	\$47,860.11	\$48,338.71
112	\$32,136.00	\$40,962.43	\$49,788.87	\$46,903.37	\$47,372.40	\$47,846.12	\$48,324.59	\$48,807.83	\$49,295.91	\$49,788.87
113	\$33,100.08	\$42,191.31	\$51,282.54	\$48,310.47	\$48,793.57	\$49,281.51	\$49,774.32	\$50,272.07	\$50,774.79	\$51,282.54
114	\$34,093.08	\$43,457.05	\$52,821.01	\$49,759.78	\$50,257.38	\$50,759.95	\$51,267.55	\$51,780.23	\$52,298.03	\$52,821.01
115	\$35,115.87	\$44,760.76	\$54,405.64	\$51,252.58	\$51,765.10	\$52,282.75	\$52,805.58	\$53,333.64	\$53,866.97	\$54,405.64
116	\$36,520.51	\$46,551.19	\$56,581.87	\$53,302.68	\$53,835.71	\$54,374.06	\$54,917.80	\$55,466.98	\$56,021.65	\$56,581.87
117	\$37,981.33	\$48,413.24	\$58,845.14	\$55,434.79	\$55,989.13	\$56,549.03	\$57,114.52	\$57,685.66	\$58,262.52	\$58,845.14
118	\$39,500.58	\$50,349.77	\$61,198.95	\$57,652.18	\$58,228.70	\$58,810.99	\$59,399.10	\$59,993.09	\$60,593.02	\$61,198.95
119	\$41,080.61	\$52,363.76	\$63,646.91	\$59,958.26	\$60,557.85	\$61,163.43	\$61,775.06	\$62,392.81	\$63,016.74	\$63,646.91
120	\$42,723.83	\$54,458.31	\$66,192.78	\$62,356.60	\$62,980.16	\$63,609.96	\$64,246.06	\$64,888.52	\$65,537.41	\$66,192.78
121	\$44,860.02	\$57,181.22	\$69,502.42	\$65,474.42	\$66,129.17	\$66,790.46	\$67,458.37	\$68,132.95	\$68,814.28	\$69,502.42
122	\$47,103.02	\$60,040.28	\$72,977.54	\$68,748.15	\$69,435.63	\$70,129.98	\$70,831.28	\$71,539.60	\$72,254.99	\$72,977.54
123	\$49,458.17	\$63,042.30	\$76,626.42	\$72,185.55	\$72,907.41	\$73,636.48	\$74,372.85	\$75,116.58	\$75,867.74	\$76,626.42
124	\$52,425.67	\$66,824.84	\$81,224.00	\$76,516.69	\$77,281.85	\$78,054.67	\$78,835.22	\$79,623.57	\$80,419.81	\$81,224.00
125	\$55,571.21	\$70,834.33	\$86,097.44	\$81,107.69	\$81,918.76	\$82,737.95	\$83,565.33	\$84,400.99	\$85,245.00	\$86,097.44
126	\$58,905.48	\$75,084.38	\$91,263.29	\$85,974.15	\$86,833.89	\$87,702.23	\$88,579.25	\$89,465.04	\$90,359.69	\$91,263.29
127	\$62,439.81	\$79,589.45	\$96,739.09	\$91,132.60	\$92,043.92	\$92,964.36	\$93,894.01	\$94,832.95	\$95,781.28	\$96,739.09
128	\$66,810.59	\$85,160.71	\$103,510.83	\$97,511.88	\$98,487.00	\$99,471.87	\$100,466.59	\$101,471.25	\$102,485.97	\$103,510.83
129	\$71,487.33	\$91,121.96	\$110,756.58	\$104,337.71	\$105,381.09	\$106,434.90	\$107,499.25	\$108,574.24	\$109,659.98	\$110,756.58
130	\$76,491.45	\$97,500.50	\$118,509.54	\$111,641.35	\$112,757.76	\$113,885.34	\$115,024.20	\$116,174.44	\$117,336.18	\$118,509.54
131	\$81,845.85	\$104,325.53	\$126,805.21	\$119,456.25	\$120,650.81	\$121,857.32	\$123,075.89	\$124,306.65	\$125,549.71	\$126,805.21
132	\$87,575.06	\$111,628.32	\$135,681.58	\$127,818.18	\$129,096.36	\$130,387.33	\$131,691.20	\$133,008.11	\$134,338.19	\$135,681.58
133	\$93,705.31	\$119,442.30	\$145,179.29	\$136,765.46	\$138,133.11	\$139,514.44	\$140,909.59	\$142,318.68	\$143,741.87	\$145,179.29
134	\$100,733.21	\$128,400.47	\$156,067.73	\$147,022.87	\$148,493.09	\$149,978.02	\$151,477.80	\$152,992.58	\$154,522.51	\$156,067.73
135	\$108,288.20	\$138,030.51	\$167,772.81	\$158,049.58	\$159,630.08	\$161,226.38	\$162,838.64	\$164,467.03	\$166,111.70	\$167,772.81
136	\$116,409.82	\$148,382.80	\$180,355.77	\$169,903.30	\$171,602.33	\$173,318.35	\$175,051.54	\$176,802.05	\$178,570.07	\$180,355.77
137	\$125,140.55	\$159,511.51	\$193,882.46	\$182,646.05	\$184,472.51	\$186,317.23	\$188,180.40	\$190,062.21	\$191,962.83	\$193,882.46
138	\$134,526.09	\$171,474.87	\$208,423.64	\$196,344.50	\$198,307.94	\$200,291.02	\$202,293.93	\$204,316.87	\$206,360.04	\$208,423.64
139	\$144,615.55	\$184,335.48	\$224,055.42	\$211,070.34	\$213,181.04	\$215,312.85	\$217,465.98	\$219,640.64	\$221,837.05	\$224,055.42
140	\$166,307.88	\$211,985.81	\$257,663.73	\$242,730.89	\$245,158.20	\$247,609.78	\$250,085.88	\$252,586.73	\$255,112.60	\$257,663.73

APPENDIX D
PUBLIC SAFETY PAY PLANS

Grade	Min	Mid	Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
PS0	\$33,100.00	\$42,191.21	\$51,282.41	\$33,100.00	\$33,431.00	\$33,765.31	\$34,102.96	\$34,443.99	\$34,788.43	\$35,136.32	\$35,487.68	\$35,842.56	\$36,200.98	\$36,562.99	\$36,928.62	\$37,297.91
PS1	\$45,000.00	\$57,359.65	\$69,719.29	\$45,000.00	\$45,450.00	\$45,904.50	\$46,363.55	\$46,827.18	\$47,295.45	\$47,768.41	\$48,246.09	\$48,728.55	\$49,215.84	\$49,708.00	\$50,205.08	\$50,707.13
PS2	\$50,000.00	\$63,732.94	\$77,465.88	\$50,000.00	\$50,500.00	\$51,005.00	\$51,515.05	\$52,030.20	\$52,550.50	\$53,076.01	\$53,606.77	\$54,142.84	\$54,684.26	\$55,231.11	\$55,783.42	\$56,341.25
PS3	\$57,500.00	\$73,292.88	\$89,085.76	\$57,500.00	\$58,075.00	\$58,655.75	\$59,242.31	\$59,834.73	\$60,433.08	\$61,037.41	\$61,647.78	\$62,264.26	\$62,886.90	\$63,515.77	\$64,150.93	\$64,792.44
PS4	\$60,000.00	\$76,479.53	\$92,959.05	\$60,000.00	\$60,600.00	\$61,206.00	\$61,818.06	\$62,436.24	\$63,060.60	\$63,691.21	\$64,328.12	\$64,971.40	\$65,621.12	\$66,277.33	\$66,940.10	\$67,609.50
PS5	\$65,000.00	\$82,852.82	\$100,705.64	\$65,000.00	\$65,650.00	\$66,306.50	\$66,969.57	\$67,639.26	\$68,315.65	\$68,998.81	\$69,688.80	\$70,385.69	\$71,089.54	\$71,800.44	\$72,518.44	\$73,243.63
PS6	\$70,000.00	\$89,226.12	\$108,452.23	\$70,000.00	\$70,700.00	\$71,407.00	\$72,121.07	\$72,842.28	\$73,570.70	\$74,306.41	\$75,049.47	\$75,799.97	\$76,557.97	\$77,323.55	\$78,096.78	\$78,877.75
PS7	\$80,000.00	\$101,972.70	\$123,945.41	\$80,000.00	\$80,800.00	\$81,608.00	\$82,424.08	\$83,248.32	\$84,080.80	\$84,921.61	\$85,770.83	\$86,628.54	\$87,494.82	\$88,369.77	\$89,253.47	\$90,146.00
PS8	\$95,000.00	\$121,092.58	\$147,185.17	\$95,000.00	\$95,950.00	\$96,909.50	\$97,878.60	\$98,857.38	\$99,845.95	\$100,844.41	\$101,852.86	\$102,871.39	\$103,900.10	\$104,939.10	\$105,988.49	\$107,048.38
PS9	\$120,000.00	\$152,959.05	\$185,918.11	\$120,000.00	\$121,200.00	\$122,412.00	\$123,636.12	\$124,872.48	\$126,121.21	\$127,382.42	\$128,656.24	\$129,942.80	\$131,242.23	\$132,554.66	\$133,880.20	\$135,219.00
F0	\$42,500.00	\$54,173.00	\$65,846.00	\$42,500.00	\$42,925.00	\$43,354.25	\$43,787.80	\$44,225.67	\$44,667.93	\$45,114.61	\$45,565.76	\$46,021.41	\$46,481.63	\$46,946.44	\$47,415.91	\$47,890.07
F1	\$45,000.00	\$57,359.65	\$69,719.29	\$45,000.00	\$45,450.00	\$45,904.50	\$46,363.55	\$46,827.18	\$47,295.45	\$47,768.41	\$48,246.09	\$48,728.55	\$49,215.84	\$49,708.00	\$50,205.08	\$50,707.13
F2	\$47,500.00	\$60,546.29	\$73,592.58	\$47,500.00	\$47,975.00	\$48,454.75	\$48,939.30	\$49,428.69	\$49,922.98	\$50,422.21	\$50,926.43	\$51,435.69	\$51,950.05	\$52,469.55	\$52,994.25	\$53,524.19
F3	\$50,000.00	\$63,732.94	\$77,465.88	\$50,000.00	\$50,500.00	\$51,005.00	\$51,515.05	\$52,030.20	\$52,550.50	\$53,076.01	\$53,606.77	\$54,142.84	\$54,684.26	\$55,231.11	\$55,783.42	\$56,341.25
F4	\$57,500.00	\$73,292.88	\$89,085.76	\$57,500.00	\$58,075.00	\$58,655.75	\$59,242.31	\$59,834.73	\$60,433.08	\$61,037.41	\$61,647.78	\$62,264.26	\$62,886.90	\$63,515.77	\$64,150.93	\$64,792.44
F5	\$65,000.00	\$82,852.82	\$100,705.64	\$65,000.00	\$65,650.00	\$66,306.50	\$66,969.57	\$67,639.26	\$68,315.65	\$68,998.81	\$69,688.80	\$70,385.69	\$71,089.54	\$71,800.44	\$72,518.44	\$73,243.63
F6	\$70,000.00	\$89,226.12	\$108,452.23	\$70,000.00	\$70,700.00	\$71,407.00	\$72,121.07	\$72,842.28	\$73,570.70	\$74,306.41	\$75,049.47	\$75,799.97	\$76,557.97	\$77,323.55	\$78,096.78	\$78,877.75
F7	\$75,000.00	\$95,599.41	\$116,198.82	\$75,000.00	\$75,750.00	\$76,507.50	\$77,272.58	\$78,045.30	\$78,825.75	\$79,614.01	\$80,410.15	\$81,214.25	\$82,026.40	\$82,846.66	\$83,675.13	\$84,511.88
F8	\$80,000.00	\$101,972.70	\$123,945.41	\$80,000.00	\$80,800.00	\$81,608.00	\$82,424.08	\$83,248.32	\$84,080.80	\$84,921.61	\$85,770.83	\$86,628.54	\$87,494.82	\$88,369.77	\$89,253.47	\$90,146.00
F9	\$95,000.00	\$121,092.58	\$147,185.17	\$95,000.00	\$95,950.00	\$96,909.50	\$97,878.60	\$98,857.38	\$99,845.95	\$100,844.41	\$101,852.86	\$102,871.39	\$103,900.10	\$104,939.10	\$105,988.49	\$107,048.38
F10	\$120,000.00	\$152,959.05	\$185,918.11	\$120,000.00	\$121,200.00	\$122,412.00	\$123,636.12	\$124,872.48	\$126,121.21	\$127,382.42	\$128,656.24	\$129,942.80	\$131,242.23	\$132,554.66	\$133,880.20	\$135,219.00
C1	\$42,500.00	\$54,173.00	\$65,846.00	\$42,500.00	\$42,925.00	\$43,354.25	\$43,787.79	\$44,225.67	\$44,667.93	\$45,114.61	\$45,565.75	\$46,021.41	\$46,481.62	\$46,946.44	\$47,415.90	\$47,890.06
C2	\$43,500.00	\$55,447.66	\$67,395.31	\$43,500.00	\$43,935.00	\$44,374.35	\$44,818.09	\$45,266.27	\$45,718.94	\$46,176.13	\$46,637.89	\$47,104.27	\$47,575.31	\$48,051.06	\$48,531.57	\$49,016.89
C3	\$45,000.00	\$57,359.65	\$69,719.29	\$45,000.00	\$45,450.00	\$45,904.50	\$46,363.55	\$46,827.18	\$47,295.45	\$47,768.41	\$48,246.09	\$48,728.55	\$49,215.84	\$49,708.00	\$50,205.08	\$50,707.13
C4	\$57,500.00	\$73,292.88	\$89,085.76	\$57,500.00	\$58,075.00	\$58,655.75	\$59,242.31	\$59,834.73	\$60,433.08	\$61,037.41	\$61,647.78	\$62,264.26	\$62,886.90	\$63,515.77	\$64,150.93	\$64,792.44
C5	\$65,000.00	\$82,852.82	\$100,705.64	\$65,000.00	\$65,650.00	\$66,306.50	\$66,969.57	\$67,639.26	\$68,315.65	\$68,998.81	\$69,688.80	\$70,385.69	\$71,089.54	\$71,800.44	\$72,518.44	\$73,243.63
C6	\$80,000.00	\$101,972.70	\$123,945.41	\$80,000.00	\$80,800.00	\$81,608.00	\$82,424.08	\$83,248.32	\$84,080.80	\$84,921.61	\$85,770.83	\$86,628.54	\$87,494.82	\$88,369.77	\$89,253.47	\$90,146.00
C7	\$100,000.00	\$127,465.88	\$154,931.76	\$100,000.00	\$101,000.00	\$102,010.00	\$103,030.10	\$104,060.40	\$105,101.01	\$106,152.02	\$107,213.54	\$108,285.67	\$109,368.53	\$110,462.21	\$111,566.83	\$112,682.50

APPENDIX D (CONTINUED)
PUBLIC SAFETY PAY PLANS

Grade	Min	Mid	Max	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
PS0	\$33,100.00	\$42,191.21	\$51,282.41	\$37,670.89	\$38,047.60	\$38,428.07	\$38,812.35	\$39,200.48	\$39,592.48	\$39,988.41	\$40,388.29	\$40,792.17	\$41,200.09	\$41,612.10	\$42,028.22	\$42,448.50
PS1	\$45,000.00	\$57,359.65	\$69,719.29	\$51,214.20	\$51,726.34	\$52,243.60	\$52,766.04	\$53,293.70	\$53,826.64	\$54,364.90	\$54,908.55	\$55,457.64	\$56,012.21	\$56,572.34	\$57,138.06	\$57,709.44
PS2	\$50,000.00	\$63,732.94	\$77,465.88	\$56,904.66	\$57,473.71	\$58,048.45	\$58,628.93	\$59,215.22	\$59,807.37	\$60,405.45	\$61,009.50	\$61,619.60	\$62,235.79	\$62,858.15	\$63,486.73	\$64,121.60
PS3	\$57,500.00	\$73,292.88	\$89,085.76	\$65,440.36	\$66,094.77	\$66,755.71	\$67,423.27	\$68,097.50	\$68,778.48	\$69,466.26	\$70,160.93	\$70,862.54	\$71,571.16	\$72,286.87	\$73,009.74	\$73,739.84
PS4	\$60,000.00	\$76,479.53	\$92,959.05	\$68,285.60	\$68,968.45	\$69,658.14	\$70,354.72	\$71,058.27	\$71,768.85	\$72,486.54	\$73,211.40	\$73,943.52	\$74,682.95	\$75,429.78	\$76,184.08	\$76,945.92
PS5	\$65,000.00	\$82,852.82	\$100,705.64	\$73,976.06	\$74,715.82	\$75,462.98	\$76,217.61	\$76,979.79	\$77,749.59	\$78,527.08	\$79,312.35	\$80,105.48	\$80,906.53	\$81,715.60	\$82,532.75	\$83,358.08
PS6	\$70,000.00	\$89,226.12	\$108,452.23	\$79,666.53	\$80,463.19	\$81,267.83	\$82,080.51	\$82,901.31	\$83,730.32	\$84,567.63	\$85,413.30	\$86,267.44	\$87,130.11	\$88,001.41	\$88,881.43	\$89,770.24
PS7	\$80,000.00	\$101,972.70	\$123,945.41	\$91,047.46	\$91,957.94	\$92,877.52	\$93,806.29	\$94,744.35	\$95,691.80	\$96,648.72	\$97,615.20	\$98,591.36	\$99,577.27	\$100,573.04	\$101,578.77	\$102,594.56
PS8	\$95,000.00	\$121,092.58	\$147,185.17	\$108,118.86	\$109,200.05	\$110,292.05	\$111,394.97	\$112,508.92	\$113,634.01	\$114,770.35	\$115,918.05	\$117,077.23	\$118,248.01	\$119,430.49	\$120,624.79	\$121,831.04
PS9	\$120,000.00	\$152,959.05	\$185,918.11	\$136,571.19	\$137,936.91	\$139,316.27	\$140,709.44	\$142,116.53	\$143,537.70	\$144,973.07	\$146,422.80	\$147,887.03	\$149,365.90	\$150,859.56	\$152,368.16	\$153,891.84
F0	\$42,500.00	\$54,173.00	\$65,846.00	\$48,368.97	\$48,852.66	\$49,341.18	\$49,834.60	\$50,332.94	\$50,836.27	\$51,344.63	\$51,858.08	\$52,376.66	\$52,900.43	\$53,429.43	\$53,963.73	\$54,503.36
F1	\$45,000.00	\$57,359.65	\$69,719.29	\$51,214.20	\$51,726.34	\$52,243.60	\$52,766.04	\$53,293.70	\$53,826.64	\$54,364.90	\$54,908.55	\$55,457.64	\$56,012.21	\$56,572.34	\$57,138.06	\$57,709.44
F2	\$47,500.00	\$60,546.29	\$73,592.58	\$54,059.43	\$54,600.03	\$55,146.03	\$55,697.49	\$56,254.46	\$56,817.01	\$57,385.18	\$57,959.03	\$58,538.62	\$59,124.00	\$59,715.24	\$60,312.40	\$60,915.52
F3	\$50,000.00	\$63,732.94	\$77,465.88	\$56,904.66	\$57,473.71	\$58,048.45	\$58,628.93	\$59,215.22	\$59,807.37	\$60,405.45	\$61,009.50	\$61,619.60	\$62,235.79	\$62,858.15	\$63,486.73	\$64,121.60
F4	\$57,500.00	\$73,292.88	\$89,085.76	\$65,440.36	\$66,094.77	\$66,755.71	\$67,423.27	\$68,097.50	\$68,778.48	\$69,466.26	\$70,160.93	\$70,862.54	\$71,571.16	\$72,286.87	\$73,009.74	\$73,739.84
F5	\$65,000.00	\$82,852.82	\$100,705.64	\$73,976.06	\$74,715.82	\$75,462.98	\$76,217.61	\$76,979.79	\$77,749.59	\$78,527.08	\$79,312.35	\$80,105.48	\$80,906.53	\$81,715.60	\$82,532.75	\$83,358.08
F6	\$70,000.00	\$89,226.12	\$108,452.23	\$79,666.53	\$80,463.19	\$81,267.83	\$82,080.51	\$82,901.31	\$83,730.32	\$84,567.63	\$85,413.30	\$86,267.44	\$87,130.11	\$88,001.41	\$88,881.43	\$89,770.24
F7	\$75,000.00	\$95,599.41	\$116,198.82	\$85,357.00	\$86,210.57	\$87,072.67	\$87,943.40	\$88,822.83	\$89,711.06	\$90,608.17	\$91,514.25	\$92,429.40	\$93,353.69	\$94,287.23	\$95,230.10	\$96,182.40
F8	\$80,000.00	\$101,972.70	\$123,945.41	\$91,047.46	\$91,957.94	\$92,877.52	\$93,806.29	\$94,744.35	\$95,691.80	\$96,648.72	\$97,615.20	\$98,591.36	\$99,577.27	\$100,573.04	\$101,578.77	\$102,594.56
F9	\$95,000.00	\$121,092.58	\$147,185.17	\$108,118.86	\$109,200.05	\$110,292.05	\$111,394.97	\$112,508.92	\$113,634.01	\$114,770.35	\$115,918.05	\$117,077.23	\$118,248.01	\$119,430.49	\$120,624.79	\$121,831.04
F10	\$120,000.00	\$152,959.05	\$185,918.11	\$136,571.19	\$137,936.91	\$139,316.27	\$140,709.44	\$142,116.53	\$143,537.70	\$144,973.07	\$146,422.80	\$147,887.03	\$149,365.90	\$150,859.56	\$152,368.16	\$153,891.84
C1	\$42,500.00	\$54,173.00	\$65,846.00	\$48,368.96	\$48,852.65	\$49,341.18	\$49,834.59	\$50,332.94	\$50,836.27	\$51,344.63	\$51,858.08	\$52,376.66	\$52,900.42	\$53,429.43	\$53,963.72	\$54,503.36
C2	\$43,500.00	\$55,447.66	\$67,395.31	\$49,507.06	\$50,002.13	\$50,502.15	\$51,007.17	\$51,517.24	\$52,032.42	\$52,552.74	\$53,078.27	\$53,609.05	\$54,145.14	\$54,686.59	\$55,233.46	\$55,785.79
C3	\$45,000.00	\$57,359.65	\$69,719.29	\$51,214.20	\$51,726.34	\$52,243.60	\$52,766.04	\$53,293.70	\$53,826.64	\$54,364.90	\$54,908.55	\$55,457.64	\$56,012.21	\$56,572.34	\$57,138.06	\$57,709.44
C4	\$57,500.00	\$73,292.88	\$89,085.76	\$65,440.36	\$66,094.77	\$66,755.71	\$67,423.27	\$68,097.50	\$68,778.48	\$69,466.26	\$70,160.93	\$70,862.54	\$71,571.16	\$72,286.87	\$73,009.74	\$73,739.84
C5	\$65,000.00	\$82,852.82	\$100,705.64	\$73,976.06	\$74,715.82	\$75,462.98	\$76,217.61	\$76,979.79	\$77,749.59	\$78,527.08	\$79,312.35	\$80,105.48	\$80,906.53	\$81,715.60	\$82,532.75	\$83,358.08
C6	\$80,000.00	\$101,972.70	\$123,945.41	\$91,047.46	\$91,957.94	\$92,877.52	\$93,806.29	\$94,744.35	\$95,691.80	\$96,648.72	\$97,615.20	\$98,591.36	\$99,577.27	\$100,573.04	\$101,578.77	\$102,594.56
C7	\$100,000.00	\$127,465.88	\$154,931.76	\$113,809.33	\$114,947.42	\$116,096.90	\$117,257.86	\$118,430.44	\$119,614.75	\$120,810.90	\$122,019.00	\$123,239.19	\$124,471.59	\$125,716.30	\$126,973.46	\$128,243.20

APPENDIX D (CONTINUED)
PUBLIC SAFETY PAY PLANS

Grade	Min	Mid	Max	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39
PS0	\$33,100.00	\$42,191.21	\$51,282.41	\$42,872.98	\$43,301.71	\$43,734.73	\$44,172.08	\$44,613.80	\$45,059.94	\$45,510.54	\$45,965.64	\$46,425.30	\$46,889.55	\$47,358.45	\$47,832.03	\$48,310.35
PS1	\$45,000.00	\$57,359.65	\$69,719.29	\$58,286.53	\$58,869.40	\$59,458.09	\$60,052.67	\$60,653.20	\$61,259.73	\$61,872.33	\$62,491.05	\$63,115.96	\$63,747.12	\$64,384.60	\$65,028.44	\$65,678.73
PS2	\$50,000.00	\$63,732.94	\$77,465.88	\$64,762.82	\$65,410.44	\$66,064.55	\$66,725.19	\$67,392.45	\$68,066.37	\$68,747.03	\$69,434.50	\$70,128.85	\$70,830.14	\$71,538.44	\$72,253.82	\$72,976.36
PS3	\$57,500.00	\$73,292.88	\$89,085.76	\$74,477.24	\$75,222.01	\$75,974.23	\$76,733.97	\$77,501.31	\$78,276.33	\$79,059.09	\$79,849.68	\$80,648.18	\$81,454.66	\$82,269.21	\$83,091.90	\$83,922.82
PS4	\$60,000.00	\$76,479.53	\$92,959.05	\$77,715.38	\$78,492.53	\$79,277.46	\$80,070.23	\$80,870.93	\$81,679.64	\$82,496.44	\$83,321.41	\$84,154.62	\$84,996.17	\$85,846.13	\$86,704.59	\$87,571.63
PS5	\$65,000.00	\$82,852.82	\$100,705.64	\$84,191.66	\$85,033.58	\$85,883.91	\$86,742.75	\$87,610.18	\$88,486.28	\$89,371.14	\$90,264.86	\$91,167.50	\$92,079.18	\$92,999.97	\$93,929.97	\$94,869.27
PS6	\$70,000.00	\$89,226.12	\$108,452.23	\$90,667.94	\$91,574.62	\$92,490.37	\$93,415.27	\$94,349.42	\$95,292.92	\$96,245.85	\$97,208.31	\$98,180.39	\$99,162.19	\$100,153.81	\$101,155.35	\$102,166.91
PS7	\$80,000.00	\$101,972.70	\$123,945.41	\$103,620.51	\$104,656.71	\$105,703.28	\$106,760.31	\$107,827.91	\$108,906.19	\$109,995.25	\$111,095.21	\$112,206.16	\$113,328.22	\$114,461.50	\$115,606.12	\$116,762.18
PS8	\$95,000.00	\$121,092.58	\$147,185.17	\$123,049.35	\$124,279.84	\$125,522.64	\$126,777.87	\$128,045.65	\$129,326.10	\$130,619.36	\$131,925.56	\$133,244.81	\$134,577.26	\$135,923.03	\$137,282.26	\$138,655.09
PS9	\$120,000.00	\$152,959.05	\$185,918.11	\$155,430.76	\$156,985.07	\$158,554.92	\$160,140.47	\$161,741.87	\$163,359.29	\$164,992.88	\$166,642.81	\$168,309.24	\$169,992.33	\$171,692.25	\$173,409.18	\$175,143.27
F0	\$42,500.00	\$54,173.00	\$65,846.00	\$55,048.40	\$55,598.88	\$56,154.87	\$56,716.42	\$57,283.58	\$57,856.42	\$58,434.98	\$59,019.33	\$59,609.53	\$60,205.62	\$60,807.68	\$61,415.75	\$62,029.91
F1	\$45,000.00	\$57,359.65	\$69,719.29	\$58,286.53	\$58,869.40	\$59,458.09	\$60,052.67	\$60,653.20	\$61,259.73	\$61,872.33	\$62,491.05	\$63,115.96	\$63,747.12	\$64,384.60	\$65,028.44	\$65,678.73
F2	\$47,500.00	\$60,546.29	\$73,592.58	\$61,524.67	\$62,139.92	\$62,761.32	\$63,388.93	\$64,022.82	\$64,663.05	\$65,309.68	\$65,962.78	\$66,622.41	\$67,288.63	\$67,961.52	\$68,641.13	\$69,327.54
F3	\$50,000.00	\$63,732.94	\$77,465.88	\$64,762.82	\$65,410.44	\$66,064.55	\$66,725.19	\$67,392.45	\$68,066.37	\$68,747.03	\$69,434.50	\$70,128.85	\$70,830.14	\$71,538.44	\$72,253.82	\$72,976.36
F4	\$57,500.00	\$73,292.88	\$89,085.76	\$74,477.24	\$75,222.01	\$75,974.23	\$76,733.97	\$77,501.31	\$78,276.33	\$79,059.09	\$79,849.68	\$80,648.18	\$81,454.66	\$82,269.21	\$83,091.90	\$83,922.82
F5	\$65,000.00	\$82,852.82	\$100,705.64	\$84,191.66	\$85,033.58	\$85,883.91	\$86,742.75	\$87,610.18	\$88,486.28	\$89,371.14	\$90,264.86	\$91,167.50	\$92,079.18	\$92,999.97	\$93,929.97	\$94,869.27
F6	\$70,000.00	\$89,226.12	\$108,452.23	\$90,667.94	\$91,574.62	\$92,490.37	\$93,415.27	\$94,349.42	\$95,292.92	\$96,245.85	\$97,208.31	\$98,180.39	\$99,162.19	\$100,153.81	\$101,155.35	\$102,166.91
F7	\$75,000.00	\$95,599.41	\$116,198.82	\$97,144.22	\$98,115.67	\$99,096.82	\$100,087.79	\$101,088.67	\$102,099.56	\$103,120.55	\$104,151.76	\$105,193.27	\$106,245.21	\$107,307.66	\$108,380.74	\$109,464.54
F8	\$80,000.00	\$101,972.70	\$123,945.41	\$103,620.51	\$104,656.71	\$105,703.28	\$106,760.31	\$107,827.91	\$108,906.19	\$109,995.25	\$111,095.21	\$112,206.16	\$113,328.22	\$114,461.50	\$115,606.12	\$116,762.18
F9	\$95,000.00	\$121,092.58	\$147,185.17	\$123,049.35	\$124,279.84	\$125,522.64	\$126,777.87	\$128,045.65	\$129,326.10	\$130,619.36	\$131,925.56	\$133,244.81	\$134,577.26	\$135,923.03	\$137,282.26	\$138,655.09
F10	\$120,000.00	\$152,959.05	\$185,918.11	\$155,430.76	\$156,985.07	\$158,554.92	\$160,140.47	\$161,741.87	\$163,359.29	\$164,992.88	\$166,642.81	\$168,309.24	\$169,992.33	\$171,692.25	\$173,409.18	\$175,143.27
C1	\$42,500.00	\$54,173.00	\$65,846.00	\$55,048.39	\$55,598.88	\$56,154.87	\$56,716.41	\$57,283.58	\$57,856.41	\$58,434.98	\$59,019.33	\$59,609.52	\$60,205.62	\$60,807.67	\$61,415.75	\$62,029.91
C2	\$43,500.00	\$55,447.66	\$67,395.31	\$56,343.65	\$56,907.09	\$57,476.16	\$58,050.92	\$58,631.43	\$59,217.74	\$59,809.92	\$60,408.02	\$61,012.10	\$61,622.22	\$62,238.44	\$62,860.83	\$63,489.43
C3	\$45,000.00	\$57,359.65	\$69,719.29	\$58,286.53	\$58,869.40	\$59,458.09	\$60,052.67	\$60,653.20	\$61,259.73	\$61,872.33	\$62,491.05	\$63,115.96	\$63,747.12	\$64,384.60	\$65,028.44	\$65,678.73
C4	\$57,500.00	\$73,292.88	\$89,085.76	\$74,477.24	\$75,222.01	\$75,974.23	\$76,733.97	\$77,501.31	\$78,276.33	\$79,059.09	\$79,849.68	\$80,648.18	\$81,454.66	\$82,269.21	\$83,091.90	\$83,922.82
C5	\$65,000.00	\$82,852.82	\$100,705.64	\$84,191.66	\$85,033.58	\$85,883.91	\$86,742.75	\$87,610.18	\$88,486.28	\$89,371.14	\$90,264.86	\$91,167.50	\$92,079.18	\$92,999.97	\$93,929.97	\$94,869.27
C6	\$80,000.00	\$101,972.70	\$123,945.41	\$103,620.51	\$104,656.71	\$105,703.28	\$106,760.31	\$107,827.91	\$108,906.19	\$109,995.25	\$111,095.21	\$112,206.16	\$113,328.22	\$114,461.50	\$115,606.12	\$116,762.18
C7	\$100,000.00	\$127,465.88	\$154,931.76	\$129,525.63	\$130,820.89	\$132,129.10	\$133,450.39	\$134,784.89	\$136,132.74	\$137,494.07	\$138,869.01	\$140,257.70	\$141,660.28	\$143,076.88	\$144,507.65	\$145,952.72

APPENDIX D (CONTINUED)
PUBLIC SAFETY PAY PLANS

Grade	Min	Mid	Max	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45
PS0	\$33,100.00	\$42,191.21	\$51,282.41	\$48,793.46	\$49,281.39	\$49,774.20	\$50,271.95	\$50,774.66	\$51,282.41
PS1	\$45,000.00	\$57,359.65	\$69,719.29	\$66,335.51	\$66,998.87	\$67,668.86	\$68,345.55	\$69,029.00	\$69,719.29
PS2	\$50,000.00	\$63,732.94	\$77,465.88	\$73,706.13	\$74,443.19	\$75,187.62	\$75,939.49	\$76,698.89	\$77,465.88
PS3	\$57,500.00	\$73,292.88	\$89,085.76	\$84,762.04	\$85,609.66	\$86,465.76	\$87,330.42	\$88,203.72	\$89,085.76
PS4	\$60,000.00	\$76,479.53	\$92,959.05	\$88,447.35	\$89,331.82	\$90,225.14	\$91,127.39	\$92,038.67	\$92,959.05
PS5	\$65,000.00	\$82,852.82	\$100,705.64	\$95,817.96	\$96,776.14	\$97,743.90	\$98,721.34	\$99,708.56	\$100,705.64
PS6	\$70,000.00	\$89,226.12	\$108,452.23	\$103,188.58	\$104,220.46	\$105,262.67	\$106,315.29	\$107,378.45	\$108,452.23
PS7	\$80,000.00	\$101,972.70	\$123,945.41	\$117,929.80	\$119,109.10	\$120,300.19	\$121,503.19	\$122,718.22	\$123,945.41
PS8	\$95,000.00	\$121,092.58	\$147,185.17	\$140,041.64	\$141,442.05	\$142,856.48	\$144,285.04	\$145,727.89	\$147,185.17
PS9	\$120,000.00	\$152,959.05	\$185,918.11	\$176,894.70	\$178,663.65	\$180,450.28	\$182,254.79	\$184,077.34	\$185,918.11
F0	\$42,500.00	\$54,173.00	\$65,846.00	\$62,650.21	\$63,276.71	\$63,909.48	\$64,548.57	\$65,194.06	\$65,846.00
F1	\$45,000.00	\$57,359.65	\$69,719.29	\$66,335.51	\$66,998.87	\$67,668.86	\$68,345.55	\$69,029.00	\$69,719.29
F2	\$47,500.00	\$60,546.29	\$73,592.58	\$70,020.82	\$70,721.03	\$71,428.24	\$72,142.52	\$72,863.95	\$73,592.58
F3	\$50,000.00	\$63,732.94	\$77,465.88	\$73,706.13	\$74,443.19	\$75,187.62	\$75,939.49	\$76,698.89	\$77,465.88
F4	\$57,500.00	\$73,292.88	\$89,085.76	\$84,762.04	\$85,609.66	\$86,465.76	\$87,330.42	\$88,203.72	\$89,085.76
F5	\$65,000.00	\$82,852.82	\$100,705.64	\$95,817.96	\$96,776.14	\$97,743.90	\$98,721.34	\$99,708.56	\$100,705.64
F6	\$70,000.00	\$89,226.12	\$108,452.23	\$103,188.58	\$104,220.46	\$105,262.67	\$106,315.29	\$107,378.45	\$108,452.23
F7	\$75,000.00	\$95,599.41	\$116,198.82	\$110,559.19	\$111,664.78	\$112,781.43	\$113,909.24	\$115,048.33	\$116,198.82
F8	\$80,000.00	\$101,972.70	\$123,945.41	\$117,929.80	\$119,109.10	\$120,300.19	\$121,503.19	\$122,718.22	\$123,945.41
F9	\$95,000.00	\$121,092.58	\$147,185.17	\$140,041.64	\$141,442.05	\$142,856.48	\$144,285.04	\$145,727.89	\$147,185.17
F10	\$120,000.00	\$152,959.05	\$185,918.11	\$176,894.70	\$178,663.65	\$180,450.28	\$182,254.79	\$184,077.34	\$185,918.11
C1	\$42,500.00	\$54,173.00	\$65,846.00	\$62,650.21	\$63,276.71	\$63,909.48	\$64,548.57	\$65,194.06	\$65,846.00
C2	\$43,500.00	\$55,447.66	\$67,395.31	\$64,124.33	\$64,765.57	\$65,413.23	\$66,067.36	\$66,728.03	\$67,395.31
C3	\$45,000.00	\$57,359.65	\$69,719.29	\$66,335.51	\$66,998.87	\$67,668.86	\$68,345.55	\$69,029.00	\$69,719.29
C4	\$57,500.00	\$73,292.88	\$89,085.76	\$84,762.04	\$85,609.66	\$86,465.76	\$87,330.42	\$88,203.72	\$89,085.76
C5	\$65,000.00	\$82,852.82	\$100,705.64	\$95,817.96	\$96,776.14	\$97,743.90	\$98,721.34	\$99,708.56	\$100,705.64
C6	\$80,000.00	\$101,972.70	\$123,945.41	\$117,929.80	\$119,109.10	\$120,300.19	\$121,503.19	\$122,718.22	\$123,945.41
C7	\$100,000.00	\$127,465.88	\$154,931.76	\$147,412.25	\$148,886.37	\$150,375.24	\$151,878.99	\$153,397.78	\$154,931.76

ORDINANCE

No. _____

An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS, AS FOLLOWS:**PART 1****Adoption of a new Classification and Compensation Plan Report and Repeal of Conflicting Ordinances****SECTION 1**

The Classification and Compensation Plan Report designated as “Exhibit A” submitted by Evergreen Solutions and dated August 23, 2022 (hereinafter “the Pay Plan”), is hereby approved and shall be implemented during Fiscal Year 2023, beginning with the first pay period after the Finance Director and Human Resources Director confirm in writing that the necessary data downloads are in place. The first day of the first pay period to which the Pay Plan can be applied shall hereinafter be referred as the “Implementation Date.”

SECTION 2

Placement of Public Safety and general government positions in the Pay Plan shall be as follows:

- (a) Initial placement of employees into the Pay Plan will be based upon the position they hold on the Implementation Date.
- (b) Placement into the new Pay Plan at a different level, title or rank than held by the employee prior to the Implementation Date is not to be considered a promotion. Therefore, the new promotion policy contained in this ordinance does not apply to the initial placement of employees into the new Pay Plan and will not result in a promotional salary increase.

SECTION 3

Pursuant to the Pay Plan, all full-time classified CCG employees shall receive an annual increase of at least one-step in grade as approved by Council during the budget process starting with the fiscal year beginning July 1, 2023. Those certain employees whose salaries currently meet or exceed the maximum step for their grades as set forth in the Pay Plan shall receive step increases and other Council approved pay increases that will be calculated consistently with the Pay Plan.

SECTION 4

As recommended by Evergreen Solutions, the City Staff shall review advancing the pay scale annually during the budget process to keep pace with the CPI (Consumer Price Index) or the ECI (Employment Cost Index) and make recommendations for Council approval.

SECTION 5

Ordinance No. 06-40, Section 24, and Ordinance No. 06-87, in its entirety, are hereby repealed.

PART II

Amendments to Ordinance No. 22-027, the Operating Budget for the Fiscal Year ending June 30, 2023

SECTION 6

The first paragraph of Section 28 of Ordinance No. 22-027 is hereby repealed and replaced with the section below and reads as follows:

“Public safety officers hired after the implementation of the Pay Plan shall receive a sign-on bonus of \$5,000.00, provided that they continuously meet the written criteria established by their departments. Each public safety department shall develop written criteria for receipt of the bonus and such written criteria shall be approved in advance by the City Manager. The bonus shall be paid semiannually over a 24 month period, in increments of \$1,250.00 to officers continuing to be employed and to meet the written criteria. Public safety officers rehired within twelve months of their separation date are ineligible for receiving a second sign-on bonus. The public safety officer may; however, receive any remaining portion of the initial sign-on bonus. The sign-on bonus shall be reviewed by the Council every two years after the effective date of this ordinance. The sign-on bonus applies to Public Safety Officers in the Police Department, Sheriff’s Office, Fire/EMS Department, and Muscogee County Prison.”

SECTION 7

The second paragraph of Section 28 of Ordinance No. 22-027 which pertains to the quarterly retention bonus of \$1,500 payable to all full-time sworn personnel in the Police Department including 911 Communications Technicians, Fire/EMS Department, Emergency Management/Homeland Security Department, Sheriff’s Office, and Muscogee County Prison shall be repealed effective upon the Implementation Date of the Pay Plan.

SECTION 8

Upon the Implementation Date of the Pay Plan, Sections 29, 30, 31, 32, 36, 38, and 39 of Ordinance No. 22-027 are repealed in their entirety. Pay Reform and Restructure ordinances, Pay Reform Longevity Plan and Recruitment and Retention Plan ordinances adopted related to the Police Department, Sheriff's Office, Fire/EMS Department, and Muscogee County Prison in Ordinance No. 15-24, Ordinance No.16-17, Ordinance No.18-21, Ordinance No.19-027, Ordinance No.17-24, Ordinance No.20-018, and Ordinance No.21-032 are repealed and replaced with the following paragraph upon the Implementation Date:

Public Safety sworn personnel in the Police Department, Sheriff's Office, Fire/EMS Department, Muscogee County Prison, and Emergency Management/Homeland Security will receive a one-step in grade longevity increase in the new pay plan at certain "milestone" years that mirror the increases they received under the "Pay Reform" system. Therefore, after years 3, 5, 7, 10, 15, 20, 25, 30 and 35, Public Safety sworn employees will receive an additional step increase above and beyond the increases that are approved by Council for all employees.

Public Safety Officers who separate and are re-hired in any Public Safety Department forfeit any milestone or longevity pay received during prior employment. Re-hired Public Safety Officers will be treated as a newly hired sworn officer as it relates to longevity pay.

SECTION 9

Upon the Implementation Date, Section 40 of Ordinance No 22-027 is hereby repealed to the extent it is inconsistent with any new hourly pay rates set forth in the Pay Plan.

PART III **Revisions of Chapter 16B of the Columbus Code**

SECTION 10

Columbus Code Sections 16B-3-2 and 16B-3-2.1 are hereby deleted in their entirety and are replaced by a new Section 16B-3-2-- **Promotions** to read as follows:

"Public safety and general government employees that are selected for promotion will receive a six step increase measured from their current pay grade and step and placed into the new grade at the nearest salary. Or, the employee will be placed at the first step of the new position and grade, whichever is greater."

SECTION 11

Columbus Code Section 16B-3-3 – **Demotions** is hereby deleted in its entirety and replaced by a new section 16B-3-3 to read as follows:

“When an employee is demoted to a lower class position, the employee’s pay shall be decreased by six steps measured back from their current pay grade and step and placed into the new grade and step at the nearest salary. If the employee cannot be decreased by six steps as required above, they will be placed at the first step for the new position and grade.”

SECTION 12

Columbus Code Section 16B-7-7 – **Voluntary demotions** is hereby deleted in its entirety and replaced by a new section 16B-7-7 to read as follows:

“An employee may be demoted at his own request to a vacant position in a lower class, subject to the approval of the Human Resources Director with compensation to be determined in accordance with Columbus Code Section 16B-3-3 with appropriate adjustments consistent with the Pay Plan that are recommended by the affected Department and approved by the Human Resources Director. The Human Resources Director shall determine whether the employee is qualified to perform the duties and responsibilities of the lower class of position.”

Part IV Other Pay Incentives and Supplements to be Continued

SECTION 13

The existing supplements or pay enhancements currently in effect before the Implementation Date that are not specifically addressed in this ordinance, including but not limited to OLOST supplements for the various Public Safety agencies and certification pay and specialty pay for the Fire and EMS Departments, shall remain in effect and be paid in addition to the grade and step pay indicated for each employee in the Pay Plan.

SECTION 14

Educational Incentive Pay for Public Safety shall be subject to the following provisions:

(a) Public safety employees receiving their first bachelor’s or master’s degree after June 30, 2006, shall receive an educational incentive of \$1,200 for each degree. The incentive shall be paid as a separate line item and not be included in the base employee compensation that is calculated on a step basis.

(b) Public safety employees currently employed and enrolled in a baccalaureate or master’s program on June 30, 2006, receiving their first Bachelor’s or Master’s degree on or before June 30, 2008, at their option, may receive the educational incentive authorized prior to July 1, 2006. Transcripts shall be provided to the Department of Human Resources as proof of such enrollment. The incentive shall be paid by- advancing the employee’s salary two steps in the same grade, up to the maximum pay for the grade.

(c) Public safety employees receiving their first associate's or bachelor's degree after October 31, 2022, shall receive an educational incentive of \$1,250 for an associate degree or \$2,500 for a bachelor's degree. The incentive shall be paid as a separate line item and not be included in the base employee compensation.

(d) Public safety employees currently employed and enrolled in a master's degree program on October 31, 2022, receiving their first master's degree on or before October 31, 2024, may receive the educational incentive authorized prior to October 31, 2022. Transcripts shall be provided to the Department of Human Resources as proof of such enrollment. No education incentive will be offered for receiving a master's degree after October 31, 2024.

(e) The educational equivalent of an associate's degree for the purpose of applying subsection (c) above is defined as a minimum of 96 quarter hours or 63 semester hours of post-secondary education as a college or university accredited by the Southern Association of Colleges and Schools, National Student Clearing House or its equivalent, provided said course work is above the developmental level and contains, at least: two English; one math; two science or technology; one social studies; and one humanity. This definition shall not be construed as waiving the associate or higher degree requirement for promotional qualification or any other process.

SECTION 15

Operational procedure for Multi-level Qualifications and Career ladder positions-

Public safety and general government positions assigned multiple levels by the Pay Plan, to provide salary differentials for different levels of qualifications shall be administered by the following general rules:

- (a) Clear measurable criteria will be used to determine qualification for each advanced level. Where the criteria were not specified in the Pay Plan, departments will develop appropriate standards to be approved by the City Manager.
- (b) Employees that qualify for advancement in pay grade will receive the salary obtained by advancing the current salary in the current grade six steps and placed into the new grade at the nearest salary. Or, the employee will be placed at the minimum step for the new position and grade, whichever is greater.
- (c) Initial placement of employees in multi-level positions will be as specified by the Pay Plan or based upon their assigned position on the Implementation Date. Department heads may request changes in recommended levels with appropriate justification and approval of the City Manager.
- (d) This procedure only applies to positions in the pay plan designated with a numbered footnote and multi-level description. Positions assigned a "tag" number and having a separate job description are promotional positions and not part of a career ladder, even if the title is numbered or contains the word "senior" in the title. Employees may only advance to promotional positions by successfully competing for an authorized vacant position."

Part V Effective Date and Repealer

SECTION 16

This ordinance shall be effective upon the Pay Plan Implementation Date as defined above.

SECTION 17

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the ____ day of _____, 2022; introduced a second time at a regular meeting of said Council held on the ____ day of _____, 2022, and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen	voting	_____
Councilor Barnes	voting	_____
Councilor Crabb	voting	_____
Councilor Davis	voting	_____
Councilor Garrett	voting	_____
Councilor House	voting	_____
Councilor Huff	voting	_____
Councilor Thomas	voting	_____
Councilor Tucker	voting	_____
Councilor Woodson	voting	_____

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson, III, Mayor

File Attachments for Item:

5. 1st Reading- An ordinance regulating vehicular traffic in Columbus, Georgia by establishing a list of roadways approved for the use of speed detection devices on behalf of the Columbus Consolidated Government; repealing conflicting ordinances; and for other purposes. (Mayor Pro-Tem)

ORDINANCE**NO.**_____

An ordinance regulating vehicular traffic in Columbus, Georgia by establishing a list of roadways approved for the use of speed detection devices on behalf of the Columbus Consolidated Government; repealing conflicting ordinances; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS AS FOLLOWS:

SECTION I.

The list of public street segments and their corresponding speed limits attached hereto as Exhibit A is approved for the use of speed detection devices by law enforcement officers.

SECTION II.

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 30th day of August 2022, introduced a second time at a regular meeting of said Council held on the 13th day of September 2022, and adopted at said meeting by the affirmative vote of _____ members of Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson, III, Mayor

Rev. July 2022

LIST NUMBER 0722-215C

The Consolidated Government of Columbus-Muscogee is hereby requesting that the following roadways be approved for the use of speed detection devices:

LIST OF ROADWAYS
for
THE CONSOLIDATED GOVERNMENT OF COLUMBUS-MUSCOGEE
ON-SYSTEM ROADWAYS

ALL ON-SYSTEM ROUTES HAVE BEEN VERIFIED BY GEORGIA DEPARTMENT OF
TRANSPORTATION

STATE ROUTE	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	MILE POINT	TO	MILE POINT	LENGTH IN MILES	SPEED LIMIT
S.R. 1 (Veteran's Parkway)	COLUMBUS	State Route 520 (4 th Street)	7.20	100 feet north of 15 th Street	8.64	1.44	35
S.R. 1 (Veteran's Parkway)	COLUMBUS	100 feet north of 15 th Street	8.64	1320 feet north of 18 th Street	9.24	0.60	40
S.R. 1 (Veteran's Parkway)	COLUMBUS	1320 feet north of 18 th Street	9.24	500 feet north of Moon Road	15.61	6.37	45
S.R. 1 (Veteran's Parkway)	COLUMBUS	500 feet north of Moon Road	15.61	100 feet north of Hancock Road	16.76	1.15	50
S.R. 1 (Veteran's Parkway)	COLUMBUS	100 feet north of Hancock Road	16.76	Harris County Line	19.45	2.69	55
S.R. 22 (J.R. Allen Parkway)	COLUMBUS	Alabama State Line	0.00	Warm Springs Road (Underpass)	8.95	8.95	65
S.R. 22 (J.R. Allen Parkway)	COLUMBUS	Warm Springs Road (Underpass)	8.95	1300 feet west of Flat Rock Rd. (west)	9.25	0.30	55
S.R. 22 (J.R. Allen Parkway / Beaver Run Road)	COLUMBUS	1300 feet west of Flat Rock Rd. (west)	9.25	2250 feet east of Psalmomd Road	11.33	2.08	45
S.R. 22 (Beaver Run Road / Macon Road)	COLUMBUS	2250 feet east of Psalmomd Road	11.33	3877 feet east of Garrett Road	13.31	1.98	55
S.R. 22 (Beaver Run Road / Macon Road)	COLUMBUS	3877 feet east of Garrett Road	13.31	Talbot County Line	21.86	8.55	65
S.R. 22	COLUMBUS	S.R. 85 (Manchester	0.00	1320 feet north of	0.25	0.25	40

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LIST NUMBER 0722-215C

STATE ROUTE	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	MILE POINT	TO	MILE POINT	LENGTH IN MILES	SPEED LIMIT
CONN. (2 nd Ave.)		Expressway)		S.R. 85 (Manchester Expressway)			
S.R. 22 CONN. (2 nd Ave.)	COLUMBUS	1320 feet north of S.R. 85 (Manchester Expressway)	0.25	S.R. 22 (J.R. Allen Parkway)	0.34	0.34	45
S.R. 22 SPUR (13 th St.)	COLUMBUS	S.R. 1 (Veterans Parkway)	0.00	100 feet west of 13 th Avenue	0.75	0.75	35
S.R. 22 SPUR (13 th St. / Wynnton Rd.)	COLUMBUS	100 feet west of 13 th Avenue	0.75	100 feet west of Tate Drive	2.08	1.33	30
S.R. 22 SPUR (13 th St. / Wynnton Rd.) SCHOOL ZONE	COLUMBUS Wynnton Elementary 7:00 to 9:00am 2:00 to 4:00pm SCHOOL DAYS ONLY	100 feet west of Britt Avenue	1.74	100 feet east of Ada Avenue	1.99	0.25	25
S.R. 22 SPUR (Macon Rd.)	COLUMBUS	100 feet west of Tate Drive	2.08	100 feet west of Forrest Road	3.54	1.46	35
S.R. 22 SPUR (Macon Rd.)	COLUMBUS	100 feet west of Forrest Road	3.54	500 feet east of Saddleridge Drive	6.42	2.88	40
S.R. 22 SPUR (Macon Rd.)	COLUMBUS	500 feet east of Saddleridge Drive	6.42	1000 feet east of Schatulga Road	8.67	2.25	50
S.R. 22 SPUR (Macon Rd.) SCHOOL ZONE	COLUMBUS Waddel Elementary 7:00 to 9:00am 2:00 to 4:00pm SCHOOL DAYS ONLY	300 feet west of Miller Road	7.40	300 feet east of Miller Road	7.52	0.12	40
S.R. 22 SPUR (Macon Rd.)	COLUMBUS	1000 feet east of Schatulga Road	8.67	State Route 22 (Beaver Run Road)	10.30	1.63	55
S.R. 85 (14 th St.)	COLUMBUS	S.R. 1 (Veterans Parkway)	0.00	2 nd Avenue / 14 th Street	0.14	0.14	30
S.R. 85 (2 nd Ave.)	COLUMBUS	2 nd Avenue / 14 th Street	0.14	300 feet south of 44 th Street	2.37	2.23	35
S.R. 85 (2 nd Ave.)	COLUMBUS	300 feet south of 44 th Street	2.37	45 th Street	2.53	0.16	40
S.R. 85 (Manchester Expressway)	COLUMBUS	45 th Street	2.53	100 feet east of S.R. 1 (Veterans Parkway)	3.50	0.97	40
S.R. 85 (Manchester Expressway)	COLUMBUS River Road Elementary	300 feet west of S.R. 219 (River Road)	2.94	300 feet east of S.R. 219 (River Road)	3.06	0.12	30

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STATE ROUTE	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	MILE POINT	TO	MILE POINT	LENGTH IN MILES	SPEED LIMIT
SCHOOL ZONE	7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY						
S.R. 85 (Manchester Expressway)	COLUMBUS	100 feet east of S.R. 1 (Veterans Parkway)	3.50	100 feet west of I-185 southbound off ramp	4.71	1.21	45
S.R. 85 (Manchester Expressway)	COLUMBUS	100 feet west of I-185 southbound off ramp	4.71	2640 feet east of Reese Road	6.35	1.64	50
S.R. 85 (Manchester Expressway)	COLUMBUS	2640 feet east of Reese Road	6.35	1800 feet south of Warm Springs Rd. (underpass)	6.77	0.42	55
S.R. 85 (Manchester Expressway)	COLUMBUS	1800 feet south of Warm Springs Rd. (underpass)	6.77	Harris County Line	14.63	7.86	65
S.R. 219 (River Road)	COLUMBUS	S.R. 1 (Veterans Parkway)	0.00	500 feet north of Bradley Park Drive	2.53	2.53	40
S.R. 219 (River Road) SCHOOL ZONE	COLUMBUS <i>River Road Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	150 feet south of Turner Road	1.21	190 feet north of Heath Drive	1.40	0.19	30
S.R. 219 (River Road) SCHOOL ZONE	COLUMBUS <i>Brookstone School</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Cascade Ct.	2.23	300 feet north of Bradley Park Drive	2.49	0.26	30
S.R. 219 (River Road)	COLUMBUS	500 feet north of Bradley Park Drive	2.53	500 feet south of Double Churches Road	4.10	1.57	45
S.R. 219 (River Road)	COLUMBUS	500 feet south of Double Churches Road	4.10	Harris County Line	8.73	4.63	55
S.R. 411 (I-185)	COLUMBUS	3,770 feet north of S.R. 520 (South City Limits of Columbus)	0.00	A point 5090 feet further north of SR 520 (mile marker 1)	1.00	1.00	60
S.R. 411 (I-185)	COLUMBUS	Double Churches Road	1.00	Harris County Line	13.94	13.94	70
S.R. 520 (4 th St.)	COLUMBUS	Alabama State Line	0.00	100 feet west of 6 th Avenue	0.62	0.62	40
S.R. 520 (Victory Drive)	COLUMBUS	100 feet west of 6 th Avenue	0.64	100 feet west of Jackson Avenue	1.40	0.76	35

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STATE ROUTE	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	MILE POINT	TO	MILE POINT	LENGTH IN MILES	SPEED LIMIT
S.R. 520 (Victory Drive)	COLUMBUS	100 feet west of Jackson Avenue	1.40	Engineer Drive	5.11	3.71	45
S.R. 520 (Victory Drive)	FT. BENNING RESERVATION	Engineer Drive	5.11	500 feet east of I- 185 Northbound off ramp	6.04	0.93	45

SCHOOL ZONES ARE EFFECTIVE**A.M.** from 30 minutes prior to commencement time to 30 minutes after commencement time**SCHOOL DAYS ONLY.****P.M.** from 30 minutes prior to dismissal time to 30 minutes after dismissal time –**SCHOOL DAYS ONLY.**

LIST NUMBER 0722-215C**OFF-SYSTEM ROADWAYS**

**ALL OFF-SYSTEM ROUTES WILL NOT BE VERIFIED BY GEORGIA DEPARTMENT OF
TRANSPORTATION**

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
1 st Avenue	COLUMBUS	4 th Street (S.R. 520)	29 th Street	2.59	30
1 st Avenue	COLUMBUS	29 th Street	North Gordon Boulevard	0.30	25
01 st Avenue SCHOOL ZONE	COLUMBUS <i>Downtown Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	300 feet south of 14 th Street	15 th Street	0.20	25
02 nd Avenue	COLUMBUS	04 th St (S.R. 520)	14 th Street (S.R. 85)	1.32	30
03 rd Avenue	COLUMBUS	04 th Street (S.R. 520)	32 nd Street	2.78	30
03 rd Avenue SCHOOL ZONE	COLUMBUS <i>St. Luke</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	100 feet north of 10 th Street	310 feet north of 11 th Street	0.17	25
05 th Avenue	COLUMBUS	04 th Street (S.R. 1/ S.R. 520)	Talbotton Road	2.04	30
06 th Avenue	COLUMBUS	04 th Street (S.R. 1/ S.R. 520)	Linwood Boulevard	1.53	30
07 th Avenue	COLUMBUS	Clinton Place	35 th Street	0.25	20
08 th Street	COLUMBUS	Front Avenue	10 th Avenue	0.87	30
08 th Street	COLUMBUS	Buena Vista Road	Illges Road	0.55	30
08 th Street SCHOOL ZONE	COLUMBUS <i>Carver High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	150 west of Annette Avenue	Illges Road	0.27	25
09 th Street	COLUMBUS	Bay Avenue	10 th Avenue	0.95	30
10 th Avenue	COLUMBUS	Victory Drive (S.R. 1/ S.R. 520)	Talbotton Road	2.31	35
10 th Street	COLUMBUS	Bay Avenue	10 th Avenue	0.95	30
11 th Avenue	COLUMBUS	Linwood Boulevard	Talbotton Road	0.52	30
11 th Avenue	COLUMBUS	47 th Street	Alexander Street	0.53	30
11 th Street	COLUMBUS	Bay Avenue	10 th Avenue	1.00	30
11 th Street SCHOOL ZONE	COLUMBUS <i>St. Luke</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	240 feet west of 03 rd Avenue	360 feet east of 03 rd Avenue	0.11	25
12 th Avenue	COLUMBUS	Linwood Boulevard	Hamilton Road	1.50	30

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
12 th Avenue SCHOOL ZONE	COLUMBUS <i>Hanan Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	200 feet south of 24 th Street	40 feet north of Noble Street	0.12	25
12 th Street	COLUMBUS	Bay Avenue	6 th Avenue	0.62	30
13 th Avenue	COLUMBUS	13 th Street (S.R. 22 Spur)	Talbotton Road	1.15	30
13 th Avenue SCHOOL ZONE	COLUMBUS <i>Hanan Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	23 rd Street	Talbotton Road	0.17	25
13 th Street	COLUMBUS	13 th Avenue	Peacock Avenue	0.69	30
14 th Avenue	COLUMBUS	15 th Street	17 th Street	0.28	30
14 th Street	COLUMBUS	10 th Avenue	15 th Avenue	0.54	30
14 th Street SCHOOL ZONE	COLUMBUS <i>Downtown Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	300 feet west of 01 st Avenue	300 feet east of 02 nd Avenue (S.R. 85)	0.19	25
15 th Street	COLUMBUS	1 st Avenue	6 th Avenue	0.40	30
15 th Street	COLUMBUS	7 th Avenue	18 th Avenue	0.90	30
15 th Street SCHOOL ZONE	COLUMBUS <i>Downtown Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	1 st Avenue	300 feet east of 02 nd Avenue (S.R. 85)	0.14	25
17 th Avenue	COLUMBUS	17 th Street	Warm Springs Road	0.93	30
17 th Avenue	COLUMBUS	Warm Springs Road	34 th St	0.16	30
17 th Avenue	COLUMBUS	34 th St	40 th St	0.44	25
17 th Avenue	COLUMBUS	40 th St	Manchester Expressway (S.R. 85)	0.40	30
17 th Avenue SCHOOL ZONE	COLUMBUS <i>Johnson Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	250 feet south of 35 th Street	38 th Street	0.25	25
17 th Street	COLUMBUS	West dead end (west of 5 th Avenue)	Marilon Drive	2.31	30
17 th Street SCHOOL ZONE	COLUMBUS <i>Columbus High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Cherokee Avenue	120 feet east of Forest Avenue	0.21	25
18 th Avenue	COLUMBUS	Buena Vista Road	Garrand Street	1.13	30
18 th Avenue	COLUMBUS	Garrand Street	Slade Drive	0.47	25
18 th Street	COLUMBUS	10 th Avenue	18 th Avenue	0.75	30

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19 th Street	COLUMBUS	Wildwood Avenue	Hilton Avenue	0.27	25
23 rd Avenue	COLUMBUS	51 st Street	North dead end	0.48	25
23 rd Avenue SCHOOL ZONE	COLUMBUS <i>Allen Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	51 st Street	235 feet south of Coventry Street	0.11	25
23 rd Street	COLUMBUS	02 nd Avenue (S.R. 85)	Hamilton Road	0.37	30
23 rd Street	COLUMBUS	12 th Avenue	19 th Avenue	0.61	30
24 th Street SCHOOL ZONE	COLUMBUS <i>Hanan Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	13 th Av	700 feet east of 13 th Avenue	0.13	25
27 th Street	COLUMBUS	Hamilton Road	Talbotton Road	0.41	30
27 th Street SCHOOL ZONE	COLUMBUS <i>Teenage Parenting Program @ Waverly Terrace</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Beacon Avenue	225 feet southeast of 11 th Avenue	0.12	25
28 th Street SCHOOL ZONE	COLUMBUS <i>Teenage Parenting Program @ Waverly Terrace</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	200 feet east of Beacon Avenue	11 th Avenue	0.11	25
29 th Street	COLUMBUS	01 st Avenue	Veterans Parkway (S.R. 1)	0.57	30
29 th Street	COLUMBUS	Hamilton Road	Talbotton Road	0.63	30
30 th Avenue	COLUMBUS	Victory Drive (S.R. 520)	Cusseta Road	0.72	30
30 th Avenue SCHOOL ZONE	COLUMBUS <i>30th Avenue Center</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	325 feet south of Delta Street	300 feet north of North Lumpkin Road	0.22	25
30 th Avenue SCHOOL ZONE	COLUMBUS <i>Martin Luther King Jr. Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	175 feet south of Dawson Street	Clover Lane	0.15	25
31 st Avenue	COLUMBUS	Cusseta Road	Clover Lane	0.24	25

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31 st Avenue SCHOOL ZONE	COLUMBUS <i>Martin Luther King Jr. Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	175 feet south of Dawson Street	Clover Lane	0.13	25
32 nd Street	COLUMBUS	Hamilton Road	Woodlawn Avenue	0.73	30
32 nd Street SCHOOL ZONE	COLUMBUS <i>Jordan High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	50 feet east of 14 th Avenue	Woodlawn Avenue	0.28	25
35 th Street	COLUMBUS	1 st Avenue	River Road (S.R. 219)	0.66	30
35 th Street	COLUMBUS	Hamilton Road	17 th Avenue	0.66	30
35 th Street SCHOOL ZONE	COLUMBUS <i>Jordan High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Howard Avenue	50 feet east of Sherwood Avenue	0.23	25
35 th Street SCHOOL ZONE	COLUMBUS <i>Fox Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	250 feet west of 06 th Avenue	175 feet east of 07 th Avenue	0.15	25
38 th Street	COLUMBUS	2 nd Avenue (S.R. 85)	Meritas Drive	0.35	30
38 th Street SCHOOL ZONE	COLUMBUS <i>Johnson Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Woodlawn Avenue	17 th Avenue	0.16	25
38 th Street SCHOOL ZONE	COLUMBUS <i>Fox Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	150 feet west of 05 th Avenue	60 feet east of Oates Avenue	0.17	25
39 th Street	COLUMBUS	Hamilton Road	17 th Street	0.49	30
43 rd Street	COLUMBUS	Hamilton Road	17 th Avenue	0.32	30
47 th Street	COLUMBUS	Kolb Avenue	Veterans Parkway (S.R. 1)	0.24	30
51 st Street	COLUMBUS	Kolb Avenue	Veterans Parkway (S.R. 1)	0.42	30
51 st Street	COLUMBUS	Veterans Parkway (S.R. 1)	20 th Avenue	0.28	30
51 st Street	COLUMBUS	Woodruff Road	St. Francis Avenue	0.28	30
51 st Street	COLUMBUS	St. Francis Avenue	Armour Road	0.23	30
52 nd Street	COLUMBUS	Turner Road	Kolb Avenue	0.43	30
54 th Street	COLUMBUS	River Road (S.R. 219)	Veterans Parkway (S.R. 1)	1.42	30

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Access Road (north)	COLUMBUS	Schomburg Road	Blackmon Road	0.44	45
Access Road (south)	COLUMBUS	Schomburg Road	Blackmon Road	0.42	45
Airport Thruway	COLUMBUS	Veterans Parkway (S.R. 1)	West Britt Road	1.27	40
Alexander Street	COLUMBUS	11 th Avenue	Veterans Parkway (S.R. 1)	0.25	30
Algonquin Drive	COLUMBUS	Flint Drive	East Lindsay Drive	0.59	25
Allied Drive	COLUMBUS	Old Cusseta Road	Caspian Drive	0.60	30
Almond Road	COLUMBUS	Fortson Road	Veterans Parkway (S.R. 1)	1.52	40
Alta Vista Road	COLUMBUS	Morris Road	Forrest Road	0.97	30
Amber Drive	COLUMBUS	Buena Vista Drive	Teresa Street	0.30	30
Amber Drive	COLUMBUS	Teresa Street	Buxton Drive	0.80	25
Amber Drive SCHOOL ZONE	COLUMBUS <i>Wesley Heights Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	220 feet south of Glenview Drive	250 feet south of Hunter Road	0.26	20
Amber Drive SCHOOL ZONE	COLUMBUS <i>Kendrick High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Buena Vista Road	Mill Branch Road	0.48	20
Andrews Road	COLUMBUS	Cusseta Road	Buena Vista Road	1.07	35
Anglin Road	COLUMBUS	Arkansas Drive	Reese Road	0.43	30
Anglin Road SCHOOL ZONE	COLUMBUS <i>Gentian Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	150 feet south of Claymore Drive	Westgate Drive	0.31	20
Apex Road	COLUMBUS	38 th Street	River Road (S.R. 219)	0.25	30
Arkansas Drive	COLUMBUS	University Avenue	Anglin Road	0.40	30
Armour Avenue	COLUMBUS	Clubview Drive	Warm Springs Road	0.40	30
Armour Road	COLUMBUS	Warm Springs Road	Airport Thruway	1.25	35
Armour Road	COLUMBUS	Airport Thruway	West Britt David Road	0.62	30
Armour Road SCHOOL ZONE	COLUMBUS <i>Britt David Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	450 feet north of Alma Street	West Britt David Road	0.22	25
Auburn Avenue	COLUMBUS	Macon Road (S.R. 22 Spur)	Edgewood Road	0.90	30
Avalon Road	COLUMBUS	South dead end	Macon Road (S.R. 22 Spur)	0.90	30
Avondale Road	COLUMBUS	West dead end	South Lumpkin Road	0.68	30
Baker Plaza Drive	COLUMBUS	Benning Drive	East dead end	0.36	30

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Baker Plaza Drive SCHOOL ZONE	COLUMBUS <i>Muscogee Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Fort Benning Road	East Dead End	0.20	20
Barbara Road	COLUMBUS	Macon Road (S.R. 22 Spur)	North dead end	0.54	30
Bay Avenue	COLUMBUS	10 th Street	12 th Street	0.28	25
Beaver Trail	COLUMBUS	Beaver Run Road (S.R. 22)	North dead end	0.72	25
Bedford Avenue	COLUMBUS	Tracey Street	Moline Avenue	0.47	30
Bellanca Street	COLUMBUS	West Britt David Road	Shirehill Lane	0.50	30
Belvedere Drive	COLUMBUS	South dead end	Buena Vista Road	0.60	30
Benning Drive	COLUMBUS	South Lumpkin Road	Cusseta Road	1.60	30
Benning Drive SCHOOL ZONE	COLUMBUS Baker Middle 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	700 feet north of Victory Drive (S.R. 520)	300 feet north of Baker Plaza Drive	0.48	25
Biggers Road	COLUMBUS	River Road (S.R. 219)	Whitesville Road	3.00	45
Billings Road	COLUMBUS	Miller Road	Warm Springs Road	1.53	40
Blackmon Road	COLUMBUS	Warm Springs Road	Pierce Chapel Road	2.80	45
Blackmon Road SCHOOL ZONE	COLUMBUS <i>Blackmon Road Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	1,185 feet north of Warm Springs Road	2,225 feet north of Warm Springs Road	0.20	25
Blan Street	COLUMBUS	Lois Avenue	Paddy Avenue	1.00	30
Box Road	COLUMBUS	Box Circle (north)	Macon Road (S.R. 22 Spur)	0.59	30
Boxwood Boulevard	COLUMBUS	Stratford Drive	Macon Road (S.R. 22 Spur)	0.90	30
Bradley Drive	COLUMBUS	Wynnton Road	13th Street (S.R. 22 Spur)	0.22	25
Bradley Park Drive	COLUMBUS	River Road (S.R. 219)	Whitesville Road	1.60	35
Bradley Park Drive (east)	COLUMBUS	Whitesville Road	Whittlesey Road	0.58	30
Bradley Park Drive SCHOOL ZONE	COLUMBUS <i>Brookstone</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet east of River Road (S.R. 219)	300 feet east of Bristol Blvd	0.46	25
Brennan Road	COLUMBUS	Cusseta Road	St. Mary's Road	1.19	35
Bridgewater Road	COLUMBUS	Sherborne Drive	Miller Road	0.39	25
Britton Drive	COLUMBUS	River Road (S.R. 219)	Double Churches Road	0.39	35
Broadmoor Drive	COLUMBUS	Cindy Drive	Diane Avenue	0.67	30

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Broadmoor Drive SCHOOL ZONE	COLUMBUS <i>Key Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet west of Patsy Lane	Beatrice Avenue	0.22	20
Broadway	COLUMBUS	4th St (S. R. 520)	14th Street (S.R. 85)	1.32	25
Brookfield Drive	COLUMBUS	Macon Road (S.R. 22 Spur)	Broadstone Court	0.39	30
Brown Avenue	COLUMBUS	Cusseta Road	Wynnton Road (S.R. 22 Spur)	1.40	30
Brown Avenue SCHOOL ZONE	COLUMBUS <i>Marshall Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of Martin Luther King, Jr. Boulevard	Heard Street	0.23	20
Buena Vista Road	COLUMBUS	13th Avenue (S.R. 22 Spur)	Illges Road	1.69	30
Buena Vista Road	COLUMBUS	Illges Road	Andrea Drive	3.68	35
Buena Vista Road	COLUMBUS	Andrea Drive	Schatulga Road	1.33	45
Buena Vista Road SCHOOL ZONE	COLUMBUS <i>Kendrick High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Winall Drive	300 feet east of Amber Drive	0.12	25
Buena Vista Road SCHOOL ZONE	COLUMBUS <i>Georgetown Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	450 feet west of Manley Drive	450 feet east of Manley Drive	0.17	25
Buena Vista Road SCHOOL ZONE	COLUMBUS <i>Eastway Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Celia Drive	150 east of Hunt Avenue	0.26	25
Buena Vista Road SCHOOL ZONE	COLUMBUS <i>Brewer Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Roosevelt Street	Martin Luther King, Jr. Boulevard	0.26	20
Bunker Hill Road	COLUMBUS	St. Mary's Road (west)	St. Mary's Road (east)	1.62	30
Camille Drive	COLUMBUS	Cherokee Avenue	Hilton Avenue	0.20	35

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Camille Drive SCHOOL ZONE	COLUMBUS Hardaway High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet west of Clubview Drive	College Drive	0.11	20
Canady Street	COLUMBUS	Moon Road	Frazier Drive	0.44	30
Canberra Avenue	COLUMBUS	West Britt David Road	Winvelly Road	0.42	30
Canterbury Drive	COLUMBUS	Bridgewater Road	Weems Road	1.13	25
Canterbury Drive SCHOOL ZONE	COLUMBUS Blanchard Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Charing Drive (north)	Weems Road	0.21	20
Cargo Drive	COLUMBUS	Schatulga Road	Transport Boulevard	1.31	40
Carson Drive	COLUMBUS	Hilton Avenue	Downing Drive	0.50	30
Caspian Drive	COLUMBUS	Joy Road	Oakley Drive	0.30	30
Celia Drive	COLUMBUS	Buena Vista Road	Edgechester Avenue	1.21	30
Celia Drive SCHOOL ZONE	COLUMBUS Eashway Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Empire Street	300 feet north of Empire Street	0.11	20
Chalbena Avenue	COLUMBUS	Pollman Street	Floyd Road	0.55	30
Charing Drive	COLUMBUS	Canterbury Drive (south)	Canterbury Drive (north)	0.57	25
Chattsworth Road	COLUMBUS	Macon Road (S.R. 22 Spur)	Midland Road	5.39	45
Cherokee Avenue	COLUMBUS	13th Street	Hilton Avenue	1.88	35
Cherokee Avenue SCHOOL ZONE	COLUMBUS Columbus High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of 17th Street	400 feet south of Leonard Street	0.22	25
Clairmont Drive	COLUMBUS	Rigdon Road	Knight Drive	0.55	30
Clairmont Road SCHOOL ZONE	COLUMBUS Rigdon Road Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Rigdon Road	West Lindsay Drive	0.13	20
Clover Avenue	COLUMBUS	Cusseta Road	32nd Avenue	0.30	30
Clover Lane	COLUMBUS	Andrews Road	Clover Avenue	0.77	30

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Clover Lane SCHOOL ZONE	COLUMBUS <i>Martin Luther King, Jr. Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet southeast of 31st Avenue	150 feet northwest of 30th Avenue	0.14	20
Clubview Drive	COLUMBUS	Lynda Lane	Camille Drive	0.51	30
Clubview Drive SCHOOL ZONE	COLUMBUS <i>Hardaway High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Camille Drive	150 feet north of Clubview Court	0.16	20
Clubview Drive SCHOOL ZONE	COLUMBUS <i>Clubview Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Nancy Street	Edgewood Road	0.22	20
College Drive	COLUMBUS	Clubview Drive	University Avenue	1.01	30
College Drive SCHOOL ZONE	COLUMBUS <i>Hardaway High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Clubview Drive	East Lindsay Drive	0.33	20
Country Club Road	COLUMBUS	Cherokee Avenue	Meadowview Drive	0.80	30
County Line Road	COLUMBUS	Warm Springs Road	McKee Road	5.54	45
Courtland Avenue	COLUMBUS	Playfield Drive	Forrest Road	0.69	20
Cross County Hill	COLUMBUS	Wells Drive	Auburn Avenue	0.36	30
Cunningham Drive	COLUMBUS	Warm Springs Road	Stoney Creek Drive	0.35	30
Curry Street SCHOOL ZONE	COLUMBUS <i>Dimon Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet west of Dogwood Drive	McCartha Drive	0.19	20
Cusseta Road	COLUMBUS	10th Avenue	Fort Benning Reservation	4.12	30
Cusseta Road SCHOOL ZONE	COLUMBUS <i>Martin Luther King, Jr. Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of 30th Avenue	300 feet east of 30th Avenue	0.11	20

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Cusseta Road SCHOOL ZONE	COLUMBUS <i>Cusseta Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Alpine Drive	Old Cusseta Road	0.31	20
Dawson Street	COLUMBUS	31st Avenue	23rd Avenue	0.74	25
Dawson Street SCHOOL ZONE	COLUMBUS <i>Martin Luther King, Jr. Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of 30th Avenue	31st Avenue	0.16	20
Desoto Drive	COLUMBUS	West dead end	Frazier Drive	0.42	30
Diane Avenue	COLUMBUS	Walker Street	Knox Street	0.28	30
Dillingham Street	COLUMBUS	Alabama State Line	Front Avenue	0.23	30
Dogwood Drive	COLUMBUS	Braddock Drive	Buena Vista Road	0.97	30
Dogwood Drive SCHOOL ZONE	COLUMBUS <i>Dimon Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of Curry Street	150 feet north of Steam Mill Road	0.25	20
Double Churches Road	COLUMBUS	River Road (S.R. 219)	Paprika Lane	2.30	45
Double Churches Road	COLUMBUS	Paprika Lane	Northfield Drive	0.49	40
Double Churches Road	COLUMBUS	Northfield Drive	Veterans Parkway (S.R. 1)	0.21	45
Double Churches Road SCHOOL ZONE	COLUMBUS <i>Double Churches Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	1,300 feet west of Whitesville Road	150 feet east of Whitesville Road	0.27	25
East Lindsay Drive	COLUMBUS	Glenbrook Drive	Warm Springs Road	1.32	30
Edgechester Avenue	COLUMBUS	Harbin Street	Wellborn Drive	0.32	30
Edgewater Drive	COLUMBUS	Double Churches Road	North dead end	0.56	25
Edgewood Road	COLUMBUS	Hilton Avenue	University Avenue	1.56	35
Edgewood Road SCHOOL ZONE	COLUMBUS <i>Clubview Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet west of Clubview Drive	150 feet east of Sue Mack Drive	0.30	25
Elm Drive	COLUMBUS	Forrest Road	Macon Road (S.R. 22 Spur)	0.61	30

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Elm Drive SCHOOL ZONE	COLUMBUS <i>Edgewood Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of Forrest Road	400 feet north of Jay Street	0.25	20
Engineer Drive	COLUMBUS	Victory Drive (S.R. 520)	Munson Drive	0.44	25
Ethel Avenue	COLUMBUS	Nancy Street	Camille Drive	0.50	30
Ewart Avenue	COLUMBUS	Martin Luther King Jr. Boulevard	Buena Vista Road	0.63	30
Fairview Drive	COLUMBUS	Reese Road (south)	Reese Road (north)	0.73	30
Farr Road	COLUMBUS	Old Cusseta Road	500 feet south of Ford Drive	0.78	35
Farr Road	COLUMBUS	500 feet south of Ford Drive	St. Mary's Road	0.30	25
Flat Rock Road	COLUMBUS	800 feet south of Milgen Road	Beaver Run Road (S. R. 22)	0.31	35
Flat Rock Road	COLUMBUS	J.R. Allen Parkway (S.R. 22)	Warm Springs Road	0.68	40
Flat Rock Road	COLUMBUS	Macon Road (S.R. 22 Spur)	800 feet south of Milgen Road	0.74	45
Flint Drive	COLUMBUS	East Lindsay Drive	Pontiac Drive	0.72	30
Floyd Road	COLUMBUS	Buena Vista Road	Forrest Road	1.43	35
Floyd Road SCHOOL ZONE	COLUMBUS <i>Wesley Heights Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Luna Drive	300 feet north of Luna Drive	0.11	25
Floyd Road SCHOOL ZONE	COLUMBUS <i>Fort Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Forrest Road	300 feet north of Forrest Road	0.12	25
Forest Avenue	COLUMBUS	Wynnton Road (S.R. 22 Spur)	Garrard Street	0.94	30
Forest Avenue SCHOOL ZONE	COLUMBUS <i>Columbus High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	17th Street	Leonard Street	0.24	20
Forest Avenue SCHOOL ZONE	COLUMBUS <i>Wynnton Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	14th Street	Wynnton Road (S.R. 22 Spur)	0.24	25
Forrest Road	COLUMBUS	Macon Road (S.R. 22 Spur)	300 feet east of Reese Road	1.09	30

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Forrest Road	COLUMBUS	300 feet east of Reese Road	Nassau Circle (east)	2.00	35
Forrest Road	COLUMBUS	Nassau Circle (east)	Schatulga Road	1.12	40
Forrest Road SCHOOL ZONE	COLUMBUS <i>Forrest Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	1,200 feet west of Courtland Avenue	150 feet east of Courtland Avenue	0.25	25
Forrest Road SCHOOL ZONE	COLUMBUS <i>Edgewood Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	175 feet east of Martha's Loop	150 feet east of Elm Drive/ Morris Road	0.27	20
Forrest Road SCHOOL ZONE	COLUMBUS <i>Pacelli High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	625 feet west of Sheffield Drive	230 feet east of Sheffield Drive	0.16	25
Forrest Road SCHOOL ZONE	COLUMBUS <i>Fort Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of Floyd Road/Woodruff Farm Road	300 feet east of Floyd Road/Woodruff Farm Road	0.11	25
Fort Benning Road	COLUMBUS	Fort Benning Reservation	Victory Drive (S.R. 520)	0.58	40
Fort Benning Road	COLUMBUS	Victory Drive (S.R. 520)	Cusseta Road	1.65	35
Fort Benning Road SCHOOL ZONE	COLUMBUS <i>Muscogee Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Baker Plaza Drive	300 feet north of Wade Street	0.43	25
Fort Benning Road SCHOOL ZONE	COLUMBUS <i>Spencer High School</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	300 feet south of Baker Plaza Drive	300 feet north of Wade Street	0.43	25
Fortson Road	COLUMBUS	Double Churches Road	500 feet north of Williams Road	1.07	35
Fortson Road	COLUMBUS	500 feet north of Williams Road	Harris County Line	3.22	45
Frazier Drive	COLUMBUS	Morningside Drive	Weems Road	0.49	30
Fulton Road	COLUMBUS	Macon Road (S.R. 22)	County Line Road	2.59	45
Garrard Street	COLUMBUS	16th Avenue	Oak Avenue	0.51	30
Garrett Road	COLUMBUS	Chattsworth Road	Macon Road (S.R. 22)	0.38	35
Garrett Road	COLUMBUS	Yarbrough Road	Mehaffey Road	1.56	45
Garrett Road	COLUMBUS	South dead end	Warm Springs Road	0.78	35

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Gateway Road	COLUMBUS	Billings Road	500 feet east of Coca Cola Boulevard	0.56	35
Gateway Road	COLUMBUS	500 feet east of Coca Cola Boulevard	J. R. Allen Parkway (S.R. 22)	1.12	45
Gentian Boulevard	COLUMBUS	Warm Springs Road/railroad tracks	Milgen Road	0.90	35
Georgetown Drive SCHOOL ZONE	COLUMBUS <i>Georgetown Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Amber Drive	Sweetwater Drive	0.62	25
Goodson Drive	COLUMBUS	Steam Mill Road	Wright Drive	0.74	30
Gray Fox Drive	COLUMBUS	Effingham Way	Natha Way	0.40	25
Gray Shoals Drive	COLUMBUS	Nature Trail	North dead end	0.35	25
Green Island Drive	COLUMBUS	Cascade Court	Gaines Creek Road	1.79	35
Grey Rock Road	COLUMBUS	Veterans Parkway (S. R. 1)	Harris County Line	0.90	45
Grey Rock Road	COLUMBUS	Warm Springs Road	Harris County Line	1.70	45
Hale Drive SCHOOL ZONE	COLUMBUS <i>River Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Walden Street	150 feet north of Heath Drive	0.14	20
Hamilton Road	COLUMBUS	Talbotton Road	Veterans Parkway (S.R. 1)	2.79	30
Hamilton Road SCHOOL ZONE	COLUMBUS <i>Arnold Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of 51st St (south)	300 feet north of 51st St (north)	0.16	25
Hancock Road	COLUMBUS	Veterans Parkway (S.R. 1)	Blackmon Road	1.12	45
Hawthorne Drive	COLUMBUS	Riverland Drive	South Lumpkin Road	0.66	30
Hearthstone Drive	COLUMBUS	Warm Springs Road	Huntington Trail	0.41	30
Heath Drive SCHOOL ZONE	COLUMBUS <i>River Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Hale Drive	River Road (S.R. 219)	0.17	20
Henry Avenue	COLUMBUS	Buena Vista Road	Wynnton Road (S.R. 22 Spur)	0.48	30

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
High Lane SCHOOL ZONE	COLUMBUS Georgetown Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	South dead end	Georgetown Drive	0.17	20
Hilton Avenue	COLUMBUS	13th Street	Warm Springs Road	1.91	35
Hood Street	COLUMBUS	Lawyers Lane	Rigdon Road	0.38	30
Howard Avenue SCHOOL ZONE	COLUMBUS Jordan High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	32nd Street	150 feet north of 35th Street	0.23	20
Howe Avenue	COLUMBUS	Walker Street	North dead end	1.08	30
Hubbard Road	COLUMBUS	Whitesville Road	Fortson Road	1.81	40
Hunt Avenue	COLUMBUS	Buena Vista Road	Gardiner Drive	0.78	30
Hunt Avenue SCHOOL ZONE	COLUMBUS Rothschild Middle 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Buena Vista Road	100 feet north of White Oak Street	0.32	20
Hunter Road	COLUMBUS	Floyd Road	Mary Allison Drive	0.65	30
Hunter Road	COLUMBUS	Laney Drive	Schatulga Road	0.97	30
Illges Road	COLUMBUS	Buena Vista Road	Rigdon Road	0.91	30
Illges Road SCHOOL ZONE	COLUMBUS Carver High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	550 feet south of 08th Street	09th Street	0.20	20
Ironstone Drive	COLUMBUS	Broadstone Court	Flagstone Drive	0.49	30
Jackson Road	COLUMBUS	Lynch Road	Garrett Road	1.07	45
Jenkins Road	COLUMBUS	Upatoi Lane	Macon Road (S.R. 22 Spur)	0.24	30
Jenkins Road	COLUMBUS	Macon Road (S.R. 22)	Fulton Road	1.34	45
Joy Road	COLUMBUS	Cusseta Road	Caspian Drive	0.39	30
Kay Circle SCHOOL ZONE	COLUMBUS St. Anne 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	95 feet east of Box Road	Trinity Drive	0.20	25
Knox Street	COLUMBUS	Diane Avenue	East dead end	0.76	30
Lakeshore Drive	COLUMBUS	Macon Road (S.R. 22 Spur)	North dead end	0.53	30
Lawyers Lane	COLUMBUS	Martin Luther King Jr. Boulevard	Wynnton Road (S.R. 22 Spur)	1.20	30
Leary Avenue	COLUMBUS	St. Mary's Road	Curry Street	0.49	30
Lemans Lane	COLUMBUS	Huntington Trail	North dead end	0.73	25
Levy Road	COLUMBUS	Fort Benning Road	Fort Benning Drive	0.54	30

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Levy Road SCHOOL ZONE	COLUMBUS <i>Baker Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Victory Drive (S.R.520)	Fort Benning Railroad	0.32	20
Linwood Boulevard	COLUMBUS	06th Avenue	13th Avenue	0.66	30
Lloyd Road	COLUMBUS	Double Churches Road	Williams Road	0.68	35
Lois Avenue	COLUMBUS	Walker Street	Blan Street	0.36	30
Lookout Drive	COLUMBUS	Hilton Avenue	Clubview Drive	0.38	25
Lumpkin Boulevard	COLUMBUS	Victory Drive (S.R. 520)	650 feet south of 04th Street	0.78	30
Luna Drive	COLUMBUS	Floyd Road	Celeste Drive	0.82	25
Luna Drive	COLUMBUS	Celeste Drive	Penrod Drive	0.38	30
Lyn Drive	COLUMBUS	Parkway Avenue	Moon Road	0.48	30
Lynch Road	COLUMBUS	Chattsworth Road	Macon Road (S.R. 22)	0.50	35
Lynch Road	COLUMBUS	Macon Road (S.R. 22)	Jackson Road	1.25	45
Lynch Road	COLUMBUS	South dead end (North)	Warm Springs Road	0.53	30
Lynch Road SCHOOL ZONE	COLUMBUS <i>Mathews Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	400 feet south of Jackson Road	North dead End	0.23	25
Manley Drive SCHOOL ZONE	COLUMBUS <i>East Columbus Magnet Academy</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Buena Vista Road	Georgetown Drive	0.18	25
Marilon Drive	COLUMBUS	17th Street	Cross Country Hill	0.26	30
Martin Luther King Jr. Boulevard	COLUMBUS	10th Avenue	Buena Vista Road	2.22	35
Martin Luther King, Jr Boulevard SCHOOL ZONE	COLUMBUS <i>Marshall Middle & Davis Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	500 feet west of Havenbrook Court	350 feet east of Brown Avenue	0.34	25
Martin Luther King, Jr Boulevard SCHOOL ZONE	COLUMBUS <i>Breyer Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	175 east of Radcliff Avenue	Buena Vista Road	0.39	25
McCartha Drive	COLUMBUS	Naples Drive	St. Mary's Road	0.30	30
McCartha Drive SCHOOL ZONE	COLUMBUS <i>St. Mary's Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	400 feet south of St. Mary's Road	300 feet north of St. Mary's Road	0.13	20

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
McCarthy Drive SCHOOL ZONE	COLUMBUS <i>Dimon Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Curry Street	300 feet north of Curry Street	0.11	20
McKee Road	COLUMBUS	Macon Road (S.R. 22 Spur)	County Line Road	2.91	45
Meadowlark Drive	COLUMBUS	Nightingale Drive	Oakley Drive	0.53	30
Meadowview Drive	COLUMBUS	Carson Drive	Lookout Drive	0.43	30
Mehaffey Road	COLUMBUS	Garrett Road	Harris County	1.10	45
Melrose Drive	COLUMBUS	Rigdon Road	East Lindsay Drive (north)	0.69	30
Meritas Drive	COLUMBUS	38th Street	44th Street	0.59	30
Mesa Street SCHOOL ZONE	COLUMBUS <i>Key Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet west of Patsy Lane	Beatrice Avenue	0.22	20
Midland Road	COLUMBUS	Chatsworth Road	Macon Road (S.R. 22)	0.23	35
Midland Road	COLUMBUS	Macon Road (S.R. 22 Spur)	County Line Road	2.88	45
Milgen Road	COLUMBUS	Gentian Boulevard	Warm Springs Connector Road	1.03	35
Milgen Road	COLUMBUS	Warm Springs Connector Road	Woodruff Farm Road	1.31	45
Milgen Road	COLUMBUS	Woodruff Farm Road	1,300 feet northeast of Miller Road	0.52	35
Milgen Road	COLUMBUS	1,300 feet northeast of Miller Road	Flat Rock Road	1.32	45
Mill Branch Drive SCHOOL ZONE	COLUMBUS <i>Kendrick High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of Valencia Drive	300 feet east of Valencia Drive	0.11	20
Miller Road	COLUMBUS	West Britt David Road	Windsor Drive	0.68	40
Miller Road	COLUMBUS	Moon Road	Milgen Road	2.28	45
Miller Road	COLUMBUS	Milgen Road	Macon Road (S.R. 22 SP)	0.46	35
Miller Road SCHOOL ZONE	COLUMBUS <i>Waddell Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	600 feet north of Arnold Drive	Olde Towne Drive	0.21	25
Mobley Road	COLUMBUS	River Road	300 feet west of Jason Court	1.32	45
Mobley Road	COLUMBUS	300 feet west of Jason Court	Whitesville Road	0.44	30
Moon Road	COLUMBUS	Warm Springs Road	Pittman Street	0.49	30
Moon Road	COLUMBUS	Windsor Drive	Wilbur Drive	0.42	40

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Moon Road	COLUMBUS	Wilbur Drive	1,000 feet north of Whisper Drive	1.32	35
Moon Road	COLUMBUS	1,000 feet north of Whisper Drive	500 feet north of J. R. Allen Parkway (S.R. 22) north ramps	0.47	40
Moon Road	COLUMBUS	500 feet north of J. R. Allen Parkway (S.R. 22) north ramps	Veterans Parkway (S.R. 1)	0.80	45
Morningside Drive	COLUMBUS	Warm Springs Road	Weems Road	0.65	35
Morris Avenue	COLUMBUS	South dead end	54th Street	0.79	30
Morris Road	COLUMBUS	Buena Vista Road	Forrest Road	2.49	35
Mountainbrook Drive	COLUMBUS	Standing Boy Road	River Road (S.R. 219)	1.00	30
Moye Road	COLUMBUS	Fort Benning Reservation	Buena Vista Road	0.88	35
Munson Drive	COLUMBUS	Victory Drive (S.R. 520)	Shelby Street	1.00	30
Munson Drive SCHOOL ZONE	COLUMBUS <i>Benning Hills Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Engineer Drive	Shelby Street	0.30	20
Mustang Drive	COLUMBUS	Bellanca Street	Gruman Avenue	0.56	30
Mutec Drive	COLUMBUS	Woodruff Farm Road	Schatulga Road	1.80	40
Nancy Street SCHOOL ZONE	COLUMBUS <i>Richards Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet west of Clubview Drive	Sue Mack Drive	0.24	20
Nature Trail	COLUMBUS	Double Churches Road	Dead end	0.64	25
Nightingale Drive	COLUMBUS	Meadowlark Drive	St. Mary's Road	0.26	30
Norris Road	COLUMBUS	Macon Road (S.R. 22 Spur)	University Avenue	0.84	30
North Lumpkin Road	COLUMBUS	Victory Drive (S.R. 520)	Cusseta Road	1.28	35
North Lumpkin Road SCHOOL ZONE	COLUMBUS <i>Martin Luther King, Jr. Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet north of 30th Ave	300 feet south of 30th Ave	0.11	25
North Oakley Drive	COLUMBUS	St. Mary's Road	Claradon Avenue	0.76	30
North Oaks Drive	COLUMBUS	Weems Road	Benson Drive	0.34	30
North Stadium Drive SCHOOL ZONE	COLUMBUS <i>Shaw High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	2,630 feet west of Schomburg Road	Schomburg Road	0.50	20

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Northstar Drive	COLUMBUS	St. Mary's Road	Steam Mill Road	1.00	35
Northstar Drive SCHOOL ZONE	COLUMBUS <i>Dawson Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of Kennedy Street	150 feet north of Sentry Street	0.23	25
Oak Avenue	COLUMBUS	Young Street	Springdale Drive	0.28	25
Oakley Drive	COLUMBUS	Caspian Drive	St. Mary's Road	0.50	30
Old Cusseta Road	COLUMBUS	Cusseta Road	Fort Benning Reservation	1.30	35
Old Cusseta Road SCHOOL ZONE	COLUMBUS <i>Cusseta Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Cusseta Road	150 east of Farr Road	0.45	25
Old Dominion Road	COLUMBUS	Colony Drive	East dead end	0.97	30
Old Moon Road	COLUMBUS	Veterans Parkway (S.R. 1)	South dead end	0.68	35
Old Moon Road SCHOOL ZONE	COLUMBUS <i>Calvary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Timberdale Dr	Cardinal Landing Drive	0.29	25
Old River Road	COLUMBUS	River Road (S.R. 219)	2,640 feet northwest of River Road (S.R. 219)	0.50	40
Old River Road	COLUMBUS	2,640 feet northwest of River Road (S.R. 219)	5,020 feet northwest of River Road (S.R. 219)	0.45	35
Old River Road	COLUMBUS	5,020 feet northwest of River Road (S.R. 219)	1.45 miles northwest of River Road (S.R. 219)	0.50	25
Old River Road	COLUMBUS	1.45 miles northwest of River Road (S.R. 219)	2.62 miles northwest of River Road (S.R. 219)	1.17	35
Old River Road	COLUMBUS	2.62 miles northwest of River Road (S.R. 219)	Harris County Line	0.78	40
Ormand Drive	COLUMBUS	Howe Avenue	South Lumpkin Road	0.39	25
Patsy Lane SCHOOL ZONE	COLUMBUS <i>Key Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of Mesa Street	150 feet north of Broadmoor Drive	0.18	20
Patton Drive SCHOOL ZONE	COLUMBUS <i>Benning Hills Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Munson Dr	Meloy Drive	0.28	20
Pierce Chapel Road	COLUMBUS	Warm Springs Road	Veterans Parkway (S.R. 1)	2.55	45

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ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Pierpoint Avenue SCHOOL ZONE	COLUMBUS <i>Grace Baptist</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Rosehill Street	300 feet north of Rosehill Street	0.11	25
Pine Needle Drive	COLUMBUS	Windtree Lane (south)	Timbalier Drive	0.45	25
Pittman Street	COLUMBUS	Moon Road	Reed Avenue	0.26	30
Plantation Drive	COLUMBUS	Howe Avenue	South Lumpkin Road	0.49	25
Prado Drive SCHOOL ZONE	COLUMBUS <i>Benning Hills Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Munson Dr	Meloy Drive	0.28	20
Preston Drive	COLUMBUS	Macon Road (S.R. 22 Spur)	Carson Drive	0.77	30
Primrose Road	COLUMBUS	Macon Road (S.R. 22 Spur)	Rockdale Drive	0.44	25
Primrose Road	COLUMBUS	Rockdale Drive	Reese Road	0.64	35
Primrose Road SCHOOL ZONE	COLUMBUS <i>Gentian Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	50 feet south of Savannah Drive	Norwood Drive	0.24	25
Princeton Avenue	COLUMBUS	Airport Thruway	Whitesville Road	0.33	25
Psalmond Road	COLUMBUS	Macon Road (S.R. 22 Spur)	Beaver Run Road (S.R. 22)	0.66	35
Psalmond Road	COLUMBUS	Beaver Run Road (S.R. 22)	Warm Springs Road	1.57	45
Psalmond Road SCHOOL ZONE	COLUMBUS <i>Midland Academy</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Warm Springs Road	1,141 feet south of Warm Springs Road	0.42	25
Randall Drive	COLUMBUS	Bradford Drive	Lemans Lane	0.37	30
Reed Avenue	COLUMBUS	Pittman Street	Miller Road	0.30	30
Reese Road	COLUMBUS	Snelling Drive	Macon Road (S.R. 22 Spur)	1.04	30
Reese Road	COLUMBUS	Macon Road (S.R. 22 Spur)	Manchester Expressway (S.R. 85)	2.21	35
Reese Road SCHOOL ZONE	COLUMBUS <i>Reese Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	50 feet south of Delfair Court	Shenandoah Court	0.24	25
Rigdon Road	COLUMBUS	08th Street	Macon Road (S.R. 22 Spur)	1.14	30

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Rigdon Road SCHOOL ZONE	COLUMBUS Rigdon Road Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 south of Clairmont Drive	250 feet south of Mimosa Street	0.25	20
Rosehill Street SCHOOL ZONE	COLUMBUS Grace Baptist 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	75 feet east of 13th Avenue	Howard Avenue	0.14	25
Rosemont Drive	COLUMBUS	Phelts Drive	51st Street	1.27	30
Rosewood Drive	COLUMBUS	Buena Vista Road	Hunt Avenue	0.85	25
Savannah Drive	COLUMBUS	Primrose Road	Pickering Drive	0.33	25
Schatulga Road	COLUMBUS	Buena Vista Road	Macon Road (S.R. 22 Spur)	3.79	50
Schaal Street	COLUMBUS	Britt Avenue	Rigdon Road	0.76	30
Schomburg Road	COLUMBUS	Warm Springs Road	500 feet north of Old Post Road	0.33	35
Schomburg Road	COLUMBUS	500 feet north of Old Post Road	Hancock Road	1.30	45
Schomburg Road	COLUMBUS Eagle Ridge Academy 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	S. Stadium Drive	250 feet north of N. Stadium Drive	0.27	30
Sears Road	COLUMBUS	Macon Road (S.R. 22 Spur)	North dead end	1.15	30
Seneca Drive	COLUMBUS	Acme Drive	Emerson Avenue	0.26	25
Sheffield Drive SCHOOL ZONE	COLUMBUS Pacelli High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	590 north of Woodland Drive	Forrest Road	0.30	25
Shelby Street	COLUMBUS	Victory Drive (S.R. 1 / S.R. 520)	Club House Road	0.99	25
Shelby Street SCHOOL ZONE	COLUMBUS Benning Hills Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of Munson Dr	300 feet east of Munson Dr	0.11	20
Shepherd Drive	COLUMBUS	Martin Luther King Jr. Boulevard	Brown Avenue	0.79	30
Shepherd Drive SCHOOL ZONE	COLUMBUS Marshall Middle 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	17th Avenue	Brown Avenue	0.40	20
Sherborne Drive	COLUMBUS	Bridgewater Road	Charing Drive	0.52	25
Smith Road	COLUMBUS	Whitesville Road	Fortson Road	3.06	45
Somerset Avenue	COLUMBUS	Hendrix Street	Avondale Road	0.61	25

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South Lumpkin Road	COLUMBUS	Fort Benning Reservation	Walker Street	1.85	45
South Lumpkin Road	COLUMBUS	Walker Street	Victory Drive (S.R. 520)	1.47	35
South Lumpkin Road SCHOOL ZONE	COLUMBUS <i>Eddy Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Glen Street	165 feet north of Torch Hill Road	0.38	25
South Stadium Drive SCHOOL ZONE	COLUMBUS <i>Shaw High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	1,760 feet west of Schomburg Road	Schomburg Road	0.33	25
Springlake Drive	COLUMBUS	Hillbrook Avenue	Raintree Drive	0.73	25
St. Mary's Road	COLUMBUS	Buena Vista Road	Fort Benning Reservation	3.46	35
St. Mary's Road SCHOOL ZONE	COLUMBUS <i>St. Mary's Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of Farr Road	300 feet east of Farr Road	0.11	25
St. Mary's Road SCHOOL ZONE	COLUMBUS <i>St. Mary's Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	900 feet west of McCartha Drive	300 feet east of McCartha Drive	0.23	25
Standing Boy Road	COLUMBUS	Green Island Drive	903 feet south of Mountainbrook Drive	0.68	30
Standing Boy Road	COLUMBUS	903 feet south of Mountainbrook Drive	150 feet north of Mountainbrook Dr	0.20	25
Standing Boy Road	COLUMBUS	150 feet north of Mountainbrook Dr	Rolling Bend Road	1.51	30
Steam Mill Road	COLUMBUS	Buena Vista Road	Pinecrest Drive	2.24	35
Steam Mill Road SCHOOL ZONE	COLUMBUS <i>Dimon Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 west of Dogwood Drive	500 feet east of McCartha Drive	0.30	25
Stoney Creek Drive	COLUMBUS	Colony Drive	Williamsburg Drive	0.35	30
Sue Mack Drive	COLUMBUS	Auburn Avenue	College Drive	0.93	25

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Sue Mack Drive SCHOOL ZONE	COLUMBUS <i>Richards Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	180 feet south of Nancy Street	Edgewood Road	0.17	25
Talbotton Road	COLUMBUS	02nd Avenue (S.R. 85)	12th Avenue	0.93	30
Talbotton Road SCHOOL ZONE	COLUMBUS <i>Hanan Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	220 feet west of 27th Street	260 feet west of 28th Street	0.36	20
Torch Hill Road	COLUMBUS	Fort Benning Reservation	Fort Benning Road	0.38	30
Torch Hill Road	COLUMBUS	Fort Benning Road	South Lumpkin Road	0.56	35
Torch Hill Road SCHOOL ZONE	COLUMBUS <i>South Columbus Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	815 feet north of Matheson Road	South Lumpkin Road	0.23	25
Transport Boulevard	COLUMBUS	Schatulga Road	Macon Road (S.R. 22 Spur)	0.57	40
Trapper Way	COLUMBUS	Beaver Trail	Widgeon Drive	0.36	25
Trinity Drive SCHOOL ZONE	COLUMBUS <i>Pacelli High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Box Road	Forrest Road	0.21	25
Turner Road	COLUMBUS	River Road (S.R. 219)	52nd Street	0.35	30
University Avenue	COLUMBUS	Macon Road (S.R. 22 Spur)	Gentian Boulevard	1.32	35
Upatoi Lane	COLUMBUS	Fulton Road	McKee Road	2.48	45
Valley Road	COLUMBUS	University Avenue	200 feet north of Valley Drive	0.28	25
Vultee Drive	COLUMBUS	Westbrook Drive	Catalina Drive	0.59	30
Walker Street	COLUMBUS	Lois Avenue	South Lumpkin Road	1.06	30
Warm Springs Road	COLUMBUS	12th Avenue	Crestview Drive	1.18	30
Warm Springs Road	COLUMBUS	Crestview Drive	Gentian Boulevard	1.24	40
Warm Springs Road	COLUMBUS	Gentian Boulevard	Milgen Road	0.90	35
Warm Springs Road	COLUMBUS	Manchester Expressway (S.R. 85)	Warm Springs Road Connector	1.39	35
Warm Springs Road	COLUMBUS	Miller Road	Pierce Chapel Road	3.67	40
Warm Springs Road	COLUMBUS	Pierce Chapel Road	Harris County Line	3.41	45
Warm Springs Road Connector	COLUMBUS	Milgen Road	Miller Road	0.60	35

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Warm Springs Road SCHOOL ZONE	COLUMBUS <i>Midland Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	350 feet west of Pierce Chapel Road	375 feet east of Psalmond Road	0.44	25
Warm Springs Road SCHOOL ZONE	COLUMBUS <i>Hanan Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Talbotton Road	14th Avenue	0.22	25
Warner Road	COLUMBUS	Jane Lane	1,000 feet east of Jane Lane	0.19	25
Warner Road	COLUMBUS	1,000 feet east of Jane Lane	Warm Springs Road	0.40	30
Watkins Drive	COLUMBUS	Dead end (west)	Lamore Street	0.37	25
Weems Road	COLUMBUS	Whittlesey Boulevard	Morningside Drive	2.39	35
Weems Road SCHOOL ZONE	COLUMBUS <i>Blanchard Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Lynridge Avenue	150 feet east of Parkway Avenue	0.28	25
Wellborn Drive	COLUMBUS	Kingsberry Street	Forrest Road	1.41	25
West Britt David Road	COLUMBUS	Veterans Parkway (S.R. 1)	Airport Thruway	1.05	30
West Britt David Road	COLUMBUS	Airport Thruway	Miller Road	0.49	40
West Britt David Road SCHOOL ZONE	COLUMBUS <i>Britt David Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of Bellanca Street	300 feet east of Bellanca Street	0.11	25
West Britt David Road SCHOOL ZONE	COLUMBUS <i>Britt David Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM School Days Only	Springhill Avenue	150 feet east of Armour Road	0.17	25
Westminster Way	COLUMBUS	Airport Thruway	23rd Avenue	0.30	30
Whippoorwill Lane	COLUMBUS	Caspian Drive	Robin Road	0.55	25
Whitesville Road	COLUMBUS	Airport Thruway	Veterans Parkway (S.R. 1)	0.46	30
Whitesville Road	COLUMBUS	Veterans Parkway (S.R. 1)	Williams Road	3.25	40
Whitesville Road	COLUMBUS	Williams Road	Harris County Line	2.82	45

Rev. July 2022

LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF <i>and/or</i> <i>School Name</i>	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Whitesville Road SCHOOL ZONE	COLUMBUS <i>Double Churches Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	450 feet south of Double Churches Road	1,500 feet north of Double Churches Road	0.38	25
Whittlesey Boulevard	COLUMBUS	Veterans Parkway (S.R. 1)	Moon Road	1.90	40
Whittlesey Road (east)	COLUMBUS	Whitesville Road	Veterans Parkway (S.R. 1)	0.69	35
Whittlesey Road (west)	COLUMBUS	Bradley Park Drive	Whitesville Road	0.60	30
Wickham Drive	COLUMBUS	St. Mary's Road	Steam Mill Road	0.96	30
Widgeon Drive	COLUMBUS	Beaver Trail (south)	North dead end	0.87	25
Wilder Drive	COLUMBUS	Dirk Way	Higgs Drive	0.54	30
Wildwood Avenue	COLUMBUS	Wynnton Road (S.R. 22 Spur)	Garrard Street	0.94	30
Wildwood Avenue SCHOOL ZONE	COLUMBUS <i>Wynnton Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Wynnton Road (S. R. 22 Spur)	14th Street	0.19	20
Williams Road	COLUMBUS	Whitesville Road	Veterans Parkway (S.R. 1)	1.98	45
Windsor Drive	COLUMBUS	Miller Road	Lyn Drive	0.90	30
Winkfield Place	COLUMBUS	Bridgewater Road	Dead end	0.41	20
Woodlawn Avenue	COLUMBUS	Warm Springs Road	39th Street	0.57	30
Woodlawn Avenue SCHOOL ZONE	COLUMBUS <i>Jordan High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	30th Street	150 feet north of 38th St	0.48	20
Woodruff Farm Road	COLUMBUS	Forrest Road	1,320 feet north of Forrest Road	0.25	35
Woodruff Farm Road	COLUMBUS	1,320 feet north of Forrest Road	1,000 feet north of Branton Lane	0.36	40
Woodruff Farm Road	COLUMBUS	1,000 feet north of Branton Lane	1,500 feet south of Macon Road (S.R. 22 Spur)	1.19	45
Woodruff Farm Road	COLUMBUS	1,500 feet south of Macon Road (S.R. 22 Spur)	1,300 feet north of Macon Road (S.R. 22 Spur)	0.53	35
Woodruff Farm Road	COLUMBUS	1,300 feet north of Macon Road (S.R. 22 Spur)	Milgen Road	0.58	45

Rev. July 2022

LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Woodruff Farm Road SCHOOL ZONE	COLUMBUS <i>Fort Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Cranston Drive	850 feet south of London Street	0.38	25
Woodruff Farm Road SCHOOL ZONE	COLUMBUS <i>Fort Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Forrest Road	300 feet north of Forrest Road	0.12	25
Woodruff Road	COLUMBUS	Manchester Expressway (S.R. 85)	North dead end	0.49	30
Woodruff Road	COLUMBUS	Warm Springs Road	Manchester Expressway (S.R. 85)	0.57	35
Woodruff Road SCHOOL ZONE	COLUMBUS <i>Arnold Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	200 feet south of 51st Street (south)	200 feet north of 51st Street (north)	0.10	20
Wooldridge Road	COLUMBUS	Fortson Road	Veterans Parkway (S.R. 1)	1.90	45
Wright Drive	COLUMBUS	Bermuda Street	Buena Vista Road	0.64	30
Yancey Street	COLUMBUS	Reed Avenue	Webb Avenue	0.20	30
Yarbrough Road	COLUMBUS	Lynch Road	Garrett Road	0.84	45
Yosemite Drive	COLUMBUS	Shenandoah Drive	Sears Road (South)	0.68	25

SCHOOL ZONES ARE EFFECTIVE**A.M.** from 30 minutes prior to commencement time to 30 minutes after commencement time**SCHOOL DAYS ONLY.****P.M.** from 30 minutes prior to dismissal time to 30 minutes after dismissal time –
SCHOOL DAYS ONLY.

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #5.

TO:	Mayor and Councilors
AGENDA SUBJECT:	08/30/22-2022 Radar List Approval for GDOT and non-GDOT Routes in Columbus
AGENDA SUMMARY:	Adoption of an ordinance listing the roadways approved for use of speed detection devices (radar) on all GDOT Routes and non-GDOT Routes in Columbus-Muscogee County.
INITIATED BY:	Department of Engineering

Recommendation: Adopt an ordinance listing the roadways approved for the use of speed detection devices (radar) on all Georgia Department of Transportation (GDOT) routes and non-GDOT routes in Columbus/Muscogee County.

Background: Section 40-14-2 of the Georgia Code requires all counties and municipalities to have an approved list of streets where speed detection devices (radar) may be used by law enforcement agencies to enforce speed limits. The approved list is submitted to the Department of Public Safety (DPS) every three years by the counties and municipalities. The signed list will be returned to DPS via GDOT. Columbus current list expires December 31, 2022.

Analysis: The Department of Engineering has reviewed the list and compared it to the current list. The 2022 list contains the following changes:

1. A School Zone was added on Schomburg Road at Eagle Ridge Academy from South Stadium Drive to 250 ft north of North Stadium Drive .
2. The School Zone was expanded on River Road to encompass the newly established Brookstone Kindergarten .

Financial Considerations: The City will be responsible for the cost of installation and removal of conflicting signs.

Legal Considerations: Columbus must have a current radar list on file with Georgia Department of Public Safety in order for its Public Safety Officers to deploy radar for speed enforcement.

Recommendation/Action: Adopt an ordinance listing the roadways approved for the use of speed detection devices (radar) on all Georgia Department of Transportation (GDOT) routes and non-GDOT routes in Columbus/Muscogee County.

File Attachments for Item:

6. 1st Reading- An Ordinance amending the operating and capital improvement budget for the Fiscal Year 2023 beginning July 1, 2022, and ending June 30, 2023, for certain funds of the Consolidated Government of Columbus, Georgia to provide for a five percent increase to the current salaries of Juvenile Court Judges serving Muscogee County pursuant to an order of the Chief Judge of Superior dated June 30,2022; and for other purposes. (Request of Muscogee County Superior Court)

ORDINANCE
NO. _____

An Ordinance amending the operating and capital improvement budget for the Fiscal Year 2023 beginning July 1, 2022, and ending June 30, 2023, for certain funds of the Consolidated Government of Columbus, Georgia to provide for a five percent increase to the current salaries of Juvenile Court Judges serving Muscogee County pursuant to an order of the Chief Judge of Superior dated June 30, 2022; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS, AS FOLLOWS:

SECTION 1.

In compliance with the attached Judicial Order, entered by the Muscogee County Superior Court, Section 25 of Ordinance No. 22-027 is hereby amended to add the following sentence to read as follows:

Effective July 1, 2022, annual base salaries for the Juvenile Court Judges serving Muscogee County will be set as part of the FY23 Budget as follows:

Judge Warner Kennon	\$136,760.06
Judge Andrew Dodgen	\$73,410.62
Judge Joey Loudermilk	\$67,948.52

SECTION 2.

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia, held on the 30th day of August, 2022; introduced a second time at a regular meeting held on the 13th day of September, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____ .
Councilor Barnes voting	_____ .
Councilor Crabb voting	_____ .
Councilor Davis voting	_____ .
Councilor Garrett voting	_____ .
Councilor House voting	_____ .
Councilor Huff voting	_____ .
Councilor Thomas voting	_____ .
Councilor Tucker voting	_____ .
Councilor Woodson voting	_____ .

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson, III, Mayor

GEORGIA, MUSCOGEE COUNTY
SUPERIOR/STATE COURT
RECEIVED ELECTRONICALLY
06/30/2022 4:17:44 PM
DANIELLE F. FORTE, CLERK

IN THE SUPERIOR AND JUVENILE COURTS OF
CHATTAHOOCHEE, HARRIS, MARION, MUSCOGEE,
TALBOT & TAYLOR COUNTIES
CHATTAHOOCHEE JUDICIAL CIRCUIT
STATE OF GEORGIA

*

*

*

*

ORDER

WHEREAS, O.C.G.A. 15-11-50 provides that the majority of the Superior Court Judges of the Chattahoochee Judicial Circuit may appoint one or more qualified persons as Judges of the Juvenile Court of this Circuit; and that such Superior Court Judges shall establish the total number of circuit-wide Juvenile Court Judges and whether these Judges shall be full time or part time; and that each circuit-wide Juvenile Court Judge appointed shall have the authority to act as Judge of each Juvenile Court in each county of this Circuit; and

WHEREAS, Warner L. Kennon has attained the age of thirty (30) years, has been a citizen of the State of Georgia for three (3) years, is a member of the State Bar of Georgia, and has practiced law for five (5) years, and therefore is qualified to serve as a Juvenile Court Judge with regard to the requirements of O.C.G.A. 15-11-51; and

WHEREAS, Andrew C. Dodgen has attained the age of thirty (30) years, has been a citizen of the State of Georgia for three (3) years, is a member of the State Bar of Georgia, and has practiced law for five (5) years, and therefore is qualified to serve as a Juvenile Court Judge with regard to the requirements of O.C.G.A. 15-11-51; and

WHEREAS, Joey M. Loudermilk has attained the age of thirty (30) years, has been a citizen of the State of Georgia for three (3) years, is a member of the State Bar of Georgia, and has practiced law for five (5) years, and therefore is qualified to serve as a Juvenile Court Judge with regard to the requirements of O.C.G.A. 15-11-51.

NOW, THEREFORE, pursuant to the authority vested in the Superior Court Judges of the Chattahoochee Judicial Circuit, it is hereby Ordered and Decreed as follows:

1. Warner L. Kennon, presently of Columbus, Muscogee County, Georgia, is hereby re-appointed Judge of the Juvenile Courts of the Chattahoochee Judicial Circuit for a term of four years beginning July 1, 2022 and expiring on June 30, 2026.

Warner L. Kennon shall continue to serve as full-time Presiding Judge of Juvenile Court.

Warner L. Kennon shall continue to receive his current salary plus a five percent (5%) increase, until further Order of the Superior Court, to be paid out of the

county treasuries of the counties for which Warner L. Kennon is appointed Juvenile Court Judge.

2. Andrew C. Dodgen, presently of Columbus, Muscogee County, Georgia, is hereby re-appointed Judge of the Juvenile Courts of the Chattahoochee Judicial Circuit for a term of four years beginning July 1, 2022 and expiring on June 30, 2026.

Andrew C. Dodgen shall continue to serve as a part-time Judge of Juvenile Court, and he will work three (3) days per week.

Andrew C. Dodgen shall continue to receive his current salary plus a five percent (5%) increase, until further Order of the Superior Court, to be paid out of the county treasuries of the counties for which Andrew C. Dodgen is appointed Juvenile Court Judge.

3. Joey M. Loudermilk, presently of Ellerslie, Harris County, Georgia, is hereby re-appointed Judge of the Juvenile Courts of the Chattahoochee Judicial Circuit for a term of four years beginning July 1, 2022 and expiring on June 30, 2026.

Joey M. Loudermilk shall continue to serve as a part-time Judge of Juvenile Court, and he will work three (3) days per week.

Joey M. Loudermilk shall continue to receive his current salary plus a five percent (5%) increase, until further Order of the Superior Court, to be paid out of the county treasuries of the counties for which Joey M. Loudermilk is appointed Juvenile Court Judge.

4. As Judges of the Juvenile Courts of the Chattahoochee Judicial Circuit, Warner L. Kennon, Andrew C. Dodgen, and Joey M. Loudermilk shall exercise circuit-wide jurisdiction over all juvenile proceedings assigned to them for disposition in the following counties: Chattahoochee, Harris, Marion, Muscogee, Talbot, and Taylor Counties.
5. A copy of this Order shall be spread upon the Minutes of the Superior Courts of each county in the Chattahoochee Judicial Circuit and the Clerks of those Courts shall also forward a certified copy of this Order to the Secretary of State and the Council of Juvenile Court Judges. Upon receipt of a certified copy of this Order, the Secretary of State shall issue a Commission to Judge Warner L. Kennon, Judge Andrew C. Dodgen, and Judge Joey M. Loudermilk pursuant to O.C.G.A. 15-11-57,

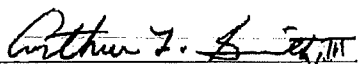
SO ORDERED this 30th day of June, 2022.



Bemon G. McBride, III
Chief Judge of Superior Courts
Chattahoochee Judicial Circuit



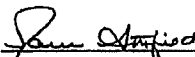
Bobby G. Peters
Judge of Superior Courts
Chattahoochee Judicial Circuit



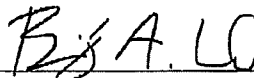
Arthur L. Smith, III
Judge of Superior Courts
Chattahoochee Judicial Circuit



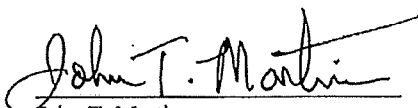
J. Ronald Mullins, Jr.
Judge of Superior Courts
Chattahoochee Judicial Circuit



Maureen C. Gottfried
Judge of Superior Courts
Chattahoochee Judicial Circuit



Benjamin A. Land
Judge of Superior Courts
Chattahoochee Judicial Circuit



John T. Martin
Judge of Superior Courts
Chattahoochee Judicial Circuit

File Attachments for Item:

7. A Resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-054-2022. (Mayor Pro-Tem)

RESOLUTION
NO. _____

**RESOLUTION AUTHORIZING EXECUTION OF
FEDERAL AVIATION ADMINISTRATION GRANT
AIRPORT IMPROVEMENT PROGRAM (AIP)
GRANT NO. 3-13-0035-054-2022**

A Resolution authorizing, approving and ratifying the execution of a Grant Agreement by and among United States of America, acting through the Federal Aviation Administration (hereinafter called “FAA”), the Columbus Airport Commission and Columbus, Georgia, a Consolidated Government.

WHEREAS, the Columbus Airport Commission on April 8, 2022, submitted an application pursuant to the Airport Improvement Program (AIP) to the FAA to assist with rehabilitating Taxiway F (3,000 ft); and

WHEREAS, by Grant Agreement dated July 27, 2022, a copy of which is attached hereto, the FAA has offered the sum of \$230,877.00; and

WHEREAS, because this is an Airport Improvement Project grant, the FAA is obligated to contribute up to 90% of the funding thereunder, the remaining 10% being split equally between the Columbus Airport Commission and the Georgia Department of Transportation; and

WHEREAS, Columbus, Georgia, a Consolidated Government, is co-sponsor with the Columbus Airport Commission for this FAA grant and the execution of such Grant Agreement by Columbus, Georgia is necessary for the Columbus Airport Commission to receive the funding anticipated from the FAA; and

WHEREAS, the Columbus Airport Commission by resolution passed at a special called meeting thereof held on July 29, 2022 has formally agreed to accept the offer of such grant from the FAA and has caused the Grant Agreement to be executed by its duly authorized officers; and

WHEREAS, the Columbus Airport Commission has agreed in a separate Memorandum of Understanding with Columbus, Georgia that it will be responsible for performing all responsibilities assumed by all Sponsors signing the Grant Agreement and to indemnify and hold Columbus harmless for any liabilities associated with failure to perform the Sponsor Obligations under the Grant Agreement;

and

WHEREAS, the Columbus Council deems it in the best interest of Columbus, Georgia, and the Columbus Airport Commission to accept the FAA's offer of funding; and

WHEREAS, said Grant Agreement must be accepted and executed by Columbus, Georgia, and the Columbus Airport Commission and returned to the FAA on or before September 9, 2022.

NOW, THEREFORE, be it resolved by the Council of Columbus, Georgia, and it is hereby resolved:

1. That this Council hereby authorizes the acceptance of the offer of a grant proposed by the FAA and hereby authorizes, approves, and ratifies the execution of the Grant Agreement among the FAA and the Columbus Airport Commission and Columbus, Georgia, a Consolidated Government, as co-sponsors of the Columbus Airport, in the form presented to Council and made a part hereof by this specific reference; and

2. That the execution of the Grant Agreement referred to hereinabove, on behalf of said Columbus, Georgia, a Consolidated Government, by the Honorable Skip Henderson, as Mayor, and the Honorable Sandra T. Davis, as Clerk, and the impression of the official seal of Columbus, Georgia, a Consolidated Government, which shall be electronic pursuant to FAA execution requirements, is hereby authorized, adopted, approved, accepted, and ratified.

3. That Mayor is also authorized to enter into a Memorandum of Understanding with the Columbus Airport Commission in accordance with the terms set forth above.

Introduced at a regular meeting/work session of the Council of Columbus, Georgia, held on the 30th day of August 2022, and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____.
Councilor Barnes	voting _____.
Councilor Crabb	voting _____.
Councilor Davis	voting _____.
Councilor Garrett	voting _____.
Councilor House	voting _____.
Councilor Huff	voting _____.
Councilor Thomas	voting _____.
Councilor Tucker	voting _____.
Councilor Woodson	voting _____.

SANDRA T. DAVIS,
CLERK OF COUNCIL

B. H. "SKIP" HENDERSON, III,
MAYOR

EXPLANATION OF RESOLUTION

The Columbus Airport Commission (the “Commission”) has applied for a grant pursuant to the Airport Improvement Program to assist in rehabilitating Taxiway F (3,000 ft). The funds from the proposed grant will help with this project, which also include safety corrections, taxiway removal and relocation, site demolition, fillet corrections to latest standards, markings, minor grading improvements as necessary, edge lighting and signage improvements, erosion control, and grassing.

The FAA has agreed to fund 90% of all allowable costs. The remaining 10% will be split equally between the Commission and GDOT.

This resolution and explanation prepared by:

Anna Phillips
Administrative Coordinator
Columbus Airport Commission
3250 W. Britt David Rd
Columbus, Georgia 31909



U.S. Department
of Transportation
Federal Aviation
Administration

Airports Division
Southern Region
Georgia, Puerto Rico, South Carolina, Virgin Islands

Atlanta Airports District
Office:
1701 Columbia Ave., Suite
220
College Park, GA 30337

{{DateTime_es_:signer1:calc(now()):format(date," mmmm d, yyyy")}}

Chairman James Barker
Columbus Airport Commission
3250 W Britt David Road
Columbus, GA 31909

Honorable B.H. Henderson, III
100 10th Street
Columbus, GA 31901

Dear Mr. Barker, Mayor Henderson:

The Grant Offer for Airport Improvement Program (AIP) Project No. 3-13-0035-054-2022 at Columbus Airport is attached for execution. This letter outlines the steps you must take to properly enter into this agreement and provides other useful information. Please read the conditions, special conditions, and assurances that comprise the grant offer carefully.

You may not make any modification to the text, terms or conditions of the grant offer.

Steps You Must Take to Enter Into Agreement.

To properly enter into this agreement, you must do the following:

1. The governing body must give authority to execute the grant to the individual(s) signing the grant, i.e., the person signing the document must be the sponsor's authorized representative(s) (hereinafter "authorized representative").
2. The authorized representative must execute the grant by adding their electronic signature to the appropriate certificate at the end of the agreement.
3. Once the authorized representative has electronically signed the grant, the sponsor's attorney(s) will automatically receive an email notification.
4. On the **same day or after** the authorized representative has signed the grant, the sponsor's attorney(s) will add their electronic signature to the appropriate certificate at the end of the agreement.
5. If there are co-sponsors, the authorized representative(s) and sponsor's attorney(s) must follow the above procedures to fully execute the grant and finalize the process. Signatures must be obtained and finalized **no later than September 9, 2022**.
6. The fully executed grant will then be automatically sent to all parties as an email attachment.

Payment. Subject to the requirements in 2 CFR § 200.305 (Federal Payment), each payment request for reimbursement under this grant must be made electronically via the Delphi eInvoicing System. Please see the attached Grant Agreement for more information regarding the use of this System.

Project Timing. The terms and conditions of this agreement require you to complete the project without undue delay and no later than the Period of Performance end date (1,460 days from the grant execution date). We will be monitoring your progress to ensure proper stewardship of these Federal funds. We expect you to submit payment requests for reimbursement of allowable incurred project expenses consistent with project progress. Your grant may be placed in “inactive” status if you do not make draws on a regular basis, which will affect your ability to receive future grant offers. Costs incurred after the Period of Performance ends are generally not allowable and will be rejected unless authorized by the FAA in advance.

Reporting. Until the grant is completed and closed, you are responsible for submitting formal reports as follows:

- For all grants, you must submit by December 31st of each year this grant is open:
 1. A signed/dated SF-270 (Request for Advance or Reimbursement for non-construction projects) or SF-271 or equivalent (Outlay Report and Request for Reimbursement for Construction Programs), and
 2. An SF-425 (Federal Financial Report).
- For non-construction projects, you must submit [FAA Form 5100-140, Performance Report](#) within 30 days of the end of the Federal fiscal year.
- For construction projects, you must submit [FAA Form 5370-1, Construction Progress and Inspection Report](#), within 30 days of the end of each Federal fiscal quarter.

Audit Requirements. As a condition of receiving Federal assistance under this award, you must comply with audit requirements as established under 2 CFR part 200. Subpart F requires non-Federal entities that expend \$750,000 or more in Federal awards to conduct a single or program specific audit for that year. Note that this includes Federal expenditures made under other Federal-assistance programs. Please take appropriate and necessary action to ensure your organization will comply with applicable audit requirements and standards.

Closeout. Once the project(s) is completed and all costs are determined, we ask that you work with your FAA contact indicated below to close the project without delay and submit the necessary final closeout documentation as required by your Region/Airports District Office.

FAA Contact Information. Russell Maraman, (404) 305-6745, russell.b.maraman@faa.gov is the assigned program manager for this grant and is readily available to assist you and your designated representative with the requirements stated herein.

We sincerely value your cooperation in these efforts and look forward to working with you to complete this important project.

Sincerely,

{Sig_es_:signer1: signature}}

Parks Preston
Acting Manager



U.S. Department
of Transportation
Federal Aviation
Administration

FAA Airport Improvement Program (AIP)

GRANT AGREEMENT

Part I - Offer

Federal Award Offer Date {{DateTime_es_.signer1:calc(now()):format(date," mmmm d, yyyy")}}

Airport/Planning Area Columbus Airport

FY2022 AIP Grant Number 3-13-0035-054-2022

Unique Entity Identifier SQNPGJ1NZY13

TO: Columbus Consolidated Government

(herein called the "Sponsor")

FROM: **The United States of America** (acting through the Federal Aviation Administration, herein called the "FAA")

WHEREAS, the Sponsor has submitted to the FAA a Project Application dated April 8, 2022, for a grant of Federal funds for a project at or associated with the Columbus Airport, which is included as part of this Grant Agreement; and

WHEREAS, the FAA has approved a project for the Columbus Airport (herein called the "Project") consisting of the following:

Rehabilitate Taxiway F (3,000 ft)

which is more fully described in the Project Application.

NOW THEREFORE, Pursuant to and for the purpose of carrying out the Title 49, United States Code (U.S.C.), Chapters 471 and 475; 49 U.S.C. §§ 40101 et seq., and 48103; FAA Reauthorization Act of 2018 (Public Law Number 115-254); the Department of Transportation Appropriations Act, 2021 (Public Law 116-260, Division L); the Consolidated Appropriations Act, 2022 (Public Law 117-103); and the representations contained in the Project Application; and in consideration of: (a) the Sponsor's adoption and ratification of the Grant Assurances attached hereto; (b) the Sponsor's acceptance of this Offer; and (c) the benefits to accrue to the United States and the public from the accomplishment of the Project and compliance with the Grant Assurance and conditions as herein provided;

THE FEDERAL AVIATION ADMINISTRATION, FOR AND ON BEHALF OF THE UNITED STATES, HEREBY OFFERS AND AGREES to pay ninety (90) percent of the allowable costs incurred accomplishing the Project as the United States share of the Project.

Assistance Listings Number (Formerly CFDA Number): 20.106

This Offer is made on and SUBJECT TO THE FOLLOWING TERMS AND CONDITIONS:

CONDITIONS

1. **Maximum Obligation.** The maximum obligation of the United States payable under this Offer is **\$230,877.**

The following amounts represent a breakdown of the maximum obligation for the purpose of establishing allowable amounts for any future grant amendment, which may increase the foregoing maximum obligation of the United States under the provisions of 49 U.S.C. § 47108(b):
\$ 230,877 airport development.

2. **Grant Performance.** This Grant Agreement is subject to the following Federal award requirements:

- a. Period of Performance:

1. Shall start on the date the Sponsor formally accepts this Agreement and is the date signed by the last Sponsor signatory to the Agreement. The end date of the Period of Performance is 4 years (1,460 calendar days) from the date of acceptance. The Period of Performance end date shall not affect, relieve, or reduce Sponsor obligations and assurances that extend beyond the closeout of this Grant Agreement.
2. Means the total estimated time interval between the start of an initial Federal award and the planned end date, which may include one or more funded portions or budget periods. (2 Code of Federal Regulations (CFR) § 200.1).

- b. Budget Period:

1. For this Grant is 4 years (1,460 calendar days) and follows the same start and end date as the period of performance provided in paragraph (2)(a)(1). Pursuant to 2 CFR § 200.403(h), the Sponsor may charge to the Grant only allowable costs incurred during the Budget Period.
2. Means the time interval from the start date of a funded portion of an award to the end date of that funded portion during which the Sponsor is authorized to expend the funds awarded, including any funds carried forward or other revisions pursuant to 2 CFR § 200.308.

- c. Close Out and Termination

1. Unless the FAA authorizes a written extension, the Sponsor must submit all Grant closeout documentation and liquidate (pay-off) all obligations incurred under this award no later than 120 calendar days after the end date of the period of performance. If the Sponsor does not submit all required closeout documentation within this time period, the FAA will proceed to close out the grant within one year of the period of performance end date with the information available at the end of 120 days. (2 CFR § 200.344).

2. The FAA may terminate this Grant, in whole or in part, in accordance with the conditions set forth in 2 CFR § 200.340, or other Federal regulatory or statutory authorities as applicable.
3. **Ineligible or Unallowable Costs.** The Sponsor must not include any costs in the project that the FAA has determined to be ineligible or unallowable.
4. **Indirect Costs - Sponsor.** The Sponsor may charge indirect costs under this award by applying the indirect cost rate identified in the project application as accepted by the FAA, to allowable costs for Sponsor direct salaries and wages.
5. **Determining the Final Federal Share of Costs.** The United States' share of allowable project costs will be made in accordance with 49 U.S.C. § 47109, the regulations, policies, and procedures of the Secretary of Transportation ("Secretary"), and any superseding legislation. Final determination of the United States' share will be based upon the final audit of the total amount of allowable project costs and settlement will be made for any upward or downward adjustments to the Federal share of costs.
6. **Completing the Project Without Delay and in Conformance with Requirements.** The Sponsor must carry out and complete the project without undue delays and in accordance with this Agreement, 49 U.S.C. Chapters 471 and 475, and the regulations, and the Secretary's policies and procedures. Per 2 CFR § 200.308, the Sponsor agrees to report and request prior FAA approval for any disengagement from performing the project that exceeds three months or a 25 percent reduction in time devoted to the project. The report must include a reason for the project stoppage. The Sponsor also agrees to comply with the grant assurances, which are part of this Agreement.
7. **Amendments or Withdrawals before Grant Acceptance.** The FAA reserves the right to amend or withdraw this offer at any time prior to its acceptance by the Sponsor.
8. **Offer Expiration Date.** This offer will expire and the United States will not be obligated to pay any part of the costs of the project unless this offer has been accepted by the Sponsor **on or before August 26, 2022**, or such subsequent date as may be prescribed in writing by the FAA.
9. **Improper Use of Federal Funds.** The Sponsor must take all steps, including litigation if necessary, to recover Federal funds spent fraudulently, wastefully, or in violation of Federal antitrust statutes, or misused in any other manner for any project upon which Federal funds have been expended. For the purposes of this Grant Agreement, the term "Federal funds" means funds however used or dispersed by the Sponsor, that were originally paid pursuant to this or any other Federal grant agreement. The Sponsor must obtain the approval of the Secretary as to any determination of the amount of the Federal share of such funds. The Sponsor must return the recovered Federal share, including funds recovered by settlement, order, or judgment, to the Secretary. The Sponsor must furnish to the Secretary, upon request, all documents and records pertaining to the determination of the amount of the Federal share or to any settlement, litigation, negotiation, or other efforts taken to recover such funds. All settlements or other final positions of the Sponsor, in court or otherwise, involving the recovery of such Federal share require advance approval by the Secretary.
10. **United States Not Liable for Damage or Injury.** The United States is not responsible or liable for damage to property or injury to persons which may arise from, or be incident to, compliance with this Grant Agreement.
11. **System for Award Management (SAM) Registration and Unique Entity Identifier (UEI).**

- a. Requirement for System for Award Management (SAM): Unless the Sponsor is exempted from this requirement under 2 CFR § 25.110, the Sponsor must maintain the currency of its information in the SAM until the Sponsor submits the final financial report required under this Grant, or receives the final payment, whichever is later. This requires that the Sponsor review and update the information at least annually after the initial registration and more frequently if required by changes in information or another award term. Additional information about registration procedures may be found at the SAM website (currently at <http://www.sam.gov>).
 - b. Unique entity identifier (UEI) means a 12-character alpha-numeric value used to identify a specific commercial, nonprofit or governmental entity. A UEI may be obtained from SAM.gov at <https://sam.gov/content/entity-registration>.
12. **Electronic Grant Payment(s).** Unless otherwise directed by the FAA, the Sponsor must make each payment request under this Agreement electronically via the Delphi eInvoicing System for Department of Transportation (DOT) Financial Assistance Awardees.
13. **Informal Letter Amendment of AIP Projects.** If, during the life of the project, the FAA determines that the maximum grant obligation of the United States exceeds the expected needs of the Sponsor by \$25,000 or five percent (5%), whichever is greater, the FAA can issue a letter amendment to the Sponsor unilaterally reducing the maximum obligation.

The FAA can also issue a letter to the Sponsor increasing the maximum obligation if there is an overrun in the total actual eligible and allowable project costs to cover the amount of the overrun provided it will not exceed the statutory limitations for grant amendments. The FAA's authority to increase the maximum obligation does not apply to the "planning" component of Condition No. 1, Maximum Obligation.

The FAA can also issue an informal letter amendment that modifies the grant description to correct administrative errors or to delete work items if the FAA finds it advantageous and in the best interests of the United States.

An informal letter amendment has the same force and effect as a formal grant amendment.
14. **Air and Water Quality.** The Sponsor is required to comply with all applicable air and water quality standards for all projects in this grant. If the Sponsor fails to comply with this requirement, the FAA may suspend, cancel, or terminate this Grant Agreement.
15. **Financial Reporting and Payment Requirements.** The Sponsor will comply with all Federal financial reporting requirements and payment requirements, including submittal of timely and accurate reports.
16. **Buy American.** Unless otherwise approved in advance by the FAA, in accordance with 49 U.S.C. § 50101, the Sponsor will not acquire or permit any contractor or subcontractor to acquire any steel or manufactured products produced outside the United States to be used for any project for which funds are provided under this grant. The Sponsor will include a provision implementing Buy American in every contract and subcontract awarded under this Grant.
17. **Build America, Buy America.** The sponsor must comply with the requirements under the Build America, Buy America Act (Public Law 117-58).
18. **Maximum Obligation Increase.** In accordance with 49 U.S.C. § 47108(b)(3), as amended, the maximum obligation of the United States, as stated in Condition No. 1, Maximum Obligation, of this Grant Offer:

- a. May not be increased for a planning project;
- b. May be increased by not more than 15 percent for development projects if funds are available;
- c. May be increased by not more than the greater of the following for a land project, if funds are available:
 - 1. 15 percent; or
 - 2. 25 percent of the total increase in allowable project costs attributable to acquiring an interest in the land.

If the sponsor requests an increase, any eligible increase in funding will be subject to the United States Government share as provided in 49 U.S.C. § 47110, or other superseding legislation if applicable, for the fiscal year appropriation with which the increase is funded. The FAA is not responsible for the same Federal share provided herein for any amount increased over the initial grant amount. The FAA may adjust the Federal share as applicable through an informal letter of amendment.

19. Audits for Sponsors.

PUBLIC SPONSORS. The Sponsor must provide for a Single Audit or program-specific audit in accordance with 2 CFR Part 200. The Sponsor must submit the audit reporting package to the Federal Audit Clearinghouse on the Federal Audit Clearinghouse's Internet Data Entry System at <http://harvester.census.gov/facweb/>. Upon request of the FAA, the Sponsor shall provide one copy of the completed audit to the FAA. Sponsors that expend less than \$750,000 in Federal awards and are exempt from Federal audit requirements must make records available for review or audit by the appropriate Federal agency officials, State, and Government Accountability Office. The FAA and other appropriate Federal agencies may request additional information to meet all Federal audit requirements.

20. Suspension or Debarment. When entering into a "covered transaction" as defined by 2 CFR § 180.200, the Sponsor must:

- a. Verify the non-Federal entity is eligible to participate in this Federal program by:
 - 1. Checking the excluded parties list system (EPLS) as maintained within the System for Award Management (SAM) to determine if the non-Federal entity is excluded or disqualified; or
 - 2. Collecting a certification statement from the non-Federal entity attesting they are not excluded or disqualified from participating; or
 - 3. Adding a clause or condition to covered transactions attesting the individual or firm are not excluded or disqualified from participating.
- b. Require prime contractors to comply with 2 CFR § 180.330 when entering into lower-tier transactions (e.g., Sub-contracts).
- c. Immediately disclose in writing to the FAA whenever (1) the Sponsor learns they have entered into a covered transaction with an ineligible entity or (2) the Public Sponsor suspends or debars a contractor, person, or entity.

21. Ban on Texting While Driving.

- a. In accordance with Executive Order 13513, Federal Leadership on Reducing Text Messaging While Driving, October 1, 2009, and DOT Order 3902.10, Text Messaging While Driving, December 30, 2009, the Sponsor is encouraged to:
 - 1. Adopt and enforce workplace safety policies to decrease crashes caused by distracted drivers including policies to ban text messaging while driving when performing any work for, or on behalf of, the Federal government, including work relating to a grant or subgrant.
 - 2. Conduct workplace safety initiatives in a manner commensurate with the size of the business, such as:
 - a. Establishment of new rules and programs or re-evaluation of existing programs to prohibit text messaging while driving; and
 - b. Education, awareness, and other outreach to employees about the safety risks associated with texting while driving.
- b. The Sponsor must insert the substance of this clause on banning texting while driving in all subgrants, contracts, and subcontracts funded with this Grant.

22. Trafficking in Persons.

- a. You as the recipient, your employees, subrecipients under this Grant, and subrecipients' employees may not:
 - 1. Engage in severe forms of trafficking in persons during the period of time that the Grant and applicable conditions are in effect;
 - 2. Procure a commercial sex act during the period of time that the Grant and applicable conditions are in effect; or
 - 3. Use forced labor in the performance of the Grant or any subgrants under this Grant.
- b. We as the Federal awarding agency, may unilaterally terminate this Grant, without penalty, if you or a subrecipient that is a private entity:
 - 1. Is determined to have violated a prohibition in paragraph (a) of this condition; or
 - 2. Has an employee who is determined by the agency official authorized to terminate the Grant to have violated a prohibition in paragraph (a) of this Condition through conduct that is either –
 - a. Associated with performance under this Grant; or
 - b. Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR Part 180, OMB Guidelines to Agencies on Government-wide Debarment and Suspension (Nonprocurement), as implemented by our agency at 2 CFR Part 1200.
- c. You must inform us immediately of any information you receive from any source alleging a violation of a prohibition in paragraph (a) of this Condition.
- d. Our right to terminate unilaterally that is described in paragraph (a) of this Condition:
 - 1. Implements section 106(g) of the Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. § 7104(g)), and

2. Is in addition to all other remedies for noncompliance that are available to us under this Grant Agreement.
23. **AIP Funded Work Included in a PFC Application.** Within 90 days of acceptance of this Grant Agreement, the Sponsor must submit to the FAA an amendment to any approved Passenger Facility Charge (PFC) application that contains an approved PFC project also covered under this Grant Agreement as described in the project application. The airport sponsor may not make any expenditure under this Grant Agreement until project work addressed under this Grant Agreement is removed from an approved PFC application by amendment.
 24. **Exhibit "A" Property Map.** The Exhibit "A" Property Map dated March 2, 2010, is incorporated herein by reference or is submitted with the project application and made part of this Grant Agreement.
 25. **Employee Protection from Reprisal.**
 - a. Prohibition of Reprisals
 1. In accordance with 41 U.S.C. § 4712, an employee of a Sponsor, grantee, subgrantee, contractor, or subcontractor may not be discharged, demoted, or otherwise discriminated against as a reprisal for disclosing to a person or body described in sub-paragraph (a)(2) below, information that the employee reasonably believes is evidence of:
 - i. Gross mismanagement of a Federal grant;
 - ii. Gross waste of Federal funds;
 - iii. An abuse of authority relating to implementation or use of Federal funds;
 - iv. A substantial and specific danger to public health or safety; or
 - v. A violation of law, rule, or regulation related to a Federal grant.
 2. Persons and bodies covered. The persons and bodies to which a disclosure by an employee is covered are as follows:
 - i. A member of Congress or a representative of a committee of Congress;
 - ii. An Inspector General;
 - iii. The Government Accountability Office;
 - iv. A Federal employee responsible for contract or grant oversight or management at the relevant agency;
 - v. A court or grand jury;
 - vi. A management official or other employee of the Sponsor, contractor, or subcontractor who has the responsibility to investigate, discover, or address misconduct; or
 - vii. An authorized official of the Department of Justice or other law enforcement agency.
 3. Submission of Complaint. A person who believes that they have been subjected to a reprisal prohibited by paragraph (a) of this Condition may submit a complaint regarding the reprisal to the Office of Inspector General (OIG) for the U.S. Department of Transportation.
 4. Time Limitation for Submittal of a Complaint. A complaint may not be brought under this subsection more than three years after the date on which the alleged reprisal took place.
 5. Required Actions of the Inspector General. Actions, limitations, and exceptions of the Inspector General's office are established under 41 U.S.C. § 4712(b).

6. Assumption of Rights to Civil Remedy. Upon receipt of an explanation of a decision not to conduct or continue an investigation by the OIG, the person submitting a complaint assumes the right to a civil remedy under 41 U.S.C. § 4712(c)(2).

SPECIAL CONDITIONS

26. **Design Grant.** This Grant Agreement is being issued in order to complete the design of the project. The Sponsor understands and agrees that within 2 years after the design is completed that the Sponsor will accept, subject to the availability of the amount of Federal funding identified in the Airport Capital Improvement Plan (ACIP), a grant to complete the construction of the project in order to provide a useful and useable unit of work. The Sponsor also understands that if the FAA has provided Federal funding to complete the design for the project, and the Sponsor has not completed the design within four (4) years from the execution of this Grant Agreement, the FAA may suspend or terminate grants related to the design.
27. **Buy American Executive Orders.** The Sponsor agrees to abide by applicable Executive Orders in effect at the time this Grant Agreement is executed, including Executive Order 14005, Ensuring the Future Is Made in All of America by All of America's Workers.

The Sponsor's acceptance of this Offer and ratification and adoption of the Project Application incorporated herein shall be evidenced by execution of this instrument by the Sponsor, as hereinafter provided, and this Offer and Acceptance shall comprise a Grant Agreement, constituting the contractual obligations and rights of the United States and the Sponsor with respect to the accomplishment of the Project and compliance with the Grant Assurances, terms, and conditions as provided herein. Such Grant Agreement shall become effective upon the Sponsor's acceptance of this Offer.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.¹

**UNITED STATES OF AMERICA
FEDERAL AVIATION ADMINISTRATION**

{{Sig_es_:_signer1:signature:dimension(height=12mm, width=70mm)}}

(Signature)

{{N_es_:_signer1:fullname }}

(Typed Name)

{{*Ttl_es_:_signer1:title }}

(Title of FAA Official)

¹ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

Part II - Acceptance

The Sponsor does hereby ratify and adopt all assurances, statements, representations, warranties, covenants, and agreements contained in the Project Application and incorporated materials referred to in the foregoing Offer, and does hereby accept this Offer and by such acceptance agrees to comply with all of the Grant Assurances, terms, and conditions in this Offer and in the Project Application.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.²

Dated {{DateTime_es_:signer2:calc(now()):format(date," mmmm d, yyyy")}}

Columbus Consolidated Government

(Name of Sponsor)

{{Sig_es_:signer2:signature:dimension(height=12mm, width=70mm)}}

(Signature of Sponsor's Authorized Official)

By: {{N_es_:signer2:fullname}}

(Typed Name of Sponsor's Authorized Official)

Title: {{*Ttl_es_:signer2:title}}

(Title of Sponsor's Authorized Official)

² Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

CERTIFICATE OF SPONSOR'S ATTORNEY

I, **{{N_es :signer3: fullname}}**, acting as Attorney for the Sponsor do hereby certify:

That in my opinion the Sponsor is empowered to enter into the foregoing Grant Agreement under the laws of the State of Georgia. Further, I have examined the foregoing Grant Agreement and the actions taken by said Sponsor and Sponsor's official representative, who has been duly authorized to execute this Grant Agreement, which is in all respects due and proper and in accordance with the laws of the said State; and Title 49, United States Code (U.S.C.), Chapters 471 and 475; 49 U.S.C. §§ 40101 et seq., and 48103; FAA Reauthorization Act of 2018 (Public Law Number 115-254); the Department of Transportation Appropriations Act, 2021 (Public Law 116-260, Division L); the Consolidated Appropriations Act, 2022 (Public Law 117-103); and the representations contained in the Project Application. In addition, for grants involving projects to be carried out on property not owned by the Sponsor, there are no legal impediments that will prevent full performance by the Sponsor. Further, it is my opinion that the said Grant Agreement constitutes a legal and binding obligation of the Sponsor in accordance with the terms thereof.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.³

Dated at **{{DateTime_es :signer3:calc(now()):format(date," mmmm d, yyyy")}}**

By: **{{Sig_es :signer3:signature:dimension(height=12mm, width=70mm)}}**

(Signature of Sponsor's Attorney)

³ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

The Sponsor does hereby ratify and adopt all assurances, statements, representations, warranties, covenants, and agreements contained in the Project Application and incorporated materials referred to in the foregoing Offer, and does hereby accept this Offer and by such acceptance agrees to comply with all of the Grant Assurances, terms, and conditions in this Offer and in the Project Application.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.²

Dated {{DateTime_es_:signer4:calc(now()):format(date," mmmm d, yyyy")}}

Columbus Consolidated Government

(Name of Sponsor)

{{Sig_es_:signer4:signature:dimension(height=12mm, width=70mm)}}

(Signature of Sponsor's Authorized Official)

By: {{N_es_:signer4:fullname}}

(Typed Name of Sponsor's Authorized Official)

Title: {{*Ttl_es_:signer4:title}}

(Title of Sponsor's Authorized Official)

² Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

CERTIFICATE OF SPONSOR'S ATTORNEY

I, **{{N_es :signer5: fullname}}**, acting as Attorney for the Sponsor do hereby certify:

That in my opinion the Sponsor is empowered to enter into the foregoing Grant Agreement under the laws of the State of Georgia. Further, I have examined the foregoing Grant Agreement and the actions taken by said Sponsor and Sponsor's official representative, who has been duly authorized to execute this Grant Agreement, which is in all respects due and proper and in accordance with the laws of the said State; and Title 49, United States Code (U.S.C.), Chapters 471 and 475; 49 U.S.C. §§ 40101 et seq., and 48103; FAA Reauthorization Act of 2018 (Public Law Number 115-254); the Department of Transportation Appropriations Act, 2021 (Public Law 116-260, Division L); the Consolidated Appropriations Act, 2022 (Public Law 117-103); and the representations contained in the Project Application. In addition, for grants involving projects to be carried out on property not owned by the Sponsor, there are no legal impediments that will prevent full performance by the Sponsor. Further, it is my opinion that the said Grant Agreement constitutes a legal and binding obligation of the Sponsor in accordance with the terms thereof.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.³

Dated at **{{DateTime_es :signer5:calc(now()):format(date," mmmm d, yyyy")}}**

By: **{{Sig_es :signer5:signature:dimension(height=12mm, width=70mm)}}**

(Signature of Sponsor's Attorney)

³ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

ASSURANCES

AIRPORT SPONSORS

A. General.

1. These assurances shall be complied with in the performance of grant agreements for airport development, airport planning, and noise compatibility program grants for airport sponsors.
2. These assurances are required to be submitted as part of the project application by sponsors requesting funds under the provisions of Title 49, U.S.C., subtitle VII, as amended. As used herein, the term "public agency sponsor" means a public agency with control of a public-use airport; the term "private sponsor" means a private owner of a public-use airport; and the term "sponsor" includes both public agency sponsors and private sponsors.
3. Upon acceptance of this grant offer by the sponsor, these assurances are incorporated in and become part of this Grant Agreement.

B. Duration and Applicability.

1. **Airport development or Noise Compatibility Program Projects Undertaken by a Public Agency Sponsor.**

The terms, conditions and assurances of this Grant Agreement shall remain in full force and effect throughout the useful life of the facilities developed or equipment acquired for an airport development or noise compatibility program project, or throughout the useful life of the project items installed within a facility under a noise compatibility program project, but in any event not to exceed twenty (20) years from the date of acceptance of a grant offer of Federal funds for the project. However, there shall be no limit on the duration of the assurances regarding Exclusive Rights and Airport Revenue so long as the airport is used as an airport. There shall be no limit on the duration of the terms, conditions, and assurances with respect to real property acquired with federal funds. Furthermore, the duration of the Civil Rights assurance shall be specified in the assurances.

2. **Airport Development or Noise Compatibility Projects Undertaken by a Private Sponsor.**

The preceding paragraph (1) also applies to a private sponsor except that the useful life of project items installed within a facility or the useful life of the facilities developed or equipment acquired under an airport development or noise compatibility program project shall be no less than ten (10) years from the date of acceptance of Federal aid for the project.

3. **Airport Planning Undertaken by a Sponsor.**

Unless otherwise specified in this Grant Agreement, only Assurances 1, 2, 3, 5, 6, 13, 18, 23, 25, 30, 32, 33, 34, and 37 in Section C apply to planning projects. The terms, conditions, and assurances of this Grant Agreement shall remain in full force and effect during the life of the project; there shall be no limit on the duration of the assurances regarding Exclusive Rights and Airport Revenue so long as the airport is used as an airport.

C. Sponsor Certification.

The sponsor hereby assures and certifies, with respect to this grant that:

1. General Federal Requirements

It will comply with all applicable Federal laws, regulations, executive orders, policies, guidelines, and requirements as they relate to the application, acceptance, and use of Federal funds for this Grant including but not limited to the following:

FEDERAL LEGISLATION

- a. 49, U.S.C., subtitle VII, as amended.
- b. Davis-Bacon Act, as amended — 40 U.S.C. §§ 3141-3144, 3146, and 3147, et seq.¹
- c. Federal Fair Labor Standards Act - 29 U.S.C. § 201, et seq.
- d. Hatch Act – 5 U.S.C. § 1501, et seq.²
- e. Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. § 4601, et seq.^{1, 2}
- f. National Historic Preservation Act of 1966 – Section 106 - 54 U.S.C. § 306108.1.¹
- g. Archeological and Historic Preservation Act of 1974 - 54 U.S.C. § 312501, et seq.¹
- h. Native Americans Grave Repatriation Act - 25 U.S.C. Section § 3001, et seq.
- i. Clean Air Act, P.L. 90-148, as amended - 42 U.S.C. § 7401, et seq.
- j. Coastal Zone Management Act, P.L. 92-583, as amended - 16 U.S.C. § 1451, et seq.
- k. Flood Disaster Protection Act of 1973 – Section 102(a) - 42 U.S.C. § 4012a.¹
- l. 49 U.S.C. § 303, (formerly known as Section 4(f)).
- m. Rehabilitation Act of 1973 - 29 U.S.C. § 794.
- n. Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin).
- o. Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 et seq.) (prohibits discrimination on the basis of disability).
- p. Age Discrimination Act of 1975 - 42 U.S.C. § 6101, et seq.
- q. American Indian Religious Freedom Act, P.L. 95-341, as amended.
- r. Architectural Barriers Act of 1968, as amended - 42 U.S.C. § 4151, et seq.¹
- s. Powerplant and Industrial Fuel Use Act of 1978 – Section 403 - 42 U.S.C. § 8373.¹
- t. Contract Work Hours and Safety Standards Act - 40 U.S.C. § 3701, et seq.¹
- u. Copeland Anti-kickback Act - 18 U.S.C. § 874.¹
- v. National Environmental Policy Act of 1969 - 42 U.S.C. § 4321, et seq.¹
- w. Wild and Scenic Rivers Act, P.L. 90-542, as amended – 16 U.S.C. § 1271, et seq.
- x. Single Audit Act of 1984 - 31 U.S.C. § 7501, et seq.²
- y. Drug-Free Workplace Act of 1988 - 41 U.S.C. §§ 8101 through 8105.
- z. The Federal Funding Accountability and Transparency Act of 2006, as amended (P.L. 109-282, as amended by section 6202 of P.L. 110-252).

- aa. Civil Rights Restoration Act of 1987, P.L. 100-259.
- bb. Build America, Buy America Act, P.L. 117-58, Title IX.

EXECUTIVE ORDERS

- a. Executive Order 11246 – Equal Employment Opportunity¹
- b. Executive Order 11990 – Protection of Wetlands
- c. Executive Order 11998 – Flood Plain Management
- d. Executive Order 12372 – Intergovernmental Review of Federal Programs
- e. Executive Order 12699 – Seismic Safety of Federal and Federally Assisted New Building Construction¹
- f. Executive Order 12898 – Environmental Justice
- g. Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency
- h. Executive Order 13985 – Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
- i. Executive Order 13988 – Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation
- j. Executive Order 14005 – Ensuring the Future is Made in all of America by All of America’s Workers
- k. Executive Order 14008 – Tackling the Climate Crisis at Home and Abroad

FEDERAL REGULATIONS

- a. 2 CFR Part 180 – OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement).
- b. 2 CFR Part 200 – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.^{4, 5}
- c. 2 CFR Part 1200 – Nonprocurement Suspension and Debarment.
- d. 14 CFR Part 13 – Investigative and Enforcement Procedures.
- e. 14 CFR Part 16 – Rules of Practice For Federally-Assisted Airport Enforcement Proceedings.
- f. 14 CFR Part 150 – Airport Noise Compatibility Planning.
- g. 28 CFR Part 35 – Nondiscrimination on the Basis of Disability in State and Local Government Services.
- h. 28 CFR § 50.3 – U.S. Department of Justice Guidelines for the Enforcement of Title VI of the Civil Rights Act of 1964.
- i. 29 CFR Part 1 – Procedures for Predetermination of Wage Rates.¹
- j. 29 CFR Part 3 – Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States.¹

- k. 29 CFR Part 5 – Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction (Also Labor Standards Provisions Applicable to Nonconstruction Contracts Subject to the Contract Work Hours and Safety Standards Act).¹
- l. 41 CFR Part 60 – Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor (Federal and Federally-assisted contracting requirements).¹
- m. 49 CFR Part 20 – New Restrictions on Lobbying.
- n. 49 CFR Part 21 – Nondiscrimination in Federally-Assisted Programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964.
- o. 49 CFR Part 23 – Participation by Disadvantage Business Enterprise in Airport Concessions.
- p. 49 CFR Part 24 – Uniform Relocation Assistance and Real Property Acquisition for Federal and Federally-Assisted Programs.^{1 2}
- q. 49 CFR Part 26 – Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs.
- r. 49 CFR Part 27 – Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance.¹
- s. 49 CFR Part 28 – Enforcement of Nondiscrimination on the Basis of Handicap in Programs or Activities Conducted by the Department of Transportation.
- t. 49 CFR Part 30 – Denial of Public Works Contracts to Suppliers of Goods and Services of Countries That Deny Procurement Market Access to U.S. Contractors.
- u. 49 CFR Part 32 – Governmentwide Requirements for Drug-Free Workplace (Financial Assistance).
- v. 49 CFR Part 37 – Transportation Services for Individuals with Disabilities (ADA).
- w. 49 CFR Part 38 – Americans with Disabilities Act (ADA) Accessibility Specifications for Transportation Vehicles.
- x. 49 CFR Part 41 – Seismic Safety.

FOOTNOTES TO ASSURANCE (C)(1)

- ¹ These laws do not apply to airport planning sponsors.
- ² These laws do not apply to private sponsors.
- ³ 2 CFR Part 200 contains requirements for State and Local Governments receiving Federal assistance. Any requirement levied upon State and Local Governments by this regulation shall apply where applicable to private sponsors receiving Federal assistance under Title 49, United States Code.
- ⁴ Cost principles established in 2 CFR part 200 subpart E must be used as guidelines for determining the eligibility of specific types of expenses.
- ⁵ Audit requirements established in 2 CFR part 200 subpart F are the guidelines for audits.

SPECIFIC ASSURANCES

Specific assurances required to be included in grant agreements by any of the above laws, regulations or circulars are incorporated by reference in this grant agreement.

2. Responsibility and Authority of the Sponsor.

a. Public Agency Sponsor:

It has legal authority to apply for this Grant, and to finance and carry out the proposed project; that a resolution, motion or similar action has been duly adopted or passed as an official act of the applicant's governing body authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information as may be required.

b. Private Sponsor:

It has legal authority to apply for this Grant and to finance and carry out the proposed project and comply with all terms, conditions, and assurances of this Grant Agreement. It shall designate an official representative and shall in writing direct and authorize that person to file this application, including all understandings and assurances contained therein; to act in connection with this application; and to provide such additional information as may be required.

3. Sponsor Fund Availability.

It has sufficient funds available for that portion of the project costs which are not to be paid by the United States. It has sufficient funds available to assure operation and maintenance of items funded under this Grant Agreement which it will own or control.

4. Good Title.

- a. It, a public agency or the Federal government, holds good title, satisfactory to the Secretary, to the landing area of the airport or site thereof, or will give assurance satisfactory to the Secretary that good title will be acquired.
- b. For noise compatibility program projects to be carried out on the property of the sponsor, it holds good title satisfactory to the Secretary to that portion of the property upon which Federal funds will be expended or will give assurance to the Secretary that good title will be obtained.

5. Preserving Rights and Powers.

- a. It will not take or permit any action which would operate to deprive it of any of the rights and powers necessary to perform any or all of the terms, conditions, and assurances in this Grant Agreement without the written approval of the Secretary, and will act promptly to acquire, extinguish or modify any outstanding rights or claims of right of others which would interfere with such performance by the sponsor. This shall be done in a manner acceptable to the Secretary.
- b. Subject to the FAA Act of 2018, Public Law 115-254, Section 163, it will not sell, lease, encumber, or otherwise transfer or dispose of any part of its title or other interests in the property shown on Exhibit A to this application or, for a noise compatibility program project, that portion of the property upon which Federal funds have been expended, for the duration of the terms, conditions, and assurances in this Grant Agreement without approval by the Secretary. If the transferee is found by the Secretary to be eligible under Title 49, United States Code, to assume the obligations of this Grant Agreement and to have the power, authority, and financial resources to carry out all such obligations, the sponsor shall insert in the contract or

document transferring or disposing of the sponsor's interest, and make binding upon the transferee all of the terms, conditions, and assurances contained in this Grant Agreement.

- c. For all noise compatibility program projects which are to be carried out by another unit of local government or are on property owned by a unit of local government other than the sponsor, it will enter into an agreement with that government. Except as otherwise specified by the Secretary, that agreement shall obligate that government to the same terms, conditions, and assurances that would be applicable to it if it applied directly to the FAA for a grant to undertake the noise compatibility program project. That agreement and changes thereto must be satisfactory to the Secretary. It will take steps to enforce this agreement against the local government if there is substantial non-compliance with the terms of the agreement.
- d. For noise compatibility program projects to be carried out on privately owned property, it will enter into an agreement with the owner of that property which includes provisions specified by the Secretary. It will take steps to enforce this agreement against the property owner whenever there is substantial non-compliance with the terms of the agreement.
- e. If the sponsor is a private sponsor, it will take steps satisfactory to the Secretary to ensure that the airport will continue to function as a public-use airport in accordance with these assurances for the duration of these assurances.
- f. If an arrangement is made for management and operation of the airport by any agency or person other than the sponsor or an employee of the sponsor, the sponsor will reserve sufficient rights and authority to ensure that the airport will be operated and maintained in accordance with Title 49, United States Code, the regulations and the terms, conditions and assurances in this Grant Agreement and shall ensure that such arrangement also requires compliance therewith.
- g. Sponsors of commercial service airports will not permit or enter into any arrangement that results in permission for the owner or tenant of a property used as a residence, or zoned for residential use, to taxi an aircraft between that property and any location on airport. Sponsors of general aviation airports entering into any arrangement that results in permission for the owner of residential real property adjacent to or near the airport must comply with the requirements of Sec. 136 of Public Law 112-95 and the sponsor assurances.

6. Consistency with Local Plans.

The project is reasonably consistent with plans (existing at the time of submission of this application) of public agencies that are authorized by the State in which the project is located to plan for the development of the area surrounding the airport.

7. Consideration of Local Interest.

It has given fair consideration to the interest of communities in or near where the project may be located.

8. Consultation with Users.

In making a decision to undertake any airport development project under Title 49, United States Code, it has undertaken reasonable consultations with affected parties using the airport at which project is proposed.

9. Public Hearings.

In projects involving the location of an airport, an airport runway, or a major runway extension, it has afforded the opportunity for public hearings for the purpose of considering the economic, social, and environmental effects of the airport or runway location and its consistency with goals and objectives of such planning as has been carried out by the community and it shall, when requested by the Secretary, submit a copy of the transcript of such hearings to the Secretary. Further, for such projects, it has on its management board either voting representation from the communities where the project is located or has advised the communities that they have the right to petition the Secretary concerning a proposed project.

10. Metropolitan Planning Organization.

In projects involving the location of an airport, an airport runway, or a major runway extension at a medium or large hub airport, the sponsor has made available to and has provided upon request to the metropolitan planning organization in the area in which the airport is located, if any, a copy of the proposed amendment to the airport layout plan to depict the project and a copy of any airport master plan in which the project is described or depicted.

11. Pavement Preventive Maintenance-Management.

With respect to a project approved after January 1, 1995, for the replacement or reconstruction of pavement at the airport, it assures or certifies that it has implemented an effective airport pavement maintenance-management program and it assures that it will use such program for the useful life of any pavement constructed, reconstructed or repaired with Federal financial assistance at the airport. It will provide such reports on pavement condition and pavement management programs as the Secretary determines may be useful.

12. Terminal Development Prerequisites.

For projects which include terminal development at a public use airport, as defined in Title 49, it has, on the date of submittal of the project grant application, all the safety equipment required for certification of such airport under 49 U.S.C. § 44706, and all the security equipment required by rule or regulation, and has provided for access to the passenger enplaning and deplaning area of such airport to passengers enplaning and deplaning from aircraft other than air carrier aircraft.

13. Accounting System, Audit, and Record Keeping Requirements.

- a. It shall keep all project accounts and records which fully disclose the amount and disposition by the recipient of the proceeds of this Grant, the total cost of the project in connection with which this Grant is given or used, and the amount or nature of that portion of the cost of the project supplied by other sources, and such other financial records pertinent to the project. The accounts and records shall be kept in accordance with an accounting system that will facilitate an effective audit in accordance with the Single Audit Act of 1984.
- b. It shall make available to the Secretary and the Comptroller General of the United States, or any of their duly authorized representatives, for the purpose of audit and examination, any books, documents, papers, and records of the recipient that are pertinent to this Grant. The Secretary may require that an appropriate audit be conducted by a recipient. In any case in which an independent audit is made of the accounts of a sponsor relating to the disposition of the proceeds of a Grant or relating to the project in connection with which this Grant was given or used, it shall file a certified copy of such audit with the Comptroller General of the United

States not later than six (6) months following the close of the fiscal year for which the audit was made.

14. Minimum Wage Rates.

It shall include, in all contracts in excess of \$2,000 for work on any projects funded under this Grant Agreement which involve labor, provisions establishing minimum rates of wages, to be predetermined by the Secretary of Labor under 40 U.S.C. §§ 3141-3144, 3146, and 3147, Public Building, Property, and Works), which contractors shall pay to skilled and unskilled labor, and such minimum rates shall be stated in the invitation for bids and shall be included in proposals or bids for the work.

15. Veteran's Preference.

It shall include in all contracts for work on any project funded under this Grant Agreement which involve labor, such provisions as are necessary to insure that, in the employment of labor (except in executive, administrative, and supervisory positions), preference shall be given to Vietnam era veterans, Persian Gulf veterans, Afghanistan-Iraq war veterans, disabled veterans, and small business concerns owned and controlled by disabled veterans as defined in 49 U.S.C. § 47112. However, this preference shall apply only where the individuals are available and qualified to perform the work to which the employment relates.

16. Conformity to Plans and Specifications.

It will execute the project subject to plans, specifications, and schedules approved by the Secretary. Such plans, specifications, and schedules shall be submitted to the Secretary prior to commencement of site preparation, construction, or other performance under this Grant Agreement, and, upon approval of the Secretary, shall be incorporated into this Grant Agreement. Any modification to the approved plans, specifications, and schedules shall also be subject to approval of the Secretary, and incorporated into this Grant Agreement.

17. Construction Inspection and Approval.

It will provide and maintain competent technical supervision at the construction site throughout the project to assure that the work conforms to the plans, specifications, and schedules approved by the Secretary for the project. It shall subject the construction work on any project contained in an approved project application to inspection and approval by the Secretary and such work shall be in accordance with regulations and procedures prescribed by the Secretary. Such regulations and procedures shall require such cost and progress reporting by the sponsor or sponsors of such project as the Secretary shall deem necessary.

18. Planning Projects.

In carrying out planning projects:

- a. It will execute the project in accordance with the approved program narrative contained in the project application or with the modifications similarly approved.
- b. It will furnish the Secretary with such periodic reports as required pertaining to the planning project and planning work activities.
- c. It will include in all published material prepared in connection with the planning project a notice that the material was prepared under a grant provided by the United States.

- d. It will make such material available for examination by the public, and agrees that no material prepared with funds under this project shall be subject to copyright in the United States or any other country.
- e. It will give the Secretary unrestricted authority to publish, disclose, distribute, and otherwise use any of the material prepared in connection with this grant.
- f. It will grant the Secretary the right to disapprove the sponsor's employment of specific consultants and their subcontractors to do all or any part of this project as well as the right to disapprove the proposed scope and cost of professional services.
- g. It will grant the Secretary the right to disapprove the use of the sponsor's employees to do all or any part of the project.
- h. It understands and agrees that the Secretary's approval of this project grant or the Secretary's approval of any planning material developed as part of this grant does not constitute or imply any assurance or commitment on the part of the Secretary to approve any pending or future application for a Federal airport grant.

19. Operation and Maintenance.

- a. The airport and all facilities which are necessary to serve the aeronautical users of the airport, other than facilities owned or controlled by the United States, shall be operated at all times in a safe and serviceable condition and in accordance with the minimum standards as may be required or prescribed by applicable Federal, State and local agencies for maintenance and operation. It will not cause or permit any activity or action thereon which would interfere with its use for airport purposes. It will suitably operate and maintain the airport and all facilities thereon or connected therewith, with due regard to climatic and flood conditions. Any proposal to temporarily close the airport for non-aeronautical purposes must first be approved by the Secretary. In furtherance of this assurance, the sponsor will have in effect arrangements for:
 - 1. Operating the airport's aeronautical facilities whenever required;
 - 2. Promptly marking and lighting hazards resulting from airport conditions, including temporary conditions; and
 - 3. Promptly notifying pilots of any condition affecting aeronautical use of the airport. Nothing contained herein shall be construed to require that the airport be operated for aeronautical use during temporary periods when snow, flood, or other climatic conditions interfere with such operation and maintenance. Further, nothing herein shall be construed as requiring the maintenance, repair, restoration, or replacement of any structure or facility which is substantially damaged or destroyed due to an act of God or other condition or circumstance beyond the control of the sponsor.
- b. It will suitably operate and maintain noise compatibility program items that it owns or controls upon which Federal funds have been expended.

20. Hazard Removal and Mitigation.

It will take appropriate action to assure that such terminal airspace as is required to protect instrument and visual operations to the airport (including established minimum flight altitudes) will be adequately cleared and protected by removing, lowering, relocating, marking, or lighting or otherwise mitigating existing airport hazards and by preventing the establishment or creation of future airport hazards.

21. Compatible Land Use.

It will take appropriate action, to the extent reasonable, including the adoption of zoning laws, to restrict the use of land adjacent to or in the immediate vicinity of the airport to activities and purposes compatible with normal airport operations, including landing and takeoff of aircraft. In addition, if the project is for noise compatibility program implementation, it will not cause or permit any change in land use, within its jurisdiction, that will reduce its compatibility, with respect to the airport, of the noise compatibility program measures upon which Federal funds have been expended.

22. Economic Nondiscrimination.

- a. It will make the airport available as an airport for public use on reasonable terms and without unjust discrimination to all types, kinds and classes of aeronautical activities, including commercial aeronautical activities offering services to the public at the airport.
- b. In any agreement, contract, lease, or other arrangement under which a right or privilege at the airport is granted to any person, firm, or corporation to conduct or to engage in any aeronautical activity for furnishing services to the public at the airport, the sponsor will insert and enforce provisions requiring the contractor to:
 1. Furnish said services on a reasonable, and not unjustly discriminatory, basis to all users thereof, and
 2. Charge reasonable, and not unjustly discriminatory, prices for each unit or service, provided that the contractor may be allowed to make reasonable and nondiscriminatory discounts, rebates, or other similar types of price reductions to volume purchasers.
- c. Each fixed-based operator at the airport shall be subject to the same rates, fees, rentals, and other charges as are uniformly applicable to all other fixed-based operators making the same or similar uses of such airport and utilizing the same or similar facilities.
- d. Each air carrier using such airport shall have the right to service itself or to use any fixed-based operator that is authorized or permitted by the airport to serve any air carrier at such airport.
- e. Each air carrier using such airport (whether as a tenant, non-tenant, or subtenant of another air carrier tenant) shall be subject to such nondiscriminatory and substantially comparable rules, regulations, conditions, rates, fees, rentals, and other charges with respect to facilities directly and substantially related to providing air transportation as are applicable to all such air carriers which make similar use of such airport and utilize similar facilities, subject to reasonable classifications such as tenants or non-tenants and signatory carriers and non-signatory carriers. Classification or status as tenant or signatory shall not be unreasonably withheld by any airport provided an air carrier assumes obligations substantially similar to those already imposed on air carriers in such classification or status.
- f. It will not exercise or grant any right or privilege which operates to prevent any person, firm, or corporation operating aircraft on the airport from performing any services on its own aircraft with its own employees (including, but not limited to maintenance, repair, and fueling) that it may choose to perform.
- g. In the event the sponsor itself exercises any of the rights and privileges referred to in this assurance, the services involved will be provided on the same conditions as would apply to the furnishing of such services by commercial aeronautical service providers authorized by the sponsor under these provisions.

- h. The sponsor may establish such reasonable, and not unjustly discriminatory, conditions to be met by all users of the airport as may be necessary for the safe and efficient operation of the airport.
- i. The sponsor may prohibit or limit any given type, kind or class of aeronautical use of the airport if such action is necessary for the safe operation of the airport or necessary to serve the civil aviation needs of the public.

23. Exclusive Rights.

It will permit no exclusive right for the use of the airport by any person providing, or intending to provide, aeronautical services to the public. For purposes of this paragraph, the providing of the services at an airport by a single fixed-based operator shall not be construed as an exclusive right if both of the following apply:

- a. It would be unreasonably costly, burdensome, or impractical for more than one fixed-based operator to provide such services, and
- b. If allowing more than one fixed-based operator to provide such services would require the reduction of space leased pursuant to an existing agreement between such single fixed-based operator and such airport. It further agrees that it will not, either directly or indirectly, grant or permit any person, firm, or corporation, the exclusive right at the airport to conduct any aeronautical activities, including, but not limited to charter flights, pilot training, aircraft rental and sightseeing, aerial photography, crop dusting, aerial advertising and surveying, air carrier operations, aircraft sales and services, sale of aviation petroleum products whether or not conducted in conjunction with other aeronautical activity, repair and maintenance of aircraft, sale of aircraft parts, and any other activities which because of their direct relationship to the operation of aircraft can be regarded as an aeronautical activity, and that it will terminate any exclusive right to conduct an aeronautical activity now existing at such an airport before the grant of any assistance under Title 49, United States Code.

24. Fee and Rental Structure.

It will maintain a fee and rental structure for the facilities and services at the airport which will make the airport as self-sustaining as possible under the circumstances existing at the particular airport, taking into account such factors as the volume of traffic and economy of collection. No part of the Federal share of an airport development, airport planning or noise compatibility project for which a Grant is made under Title 49, United States Code, the Airport and Airway Improvement Act of 1982, the Federal Airport Act or the Airport and Airway Development Act of 1970 shall be included in the rate basis in establishing fees, rates, and charges for users of that airport.

25. Airport Revenues.

- a. All revenues generated by the airport and any local taxes on aviation fuel established after December 30, 1987, will be expended by it for the capital or operating costs of the airport; the local airport system; or other local facilities which are owned or operated by the owner or operator of the airport and which are directly and substantially related to the actual air transportation of passengers or property; or for noise mitigation purposes on or off the airport. The following exceptions apply to this paragraph:
 - 1. If covenants or assurances in debt obligations issued before September 3, 1982, by the owner or operator of the airport, or provisions enacted before September 3, 1982, in governing statutes controlling the owner or operator's financing, provide for the use of the

revenues from any of the airport owner or operator's facilities, including the airport, to support not only the airport but also the airport owner or operator's general debt obligations or other facilities, then this limitation on the use of all revenues generated by the airport (and, in the case of a public airport, local taxes on aviation fuel) shall not apply.

2. If the Secretary approves the sale of a privately owned airport to a public sponsor and provides funding for any portion of the public sponsor's acquisition of land, this limitation on the use of all revenues generated by the sale shall not apply to certain proceeds from the sale. This is conditioned on repayment to the Secretary by the private owner of an amount equal to the remaining unamortized portion (amortized over a 20-year period) of any airport improvement grant made to the private owner for any purpose other than land acquisition on or after October 1, 1996, plus an amount equal to the federal share of the current fair market value of any land acquired with an airport improvement grant made to that airport on or after October 1, 1996.
3. Certain revenue derived from or generated by mineral extraction, production, lease, or other means at a general aviation airport (as defined at 49 U.S.C. § 47102), if the FAA determines the airport sponsor meets the requirements set forth in Section 813 of Public Law 112-95
- b. As part of the annual audit required under the Single Audit Act of 1984, the sponsor will direct that the audit will review, and the resulting audit report will provide an opinion concerning, the use of airport revenue and taxes in paragraph (a), and indicating whether funds paid or transferred to the owner or operator are paid or transferred in a manner consistent with Title 49, United States Code and any other applicable provision of law, including any regulation promulgated by the Secretary or Administrator.
- c. Any civil penalties or other sanctions will be imposed for violation of this assurance in accordance with the provisions of 49 U.S.C. § 47107.

26. Reports and Inspections.

It will:

- a. submit to the Secretary such annual or special financial and operations reports as the Secretary may reasonably request and make such reports available to the public; make available to the public at reasonable times and places a report of the airport budget in a format prescribed by the Secretary;
- b. for airport development projects, make the airport and all airport records and documents affecting the airport, including deeds, leases, operation and use agreements, regulations and other instruments, available for inspection by any duly authorized agent of the Secretary upon reasonable request;
- c. for noise compatibility program projects, make records and documents relating to the project and continued compliance with the terms, conditions, and assurances of this Grant Agreement including deeds, leases, agreements, regulations, and other instruments, available for inspection by any duly authorized agent of the Secretary upon reasonable request; and
- d. in a format and time prescribed by the Secretary, provide to the Secretary and make available to the public following each of its fiscal years, an annual report listing in detail:
 1. all amounts paid by the airport to any other unit of government and the purposes for which each such payment was made; and

2. all services and property provided by the airport to other units of government and the amount of compensation received for provision of each such service and property.

27. Use by Government Aircraft.

It will make available all of the facilities of the airport developed with Federal financial assistance and all those usable for landing and takeoff of aircraft to the United States for use by Government aircraft in common with other aircraft at all times without charge, except, if the use by Government aircraft is substantial, charge may be made for a reasonable share, proportional to such use, for the cost of operating and maintaining the facilities used. Unless otherwise determined by the Secretary, or otherwise agreed to by the sponsor and the using agency, substantial use of an airport by Government aircraft will be considered to exist when operations of such aircraft are in excess of those which, in the opinion of the Secretary, would unduly interfere with use of the landing areas by other authorized aircraft, or during any calendar month that:

- a. Five (5) or more Government aircraft are regularly based at the airport or on land adjacent thereto; or
- b. The total number of movements (counting each landing as a movement) of Government aircraft is 300 or more, or the gross accumulative weight of Government aircraft using the airport (the total movement of Government aircraft multiplied by gross weights of such aircraft) is in excess of five million pounds.

28. Land for Federal Facilities.

It will furnish without cost to the Federal Government for use in connection with any air traffic control or air navigation activities, or weather-reporting and communication activities related to air traffic control, any areas of land or water, or estate therein as the Secretary considers necessary or desirable for construction, operation, and maintenance at Federal expense of space or facilities for such purposes. Such areas or any portion thereof will be made available as provided herein within four months after receipt of a written request from the Secretary.

29. Airport Layout Plan.

- a. Subject to the FAA Reauthorization Act of 2018, Public Law 115-254, Section 163, it will keep up to date at all times an airport layout plan of the airport showing:
 1. boundaries of the airport and all proposed additions thereto, together with the boundaries of all offsite areas owned or controlled by the sponsor for airport purposes and proposed additions thereto;
 2. the location and nature of all existing and proposed airport facilities and structures (such as runways, taxiways, aprons, terminal buildings, hangars and roads), including all proposed extensions and reductions of existing airport facilities;
 3. the location of all existing and proposed non-aviation areas and of all existing improvements thereon; and
 4. all proposed and existing access points used to taxi aircraft across the airport's property boundary.

Such airport layout plans and each amendment, revision, or modification thereof, shall be subject to the approval of the Secretary which approval shall be evidenced by the signature of a duly authorized representative of the Secretary on the face of the airport layout plan. The

sponsor will not make or permit any changes or alterations in the airport or any of its facilities which are not in conformity with the airport layout plan as approved by the Secretary and which might, in the opinion of the Secretary, adversely affect the safety, utility or efficiency of the airport.

- b. Subject to the FAA Reauthorization Act of 2018, Public Law 115-254, Section 163, if a change or alteration in the airport or the facilities is made which the Secretary determines adversely affects the safety, utility, or efficiency of any federally owned, leased, or funded property on or off the airport and which is not in conformity with the airport layout plan as approved by the Secretary, the owner or operator will, if requested, by the Secretary:
 - 1. eliminate such adverse effect in a manner approved by the Secretary; or
 - 2. bear all costs of relocating such property (or replacement thereof) to a site acceptable to the Secretary and all costs of restoring such property (or replacement thereof) to the level of safety, utility, efficiency, and cost of operation existing before the unapproved change in the airport or its facilities except in the case of a relocation or replacement of an existing airport facility due to a change in the Secretary's design standards beyond the control of the airport sponsor.

30. Civil Rights.

It will promptly take any measures necessary to ensure that no person in the United States shall, on the grounds of race, color, and national origin (including limited English proficiency) in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4); creed and sex (including sexual orientation and gender identity) per 49 U.S.C. § 47123 and related requirements; age per the Age Discrimination Act of 1975 and related requirements; or disability per the Americans with Disabilities Act of 1990 and related requirements, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in any program and activity conducted with, or benefiting from, funds received from this Grant.

- a. Using the definitions of activity, facility, and program as found and defined in 49 CFR §§ 21.23(b) and 21.23(e), the sponsor will facilitate all programs, operate all facilities, or conduct all programs in compliance with all non-discrimination requirements imposed by or pursuant to these assurances.
- b. Applicability
 - 1. Programs and Activities. If the sponsor has received a grant (or other federal assistance) for any of the sponsor's program or activities, these requirements extend to all of the sponsor's programs and activities.
 - 2. Facilities. Where it receives a grant or other federal financial assistance to construct, expand, renovate, remodel, alter, or acquire a facility, or part of a facility, the assurance extends to the entire facility and facilities operated in connection therewith.
 - 3. Real Property. Where the sponsor receives a grant or other Federal financial assistance in the form of, or for the acquisition of real property or an interest in real property, the assurance will extend to rights to space on, over, or under such property.
- c. Duration.

The sponsor agrees that it is obligated to this assurance for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is

to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the assurance obligates the sponsor, or any transferee for the longer of the following periods:

1. So long as the airport is used as an airport, or for another purpose involving the provision of similar services or benefits; or
 2. So long as the sponsor retains ownership or possession of the property.
- d. Required Solicitation Language. It will include the following notification in all solicitations for bids, Requests For Proposals for work, or material under this Grant Agreement and in all proposals for agreements, including airport concessions, regardless of funding source:
- “The (**Columbus Consolidated Government**), in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders or offerors that it will affirmatively ensure that for any contract entered into pursuant to this advertisement, [select businesses, or disadvantaged business enterprises or airport concession disadvantaged business enterprises] will be afforded full and fair opportunity to submit bids in response to this invitation and no businesses will be discriminated against on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability in consideration for an award.”
- e. Required Contract Provisions.
1. It will insert the non-discrimination contract clauses requiring compliance with the acts and regulations relative to non-discrimination in Federally-assisted programs of the Department of Transportation (DOT), and incorporating the acts and regulations into the contracts by reference in every contract or agreement subject to the non-discrimination in Federally-assisted programs of the DOT acts and regulations.
 2. It will include a list of the pertinent non-discrimination authorities in every contract that is subject to the non-discrimination acts and regulations.
 3. It will insert non-discrimination contract clauses as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a sponsor.
 4. It will insert non-discrimination contract clauses prohibiting discrimination on the basis of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability as a covenant running with the land, in any future deeds, leases, license, permits, or similar instruments entered into by the sponsor with other parties:
 - a. For the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. For the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
- f. It will provide for such methods of administration for the program as are found by the Secretary to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other

participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the acts, the regulations, and this assurance.

- g. It agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the acts, the regulations, and this assurance.

31. Disposal of Land.

- a. For land purchased under a grant for airport noise compatibility purposes, including land serving as a noise buffer, it will dispose of the land, when the land is no longer needed for such purposes, at fair market value, at the earliest practicable time. That portion of the proceeds of such disposition which is proportionate to the United States' share of acquisition of such land will be, at the discretion of the Secretary, (1) reinvested in another project at the airport, or (2) transferred to another eligible airport as prescribed by the Secretary. The Secretary shall give preference to the following, in descending order:

1. Reinvestment in an approved noise compatibility project;
2. Reinvestment in an approved project that is eligible for grant funding under 49 U.S.C. § 47117(e);
3. Reinvestment in an approved airport development project that is eligible for grant funding under 49 U.S.C. §§ 47114, 47115, or 47117
4. Transfer to an eligible sponsor of another public airport to be reinvested in an approved noise compatibility project at that airport; or
5. Payment to the Secretary for deposit in the Airport and Airway Trust Fund.

If land acquired under a grant for noise compatibility purposes is leased at fair market value and consistent with noise buffering purposes, the lease will not be considered a disposal of the land. Revenues derived from such a lease may be used for an approved airport development project that would otherwise be eligible for grant funding or any permitted use of airport revenue.

- b. For land purchased under a grant for airport development purposes (other than noise compatibility), it will, when the land is no longer needed for airport purposes, dispose of such land at fair market value or make available to the Secretary an amount equal to the United States' proportionate share of the fair market value of the land. That portion of the proceeds of such disposition which is proportionate to the United States' share of the cost of acquisition of such land will, upon application to the Secretary, be reinvested or transferred to another eligible airport as prescribed by the Secretary. The Secretary shall give preference to the following, in descending order:

1. Reinvestment in an approved noise compatibility project;
2. Reinvestment in an approved project that is eligible for grant funding under 49 U.S.C. § 47117(e);
3. Reinvestment in an approved airport development project that is eligible for grant funding under 49 U.S.C. §§ 47114, 47115, or 47117
4. Transfer to an eligible sponsor of another public airport to be reinvested in an approved noise compatibility project at that airport; or
5. Payment to the Secretary for deposit in the Airport and Airway Trust Fund.

- c. Land shall be considered to be needed for airport purposes under this assurance if (1) it may be needed for aeronautical purposes (including runway protection zones) or serve as noise buffer land, and (2) the revenue from interim uses of such land contributes to the financial self-sufficiency of the airport. Further, land purchased with a grant received by an airport operator or owner before December 31, 1987, will be considered to be needed for airport purposes if the Secretary or Federal agency making such grant before December 31, 1987, was notified by the operator or owner of the uses of such land, did not object to such use, and the land continues to be used for that purpose, such use having commenced no later than December 15, 1989.
- d. Disposition of such land under (a), (b), or (c) will be subject to the retention or reservation of any interest or right therein necessary to ensure that such land will only be used for purposes which are compatible with noise levels associated with operation of the airport.

32. Engineering and Design Services.

If any phase of such project has received Federal funds under Chapter 471 subchapter 1 of Title 49 U.S.C., it will award each contract, or sub-contract for program management, construction management, planning studies, feasibility studies, architectural services, preliminary engineering, design, engineering, surveying, mapping or related services in the same manner as a contract for architectural and engineering services is negotiated under Chapter 11 of Title 40 U.S.C., or an equivalent qualifications-based requirement prescribed for or by the sponsor of the airport.

33. Foreign Market Restrictions.

It will not allow funds provided under this Grant to be used to fund any project which uses any product or service of a foreign country during the period in which such foreign country is listed by the United States Trade Representative as denying fair and equitable market opportunities for products and suppliers of the United States in procurement and construction.

34. Policies, Standards, and Specifications.

It will carry out any project funded under an Airport Improvement Program Grant in accordance with policies, standards, and specifications approved by the Secretary including, but not limited to, current FAA Advisory Circulars (<https://www.faa.gov/airports/aip/media/aip-pfc-checklist.pdf>) for AIP projects as of April 8, 2022.

35. Relocation and Real Property Acquisition.

- a. It will be guided in acquiring real property, to the greatest extent practicable under State law, by the land acquisition policies in Subpart B of 49 CFR Part 24 and will pay or reimburse property owners for necessary expenses as specified in Subpart B.
- b. It will provide a relocation assistance program offering the services described in Subpart C of 49 CFR Part 24 and fair and reasonable relocation payments and assistance to displaced persons as required in Subpart D and E of 49 CFR Part 24.
- c. It will make available within a reasonable period of time prior to displacement, comparable replacement dwellings to displaced persons in accordance with Subpart E of 49 CFR Part 24.

36. Access By Intercity Buses.

The airport owner or operator will permit, to the maximum extent practicable, intercity buses or other modes of transportation to have access to the airport; however, it has no obligation to fund special facilities for intercity buses or for other modes of transportation.

37. Disadvantaged Business Enterprises.

The sponsor shall not discriminate on the basis of race, color, national origin, or sex, in the award and performance of any DOT-assisted contract covered by 49 CFR Part 26, or in the award and performance of any concession activity contract covered by 49 CFR Part 23. In addition, the sponsor shall not discriminate on the basis of race, color, national origin or sex in the administration of its Disadvantaged Business Enterprise (DBE) and Airport Concessions Disadvantaged Business Enterprise (ACDBE) programs or the requirements of 49 CFR Parts 23 and 26. The sponsor shall take all necessary and reasonable steps under 49 CFR Parts 23 and 26 to ensure nondiscrimination in the award and administration of DOT-assisted contracts, and/or concession contracts. The sponsor's DBE and ACDBE programs, as required by 49 CFR Parts 26 and 23, and as approved by DOT, are incorporated by reference in this agreement. Implementation of these programs is a legal obligation and failure to carry out its terms shall be treated as a violation of this agreement. Upon notification to the sponsor of its failure to carry out its approved program, the Department may impose sanctions as provided for under Parts 26 and 23 and may, in appropriate cases, refer the matter for enforcement under 18 U.S.C. § 1001 and/or the Program Fraud Civil Remedies Act of 1986 (31 U.S.C. §§ 3801-3809, 3812).

38. Hangar Construction.

If the airport owner or operator and a person who owns an aircraft agree that a hangar is to be constructed at the airport for the aircraft at the aircraft owner's expense, the airport owner or operator will grant to the aircraft owner for the hangar a long term lease that is subject to such terms and conditions on the hangar as the airport owner or operator may impose.

39. Competitive Access.

- a. If the airport owner or operator of a medium or large hub airport (as defined in 49 U.S.C. § 47102) has been unable to accommodate one or more requests by an air carrier for access to gates or other facilities at that airport in order to allow the air carrier to provide service to the airport or to expand service at the airport, the airport owner or operator shall transmit a report to the Secretary that:
 1. Describes the requests;
 2. Provides an explanation as to why the requests could not be accommodated; and
 3. Provides a time frame within which, if any, the airport will be able to accommodate the requests.
- b. Such report shall be due on either February 1 or August 1 of each year if the airport has been unable to accommodate the request(s) in the six month period prior to the applicable due date.

MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE COLUMBUS
AIRPORT COMISSION AND COLUMBUS, GEORGIA, A CONSOLIDATED
GOVERNMENT

WHEREAS, the FAA has offered an Airport Improvement Program (“AIP”) grant to the Columbus Airport Commission (Grant No. 3-13-0035-054-2022) dated July 27, 2022, in the amount of \$230,877.00 to assist with rehabilitating Taxiway F (3,000 ft); and

WHEREAS, because this is an Airport Improvement Project grant, the FAA is obligated to contribute up to 90% of the funding thereunder, the remaining 10% being split equally between the Columbus Airport Commission and the Georgia Department of Transportation; and

WHEREAS, Columbus, Georgia, a Consolidated Government, is required to be named as a co-equal sponsor with the Columbus Airport Commission for this FAA grant and the execution of such Grant Agreements by Columbus, Georgia is necessary for the Columbus Airport Commission to receive the funding anticipated from the FAA; and

WHEREAS, the Columbus Airport Commission by resolution has formally agreed to accept the offer of such grants from the FAA and has caused the Grant Agreements to be executed by its duly authorized officers; and

WHEREAS, the Columbus Council has authorized Mayor B.H. “Skip” Henderson III to sign the attached Grant Agreements based upon the assurance that all Sponsor responsibilities as outlined in the Grant Agreements will be performed and carryout out by or at the direction of the Columbus Airport Commission and that Columbus, Georgia will not perform any Sponsor responsibilities and not suffer any risk or financial liability and a result of signing the Grant Agreements as a Sponsor;

THE PARTIES HEREBY MUTUALLY AGREE AS FOLLOWS:

In consideration for the Columbus Council's authorization for the Mayor to sign the Grant Agreements and facilitate the receipt of the FAA Grant by the Airport Commission, the Airport Commission hereby agrees as follows:

1. The Columbus Airport Commission agrees that as between the two parties designated as Sponsor to the Grant Agreements, it shall act as the Grant recipient and perform and assume all responsibilities financial and otherwise which a Sponsor may be obligated to carry out under the Grant Agreements.
2. The Columbus Airport Commission will indemnify and hold the Columbus, Georgia consolidated government or any officer, official, agent or employee thereof, harmless against any and all financial obligations of either Sponsor under the Grant Agreements and for claims brought against it resulting from the Project or the Columbus Airport Commission's obligations under the Grant Agreements.

ENTERED INTO THIS ____ day of _____, 2022.

Columbus Airport Commission

Columbus, Georgia Consolidated Govt.

By: James Barker

By: B.H. "Skip" Henderson, III

Title: Chair

Mayor

File Attachments for Item:

8. A Resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-055-2022. (Mayor Pro-Tem)

RESOLUTION
NO. _____

**RESOLUTION AUTHORIZING EXECUTION OF
FEDERAL AVIATION ADMINISTRATION GRANT
AIRPORT IMPROVEMENT PROGRAM (AIP)
GRANT NO. 3-13-0035-055-2022**

A Resolution authorizing, approving and ratifying the execution of a Grant Agreement by and among United States of America, acting through the Federal Aviation Administration (hereinafter called “FAA”), the Columbus Airport Commission and Columbus, Georgia, a Consolidated Government.

WHEREAS, the Columbus Airport Commission on April 25, 2022, submitted an application pursuant to the Airport Improvement Program (AIP) to the FAA to assist with updating the Columbus Airport Master Plan—Phase 2; and

WHEREAS, by Grant Agreement dated August 8, 2022, a copy of which is attached hereto, the FAA has offered the sum of \$455,955.00; and

WHEREAS, because this is an Airport Improvement Project grant, the FAA is obligated to contribute up to 90% of the funding thereunder, the remaining 10% being split equally between the Columbus Airport Commission and the Georgia Department of Transportation; and

WHEREAS, Columbus, Georgia, a Consolidated Government, is co-sponsor with the Columbus Airport Commission for this FAA grant and the execution of such Grant Agreement by Columbus, Georgia is necessary for the Columbus Airport Commission to receive the funding anticipated from the FAA; and

WHEREAS, the Columbus Airport Commission by resolution passed at a special called meeting thereof held on August 19, 2022 has formally agreed to accept the offer of such grant from the FAA and has caused the Grant Agreement to be executed by its duly authorized officers; and

WHEREAS, the Columbus Airport Commission has agreed in a separate Memorandum of Understanding with Columbus, Georgia that it will be responsible for performing all responsibilities assumed by all Sponsors signing the Grant Agreement and to indemnify and hold Columbus harmless for any liabilities associated with failure to perform the Sponsor Obligations under the Grant Agreement;

and

WHEREAS, this Council, deems it in the best interest of Columbus, Georgia, and the Columbus Airport Commission to accept the FAA's offer of funding; and

WHEREAS, said Grant Agreement must be accepted and executed by Columbus, Georgia, and the Columbus Airport Commission and returned to the FAA on or before September 6, 2022.

NOW, THEREFORE, be it resolved by the Council of Columbus, Georgia, and it is hereby resolved:

1. That this Council, hereby authorizes the acceptance of the offer of a grant proposed by the FAA and hereby authorizes, approves, and ratifies the execution of the Grant Agreement among the FAA and the Columbus Airport Commission and Columbus, Georgia, a Consolidated Government, as co-sponsors of the Columbus Airport, in the form presented to Council and made a part hereof by this specific reference; and

2. That the execution of the Grant Agreement referred to hereinabove, on behalf of said Columbus, Georgia, a Consolidated Government, by the Honorable Skip Henderson, as Mayor, and the Honorable Sandra T. Davis, as Clerk, and the impression of the official seal of Columbus, Georgia, a Consolidated Government, which shall be electronic pursuant to FAA execution requirements, is hereby authorized, adopted, approved, accepted, and ratified.

3. That Mayor is also authorized to enter into a Memorandum of Understanding with the Columbus Airport Commission in accordance with the terms set forth above.

Introduced at a regular/work session meeting of the Council of Columbus, Georgia, held on the 30th day of August 2022, and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____.
Councilor Barnes	voting _____.
Councilor Crabb	voting _____.
Councilor Davis	voting _____.
Councilor Garrett	voting _____.
Councilor House	voting _____.
Councilor Huff	voting _____.
Councilor Thomas	voting _____.
Councilor Tucker	voting _____.
Councilor Woodson	voting _____.

SANDRA T. DAVIS,
CLERK OF COUNCIL

B. H. "SKIP" HENDERSON, III,
MAYOR

EXPLANATION OF RESOLUTION

The Columbus Airport Commission (the “Commission”) has applied for a grant pursuant to the Airport Improvement Program to assist with updating the Columbus Airport Master Plan. The Master Plan is a document which outlines potential projects and upgrades to the airport's infrastructure for a period of twenty (20) years; however, the Master Plan is generally updated far more frequently than each twenty (20) years.

The funds from the proposed grant will be used to assist in the planning phase of the Master Plan update. The FAA has agreed to fund 90% of all allowable costs. The remaining 10% will be split equally between the Commission and GDOT.

This resolution and explanation prepared by:

Anna Phillips
Administrative Coordinator
Columbus Airport Commission
3250 W. Britt David Rd
Columbus, Georgia 31909



U.S. Department
of Transportation
Federal Aviation
Administration

Airports Division
Southern Region
Georgia, Puerto Rico, South Carolina, Virgin Islands

Atlanta Airports District
Office:
1701 Columbia Ave., Suite
220
College Park, GA 30337

{{DateTime_es_:_signer1:calc(now()):format(date," mmmm d, yyyy")}}

Chairman James Barker
Columbus Airport Commission
3250 W Britt David Road
Columbus, GA 31901

Honorable B.H. Henderson, III
100 10th Street
Columbus, GA 31901

Dear Mr. Barker, Mayor Henderson:

The Grant Offer for the Bipartisan Infrastructure Law (BIL) - Airport Infrastructure Grant (AIG) Project No. 3-13-0035-055-2022 at Columbus Airport is attached for execution. This letter outlines the steps you must take to properly enter into this agreement and provides other useful information. Please read the conditions, special conditions, and assurances that comprise the grant offer carefully

You may not make any modification to the text, terms or conditions of the grant offer.

Steps You Must Take to Enter Into Agreement.

To properly enter into this agreement, you must do the following:

1. The governing body must give authority to execute the grant to the individual(s) signing the grant, i.e., the person signing the document must be the sponsor's authorized representative(s) (hereinafter "authorized representative").
2. The authorized representative must execute the grant by adding their electronic signature to the appropriate certificate at the end of the agreement.
3. Once the authorized representative has electronically signed the grant, the sponsor's attorney(s) will automatically receive an email notification.
4. On the **same day or after** the authorized representative has signed the grant, the sponsor's attorney(s) will add their electronic signature to the appropriate certificate at the end of the agreement.
5. If there are co-sponsors, the authorized representative(s) and sponsor's attorney(s) must follow the above procedures to fully execute the grant and finalize the process. Signatures must be obtained and finalized **no later than September 6, 2022**.
6. The fully executed grant will then be automatically sent to all parties as an email attachment.

Payment. Subject to the requirements in 2 CFR § 200.305 (Federal Payment), each payment request for reimbursement under this grant must be made electronically via the Delphi eInvoicing System. Please see the attached Grant Agreement for more information regarding the use of this System.

Project Timing. The terms and conditions of this agreement require you to complete the project without undue delay and no later than the Period of Performance end date (1,460 days from the grant execution date). We will be monitoring your progress to ensure proper stewardship of these Federal funds. We expect you to submit payment requests for reimbursement of allowable incurred project expenses consistent with project progress. Your grant may be placed in “inactive” status if you do not make draws on a regular basis, which will affect your ability to receive future grant offers. Costs incurred after the Period of Performance ends are generally not allowable and will be rejected unless authorized by the FAA in advance.

Reporting. Until the grant is completed and closed, you are responsible for submitting formal reports as follows:

- For all grants, you must submit by December 31st of each year this grant is open:
 1. A signed/dated SF-270 (Request for Advance or Reimbursement for non-construction projects) or SF-271 or equivalent (Outlay Report and Request for Reimbursement for Construction Programs), and
 2. An SF-425 (Federal Financial Report).
- For non-construction projects, you must submit [FAA Form 5100-140, Performance Report](#) within 30 days of the end of the Federal fiscal year.
- For construction projects, you must submit [FAA Form 5370-1, Construction Progress and Inspection Report](#), within 30 days of the end of each Federal fiscal quarter.

Audit Requirements. As a condition of receiving Federal assistance under this award, you must comply with audit requirements as established under 2 CFR part 200. Subpart F requires non-Federal entities that expend \$750,000 or more in Federal awards to conduct a single or program specific audit for that year. Note that this includes Federal expenditures made under other Federal-assistance programs. Please take appropriate and necessary action to ensure your organization will comply with applicable audit requirements and standards.

Closeout. Once the project(s) is completed and all costs are determined, we ask that you work with your FAA contact indicated below to close the project without delay and submit the necessary final closeout documentation as required by your Region/Airports District Office.

FAA Contact Information. Russell Maraman, (404) 305-6745, russell.b.maraman@faa.gov is the assigned program manager for this grant and is readily available to assist you and your designated representative with the requirements stated herein.

We sincerely value your cooperation in these efforts and look forward to working with you to complete this important project.

Sincerely,

{Sig_es_:signer1: signature}}

Parks Preston
Acting ADO Manager



U.S. Department
of Transportation
Federal Aviation
Administration

AIRPORT INFRASTRUCTURE GRANT

GRANT AGREEMENT

Part I - Offer

Federal Award Offer Date {{DateTime_es_.signer1:calc(now()):format(date," mmmm d, yyyy")}}

Airport/Planning Area Columbus Airport

Airport Infrastructure Grant
Number 3-13-0035-055-2022

Unique Entity Identifier SQNPGJ1NZY13

TO: Columbus Consolidated Government
(herein called the "Sponsor")

FROM: **The United States of America** (acting through the Federal Aviation Administration, herein called the "FAA")

WHEREAS, the Sponsor has submitted to the FAA a Project Application dated April 25, 2022, for a grant of Federal funds for a project at or associated with the Columbus Airport, which is included as part of this Grant Agreement; and

WHEREAS, the FAA has approved a project for the Columbus Airport (herein called the "Project") consisting of the following:

Update Master Plan Study (Phase II)

which is more fully described in the Project Application.

NOW THEREFORE, Pursuant to and for the purpose of carrying out H.R. 3684, the Infrastructure Investment and Jobs Act (Public Law 117-58) of 2021 referred to as the Bipartisan Infrastructure Law (BIL); and the representations contained in the Project Application; and in consideration of: (a) the Sponsor's adoption and ratification of the Grant Assurances attached hereto; (b) the Sponsor's acceptance of this Offer; and (c) the benefits to accrue to the United States and the public from the accomplishment of the Project and compliance with the Grant Assurance and conditions as herein provided;

THE FEDERAL AVIATION ADMINISTRATION, FOR AND ON BEHALF OF THE UNITED STATES, HEREBY OFFERS AND AGREES to pay ninety (90) % of the allowable costs incurred accomplishing the Project as the United States share of the Project.

Assistance Listings Number (Formerly CFDA Number): 20.106

This Offer is made on and SUBJECT TO THE FOLLOWING TERMS AND CONDITIONS:

CONDITIONS

1. **Maximum Obligation.** The maximum obligation of the United States payable under this Offer is **\$455,955.**

The following amounts represent a breakdown of the maximum obligation for the purpose of establishing allowable amounts for any future grant amendment, which may increase the foregoing maximum obligation of the United States under the provisions of 49 U.S.C. § 47108(b):

\$ 455,955 for planning

which is more fully described in the Project Application.

2. **Grant Performance.** This Grant Agreement is subject to the following Federal award requirements:

- a. **Period of Performance:**

1. Shall start on the date the Sponsor formally accepts this Agreement and is the date signed by the last Sponsor signatory to the Agreement. The end date of the Period of Performance is 4 years (1,460 calendar days) from the date of acceptance. The Period of Performance end date shall not affect, relieve, or reduce Sponsor obligations and assurances that extend beyond the closeout of this Grant Agreement.
2. Means the total estimated time interval between the start of an initial Federal award and the planned end date, which may include one or more funded portions or budget periods. (2 Code of Federal Regulations (CFR) § 200.1).

- b. **Budget Period:**

1. For this Grant is 4 years (1,460 calendar days) and follows the same start and end date as the period of performance provided in paragraph (2)(a)(1) Pursuant to 2 CFR § 200.403(h), the Sponsor may charge to the Grant only allowable costs incurred during the Budget Period.
2. Means the time interval from the start date of a funded portion of an award to the end date of that funded portion during which the Sponsor is authorized to expend the funds awarded, including any funds carried forward or other revisions pursuant to 2 CFR § 200.308.

- c. **Close Out and Termination**

1. Unless the FAA authorizes a written extension, the Sponsor must submit all Grant closeout documentation and liquidate (pay-off) all obligations incurred under this award no later than 120 calendar days after the end date of the period of performance. If the Sponsor does not submit all required closeout documentation within this time period, the FAA will proceed to close out the grant within one year of the period of performance end date with the information available at the end of 120 days. (2 CFR § 200.344).

2. The FAA may terminate this Grant, in whole or in part, in accordance with the conditions set forth in 2 CFR § 200.340, or other Federal regulatory or statutory authorities as applicable.
3. **Ineligible or Unallowable Costs.** The Sponsor must not include any costs in the project that the FAA has determined to be ineligible or unallowable.
4. **Indirect Costs - Sponsor.** The Sponsor may charge indirect costs under this award by applying the indirect cost rate identified in the project application as accepted by the FAA, to allowable costs for Sponsor direct salaries and wages.
5. **Determining the Final Federal Share of Costs.** The United States' share of allowable project costs will be made in accordance with 49 U.S.C. § 47109, the regulations, policies, and procedures of the Secretary, and any superseding legislation. Final determination of the United States' share will be based upon the final audit of the total amount of allowable project costs and settlement will be made for any upward or downward adjustments to the Federal share of costs.
6. **Completing the Project Without Delay and in Conformance with Requirements.** The Sponsor must carry out and complete the project without undue delays and in accordance with this Agreement, BIL (Public Law 117-58), and the regulations, and the Secretary of Transportation's ("Secretary's") policies and procedures. Per 2 CFR § 200.308, the Sponsor agrees to report and request prior FAA approval for any disengagement from performing the project that exceeds three months or a 25 percent reduction in time devoted to the project. The report must include a reason for the project stoppage. The Sponsor also agrees to comply with the grant assurances, which are part of this Agreement.
7. **Amendments or Withdrawals before Grant Acceptance.** The FAA reserves the right to amend or withdraw this offer at any time prior to its acceptance by the Sponsor.
8. **Offer Expiration Date.** This offer will expire and the United States will not be obligated to pay any part of the costs of the project unless this offer has been accepted by the Sponsor **on or before September 6, 2022**, or such subsequent date as may be prescribed in writing by the FAA.
9. **Improper Use of Federal Funds.** The Sponsor must take all steps, including litigation if necessary, to recover Federal funds spent fraudulently, wastefully, or in violation of Federal antitrust statutes, or misused in any other manner for any project upon which Federal funds have been expended. For the purposes of this Grant Agreement, the term "Federal funds" means funds however used or dispersed by the Sponsor, that were originally paid pursuant to this or any other Federal grant agreement. The Sponsor must obtain the approval of the Secretary as to any determination of the amount of the Federal share of such funds. The Sponsor must return the recovered Federal share, including funds recovered by settlement, order, or judgment, to the Secretary. The Sponsor must furnish to the Secretary, upon request, all documents and records pertaining to the determination of the amount of the Federal share or to any settlement, litigation, negotiation, or other efforts taken to recover such funds. All settlements or other final positions of the Sponsor, in court or otherwise, involving the recovery of such Federal share require advance approval by the Secretary.
10. **United States Not Liable for Damage or Injury.** The United States is not responsible or liable for damage to property or injury to persons which may arise from, or be incident to, compliance with this Grant Agreement.
11. **System for Award Management (SAM) Registration and Unique Entity Identifier (UEI).**

- a. Requirement for System for Award Management (SAM): Unless the Sponsor is exempted from this requirement under 2 CFR § 25.110, the Sponsor must maintain the currency of its information in the SAM until the Sponsor submits the final financial report required under this Grant, or receives the final payment, whichever is later. This requires that the Sponsor review and update the information at least annually after the initial registration and more frequently if required by changes in information or another award term. Additional information about registration procedures may be found at the SAM website (currently at <http://www.sam.gov>).
 - b. Unique entity identifier (UEI) means a 12-character alpha-numeric value used to identify a specific commercial, nonprofit or governmental entity. A UEI may be obtained from SAM.gov at <https://sam.gov/SAM/pages/public/index.jsf>.
12. **Electronic Grant Payment(s).** Unless otherwise directed by the FAA, the Sponsor must make each payment request under this Agreement electronically via the Delphi eInvoicing System for Department of Transportation (DOT) Financial Assistance Awardees.
13. **Informal Letter Amendment of BIL Projects.** If, during the life of the project, the FAA determines that the maximum grant obligation of the United States exceeds the expected needs of the Sponsor by \$25,000 or five percent (5%), whichever is greater, the FAA can issue a letter amendment to the Sponsor unilaterally reducing the maximum obligation.

The FAA can, subject to the availability of Federal funds, issue a letter to the Sponsor increasing the maximum obligation if there is an overrun in the total actual eligible and allowable project costs to cover the amount of the overrun provided it will not exceed the statutory limitations for grant amendments. The FAA's authority to increase the maximum obligation does not apply to the "planning" component of Condition No. 1, Maximum Obligation.

The FAA can also issue an informal letter amendment that modifies the grant description to correct administrative errors or to delete work items if the FAA finds it advantageous and in the best interests of the United States.

An informal letter amendment has the same force and effect as a formal grant amendment.
14. **Air and Water Quality.** The Sponsor is required to comply with all applicable air and water quality standards for all projects in this grant. If the Sponsor fails to comply with this requirement, the FAA may suspend, cancel, or terminate this Grant Agreement.
15. **Financial Reporting and Payment Requirements.** The Sponsor will comply with all Federal financial reporting requirements and payment requirements, including submittal of timely and accurate reports.
16. **Buy American.** Unless otherwise approved in advance by the FAA, in accordance with 49 U.S.C. § 50101, the Sponsor will not acquire or permit any contractor or subcontractor to acquire any steel or manufactured products produced outside the United States to be used for any project for which funds are provided under this grant. The Sponsor will include a provision implementing Buy American in every contract and subcontract awarded under this Grant.
17. **Build America, Buy American.** The sponsor must comply with the requirements under the Build America, Buy America Act (Public Law 117-58).
18. **Maximum Obligation Increase.** In accordance with 49 U.S.C. § 47108(b)(3), as amended, the maximum obligation of the United States, as stated in Condition No. 1, Maximum Obligation, of this Grant Offer:

- a. May not be increased for a planning project;
- b. May be increased by not more than 15 percent for development projects if funds are available;
- c. May be increased by not more than the greater of the following for a land project, if funds are available:
 - 1. 15 percent; or
 - 2. 25 percent of the total increase in allowable project costs attributable to acquiring an interest in the land.

If the sponsor requests an increase, any eligible increase in funding will be subject to the United States Government share as provided in BIL (Public Law 117-58), or other superseding legislation if applicable, for the fiscal year appropriation with which the increase is funded. The FAA is not responsible for the same Federal share provided herein for any amount increased over the initial grant amount. The FAA may adjust the Federal share as applicable through an informal letter of amendment.

19. Audits for Sponsors.

PUBLIC SPONSORS. The Sponsor must provide for a Single Audit or program-specific audit in accordance with 2 CFR Part 200. The Sponsor must submit the audit reporting package to the Federal Audit Clearinghouse on the Federal Audit Clearinghouse's Internet Data Entry System at <http://harvester.census.gov/facweb/>. Upon request of the FAA, the Sponsor shall provide one copy of the completed audit to the FAA. Sponsors that expend less than \$750,000 in Federal awards and are exempt from Federal audit requirements must make records available for review or audit by the appropriate Federal agency officials, State, and Government Accountability Office. The FAA and other appropriate Federal agencies may request additional information to meet all Federal audit requirements.

20. Suspension or Debarment. When entering into a "covered transaction" as defined by 2 CFR § 180.200, the Sponsor must:

- a. Verify the non-Federal entity is eligible to participate in this Federal program by:
 - 1. Checking the excluded parties list system (EPLS) as maintained within the System for Award Management (SAM) to determine if the non-Federal entity is excluded or disqualified; or
 - 2. Collecting a certification statement from the non-Federal entity attesting they are not excluded or disqualified from participating; or
 - 3. Adding a clause or condition to covered transactions attesting the individual or firm are not excluded or disqualified from participating.
- b. Require prime contractors to comply with 2 CFR § 180.330 when entering into lower-tier transactions (e.g., sub-contracts).
- c. Immediately disclose in writing to the FAA whenever (1) the Sponsor learns they have entered into a covered transaction with an ineligible entity or (2) the Public Sponsor suspends or debars a contractor, person, or entity.

21. Ban on Texting While Driving.

- a. In accordance with Executive Order 13513, Federal Leadership on Reducing Text Messaging While Driving, October 1, 2009, and DOT Order 3902.10, Text Messaging While Driving, December 30, 2009, the Sponsor is encouraged to:
 - 1. Adopt and enforce workplace safety policies to decrease crashes caused by distracted drivers including policies to ban text messaging while driving when performing any work for, or on behalf of, the Federal government, including work relating to a grant or subgrant.
 - 2. Conduct workplace safety initiatives in a manner commensurate with the size of the business, such as:
 - i. Establishment of new rules and programs or re-evaluation of existing programs to prohibit text messaging while driving; and
 - ii. Education, awareness, and other outreach to employees about the safety risks associated with texting while driving.
- b. The Sponsor must insert the substance of this clause on banning texting while driving in all subgrants, contracts, and subcontracts funded with this Grant.

22. Trafficking in Persons.

- a. You as the recipient, your employees, subrecipients under this Grant, and subrecipients' employees may not:
 - 1. Engage in severe forms of trafficking in persons during the period of time that the Grant and applicable conditions are in effect;
 - 2. Procure a commercial sex act during the period of time that the Grant and applicable conditions are in effect; or
 - 3. Use forced labor in the performance of the Grant or any subgrants under this Grant.
- b. We as the Federal awarding agency, may unilaterally terminate this Grant, without penalty, if you or a subrecipient that is a private entity:
 - 1. Is determined to have violated a prohibition in paragraph (a) of this condition; or
 - 2. Has an employee who is determined by the agency official authorized to terminate the Grant to have violated a prohibition in paragraph (a) of this Condition through conduct that is either –
 - i. Associated with performance under this Grant; or
 - ii. Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR Part 180, OMB Guidelines to Agencies on Government-wide Debarment and Suspension (Nonprocurement), as implemented by our agency at 2 CFR Part 1200.
- c. You must inform us immediately of any information you receive from any source alleging a violation of a prohibition in paragraph (a) of this Condition.
- d. Our right to terminate unilaterally that is described in paragraph (a) of this Condition:
 - 1. Implements section 106(g) of the Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. § 7104(g)), and

2. Is in addition to all other remedies for noncompliance that are available to us under this Grant Agreement.
23. **BIL Funded Work Included in a PFC Application.** Within 120 days of acceptance of this Grant Agreement, the Sponsor must submit to the FAA an amendment to any approved Passenger Facility Charge (PFC) application that contains an approved PFC project also covered under this Grant Agreement as described in the project application. The airport sponsor may not make any expenditure under this Grant Agreement until project work addressed under this Grant Agreement is removed from an approved PFC application by amendment.
24. **Exhibit "A" Property Map.** The Exhibit "A" Property Map dated February 1, 2010, is incorporated herein by reference or is submitted with the project application and made part of this Grant Agreement.
25. **Employee Protection from Reprisal.**
 - a. Prohibition of Reprisals
 1. In accordance with 41 U.S.C. § 4712, an employee of a Sponsor, grantee, subgrantee, contractor, or subcontractor may not be discharged, demoted, or otherwise discriminated against as a reprisal for disclosing to a person or body described in sub-paragraph (a)(2) below, information that the employee reasonably believes is evidence of:
 - i. Gross mismanagement of a Federal grant;
 - ii. Gross waste of Federal funds;
 - iii. An abuse of authority relating to implementation or use of Federal funds;
 - iv. A substantial and specific danger to public health or safety; or
 - v. A violation of law, rule, or regulation related to a Federal grant.
 2. Persons and bodies covered - The persons and bodies to which a disclosure by an employee is covered are as follows:
 - i. A member of Congress or a representative of a committee of Congress;
 - ii. An Inspector General;
 - iii. The Government Accountability Office;
 - iv. A Federal employee responsible for contract or grant oversight or management at the relevant agency;
 - v. A court or grand jury;
 - vi. A management official or other employee of the Sponsor, contractor, or subcontractor who has the responsibility to investigate, discover, or address misconduct; or
 - vii. An authorized official of the Department of Justice or other law enforcement agency.
 3. Submission of Complaint. A person who believes that they have been subjected to a reprisal prohibited by paragraph (a) of this Condition may submit a complaint regarding the reprisal to the Office of Inspector General (OIG) for the U.S. Department of Transportation.
 4. Time Limitation for Submittal of a Complaint. A complaint may not be brought under this subsection more than three years after the date on which the alleged reprisal took place.
 5. Required Actions of the Inspector General. Actions, limitations, and exceptions of the OIG's office are established under 41 U.S.C. § 4712(b).

6. Assumption of Rights to Civil Remedy. Upon receipt of an explanation of a decision not to conduct or continue an investigation by the OIG, the person submitting a complaint assumes the right to a civil remedy under 41 U.S.C. § 4712(c)(2).

SPECIAL CONDITIONS

26. **Master Plan Coordination.** The Sponsor agrees to coordinate this master planning study with metropolitan planning organizations, other local planning agencies, and with the State Airport System Plan prepared by the State's Department of Transportation and consider any pertinent information, data, projections, and forecasts which are currently available or as will become available. The Sponsor agrees to consider any State Clearinghouse comments and to furnish a copy of the final report to the State's Department of Transportation.
27. **Buy American Executive Orders.** The Sponsor agrees to abide by applicable Executive Orders in effect at the time this Grant Agreement is executed, including Executive Order 14005, Ensuring the Future Is Made in All of America by All of America's Workers.

The Sponsor's acceptance of this Offer and ratification and adoption of the Project Application incorporated herein shall be evidenced by execution of this instrument by the Sponsor, as hereinafter provided, and this Offer and Acceptance shall comprise a Grant Agreement, constituting the contractual obligations and rights of the United States and the Sponsor with respect to the accomplishment of the Project and compliance with the Grant Assurances, terms, and conditions as provided herein. Such Grant Agreement shall become effective upon the Sponsor's acceptance of this Offer.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.¹

**UNITED STATES OF AMERICA
FEDERAL AVIATION ADMINISTRATION**

{{Sig_es_:_signer1:signature:dimension(height=12mm, width=70mm)}}

(Signature)

{{N_es_:_signer1:fullname }}

(Typed Name)

{{*Ttl_es_:_signer1:title }}

(Title of FAA Official)

¹ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

Part II - Acceptance

The Sponsor does hereby ratify and adopt all assurances, statements, representations, warranties, covenants, and agreements contained in the Project Application and incorporated materials referred to in the foregoing Offer, and does hereby accept this Offer and by such acceptance agrees to comply with all of the Grant Assurances, terms, and conditions in this Offer and in the Project Application.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.²

Dated {{DateTime_es_:signer2:calc(now()):format(date," mmmm d, yyyy")}}

Columbus Consolidated Government

(Name of Sponsor)

{{Sig_es_:signer2:signature:dimension(height=12mm, width=70mm)}}

(Signature of Sponsor's Authorized Official)

By: {{N_es_:signer2:fullname}}

(Typed Name of Sponsor's Authorized Official)

Title: {{*Ttl_es_:signer2:title}}

(Title of Sponsor's Authorized Official)

² Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

CERTIFICATE OF SPONSOR'S ATTORNEY

I, **{{N_es :signer3: fullname}}**, acting as Attorney for the Sponsor do hereby certify:

That in my opinion the Sponsor is empowered to enter into the foregoing Grant Agreement under the laws of the State of Georgia. Further, I have examined the foregoing Grant Agreement and the actions taken by said Sponsor and Sponsor's official representative, who has been duly authorized to execute this Grant Agreement, which is in all respects due and proper and in accordance with the laws of the said State; the Infrastructure Investment and Jobs Act (Public Law 117-58) of 2021 referred to as the Bipartisan Infrastructure Law (BIL), Division J, Title VIII; and the representations contained in the Project Application. In addition, for grants involving projects to be carried out on property not owned by the Sponsor, there are no legal impediments that will prevent full performance by the Sponsor. Further, it is my opinion that the said Grant Agreement constitutes a legal and binding obligation of the Sponsor in accordance with the terms thereof.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.³

Dated at **{{DateTime_es :signer3:calc(now()):format(date," mmmm d, yyyy")}}**

By: **{{Sig_es :signer3:signature:dimension(height=12mm, width=70mm)}}**

(Signature of Sponsor's Attorney)

³ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

The Sponsor does hereby ratify and adopt all assurances, statements, representations, warranties, covenants, and agreements contained in the Project Application and incorporated materials referred to in the foregoing Offer, and does hereby accept this Offer and by such acceptance agrees to comply with all of the Grant Assurances, terms, and conditions in this Offer and in the Project Application.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.²

Dated **{{DateTime_es_:signer4:calc(now()):format(date," mmmm d, yyyy")}}**

Columbus Consolidated Government

(Name of Sponsor)

{{Sig_es_:signer4:signature:dimension(height=12mm, width=70mm)}}

(Signature of Sponsor's Authorized Official)

By: **{{N_es_:signer4:fullname}}**

(Typed Name of Sponsor's Authorized Official)

Title: **{{*Ttl_es_:signer4:title}}**

(Title of Sponsor's Authorized Official)

² Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

CERTIFICATE OF SPONSOR'S ATTORNEY

I, **{{N_es :signer5: fullname}}**, acting as Attorney for the Sponsor do hereby certify:

That in my opinion the Sponsor is empowered to enter into the foregoing Grant Agreement under the laws of the State of Georgia. Further, I have examined the foregoing Grant Agreement and the actions taken by said Sponsor and Sponsor's official representative, who has been duly authorized to execute this Grant Agreement, which is in all respects due and proper and in accordance with the laws of the said State; the Infrastructure Investment and Jobs Act (Public Law 117-58) of 2021 referred to as the Bipartisan Infrastructure Law (BIL), Division J, Title VIII; and the representations contained in the Project Application. In addition, for grants involving projects to be carried out on property not owned by the Sponsor, there are no legal impediments that will prevent full performance by the Sponsor. Further, it is my opinion that the said Grant Agreement constitutes a legal and binding obligation of the Sponsor in accordance with the terms thereof.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.³

Dated at **{{DateTime_es :signer5:calc(now()):format(date," mmmm d, yyyy")}}**

By: **{{Sig_es :signer5:signature:dimension(height=12mm, width=70mm)}}**

(Signature of Sponsor's Attorney)

³ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

ASSURANCES

AIRPORT SPONSORS

A. General.

1. These assurances shall be complied with in the performance of grant agreements for airport development, airport planning, and noise compatibility program grants for airport sponsors.
2. These assurances are required to be submitted as part of the project application by sponsors requesting funds under the provisions of Public Law 117-58, Division J, Title VIII, as amended. As used herein, the term "public agency sponsor" means a public agency with control of a public-use airport; the term "private sponsor" means a private owner of a public-use airport; and the term "sponsor" includes both public agency sponsors and private sponsors.
3. Upon acceptance of this grant offer by the sponsor, these assurances are incorporated in and become part of this Grant Agreement.

B. Duration and Applicability.

1. **Airport development or Noise Compatibility Program Projects Undertaken by a Public Agency Sponsor.**

The terms, conditions and assurances of this Grant Agreement shall remain in full force and effect throughout the useful life of the facilities developed or equipment acquired for an airport development or noise compatibility program project, or throughout the useful life of the project items installed within a facility under a noise compatibility program project, but in any event not to exceed twenty (20) years from the date of acceptance of a grant offer of Federal funds for the project. However, there shall be no limit on the duration of the assurances regarding Exclusive Rights and Airport Revenue so long as the airport is used as an airport. There shall be no limit on the duration of the terms, conditions, and assurances with respect to real property acquired with federal funds. Furthermore, the duration of the Civil Rights assurance shall be specified in the assurances.

2. **Airport Development or Noise Compatibility Projects Undertaken by a Private Sponsor.**

The preceding paragraph (1) also applies to a private sponsor except that the useful life of project items installed within a facility or the useful life of the facilities developed or equipment acquired under an airport development or noise compatibility program project shall be no less than ten (10) years from the date of acceptance of Federal aid for the project.

3. **Airport Planning Undertaken by a Sponsor.**

Unless otherwise specified in this Grant Agreement, only Assurances 1, 2, 3, 5, 6, 13, 18, 23, 25, 30, 32, 33, 34, and 37 in Section C apply to planning projects. The terms, conditions, and assurances of this Grant Agreement shall remain in full force and effect during the life of the project; there shall be no limit on the duration of the assurances regarding Exclusive Rights and Airport Revenue so long as the airport is used as an airport.

C. Sponsor Certification.

The sponsor hereby assures and certifies, with respect to this grant that:

1. General Federal Requirements

It will comply with all applicable Federal laws, regulations, executive orders, policies, guidelines, and requirements as they relate to the application, acceptance, and use of Federal funds for this Grant including but not limited to the following:

FEDERAL LEGISLATION

- a. 49, U.S.C. subtitle VII, as amended.
- b. Davis-Bacon Act, as amended — 40 U.S.C. §§ 3141-3144, 3146, and 3147, et seq.¹
- c. Federal Fair Labor Standards Act - 29 U.S.C. § 201, et seq.
- d. Hatch Act – 5 U.S.C. § 1501, et seq.²
- e. Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. § 4601, et seq.^{1, 2}
- f. National Historic Preservation Act of 1966 – Section 106 - 54 U.S.C. § 306108.1.¹
- g. Archeological and Historic Preservation Act of 1974 - 54 U.S.C. § 312501, et seq.¹
- h. Native Americans Grave Repatriation Act - 25 U.S.C. § 3001, et seq.
- i. Clean Air Act, P.L. 90-148, as amended - 42 U.S.C. § 7401, et seq.
- j. Coastal Zone Management Act, P.L. 92-583, as amended - 16 U.S.C. § 1451, et seq.
- k. Flood Disaster Protection Act of 1973 – Section 102(a) - 42 U.S.C. § 4012a.¹
- l. 49 U.S.C. § 303, (formerly known as Section 4(f))
- m. Rehabilitation Act of 1973 - 29 U.S.C. § 794.
- n. Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin);
- o. Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 et seq.) (prohibits discrimination on the basis of disability).
- p. Age Discrimination Act of 1975 - 42 U.S.C. § 6101, et seq.
- q. American Indian Religious Freedom Act, P.L. 95-341, as amended.
- r. Architectural Barriers Act of 1968, as amended - 42 U.S.C. § 4151, et seq.¹
- s. Powerplant and Industrial Fuel Use Act of 1978 – Section 403 - 42 U.S.C. § 8373.¹
- t. Contract Work Hours and Safety Standards Act - 40 U.S.C. § 3701, et seq.¹
- u. Copeland Anti-kickback Act - 18 U.S.C. § 874.¹
- v. National Environmental Policy Act of 1969 - 42 U.S.C. § 4321, et seq.¹
- w. Wild and Scenic Rivers Act, P.L. 90-542, as amended – 16 U.S.C. § 1271, et seq.
- x. Single Audit Act of 1984 - 31 U.S.C. § 7501, et seq.²
- y. Drug-Free Workplace Act of 1988 - 41 U.S.C. §§ 8101 through 8105.
- z. The Federal Funding Accountability and Transparency Act of 2006, as amended (Pub. L. 109-282, as amended by section 6202 of Pub. L. 110-252).

- aa. Civil Rights Restoration Act of 1987, P.L. 100-259.
- bb. Build America, Buy America Act, P.L. 117-58, Title IX.

EXECUTIVE ORDERS

- a. Executive Order 11246 – Equal Employment Opportunity¹
- b. Executive Order 11990 – Protection of Wetlands
- c. Executive Order 11998 – Flood Plain Management
- d. Executive Order 12372 – Intergovernmental Review of Federal Programs
- e. Executive Order 12699 – Seismic Safety of Federal and Federally Assisted New Building Construction¹
- f. Executive Order 12898 – Environmental Justice
- g. Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency
- h. Executive Order 13985 – Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
- i. Executive Order 13988 – Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation
- j. Executive Order 14005 – Ensuring the Future is Made in all of America by All of America’s Workers
- k. Executive Order 14008 – Tackling the Climate Crisis at Home and Abroad

FEDERAL REGULATIONS

- a. 2 CFR Part 180 – OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement).
- b. 2 CFR Part 200 – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. ^{4, 5}
- c. 2 CFR Part 1200 – Nonprocurement Suspension and Debarment.
- d. 14 CFR Part 13 – Investigative and Enforcement Procedures.
- e. 14 CFR Part 16 – Rules of Practice for Federally-Assisted Airport Enforcement Proceedings.
- f. 14 CFR Part 150 – Airport Noise Compatibility Planning.
- g. 28 CFR Part 35 – Nondiscrimination on the Basis of Disability in State and Local Government Services.
- h. 28 CFR § 50.3 – U.S. Department of Justice Guidelines for the Enforcement of Title VI of the Civil Rights Act of 1964.
- i. 29 CFR Part 1 – Procedures for Predetermination of Wage Rates.¹
- j. 29 CFR Part 3 – Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States.¹

- k. 29 CFR Part 5 – Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction (Also Labor Standards Provisions Applicable to Nonconstruction Contracts Subject to the Contract Work Hours and Safety Standards Act).¹
- l. 41 CFR Part 60 – Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor (Federal and Federally-assisted contracting requirements).¹
- m. 49 CFR Part 20 – New Restrictions on Lobbying.
- n. 49 CFR Part 21 – Nondiscrimination in Federally-Assisted Programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964.
- o. 49 CFR Part 23 – Participation by Disadvantage Business Enterprise in Airport Concessions.
- p. 49 CFR Part 24 – Uniform Relocation Assistance and Real Property Acquisition for Federal and Federally-Assisted Programs.^{1, 2}
- q. 49 CFR Part 26 – Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs.
- r. 49 CFR Part 27 – Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance.¹
- s. 49 CFR Part 28 – Enforcement of Nondiscrimination on the Basis of Handicap in Programs or Activities Conducted by the Department of Transportation.
- t. 49 CFR Part 30 – Denial of Public Works Contracts to Suppliers of Goods and Services of Countries That Deny Procurement Market Access to U.S. Contractors.
- u. 49 CFR Part 32 – Governmentwide Requirements for Drug-Free Workplace (Financial Assistance).
- v. 49 CFR Part 37 – Transportation Services for Individuals with Disabilities (ADA).
- w. 49 CFR Part 38 – Americans with Disabilities Act (ADA) Accessibility Specifications for Transportation Vehicles.
- x. 49 CFR Part 41 – Seismic Safety.

FOOTNOTES TO ASSURANCE (C)(1)

- ¹ These laws do not apply to airport planning sponsors.
- ² These laws do not apply to private sponsors.
- ³ 2 CFR Part 200 contains requirements for State and Local Governments receiving Federal assistance. Any requirement levied upon State and Local Governments by this regulation shall apply where applicable to private sponsors receiving Federal assistance under Title 49, United States Code.
- ⁴ Cost principles established in 2 CFR part 200 subpart E must be used as guidelines for determining the eligibility of specific types of expenses.
- ⁵ Audit requirements established in 2 CFR part 200 subpart F are the guidelines for audits.

SPECIFIC ASSURANCES

Specific assurances required to be included in grant agreements by any of the above laws, regulations or circulars are incorporated by reference in this Grant Agreement.

2. Responsibility and Authority of the Sponsor.**a. Public Agency Sponsor:**

It has legal authority to apply for this Grant, and to finance and carry out the proposed project; that a resolution, motion or similar action has been duly adopted or passed as an official act of the applicant's governing body authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information as may be required.

b. Private Sponsor:

It has legal authority to apply for this Grant and to finance and carry out the proposed project and comply with all terms, conditions, and assurances of this Grant Agreement. It shall designate an official representative and shall in writing direct and authorize that person to file this application, including all understandings and assurances contained therein; to act in connection with this application; and to provide such additional information as may be required.

3. Sponsor Fund Availability.

It has sufficient funds available for that portion of the project costs which are not to be paid by the United States. It has sufficient funds available to assure operation and maintenance of items funded under this Grant Agreement which it will own or control.

4. Good Title.

- a. It, a public agency or the Federal government, holds good title, satisfactory to the Secretary, to the landing area of the airport or site thereof, or will give assurance satisfactory to the Secretary that good title will be acquired.
- b. For noise compatibility program projects to be carried out on the property of the sponsor, it holds good title satisfactory to the Secretary to that portion of the property upon which Federal funds will be expended or will give assurance to the Secretary that good title will be obtained.

5. Preserving Rights and Powers.

- a. It will not take or permit any action which would operate to deprive it of any of the rights and powers necessary to perform any or all of the terms, conditions, and assurances in this Grant Agreement without the written approval of the Secretary, and will act promptly to acquire, extinguish or modify any outstanding rights or claims of right of others which would interfere with such performance by the sponsor. This shall be done in a manner acceptable to the Secretary.
- b. Subject to the FAA Act of 2018, Public Law 115-254, Section 163, it will not sell, lease, encumber, or otherwise transfer or dispose of any part of its title or other interests in the property shown on Exhibit A to this application or, for a noise compatibility program project, that portion of the property upon which Federal funds have been expended, for the duration of the terms, conditions, and assurances in this Grant Agreement without approval by the Secretary. If the transferee is found by the Secretary to be eligible under Title 49, United States Code, to assume the obligations of this Grant Agreement and to have the power, authority, and financial resources to carry out all such obligations, the sponsor shall insert in the contract or

document transferring or disposing of the sponsor's interest, and make binding upon the transferee all of the terms, conditions, and assurances contained in this Grant Agreement.

- c. For all noise compatibility program projects which are to be carried out by another unit of local government or are on property owned by a unit of local government other than the sponsor, it will enter into an agreement with that government. Except as otherwise specified by the Secretary, that agreement shall obligate that government to the same terms, conditions, and assurances that would be applicable to it if it applied directly to the FAA for a grant to undertake the noise compatibility program project. That agreement and changes thereto must be satisfactory to the Secretary. It will take steps to enforce this agreement against the local government if there is substantial non-compliance with the terms of the agreement.
- d. For noise compatibility program projects to be carried out on privately owned property, it will enter into an agreement with the owner of that property which includes provisions specified by the Secretary. It will take steps to enforce this agreement against the property owner whenever there is substantial non-compliance with the terms of the agreement.
- e. If the sponsor is a private sponsor, it will take steps satisfactory to the Secretary to ensure that the airport will continue to function as a public-use airport in accordance with these assurances for the duration of these assurances.
- f. If an arrangement is made for management and operation of the airport by any agency or person other than the sponsor or an employee of the sponsor, the sponsor will reserve sufficient rights and authority to ensure that the airport will be operated and maintained in accordance with Title 49, United States Code, the regulations and the terms, conditions and assurances in this Grant Agreement and shall ensure that such arrangement also requires compliance therewith.
- g. Sponsors of commercial service airports will not permit or enter into any arrangement that results in permission for the owner or tenant of a property used as a residence, or zoned for residential use, to taxi an aircraft between that property and any location on airport. Sponsors of general aviation airports entering into any arrangement that results in permission for the owner of residential real property adjacent to or near the airport must comply with the requirements of 49 U.S.C. § 47107(s) and the sponsor assurances.

6. Consistency with Local Plans.

The project is reasonably consistent with plans (existing at the time of submission of this application) of public agencies that are authorized by the State in which the project is located to plan for the development of the area surrounding the airport.

7. Consideration of Local Interest.

It has given fair consideration to the interest of communities in or near where the project may be located.

8. Consultation with Users.

In making a decision to undertake any airport development project under Title 49, United States Code, it has undertaken reasonable consultations with affected parties using the airport at which project is proposed.

9. Public Hearings.

In projects involving the location of an airport, an airport runway, or a major runway extension, it has afforded the opportunity for public hearings for the purpose of considering the economic, social, and environmental effects of the airport or runway location and its consistency with goals and objectives of such planning as has been carried out by the community and it shall, when requested by the Secretary, submit a copy of the transcript of such hearings to the Secretary. Further, for such projects, it has on its management board either voting representation from the communities where the project is located or has advised the communities that they have the right to petition the Secretary concerning a proposed project.

10. Metropolitan Planning Organization.

In projects involving the location of an airport, an airport runway, or a major runway extension at a medium or large hub airport, the sponsor has made available to and has provided upon request to the metropolitan planning organization in the area in which the airport is located, if any, a copy of the proposed amendment to the airport layout plan to depict the project and a copy of any airport master plan in which the project is described or depicted.

11. Pavement Preventive Maintenance.

With respect to a project approved after January 1, 1995, for the replacement or reconstruction of pavement at the airport, it assures or certifies that it has implemented an effective airport pavement maintenance-management program and it assures that it will use such program for the useful life of any pavement constructed, reconstructed or repaired with Federal financial assistance at the airport. It will provide such reports on pavement condition and pavement management programs as the Secretary determines may be useful.

12. Terminal Development Prerequisites.

For projects which include terminal development at a public use airport, as defined in Title 49, it has, on the date of submittal of the project grant application, all the safety equipment required for certification of such airport under 49 U.S.C. § 44706, and all the security equipment required by rule or regulation, and has provided for access to the passenger enplaning and deplaning area of such airport to passengers enplaning and deplaning from aircraft other than air carrier aircraft.

13. Accounting System, Audit, and Record Keeping Requirements.

- a. It shall keep all project accounts and records which fully disclose the amount and disposition by the recipient of the proceeds of this Grant, the total cost of the project in connection with which this Grant is given or used, and the amount or nature of that portion of the cost of the project supplied by other sources, and such other financial records pertinent to the project. The accounts and records shall be kept in accordance with an accounting system that will facilitate an effective audit in accordance with the Single Audit Act of 1984.
- b. It shall make available to the Secretary and the Comptroller General of the United States, or any of their duly authorized representatives, for the purpose of audit and examination, any books, documents, papers, and records of the recipient that are pertinent to this Grant. The Secretary may require that an appropriate audit be conducted by a recipient. In any case in which an independent audit is made of the accounts of a sponsor relating to the disposition of the proceeds of a grant or relating to the project in connection with which this Grant was given or used, it shall file a certified copy of such audit with the Comptroller General of the United

States not later than six (6) months following the close of the fiscal year for which the audit was made.

14. Minimum Wage Rates.

It shall include, in all contracts in excess of \$2,000 for work on any projects funded under this Grant Agreement which involve labor, provisions establishing minimum rates of wages, to be predetermined by the Secretary of Labor under 40 U.S.C. §§ 3141-3144, 3146, and 3147, Public Building, Property, and Works), which contractors shall pay to skilled and unskilled labor, and such minimum rates shall be stated in the invitation for bids and shall be included in proposals or bids for the work.

15. Veteran's Preference.

It shall include in all contracts for work on any project funded under this Grant Agreement which involve labor, such provisions as are necessary to insure that, in the employment of labor (except in executive, administrative, and supervisory positions), preference shall be given to Vietnam era veterans, Persian Gulf veterans, Afghanistan-Iraq war veterans, disabled veterans, and small business concerns owned and controlled by disabled veterans as defined in 49 U.S.C. § 47112. However, this preference shall apply only where the individuals are available and qualified to perform the work to which the employment relates.

16. Conformity to Plans and Specifications.

It will execute the project subject to plans, specifications, and schedules approved by the Secretary. Such plans, specifications, and schedules shall be submitted to the Secretary prior to commencement of site preparation, construction, or other performance under this Grant Agreement, and, upon approval of the Secretary, shall be incorporated into this Grant Agreement. Any modification to the approved plans, specifications, and schedules shall also be subject to approval of the Secretary, and incorporated into this Grant Agreement.

17. Construction Inspection and Approval.

It will provide and maintain competent technical supervision at the construction site throughout the project to assure that the work conforms to the plans, specifications, and schedules approved by the Secretary for the project. It shall subject the construction work on any project contained in an approved project application to inspection and approval by the Secretary and such work shall be in accordance with regulations and procedures prescribed by the Secretary. Such regulations and procedures shall require such cost and progress reporting by the sponsor or sponsors of such project as the Secretary shall deem necessary.

18. Planning Projects.

In carrying out planning projects:

- a. It will execute the project in accordance with the approved program narrative contained in the project application or with the modifications similarly approved.
- b. It will furnish the Secretary with such periodic reports as required pertaining to the planning project and planning work activities.
- c. It will include in all published material prepared in connection with the planning project a notice that the material was prepared under a grant provided by the United States.

- d. It will make such material available for examination by the public, and agrees that no material prepared with funds under this project shall be subject to copyright in the United States or any other country.
- e. It will give the Secretary unrestricted authority to publish, disclose, distribute, and otherwise use any of the material prepared in connection with this grant.
- f. It will grant the Secretary the right to disapprove the sponsor's employment of specific consultants and their subcontractors to do all or any part of this project as well as the right to disapprove the proposed scope and cost of professional services.
- g. It will grant the Secretary the right to disapprove the use of the sponsor's employees to do all or any part of the project.
- h. It understands and agrees that the Secretary's approval of this project grant or the Secretary's approval of any planning material developed as part of this grant does not constitute or imply any assurance or commitment on the part of the Secretary to approve any pending or future application for a Federal airport grant.

19. Operation and Maintenance.

- a. The airport and all facilities which are necessary to serve the aeronautical users of the airport, other than facilities owned or controlled by the United States, shall be operated at all times in a safe and serviceable condition and in accordance with the minimum standards as may be required or prescribed by applicable Federal, state and local agencies for maintenance and operation. It will not cause or permit any activity or action thereon which would interfere with its use for airport purposes. It will suitably operate and maintain the airport and all facilities thereon or connected therewith, with due regard to climatic and flood conditions. Any proposal to temporarily close the airport for non-aeronautical purposes must first be approved by the Secretary. In furtherance of this assurance, the sponsor will have in effect arrangements for:
 - 1. Operating the airport's aeronautical facilities whenever required;
 - 2. Promptly marking and lighting hazards resulting from airport conditions, including temporary conditions; and
 - 3. Promptly notifying aviators of any condition affecting aeronautical use of the airport. Nothing contained herein shall be construed to require that the airport be operated for aeronautical use during temporary periods when snow, flood, or other climatic conditions interfere with such operation and maintenance. Further, nothing herein shall be construed as requiring the maintenance, repair, restoration, or replacement of any structure or facility which is substantially damaged or destroyed due to an act of God or other condition or circumstance beyond the control of the sponsor.
- b. It will suitably operate and maintain noise compatibility program items that it owns or controls upon which Federal funds have been expended.

20. Hazard Removal and Mitigation.

It will take appropriate action to assure that such terminal airspace as is required to protect instrument and visual operations to the airport (including established minimum flight altitudes) will be adequately cleared and protected by removing, lowering, relocating, marking, or lighting or otherwise mitigating existing airport hazards and by preventing the establishment or creation of future airport hazards.

21. Compatible Land Use.

It will take appropriate action, to the extent reasonable, including the adoption of zoning laws, to restrict the use of land adjacent to or in the immediate vicinity of the airport to activities and purposes compatible with normal airport operations, including landing and takeoff of aircraft. In addition, if the project is for noise compatibility program implementation, it will not cause or permit any change in land use, within its jurisdiction, that will reduce its compatibility, with respect to the airport, of the noise compatibility program measures upon which Federal funds have been expended.

22. Economic Nondiscrimination.

- a. It will make the airport available as an airport for public use on reasonable terms and without unjust discrimination to all types, kinds and classes of aeronautical activities, including commercial aeronautical activities offering services to the public at the airport.
- b. In any agreement, contract, lease, or other arrangement under which a right or privilege at the airport is granted to any person, firm, or corporation to conduct or to engage in any aeronautical activity for furnishing services to the public at the airport, the sponsor will insert and enforce provisions requiring the contractor to:
 1. Furnish said services on a reasonable, and not unjustly discriminatory, basis to all users thereof, and
 2. Charge reasonable, and not unjustly discriminatory, prices for each unit or service, provided that the contractor may be allowed to make reasonable and nondiscriminatory discounts, rebates, or other similar types of price reductions to volume purchasers.
- c. Each fixed-based operator at the airport shall be subject to the same rates, fees, rentals, and other charges as are uniformly applicable to all other fixed-based operators making the same or similar uses of such airport and utilizing the same or similar facilities.
- d. Each air carrier using such airport shall have the right to service itself or to use any fixed-based operator that is authorized or permitted by the airport to serve any air carrier at such airport.
- e. Each air carrier using such airport (whether as a tenant, non-tenant, or subtenant of another air carrier tenant) shall be subject to such nondiscriminatory and substantially comparable rules, regulations, conditions, rates, fees, rentals, and other charges with respect to facilities directly and substantially related to providing air transportation as are applicable to all such air carriers which make similar use of such airport and utilize similar facilities, subject to reasonable classifications such as tenants or non-tenants and signatory carriers and non-signatory carriers. Classification or status as tenant or signatory shall not be unreasonably withheld by any airport provided an air carrier assumes obligations substantially similar to those already imposed on air carriers in such classification or status.
- f. It will not exercise or grant any right or privilege which operates to prevent any person, firm, or corporation operating aircraft on the airport from performing any services on its own aircraft with its own employees (including, but not limited to maintenance, repair, and fueling) that it may choose to perform.
- g. In the event the sponsor itself exercises any of the rights and privileges referred to in this assurance, the services involved will be provided on the same conditions as would apply to the furnishing of such services by commercial aeronautical service providers authorized by the sponsor under these provisions.

- h. The sponsor may establish such reasonable, and not unjustly discriminatory, conditions to be met by all users of the airport as may be necessary for the safe and efficient operation of the airport.
- i. The sponsor may prohibit or limit any given type, kind or class of aeronautical use of the airport if such action is necessary for the safe operation of the airport or necessary to serve the civil aviation needs of the public.

23. Exclusive Rights.

It will permit no exclusive right for the use of the airport by any person providing, or intending to provide, aeronautical services to the public. For purposes of this paragraph, the providing of the services at an airport by a single fixed-based operator shall not be construed as an exclusive right if both of the following apply:

- a. It would be unreasonably costly, burdensome, or impractical for more than one fixed-based operator to provide such services, and
- b. If allowing more than one fixed-based operator to provide such services would require the reduction of space leased pursuant to an existing agreement between such single fixed-based operator and such airport. It further agrees that it will not, either directly or indirectly, grant or permit any person, firm, or corporation, the exclusive right at the airport to conduct any aeronautical activities, including, but not limited to charter flights, pilot training, aircraft rental and sightseeing, aerial photography, crop dusting, aerial advertising and surveying, air carrier operations, aircraft sales and services, sale of aviation petroleum products whether or not conducted in conjunction with other aeronautical activity, repair and maintenance of aircraft, sale of aircraft parts, and any other activities which because of their direct relationship to the operation of aircraft can be regarded as an aeronautical activity, and that it will terminate any exclusive right to conduct an aeronautical activity now existing at such an airport before the grant of any assistance under Title 49, United States Code.

24. Fee and Rental Structure.

It will maintain a fee and rental structure for the facilities and services at the airport which will make the airport as self-sustaining as possible under the circumstances existing at the particular airport, taking into account such factors as the volume of traffic and economy of collection. No part of the Federal share of an airport development, airport planning or noise compatibility project for which a Grant is made under Title 49, United States Code, the Airport and Airway Improvement Act of 1982, the Federal Airport Act or the Airport and Airway Development Act of 1970 shall be included in the rate basis in establishing fees, rates, and charges for users of that airport.

25. Airport Revenues.

- a. All revenues generated by the airport and any local taxes on aviation fuel established after December 30, 1987, will be expended by it for the capital or operating costs of the airport; the local airport system; or other local facilities which are owned or operated by the owner or operator of the airport and which are directly and substantially related to the actual air transportation of passengers or property; or for noise mitigation purposes on or off the airport. The following exceptions apply to this paragraph:
 - 1. If covenants or assurances in debt obligations issued before September 3, 1982, by the owner or operator of the airport, or provisions enacted before September 3, 1982, in governing statutes controlling the owner or operator's financing, provide for the use of the

revenues from any of the airport owner or operator's facilities, including the airport, to support not only the airport but also the airport owner or operator's general debt obligations or other facilities, then this limitation on the use of all revenues generated by the airport (and, in the case of a public airport, local taxes on aviation fuel) shall not apply.

2. If the Secretary approves the sale of a privately owned airport to a public sponsor and provides funding for any portion of the public sponsor's acquisition of land, this limitation on the use of all revenues generated by the sale shall not apply to certain proceeds from the sale. This is conditioned on repayment to the Secretary by the private owner of an amount equal to the remaining unamortized portion (amortized over a 20-year period) of any airport improvement grant made to the private owner for any purpose other than land acquisition on or after October 1, 1996, plus an amount equal to the federal share of the current fair market value of any land acquired with an airport improvement grant made to that airport on or after October 1, 1996.
3. Certain revenue derived from or generated by mineral extraction, production, lease, or other means at a general aviation airport (as defined at 49 U.S.C. § 47102), if the FAA determines the airport sponsor meets the requirements set forth in Section 813 of Public Law 112-95.
- b. As part of the annual audit required under the Single Audit Act of 1984, the sponsor will direct that the audit will review, and the resulting audit report will provide an opinion concerning, the use of airport revenue and taxes in paragraph (a), and indicating whether funds paid or transferred to the owner or operator are paid or transferred in a manner consistent with Title 49, United States Code and any other applicable provision of law, including any regulation promulgated by the Secretary or Administrator.

26. Reports and Inspections.

It will:

- a. submit to the Secretary such annual or special financial and operations reports as the Secretary may reasonably request and make such reports available to the public; make available to the public at reasonable times and places a report of the airport budget in a format prescribed by the Secretary;
- b. for airport development projects, make the airport and all airport records and documents affecting the airport, including deeds, leases, operation and use agreements, regulations and other instruments, available for inspection by any duly authorized agent of the Secretary upon reasonable request;
- c. for noise compatibility program projects, make records and documents relating to the project and continued compliance with the terms, conditions, and assurances of this Grant Agreement including deeds, leases, agreements, regulations, and other instruments, available for inspection by any duly authorized agent of the Secretary upon reasonable request; and
- d. in a format and time prescribed by the Secretary, provide to the Secretary and make available to the public following each of its fiscal years, an annual report listing in detail:
 1. all amounts paid by the airport to any other unit of government and the purposes for which each such payment was made; and
 2. all services and property provided by the airport to other units of government and the amount of compensation received for provision of each such service and property.

27. Use by Government Aircraft.

It will make available all of the facilities of the airport developed with Federal financial assistance and all those usable for landing and takeoff of aircraft to the United States for use by Government aircraft in common with other aircraft at all times without charge, except, if the use by Government aircraft is substantial, charge may be made for a reasonable share, proportional to such use, for the cost of operating and maintaining the facilities used. Unless otherwise determined by the Secretary, or otherwise agreed to by the sponsor and the using agency, substantial use of an airport by Government aircraft will be considered to exist when operations of such aircraft are in excess of those which, in the opinion of the Secretary, would unduly interfere with use of the landing areas by other authorized aircraft, or during any calendar month that:

- a. Five (5) or more Government aircraft are regularly based at the airport or on land adjacent thereto; or
- b. The total number of movements (counting each landing as a movement) of Government aircraft is 300 or more, or the gross accumulative weight of Government aircraft using the airport (the total movement of Government aircraft multiplied by gross weights of such aircraft) is in excess of five million pounds.

28. Land for Federal Facilities.

It will furnish without cost to the Federal Government for use in connection with any air traffic control or air navigation activities, or weather-reporting and communication activities related to air traffic control, any areas of land or water, or estate therein as the Secretary considers necessary or desirable for construction, operation, and maintenance at Federal expense of space or facilities for such purposes. Such areas or any portion thereof will be made available as provided herein within four months after receipt of a written request from the Secretary.

29. Airport Layout Plan.

- a. Subject to the FAA Reauthorization Act of 2018, Public Law 115-254, Section 163, it will keep up to date at all times an airport layout plan of the airport showing:
 1. boundaries of the airport and all proposed additions thereto, together with the boundaries of all offsite areas owned or controlled by the sponsor for airport purposes and proposed additions thereto;
 2. the location and nature of all existing and proposed airport facilities and structures (such as runways, taxiways, aprons, terminal buildings, hangars and roads), including all proposed extensions and reductions of existing airport facilities;
 3. the location of all existing and proposed non-aviation areas and of all existing improvements thereon; and
 4. all proposed and existing access points used to taxi aircraft across the airport's property boundary.

Such airport layout plans and each amendment, revision, or modification thereof, shall be subject to the approval of the Secretary which approval shall be evidenced by the signature of a duly authorized representative of the Secretary on the face of the airport layout plan. The sponsor will not make or permit any changes or alterations in the airport or any of its facilities which are not in conformity with the airport layout plan as approved by the Secretary and

which might, in the opinion of the Secretary, adversely affect the safety, utility or efficiency of the airport.

- b. Subject to the FAA Reauthorization Act of 2018, Public Law 115-254, Section 163, if a change or alteration in the airport or the facilities is made which the Secretary determines adversely affects the safety, utility, or efficiency of any federally owned, leased, or funded property on or off the airport and which is not in conformity with the airport layout plan as approved by the Secretary, the owner or operator will, if requested, by the Secretary:
 1. eliminate such adverse effect in a manner approved by the Secretary; or
 2. bear all costs of relocating such property (or replacement thereof) to a site acceptable to the Secretary and all costs of restoring such property (or replacement thereof) to the level of safety, utility, efficiency, and cost of operation existing before the unapproved change in the airport or its facilities except in the case of a relocation or replacement of an existing airport facility due to a change in the Secretary's design standards beyond the control of the airport sponsor.

30. Civil Rights.

It will promptly take any measures necessary to ensure that no person in the United States shall, on the grounds of race, color, and national origin (including limited English proficiency) in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4); creed and sex (including sexual orientation and gender identity) per 49 U.S.C. § 47123 and related requirements; age per the Age Discrimination Act of 1975 and related requirements; or disability per the Americans with Disabilities Act of 1990 and related requirements, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in any program and activity conducted with, or benefiting from, funds received from this Grant.

- a. Using the definitions of activity, facility, and program as found and defined in 49 CFR §§ 21.23(b) and 21.23(e), the sponsor will facilitate all programs, operate all facilities, or conduct all programs in compliance with all non-discrimination requirements imposed by or pursuant to these assurances.
- b. Applicability
 1. Programs and Activities. If the sponsor has received a grant (or other federal assistance) for any of the sponsor's program or activities, these requirements extend to all of the sponsor's programs and activities.
 2. Facilities. Where it receives a grant or other federal financial assistance to construct, expand, renovate, remodel, alter, or acquire a facility, or part of a facility, the assurance extends to the entire facility and facilities operated in connection therewith.
 3. Real Property. Where the sponsor receives a grant or other Federal financial assistance in the form of, or for the acquisition of real property or an interest in real property, the assurance will extend to rights to space on, over, or under such property.
- c. Duration.

The sponsor agrees that it is obligated to this assurance for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or

structures or improvements thereon, in which case the assurance obligates the sponsor, or any transferee for the longer of the following periods:

1. So long as the airport is used as an airport, or for another purpose involving the provision of similar services or benefits; or
 2. So long as the sponsor retains ownership or possession of the property.
- d. Required Solicitation Language. It will include the following notification in all solicitations for bids, Requests For Proposals for work, or material under this Grant Agreement and in all proposals for agreements, including airport concessions, regardless of funding source:
- “The **(Columbus Consolidated Government)**, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders or offerors that it will affirmatively ensure that for any contract entered into pursuant to this advertisement, [select businesses, or disadvantaged business enterprises or airport concession disadvantaged business enterprises] will be afforded full and fair opportunity to submit bids in response to this invitation and no businesses will be discriminated against on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability in consideration for an award.”
- e. Required Contract Provisions.
1. It will insert the non-discrimination contract clauses requiring compliance with the acts and regulations relative to non-discrimination in Federally-assisted programs of the Department of Transportation (DOT), and incorporating the acts and regulations into the contracts by reference in every contract or agreement subject to the non-discrimination in Federally-assisted programs of the DOT acts and regulations.
 2. It will include a list of the pertinent non-discrimination authorities in every contract that is subject to the non-discrimination acts and regulations.
 3. It will insert non-discrimination contract clauses as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a sponsor.
 4. It will insert non-discrimination contract clauses prohibiting discrimination on the basis of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability as a covenant running with the land, in any future deeds, leases, license, permits, or similar instruments entered into by the sponsor with other parties:
 - a. For the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. For the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
- f. It will provide for such methods of administration for the program as are found by the Secretary to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the acts, the regulations, and this assurance.

- g. It agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the acts, the regulations, and this assurance.

31. Disposal of Land.

- a. For land purchased under a grant for airport noise compatibility purposes, including land serving as a noise buffer, it will dispose of the land, when the land is no longer needed for such purposes, at fair market value, at the earliest practicable time. That portion of the proceeds of such disposition which is proportionate to the United States' share of acquisition of such land will be, at the discretion of the Secretary, (1) reinvested in another project at the airport, or (2) transferred to another eligible airport as prescribed by the Secretary. The Secretary shall give preference to the following, in descending order:
 - 1. Reinvestment in an approved noise compatibility project;
 - 2. Reinvestment in an approved project that is eligible for grant funding under 49 U.S.C. § 47117(e);
 - 3. Reinvestment in an approved airport development project that is eligible for grant funding under 49 U.S.C. § 47114, 47115, or 47117, or under Public Law 117-58, Division J, Title VIII; or
 - 4. Transfer to an eligible sponsor of another public airport to be reinvested in an approved noise compatibility project at that airport.

If land acquired under a grant for noise compatibility purposes is leased at fair market value and consistent with noise buffering purposes, the lease will not be considered a disposal of the land. Revenues derived from such a lease may be used for an approved airport development project that would otherwise be eligible for grant funding or any permitted use of airport revenue.

- b. For land purchased under a grant for airport development purposes (other than noise compatibility), it will, when the land is no longer needed for airport purposes, dispose of such land at fair market value or make available to the Secretary an amount equal to the United States' proportionate share of the fair market value of the land. That portion of the proceeds of such disposition which is proportionate to the United States' share of the cost of acquisition of such land will, upon application to the Secretary, be reinvested or transferred to another eligible airport as prescribed by the Secretary. The Secretary shall give preference to the following, in descending order:
 - 1. Reinvestment in an approved noise compatibility project;
 - 2. Reinvestment in an approved project that is eligible for grant funding under 49 U.S.C. § 47117(e);
 - 3. Reinvestment in an approved airport development project that is eligible for grant funding under 49 U.S.C. §§ 47114, 47115, or 47117, or under Public Law 117-58, Division J, Title VIII; or
 - 4. Transfer to an eligible sponsor of another public airport to be reinvested in an approved noise compatibility project at that airport.
- c. Land shall be considered to be needed for airport purposes under this assurance if (1) it may be needed for aeronautical purposes (including runway protection zones) or serve as noise buffer land, and (2) the revenue from interim uses of such land contributes to the financial self-

sufficiency of the airport. Further, land purchased with a grant received by an airport operator or owner before December 31, 1987, will be considered to be needed for airport purposes if the Secretary or Federal agency making such grant before December 31, 1987, was notified by the operator or owner of the uses of such land, did not object to such use, and the land continues to be used for that purpose, such use having commenced no later than December 15, 1989.

- d. Disposition of such land under (a), (b), or (c) will be subject to the retention or reservation of any interest or right therein necessary to ensure that such land will only be used for purposes which are compatible with noise levels associated with operation of the airport.

32. Engineering and Design Services.

If any phase of such project has received Federal funds under Chapter 471 subchapter 1 of Title 49 U.S.C., or Public Law 117-58, Division J, Title VIII it will award each contract, or sub-contract for program management, construction management, planning studies, feasibility studies, architectural services, preliminary engineering, design, engineering, surveying, mapping or related services in the same manner as a contract for architectural and engineering services is negotiated under Chapter 11 of Title 40 U.S.C., or an equivalent qualifications-based requirement prescribed for or by the sponsor of the airport.

33. Foreign Market Restrictions.

It will not allow funds provided under this Grant to be used to fund any project which uses any product or service of a foreign country during the period in which such foreign country is listed by the United States Trade Representative as denying fair and equitable market opportunities for products and suppliers of the United States in procurement and construction.

34. Policies, Standards, and Specifications.

It will carry out any project funded under an Airport Infrastructure Grant in accordance with policies, standards, and specifications approved by the Secretary including, but not limited to, current FAA Advisory Circulars (<https://www.faa.gov/airports/aip/media/aip-pfc-checklist.pdf>) for AIG projects as of April 25, 2022.

35. Relocation and Real Property Acquisition.

- a. It will be guided in acquiring real property, to the greatest extent practicable under State law, by the land acquisition policies in Subpart B of 49 CFR Part 24 and will pay or reimburse property owners for necessary expenses as specified in Subpart B.
- b. It will provide a relocation assistance program offering the services described in Subpart C of 49 CFR Part 24 and fair and reasonable relocation payments and assistance to displaced persons as required in Subpart D and E of 49 CFR Part 24.
- c. It will make available within a reasonable period of time prior to displacement, comparable replacement dwellings to displaced persons in accordance with Subpart E of 49 CFR Part 24.

36. Access By Intercity Buses.

The airport owner or operator will permit, to the maximum extent practicable, intercity buses or other modes of transportation to have access to the airport; however, it has no obligation to fund special facilities for intercity buses or for other modes of transportation.

37. Disadvantaged Business Enterprises.

The sponsor shall not discriminate on the basis of race, color, national origin, sex, in the award and performance of any DOT-assisted contract covered by 49 CFR Part 26, or in the award and performance of any concession activity contract covered by 49 CFR Part 23. In addition, the sponsor shall not discriminate on the basis of race, color, national origin or sex in the administration of its Disadvantaged Business Enterprise (DBE) and Airport Concessions Disadvantaged Business Enterprise (ACDBE) programs or the requirements of 49 CFR Parts 23 and 26. The sponsor shall take all necessary and reasonable steps under 49 CFR Parts 23 and 26 to ensure nondiscrimination in the award and administration of DOT-assisted contracts, and/or concession contracts. The sponsor's DBE and ACDBE programs, as required by 49 CFR Parts 26 and 23, and as approved by DOT, are incorporated by reference in this agreement. Implementation of these programs is a legal obligation and failure to carry out its terms shall be treated as a violation of this agreement. Upon notification to the sponsor of its failure to carry out its approved program, the Department may impose sanctions as provided for under Parts 26 and 23 and may, in appropriate cases, refer the matter for enforcement under 18 U.S.C. § 1001 and/or the Program Fraud Civil Remedies Act of 1986 (31 U.S.C. §§ 3801-3809, 3812).

38. Hangar Construction.

If the airport owner or operator and a person who owns an aircraft agree that a hangar is to be constructed at the airport for the aircraft at the aircraft owner's expense, the airport owner or operator will grant to the aircraft owner for the hangar a long term lease that is subject to such terms and conditions on the hangar as the airport owner or operator may impose.

39. Competitive Access.

- a. If the airport owner or operator of a medium or large hub airport (as defined in 49 U.S.C. § 47102) has been unable to accommodate one or more requests by an air carrier for access to gates or other facilities at that airport in order to allow the air carrier to provide service to the airport or to expand service at the airport, the airport owner or operator shall transmit a report to the Secretary that:
 1. Describes the requests;
 2. Provides an explanation as to why the requests could not be accommodated; and
 3. Provides a time frame within which, if any, the airport will be able to accommodate the requests.
- b. Such report shall be due on either February 1 or August 1 of each year if the airport has been unable to accommodate the request(s) in the six month period prior to the applicable due date.

ASSURANCES

PLANNING AGENCY SPONSORS

A. General.

1. These assurances shall be complied with in the performance of grant agreements for airport development, airport planning, and noise compatibility program grants for airport sponsors.
2. These assurances are required to be submitted as part of the project application by sponsors requesting funds under the provisions of Title 49, U.S.C., subtitle VII, as amended. As used herein, the term "public agency sponsor" means a public agency with control of a public-use airport; the term "private sponsor" means a private owner of a public-use airport; and the term "sponsor" includes both public agency sponsors and private sponsors.
3. Upon acceptance of this grant offer by the sponsor, these assurances are incorporated in and become part of this Grant Agreement.

B. Duration and Applicability.

The terms, conditions and assurances of this Grant Agreement shall remain in full force and effect during the life of the project.

C. Sponsor Certification.

The sponsor hereby assures and certifies, with respect to this grant that:

1. General Federal Requirements

It will comply with all applicable Federal laws, regulations, executive orders, policies, guidelines, and requirements as they relate to the application, acceptance and use of Federal funds for this project including but not limited to the following:

FEDERAL LEGISLATION

- a. 49, U.S.C., subtitle VII, as amended.
- b. Federal Fair Labor Standards Act - 29 U.S.C. § 201, et seq.
- c. Hatch Act – 5 U.S.C. § 1501, et seq.¹
- d. Rehabilitation Act of 1973 – 29 U.S.C. § 794
- e. Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin).
- f. Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 et seq.) (prohibits discrimination on the basis of disability).
- g. Age Discrimination Act of 1975 - 42 U.S.C. § 6101, et seq.
- h. Single Audit Act of 1984 - 31 U.S.C. § 7501, et seq.¹
- i. Drug-Free Workplace Act of 1988 - 41 U.S.C. § 8101 through 8105.
- j. The Federal Funding Accountability and Transparency Act of 2006, as amended (Pub. L. 109-282, as amended by section 6202 of Public Law 110-252).
- k. Build America, Buy America Act, P.L. 117-58, Title IX.

EXECUTIVE ORDERS

- a. Executive Order 12372 - Intergovernmental Review of Federal Programs
- b. Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency
- c. Executive Order 13985 – Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
- d. Executive Order 13988 – Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation
- e. Executive Order 14005 – Ensuring the Future is Made in all of America by All of America’s Workers
- f. Executive Order 14008 - Tackling the Climate Crisis at Home and Abroad

FEDERAL REGULATIONS

- a. 2 CFR Part 180 – OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement).
- b. 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.^{3,4}
- c. 2 CFR Part 1200 – Nonprocurement Suspension and Debarment.
- d. 14 CFR Part 13 – Investigative and Enforcement Procedures.
- e. 14 CFR Part 16 – Rules of Practice for Federally-Assisted Airport Enforcement Proceedings.
- f. 28 CFR Part 35 – Nondiscrimination on the Basis of Disability in State and Local Government Services.
- g. 28 CFR § 50.3 – U.S. Department of Justice Guidelines for the Enforcement of Title VI of the Civil Rights Act of 1964.
- h. 49 CFR Part 20 – New Restrictions on Lobbying.
- i. 49 CFR Part 21 – Nondiscrimination in Federally-Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964.
- j. 49 CFR Part 26 – Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs.
- k. 49 CFR Part 28 – Enforcement of Nondiscrimination on the Basis of Handicap in Programs or Activities Conducted by the Department of Transportation.
- l. 49 CFR Part 30 – Denial of Public Works Contracts to Suppliers of Goods and Services of Countries That Deny Procurement Market Access to U.S. Contractors.
- m. 49 CFR Part 32 – Governmentwide Requirements for Drug-Free Workplace (Financial Assistance)

FOOTNOTES TO ASSURANCE C.1.

¹ These laws do not apply to private sponsors.

² 2 CFR Part 200 contain requirements for State and Local Governments receiving Federal assistance. Any requirement levied upon State and Local Governments by this regulation shall

apply where applicable to private sponsors receiving Federal assistance under Title 49, United States Code.

- ³ Cost principles established in 2 CFR part 200 subpart E must be used as guidelines for determining the eligibility of specific types of expenses.
- ⁴ Audit requirements established in 2 CFR part 200 subpart F are the guidelines for audits.

SPECIFIC ASSURANCES

Specific assurances required to be included in grant agreements by any of the above laws, regulations or circulars are incorporated by reference in this Grant Agreement.

2. Responsibility and Authority of the Sponsor.

It has legal authority to apply for this grant, and to finance and carry out the proposed project; that a resolution, motion or similar action has been duly adopted or passed as an official act of the applicant's governing body authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information as may be required.

3. Sponsor Fund Availability.

It has sufficient funds available for that portion of the project costs which are not to be paid by the United States.

4. Preserving Rights and Powers

It will not take or permit any action which would operate to deprive it of any of the rights and powers necessary to perform any or all of the terms, conditions, and assurances in this Grant Agreement without the written approval of the Secretary

5. Consistency with Local Plans.

The project is reasonably consistent with plans (existing at the time of submission of this application) of public agencies in the planning area.

6. Accounting System, Audit, and Record Keeping Requirements

- a. It shall keep all project accounts and records which fully disclose the amount and disposition by the recipient of the proceeds of this Grant, the total cost of the project in connection with which this Grant is given or used, and the amount or nature of that portion of the cost of the project supplied by other sources, and such other financial records pertinent to the project. The accounts and records shall be kept in accordance with an accounting system that will facilitate an effective audit in accordance with the Single Audit Act of 1984.
- b. It shall make available to the Secretary and the Comptroller General of the United States, or any of their duly authorized representatives, for the purpose of audit and examination, any books, documents, papers, and records of the recipient that are pertinent to this Grant. The Secretary may require that an appropriate audit be conducted by a recipient. In any case in which an independent audit is made of the accounts of a sponsor relating to the disposition of the proceeds of a grant or relating to the project in connection with which this Grant was given or used, it shall file a certified copy of such audit with the Comptroller General of the United States not later than six (6) months following the close of the fiscal year for which the audit was made.

7. Planning Projects

In carrying out planning projects:

- a. It will execute the project in accordance with the approved program narrative contained in the project application or with modifications similarly approved.
- b. It will furnish the Secretary with such periodic reports as required pertaining to the planning project and planning work activities.
- c. It will include in all published material prepared in connection with the planning project a notice that the material was prepared under a grant provided by the United States.
- d. It will make such material available for examination by the public, and agrees that no material prepared with funds under this project shall be subject to copyright in the United States or any other country.
- e. It will give the Secretary unrestricted authority to publish, disclose, distribute, and otherwise use any of the material prepared in connection with this grant.
- f. It will grant the Secretary the right to disapprove the Sponsor's employment of specific consultants and their subcontractors to do all or any part of this project as well as the right to disapprove the proposed scope and cost of professional services.
- g. It will grant the Secretary the right to disapprove the use of the Sponsor's employees to do all or any part of the project.
- h. It understands and agrees that the Secretary's approval of this project grant or the Secretary's approval of any planning material developed as part of this grant does not mean constitute or imply any assurance or commitment on the part of the Secretary to approve any pending or future application for a Federal airport grant.

8. Reports and Inspections.

It will submit to the Secretary such annual or special financial and operations reports as the Secretary may reasonably request.

9. Civil Rights.

It will promptly take any measures necessary to ensure that no person in the United States shall, on the grounds of race, creed, color, and national origin (including limited English proficiency) in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4; creed and sex (including sexual orientation and gender identity) per 49 U.S.C. § 47123 and related requirements; age per the Age Discrimination Act of 1975 and related requirements; or disability per the Americans with Disabilities Act of 1990 and related requirements, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in any program and activity conducted with, or benefiting from, funds received from this grant.

- a. Using the definitions of activity, facility, and program as found and defined in 49 CFR §§ 21.23(b) and 21.23(e), the sponsor will facilitate all programs, operate all facilities, or conduct all programs in compliance with all non-discrimination requirements imposed by or pursuant to these assurances.
- b. Applicability

1. Programs and Activities. If the sponsor has received a grant (or other federal assistance) for any of the sponsor's program or activities, these requirements extend to all of the sponsor's programs and activities.
2. Facilities. Where it receives a grant or other federal financial assistance to construct, expand, renovate, remodel, alter, or acquire a facility, or part of a facility, the assurance extends to the entire facility and facilities operated in connection therewith.
3. Real Property. Where the sponsor receives a grant or other Federal financial assistance in the form of, or for the acquisition of real property or an interest in real property, the assurance will extend to rights to space on, over, or under such property.

c. Duration.

The sponsor agrees that it is obligated to this assurance for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the assurance obligates the sponsor, or any transferee for the longer of the following periods:

1. So long as the airport is used as an airport, or for another purpose involving the provision of similar services or benefits; or
2. So long as the sponsor retains ownership or possession of the property.

d. Required Solicitation Language.

It will include the following notification in all solicitations for bids, Requests For Proposals for work, or material under this grant agreement and in all proposals for agreements, including airport concessions, regardless of funding source:

"The **(Columbus Consolidated Government)**, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders or offerors that it will affirmatively ensure that for any contract entered into pursuant to this advertisement, [select businesses, or disadvantaged business enterprises or airport concession disadvantaged business enterprises] will be afforded full and fair opportunity to submit bids in response to this invitation and no businesses will be discriminated against on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability in consideration for an award."

e. Required Contract Provisions.

1. It will insert the non-discrimination contract clauses requiring compliance with the acts and regulations relative to non-discrimination in Federally-assisted programs of the DOT, and incorporating the acts and regulations into the contracts by reference in every contract or agreement subject to the non-discrimination in Federally-assisted programs of the DOT acts and regulations.
2. It will include a list of the pertinent non-discrimination authorities in every contract that is subject to the non-discrimination acts and regulations.
3. It will insert non-discrimination contract clauses as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a sponsor.

4. It will insert non-discrimination contract clauses prohibiting discrimination on the basis of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability as a covenant running with the land, in any future deeds, leases, license, permits, or similar instruments entered into by the sponsor with other parties:
 - a. For the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. For the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
- f. It will provide for such methods of administration for the program as are found by the Secretary to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the acts, the regulations, and this assurance.
- g. It agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the acts, the regulations, and this assurance.

10. Engineering and Design Services.

If any phase of such project has received Federal funds under Chapter 471 subchapter 1 of Title 49 U.S.C., it will award each contract, or sub-contract for program management, construction management, planning studies, feasibility studies, architectural services, preliminary engineering, design, engineering, surveying, mapping or related services in the same manner as a contract for architectural and engineering services is negotiated under Chapter 11 of Title 40 U.S.C., or an equivalent qualifications-based requirement prescribed for or by the sponsor of the airport.

11. Foreign Market Restrictions.

It will not allow funds provided under this Grant to be used to fund any project which uses any product or service of a foreign country during the period in which such foreign country is listed by the United States Trade Representative as denying fair and equitable market opportunities for products and suppliers of the United States in procurement and construction.

12. Policies, Standards, and Specifications.

It will carry out the project in accordance with policies, standards, and specifications approved by the Secretary.

13. Disadvantaged Business Enterprises.

The recipient shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of any DOT-assisted contract covered by 49 CFR Part 26. The recipient shall take all necessary and reasonable steps under 49 CFR Part 26 to ensure nondiscrimination in the award and administration of DOT-assisted contracts. The recipient's DBE program, as required by 49 CFR Part 26, and as approved by DOT, is incorporated by reference in this agreement. Implementation of these programs is a legal obligation and failure to carry out its terms shall be treated as a violation of this agreement. Upon notification to the recipient of its failure to carry out its approved program, the Department may impose sanctions as provided for under Part 26 and may, in appropriate cases, refer the matter for enforcement under 18 U.S.C. § 1001 and/or the Program Fraud Civil Remedies Act of 1986 (31 U.S.C. §§ 3801-3809, 3812).

MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE COLUMBUS
AIRPORT COMISSION AND COLUMBUS, GEORGIA, A CONSOLIDATED
GOVERNMENT

WHEREAS, the FAA has offered an Airport Improvement Program (“AIP”) grant to the Columbus Airport Commission (Grant No. 3-13-0035-055-2022) dated August 8, 2022, in the amount of \$527,220.00 to assist with updating the Columbus Airport Master Plan—Phase 2; and

WHEREAS, because this is an Airport Improvement Project grant, the FAA is obligated to contribute up to 90% of the funding thereunder, the remaining 10% being split equally between the Columbus Airport Commission and the Georgia Department of Transportation; and

WHEREAS, Columbus, Georgia, a Consolidated Government, is required to be named as a co-equal sponsor with the Columbus Airport Commission for this FAA grant and the execution of such Grant Agreements by Columbus, Georgia is necessary for the Columbus Airport Commission to receive the funding anticipated from the FAA; and

WHEREAS, the Columbus Airport Commission by resolution has formally agreed to accept the offer of such grants from the FAA and has caused the Grant Agreements to be executed by its duly authorized officers; and

WHEREAS, the Columbus Council has authorized Mayor B.H. “Skip” Henderson III to sign the attached Grant Agreements based upon the assurance that all Sponsor responsibilities as outlined in the Grant Agreements will be performed and carryout out by or at the direction of the Columbus Airport Commission and that Columbus, Georgia will not perform any Sponsor responsibilities and not suffer any risk or financial liability and a result of signing the Grant Agreements as a Sponsor;

THE PARTIES HEREBY MUTUALLY AGREE AS FOLLOWS:

In consideration for the Columbus Council's authorization for the Mayor to sign the Grant Agreements and facilitate the receipt of the FAA Grant by the Airport Commission, the Airport Commission hereby agrees as follows:

1. The Columbus Airport Commission agrees that as between the two parties designated as Sponsor to the Grant Agreements, it shall act as the Grant recipient and perform and assume all responsibilities financial and otherwise which a Sponsor may be obligated to carry out under the Grant Agreements.
2. The Columbus Airport Commission will indemnify and hold the Columbus, Georgia consolidated government or any officer, official, agent or employee thereof, harmless against any and all financial obligations of either Sponsor under the Grant Agreements and for claims brought against it resulting from the Project or the Columbus Airport Commission's obligations under the Grant Agreements.

ENTERED INTO THIS ____ day of _____, 2022.

Columbus Airport Commission

Columbus, Georgia Consolidated Govt.

By: James Barker

By: B.H. "Skip" Henderson, III

Title: Chair

Mayor

File Attachments for Item:

9. A Resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-056-2022. (Mayor Pro-Tem)

RESOLUTION
NO. _____

**RESOLUTION AUTHORIZING EXECUTION OF
FEDERAL AVIATION ADMINISTRATION GRANT
AIRPORT IMPROVEMENT PROGRAM (AIP)
GRANT NO. 3-13-0035-056-2022**

A Resolution authorizing, approving and ratifying the execution of a Grant Agreement by and among United States of America, acting through the Federal Aviation Administration (hereinafter called “FAA”), the Columbus Airport Commission and Columbus, Georgia, a Consolidated Government.

WHEREAS, the Columbus Airport Commission on May 20, 2022, submitted an application pursuant to the Airport Improvement Program (AIP) to the FAA to assist with remarking Runway 6/24 (6,997 ft); and

WHEREAS, by Grant Agreement dated August 8, 2022, a copy of which is attached hereto, the FAA has offered the sum of \$138,726.00; and

WHEREAS, because this is an Airport Improvement Project grant, the FAA is obligated to contribute up to 90% of the funding thereunder, the remaining 10% being split equally between the Columbus Airport Commission and the Georgia Department of Transportation; and

WHEREAS, Columbus, Georgia, a Consolidated Government, is co-sponsor with the Columbus Airport Commission for this FAA grant and the execution of such Grant Agreement by Columbus, Georgia is necessary for the Columbus Airport Commission to receive the funding anticipated from the FAA; and

WHEREAS, the Columbus Airport Commission by resolution passed at a special called meeting thereof held on August 19, 2022 has formally agreed to accept the offer of such grant from the FAA and has caused the Grant Agreement to be executed by its duly authorized officers; and

WHEREAS, the Columbus Airport Commission has agreed in a separate Memorandum of Understanding with Columbus, Georgia that it will be responsible for performing all responsibilities assumed by all Sponsors signing the Grant Agreement and to indemnify and hold Columbus harmless for any liabilities associated with failure to perform the Sponsor Obligations under the Grant Agreement;

and

WHEREAS, this Council deems it in the best interest of Columbus, Georgia, and the Columbus Airport Commission to accept the FAA's offer of funding; and

WHEREAS, said Grant Agreement must be accepted and executed by Columbus, Georgia, and the Columbus Airport Commission and returned to the FAA on or before September 6, 2022.

NOW, THEREFORE, be it resolved by the Council of Columbus, Georgia, and it is hereby resolved:

1. That this Council hereby authorizes the acceptance of the offer of a grant proposed by the FAA and hereby authorizes, approves, and ratifies the execution of the Grant Agreement among the FAA and the Columbus Airport Commission and Columbus, Georgia, a Consolidated Government, as co-sponsors of the Columbus Airport, in the form presented to Council and made a part hereof by this specific reference; and

2. That the execution of the Grant Agreement referred to hereinabove, on behalf of said Columbus, Georgia, a Consolidated Government, by the Honorable Skip Henderson, as Mayor, and the Honorable Sandra T. Davis, as Clerk, and the impression of the official seal of Columbus, Georgia, a Consolidated Government, which shall be electronic pursuant to FAA execution requirements, is hereby authorized, adopted, approved, accepted, and ratified.

3. That Mayor is also authorized to enter into a Memorandum of Understanding with the Columbus Airport Commission in accordance with the terms set forth above.

Introduced at a regular meeting/work session of the Council of Columbus, Georgia, held on the 30th day of August 2022, and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____.
Councilor Barnes	voting _____.
Councilor Crabb	voting _____.
Councilor Davis	voting _____.
Councilor Garrett	voting _____.
Councilor House	voting _____.
Councilor Huff	voting _____.
Councilor Thomas	voting _____.
Councilor Tucker	voting _____.
Councilor Woodson	voting _____.

SANDRA T. DAVIS,
CLERK OF COUNCIL

B. H. "SKIP" HENDERSON, III,
MAYOR

EXPLANATION OF RESOLUTION

The Columbus Airport Commission (the “Commission”) has applied for a grant pursuant to the Airport Improvement Program to assist with remarking Runway 6/24 (6,997 ft). The funds from the proposed grant will help with this project, which includes construction of markings and the revisions of existing markings of the main runway 6/24.

The FAA has agreed to fund 90% of all allowable costs. The remaining 10% will be split equally between the Commission and GDOT.

This resolution and explanation prepared by:

Anna Phillips
Administrative Coordinator
Columbus Airport Commission
3250 W. Britt David Rd
Columbus, Georgia 31909



U.S. Department
of Transportation
Federal Aviation
Administration

Airports Division
Southern Region
Georgia, Puerto Rico, South Carolina, Virgin Islands

Atlanta Airports District
Office:
1701 Columbia Ave., Suite
220
College Park, GA 30337

{{DateTime_es_:signer1:calc(now()):format(date," mmmm d, yyyy")}}

Chairman James Barker
Columbus Airport Commission
3250 W Britt David Road
Columbus, GA 31909

Honorable B.H. Henderson, III
100 10th Street
Columbus, GA 31901

Dear Mr. Barker, Mayor Henderson:

The Grant Offer for the Bipartisan Infrastructure Law (BIL) - Airport Infrastructure Grant (AIG) Project No. 3-13-0035-056-2022 at Columbus Airport is attached for execution. This letter outlines the steps you must take to properly enter into this agreement and provides other useful information. Please read the conditions, special conditions, and assurances that comprise the grant offer carefully

You may not make any modification to the text, terms or conditions of the grant offer.

Steps You Must Take to Enter Into Agreement.

To properly enter into this agreement, you must do the following:

1. The governing body must give authority to execute the grant to the individual(s) signing the grant, i.e., the person signing the document must be the sponsor's authorized representative(s) (hereinafter "authorized representative").
2. The authorized representative must execute the grant by adding their electronic signature to the appropriate certificate at the end of the agreement.
3. Once the authorized representative has electronically signed the grant, the sponsor's attorney(s) will automatically receive an email notification.
4. On the **same day or after** the authorized representative has signed the grant, the sponsor's attorney(s) will add their electronic signature to the appropriate certificate at the end of the agreement.
5. If there are co-sponsors, the authorized representative(s) and sponsor's attorney(s) must follow the above procedures to fully execute the grant and finalize the process. Signatures must be obtained and finalized **no later than September 6, 2022.**
6. The fully executed grant will then be automatically sent to all parties as an email attachment.

Payment. Subject to the requirements in 2 CFR § 200.305 (Federal Payment), each payment request for reimbursement under this grant must be made electronically via the Delphi eInvoicing System. Please see the attached Grant Agreement for more information regarding the use of this System.

Project Timing. The terms and conditions of this agreement require you to complete the project without undue delay and no later than the Period of Performance end date (1,460 days from the grant execution date). We will be monitoring your progress to ensure proper stewardship of these Federal funds. We expect you to submit payment requests for reimbursement of allowable incurred project expenses consistent with project progress. Your grant may be placed in “inactive” status if you do not make draws on a regular basis, which will affect your ability to receive future grant offers. Costs incurred after the Period of Performance ends are generally not allowable and will be rejected unless authorized by the FAA in advance.

Reporting. Until the grant is completed and closed, you are responsible for submitting formal reports as follows:

- For all grants, you must submit by December 31st of each year this grant is open:
 1. A signed/dated SF-270 (Request for Advance or Reimbursement for non-construction projects) or SF-271 or equivalent (Outlay Report and Request for Reimbursement for Construction Programs), and
 2. An SF-425 (Federal Financial Report).
- For non-construction projects, you must submit [FAA Form 5100-140, Performance Report](#) within 30 days of the end of the Federal fiscal year.
- For construction projects, you must submit [FAA Form 5370-1, Construction Progress and Inspection Report](#), within 30 days of the end of each Federal fiscal quarter.

Audit Requirements. As a condition of receiving Federal assistance under this award, you must comply with audit requirements as established under 2 CFR part 200. Subpart F requires non-Federal entities that expend \$750,000 or more in Federal awards to conduct a single or program specific audit for that year. Note that this includes Federal expenditures made under other Federal-assistance programs. Please take appropriate and necessary action to ensure your organization will comply with applicable audit requirements and standards.

Closeout. Once the project(s) is completed and all costs are determined, we ask that you work with your FAA contact indicated below to close the project without delay and submit the necessary final closeout documentation as required by your Region/Airports District Office.

FAA Contact Information. Russell Maraman, (404) 305-6745, russell.b.maraman@faa.gov is the assigned program manager for this grant and is readily available to assist you and your designated representative with the requirements stated herein.

We sincerely value your cooperation in these efforts and look forward to working with you to complete this important project.

Sincerely,

{Sig_es_:signer1: signature}}

Parks Preston
Acting Manager



U.S. Department
of Transportation
Federal Aviation
Administration

AIRPORT INFRASTRUCTURE GRANT

GRANT AGREEMENT

Part I - Offer

Federal Award Offer Date **{{DateTime_es_.signer1:calc(now()):format(date," mmmm d, yyyy")}}**

Airport/Planning Area Columbus Airport

Airport Infrastructure Grant
Number 3-13-0035-056-2022

Unique Entity Identifier SQNPGJ1NZY13

TO: Columbus Consolidated Government
(herein called the "Sponsor")

FROM: **The United States of America** (acting through the Federal Aviation Administration, herein called the "FAA")

WHEREAS, the Sponsor has submitted to the FAA a Project Application dated May 20, 2022, for a grant of Federal funds for a project at or associated with the Columbus Airport, which is included as part of this Grant Agreement; and

WHEREAS, the FAA has approved a project for the Columbus Airport (herein called the "Project") consisting of the following:

Remark Runway 6/24 (6,997 ft)

which is more fully described in the Project Application.

NOW THEREFORE, Pursuant to and for the purpose of carrying out H.R. 3684, the Infrastructure Investment and Jobs Act (Public Law 117-58) of 2021 referred to as the Bipartisan Infrastructure Law (BIL); and the representations contained in the Project Application; and in consideration of: (a) the Sponsor's adoption and ratification of the Grant Assurances attached hereto; (b) the Sponsor's acceptance of this Offer; and (c) the benefits to accrue to the United States and the public from the accomplishment of the Project and compliance with the Grant Assurance and conditions as herein provided;

THE FEDERAL AVIATION ADMINISTRATION, FOR AND ON BEHALF OF THE UNITED STATES, HEREBY OFFERS AND AGREES to pay ninety (90) % of the allowable costs incurred accomplishing the Project as the United States share of the Project.

Assistance Listings Number (Formerly CFDA Number): 20.106

This Offer is made on and SUBJECT TO THE FOLLOWING TERMS AND CONDITIONS:

CONDITIONS

1. **Maximum Obligation.** The maximum obligation of the United States payable under this Offer is **\$138,726.**

The following amounts represent a breakdown of the maximum obligation for the purpose of establishing allowable amounts for any future grant amendment, which may increase the foregoing maximum obligation of the United States under the provisions of 49 U.S.C. § 47108(b):

\$ 138,726 airport development.

which is more fully described in the Project Application.

2. **Grant Performance.** This Grant Agreement is subject to the following Federal award requirements:

- a. **Period of Performance:**

1. Shall start on the date the Sponsor formally accepts this Agreement and is the date signed by the last Sponsor signatory to the Agreement. The end date of the Period of Performance is 4 years (1,460 calendar days) from the date of acceptance. The Period of Performance end date shall not affect, relieve, or reduce Sponsor obligations and assurances that extend beyond the closeout of this Grant Agreement.
2. Means the total estimated time interval between the start of an initial Federal award and the planned end date, which may include one or more funded portions or budget periods. (2 Code of Federal Regulations (CFR) § 200.1).

- b. **Budget Period:**

1. For this Grant is 4 years (1,460 calendar days) and follows the same start and end date as the period of performance provided in paragraph (2)(a)(1) Pursuant to 2 CFR § 200.403(h), the Sponsor may charge to the Grant only allowable costs incurred during the Budget Period.
2. Means the time interval from the start date of a funded portion of an award to the end date of that funded portion during which the Sponsor is authorized to expend the funds awarded, including any funds carried forward or other revisions pursuant to 2 CFR § 200.308.

- c. **Close Out and Termination**

1. Unless the FAA authorizes a written extension, the Sponsor must submit all Grant closeout documentation and liquidate (pay-off) all obligations incurred under this award no later than 120 calendar days after the end date of the period of performance. If the Sponsor does not submit all required closeout documentation within this time period, the FAA will

proceed to close out the grant within one year of the period of performance end date with the information available at the end of 120 days. (2 CFR § 200.344).

2. The FAA may terminate this Grant, in whole or in part, in accordance with the conditions set forth in 2 CFR § 200.340, or other Federal regulatory or statutory authorities as applicable.
3. **Ineligible or Unallowable Costs.** The Sponsor must not include any costs in the project that the FAA has determined to be ineligible or unallowable.
4. **Indirect Costs - Sponsor.** The Sponsor may charge indirect costs under this award by applying the indirect cost rate identified in the project application as accepted by the FAA, to allowable costs for Sponsor direct salaries and wages.
5. **Determining the Final Federal Share of Costs.** The United States' share of allowable project costs will be made in accordance with 49 U.S.C. § 47109, the regulations, policies, and procedures of the Secretary, and any superseding legislation. Final determination of the United States' share will be based upon the final audit of the total amount of allowable project costs and settlement will be made for any upward or downward adjustments to the Federal share of costs.
6. **Completing the Project Without Delay and in Conformance with Requirements.** The Sponsor must carry out and complete the project without undue delays and in accordance with this Agreement, BIL (Public Law 117-58), and the regulations, and the Secretary of Transportation's ("Secretary's") policies and procedures. Per 2 CFR § 200.308, the Sponsor agrees to report and request prior FAA approval for any disengagement from performing the project that exceeds three months or a 25 percent reduction in time devoted to the project. The report must include a reason for the project stoppage. The Sponsor also agrees to comply with the grant assurances, which are part of this Agreement.
7. **Amendments or Withdrawals before Grant Acceptance.** The FAA reserves the right to amend or withdraw this offer at any time prior to its acceptance by the Sponsor.
8. **Offer Expiration Date.** This offer will expire and the United States will not be obligated to pay any part of the costs of the project unless this offer has been accepted by the Sponsor **on or before September 6, 2022**, or such subsequent date as may be prescribed in writing by the FAA.
9. **Improper Use of Federal Funds.** The Sponsor must take all steps, including litigation if necessary, to recover Federal funds spent fraudulently, wastefully, or in violation of Federal antitrust statutes, or misused in any other manner for any project upon which Federal funds have been expended. For the purposes of this Grant Agreement, the term "Federal funds" means funds however used or dispersed by the Sponsor, that were originally paid pursuant to this or any other Federal grant agreement. The Sponsor must obtain the approval of the Secretary as to any determination of the amount of the Federal share of such funds. The Sponsor must return the recovered Federal share, including funds recovered by settlement, order, or judgment, to the Secretary. The Sponsor must furnish to the Secretary, upon request, all documents and records pertaining to the determination of the amount of the Federal share or to any settlement, litigation, negotiation, or other efforts taken to recover such funds. All settlements or other final positions of the Sponsor, in court or otherwise, involving the recovery of such Federal share require advance approval by the Secretary.
10. **United States Not Liable for Damage or Injury.** The United States is not responsible or liable for damage to property or injury to persons which may arise from, or be incident to, compliance with this Grant Agreement.

11. System for Award Management (SAM) Registration and Unique Entity Identifier (UEI).

- a. Requirement for System for Award Management (SAM): Unless the Sponsor is exempted from this requirement under 2 CFR § 25.110, the Sponsor must maintain the currency of its information in the SAM until the Sponsor submits the final financial report required under this Grant, or receives the final payment, whichever is later. This requires that the Sponsor review and update the information at least annually after the initial registration and more frequently if required by changes in information or another award term. Additional information about registration procedures may be found at the SAM website (currently at <http://www.sam.gov>).
- b. Unique entity identifier (UEI) means a 12-character alpha-numeric value used to identify a specific commercial, nonprofit or governmental entity. A UEI may be obtained from SAM.gov at <https://sam.gov/SAM/pages/public/index.jsf>.

12. Electronic Grant Payment(s). Unless otherwise directed by the FAA, the Sponsor must make each payment request under this Agreement electronically via the Delphi eInvoicing System for Department of Transportation (DOT) Financial Assistance Awardees.

13. Informal Letter Amendment of BIL Projects. If, during the life of the project, the FAA determines that the maximum grant obligation of the United States exceeds the expected needs of the Sponsor by \$25,000 or five percent (5%), whichever is greater, the FAA can issue a letter amendment to the Sponsor unilaterally reducing the maximum obligation.

The FAA can, subject to the availability of Federal funds, issue a letter to the Sponsor increasing the maximum obligation if there is an overrun in the total actual eligible and allowable project costs to cover the amount of the overrun provided it will not exceed the statutory limitations for grant amendments. The FAA's authority to increase the maximum obligation does not apply to the "planning" component of Condition No. 1, Maximum Obligation.

The FAA can also issue an informal letter amendment that modifies the grant description to correct administrative errors or to delete work items if the FAA finds it advantageous and in the best interests of the United States.

An informal letter amendment has the same force and effect as a formal grant amendment.

14. Air and Water Quality. The Sponsor is required to comply with all applicable air and water quality standards for all projects in this grant. If the Sponsor fails to comply with this requirement, the FAA may suspend, cancel, or terminate this Grant Agreement.

15. Financial Reporting and Payment Requirements. The Sponsor will comply with all Federal financial reporting requirements and payment requirements, including submittal of timely and accurate reports.

16. Buy American. Unless otherwise approved in advance by the FAA, in accordance with 49 U.S.C. § 50101, the Sponsor will not acquire or permit any contractor or subcontractor to acquire any steel or manufactured products produced outside the United States to be used for any project for which funds are provided under this grant. The Sponsor will include a provision implementing Buy American in every contract and subcontract awarded under this Grant.

17. Build America, Buy American. The sponsor must comply with the requirements under the Build America, Buy America Act (Public Law 117-58).

18. **Maximum Obligation Increase.** In accordance with 49 U.S.C. § 47108(b)(3), as amended, the maximum obligation of the United States, as stated in Condition No. 1, Maximum Obligation, of this Grant Offer:

- a. May not be increased for a planning project;
- b. May be increased by not more than 15 percent for development projects if funds are available;
- c. May be increased by not more than the greater of the following for a land project, if funds are available:
 1. 15 percent; or
 2. 25 percent of the total increase in allowable project costs attributable to acquiring an interest in the land.

If the sponsor requests an increase, any eligible increase in funding will be subject to the United States Government share as provided in BIL (Public Law 117-58), or other superseding legislation if applicable, for the fiscal year appropriation with which the increase is funded. The FAA is not responsible for the same Federal share provided herein for any amount increased over the initial grant amount. The FAA may adjust the Federal share as applicable through an informal letter of amendment.

19. **Audits for Sponsors.**

PUBLIC SPONSORS. The Sponsor must provide for a Single Audit or program-specific audit in accordance with 2 CFR Part 200. The Sponsor must submit the audit reporting package to the Federal Audit Clearinghouse on the Federal Audit Clearinghouse's Internet Data Entry System at <http://harvester.census.gov/facweb/>. Upon request of the FAA, the Sponsor shall provide one copy of the completed audit to the FAA. Sponsors that expend less than \$750,000 in Federal awards and are exempt from Federal audit requirements must make records available for review or audit by the appropriate Federal agency officials, State, and Government Accountability Office. The FAA and other appropriate Federal agencies may request additional information to meet all Federal audit requirements.

20. **Suspension or Debarment.** When entering into a "covered transaction" as defined by 2 CFR § 180.200, the Sponsor must:

- a. Verify the non-Federal entity is eligible to participate in this Federal program by:
 1. Checking the excluded parties list system (EPLS) as maintained within the System for Award Management (SAM) to determine if the non-Federal entity is excluded or disqualified; or
 2. Collecting a certification statement from the non-Federal entity attesting they are not excluded or disqualified from participating; or
 3. Adding a clause or condition to covered transactions attesting the individual or firm are not excluded or disqualified from participating.
- b. Require prime contractors to comply with 2 CFR § 180.330 when entering into lower-tier transactions (e.g., sub-contracts).
- c. Immediately disclose in writing to the FAA whenever (1) the Sponsor learns they have entered into a covered transaction with an ineligible entity or (2) the Public Sponsor suspends or debars a contractor, person, or entity.

21. Ban on Texting While Driving.

- a. In accordance with Executive Order 13513, Federal Leadership on Reducing Text Messaging While Driving, October 1, 2009, and DOT Order 3902.10, Text Messaging While Driving, December 30, 2009, the Sponsor is encouraged to:
 - 1. Adopt and enforce workplace safety policies to decrease crashes caused by distracted drivers including policies to ban text messaging while driving when performing any work for, or on behalf of, the Federal government, including work relating to a grant or subgrant.
 - 2. Conduct workplace safety initiatives in a manner commensurate with the size of the business, such as:
 - i. Establishment of new rules and programs or re-evaluation of existing programs to prohibit text messaging while driving; and
 - ii. Education, awareness, and other outreach to employees about the safety risks associated with texting while driving.
- b. The Sponsor must insert the substance of this clause on banning texting while driving in all subgrants, contracts, and subcontracts funded with this Grant.

22. Trafficking in Persons.

- a. You as the recipient, your employees, subrecipients under this Grant, and subrecipients' employees may not:
 - 1. Engage in severe forms of trafficking in persons during the period of time that the Grant and applicable conditions are in effect;
 - 2. Procure a commercial sex act during the period of time that the Grant and applicable conditions are in effect; or
 - 3. Use forced labor in the performance of the Grant or any subgrants under this Grant.
- b. We as the Federal awarding agency, may unilaterally terminate this Grant, without penalty, if you or a subrecipient that is a private entity:
 - 1. Is determined to have violated a prohibition in paragraph (a) of this condition; or
 - 2. Has an employee who is determined by the agency official authorized to terminate the Grant to have violated a prohibition in paragraph (a) of this Condition through conduct that is either –
 - i. Associated with performance under this Grant; or
 - ii. Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR Part 180, OMB Guidelines to Agencies on Government-wide Debarment and Suspension (Nonprocurement), as implemented by our agency at 2 CFR Part 1200.
- c. You must inform us immediately of any information you receive from any source alleging a violation of a prohibition in paragraph (a) of this Condition.
- d. Our right to terminate unilaterally that is described in paragraph (a) of this Condition:
 - 1. Implements section 106(g) of the Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. § 7104(g)), and

2. Is in addition to all other remedies for noncompliance that are available to us under this Grant Agreement.
23. **BIL Funded Work Included in a PFC Application.** Within 120 days of acceptance of this Grant Agreement, the Sponsor must submit to the FAA an amendment to any approved Passenger Facility Charge (PFC) application that contains an approved PFC project also covered under this Grant Agreement as described in the project application. The airport sponsor may not make any expenditure under this Grant Agreement until project work addressed under this Grant Agreement is removed from an approved PFC application by amendment.
 24. **Exhibit "A" Property Map.** The Exhibit "A" Property Map dated March 2, 2010, is incorporated herein by reference or is submitted with the project application and made part of this Grant Agreement.
 25. **Employee Protection from Reprisal.**
 - a. Prohibition of Reprisals
 1. In accordance with 41 U.S.C. § 4712, an employee of a Sponsor, grantee, subgrantee, contractor, or subcontractor may not be discharged, demoted, or otherwise discriminated against as a reprisal for disclosing to a person or body described in sub-paragraph (a)(2) below, information that the employee reasonably believes is evidence of:
 - i. Gross mismanagement of a Federal grant;
 - ii. Gross waste of Federal funds;
 - iii. An abuse of authority relating to implementation or use of Federal funds;
 - iv. A substantial and specific danger to public health or safety; or
 - v. A violation of law, rule, or regulation related to a Federal grant.
 2. Persons and bodies covered - The persons and bodies to which a disclosure by an employee is covered are as follows:
 - i. A member of Congress or a representative of a committee of Congress;
 - ii. An Inspector General;
 - iii. The Government Accountability Office;
 - iv. A Federal employee responsible for contract or grant oversight or management at the relevant agency;
 - v. A court or grand jury;
 - vi. A management official or other employee of the Sponsor, contractor, or subcontractor who has the responsibility to investigate, discover, or address misconduct; or
 - vii. An authorized official of the Department of Justice or other law enforcement agency.
 3. Submission of Complaint. A person who believes that they have been subjected to a reprisal prohibited by paragraph (a) of this Condition may submit a complaint regarding the reprisal to the Office of Inspector General (OIG) for the U.S. Department of Transportation.
 4. Time Limitation for Submittal of a Complaint. A complaint may not be brought under this subsection more than three years after the date on which the alleged reprisal took place.
 5. Required Actions of the Inspector General. Actions, limitations, and exceptions of the OIG's office are established under 41 U.S.C. § 4712(b).

6. Assumption of Rights to Civil Remedy. Upon receipt of an explanation of a decision not to conduct or continue an investigation by the OIG, the person submitting a complaint assumes the right to a civil remedy under 41 U.S.C. § 4712(c)(2).

SPECIAL CONDITIONS

26. **Buy American Executive Orders.** The Sponsor agrees to abide by applicable Executive Orders in effect at the time this Grant Agreement is executed, including Executive Order 14005, Ensuring the Future Is Made in All of America by All of America's Workers.

The Sponsor's acceptance of this Offer and ratification and adoption of the Project Application incorporated herein shall be evidenced by execution of this instrument by the Sponsor, as hereinafter provided, and this Offer and Acceptance shall comprise a Grant Agreement, constituting the contractual obligations and rights of the United States and the Sponsor with respect to the accomplishment of the Project and compliance with the Grant Assurances, terms, and conditions as provided herein. Such Grant Agreement shall become effective upon the Sponsor's acceptance of this Offer.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.¹

**UNITED STATES OF AMERICA
FEDERAL AVIATION ADMINISTRATION**

{{Sig_es_:_signer1:signature:dimension(height=12mm, width=70mm)}}

(Signature)

{{N_es_:_signer1:fullname }}

(Typed Name)

{{*Ttl_es_:_signer1:title }}

(Title of FAA Official)

¹ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

Part II - Acceptance

The Sponsor does hereby ratify and adopt all assurances, statements, representations, warranties, covenants, and agreements contained in the Project Application and incorporated materials referred to in the foregoing Offer, and does hereby accept this Offer and by such acceptance agrees to comply with all of the Grant Assurances, terms, and conditions in this Offer and in the Project Application.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.²

Dated {{DateTime_es_:signer2:calc(now()):format(date," mmmm d, yyyy")}}

Columbus Consolidated Government

(Name of Sponsor)

{{Sig_es_:signer2:signature:dimension(height=12mm, width=70mm)}}

(Signature of Sponsor's Authorized Official)

By: {{N_es_:signer2:fullname}}

(Typed Name of Sponsor's Authorized Official)

Title: {{*Ttl_es_:signer2:title}}

(Title of Sponsor's Authorized Official)

² Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

CERTIFICATE OF SPONSOR'S ATTORNEY

I, **{{N_es :signer3: fullname}}**, acting as Attorney for the Sponsor do hereby certify:

That in my opinion the Sponsor is empowered to enter into the foregoing Grant Agreement under the laws of the State of Georgia. Further, I have examined the foregoing Grant Agreement and the actions taken by said Sponsor and Sponsor's official representative, who has been duly authorized to execute this Grant Agreement, which is in all respects due and proper and in accordance with the laws of the said State; the Infrastructure Investment and Jobs Act (Public Law 117-58) of 2021 referred to as the Bipartisan Infrastructure Law (BIL), Division J, Title VIII; and the representations contained in the Project Application. In addition, for grants involving projects to be carried out on property not owned by the Sponsor, there are no legal impediments that will prevent full performance by the Sponsor. Further, it is my opinion that the said Grant Agreement constitutes a legal and binding obligation of the Sponsor in accordance with the terms thereof.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.³

Dated at **{{DateTime_es :signer3:calc(now()):format(date," mmmm d, yyyy")}}**

By: **{{Sig_es :signer3:signature:dimension(height=12mm, width=70mm)}}**

(Signature of Sponsor's Attorney)

³ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

The Sponsor does hereby ratify and adopt all assurances, statements, representations, warranties, covenants, and agreements contained in the Project Application and incorporated materials referred to in the foregoing Offer, and does hereby accept this Offer and by such acceptance agrees to comply with all of the Grant Assurances, terms, and conditions in this Offer and in the Project Application.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.²

Dated {{DateTime_es_:signer4:calc(now()):format(date," mmmm d, yyyy")}}

Columbus Consolidated Government

(Name of Sponsor)

{{Sig_es_:signer4:signature:dimension(height=12mm, width=70mm)}}

(Signature of Sponsor's Authorized Official)

By: {{N_es_:signer4:fullname}}

(Typed Name of Sponsor's Authorized Official)

Title: {{*Ttl_es_:signer4:title}}

(Title of Sponsor's Authorized Official)

² Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

CERTIFICATE OF SPONSOR'S ATTORNEY

I, **{{N_es :signer5: fullname}}**, acting as Attorney for the Sponsor do hereby certify:

That in my opinion the Sponsor is empowered to enter into the foregoing Grant Agreement under the laws of the State of Georgia. Further, I have examined the foregoing Grant Agreement and the actions taken by said Sponsor and Sponsor's official representative, who has been duly authorized to execute this Grant Agreement, which is in all respects due and proper and in accordance with the laws of the said State; the Infrastructure Investment and Jobs Act (Public Law 117-58) of 2021 referred to as the Bipartisan Infrastructure Law (BIL), Division J, Title VIII; and the representations contained in the Project Application. In addition, for grants involving projects to be carried out on property not owned by the Sponsor, there are no legal impediments that will prevent full performance by the Sponsor. Further, it is my opinion that the said Grant Agreement constitutes a legal and binding obligation of the Sponsor in accordance with the terms thereof.

Please read the following information: By signing this document, you are agreeing that you have reviewed the following consumer disclosure information and consent to transact business using electronic communications, to receive notices and disclosures electronically, and to utilize electronic signatures in lieu of using paper documents. You are not required to receive notices and disclosures or sign documents electronically. If you prefer not to do so, you may request to receive paper copies and withdraw your consent at any time.

I declare under penalty of perjury that the foregoing is true and correct.³

Dated at **{{DateTime_es :signer5:calc(now()):format(date," mmmm d, yyyy")}}**

By: **{{Sig_es :signer5:signature:dimension(height=12mm, width=70mm)}}**

(Signature of Sponsor's Attorney)

³ Knowingly and willfully providing false information to the Federal government is a violation of 18 U.S.C. § 1001 (False Statements) and could subject you to fines, imprisonment, or both.

ASSURANCES

AIRPORT SPONSORS

A. General.

1. These assurances shall be complied with in the performance of grant agreements for airport development, airport planning, and noise compatibility program grants for airport sponsors.
2. These assurances are required to be submitted as part of the project application by sponsors requesting funds under the provisions of Public Law 117-58, Division J, Title VIII, as amended. As used herein, the term "public agency sponsor" means a public agency with control of a public-use airport; the term "private sponsor" means a private owner of a public-use airport; and the term "sponsor" includes both public agency sponsors and private sponsors.
3. Upon acceptance of this grant offer by the sponsor, these assurances are incorporated in and become part of this Grant Agreement.

B. Duration and Applicability.

1. **Airport development or Noise Compatibility Program Projects Undertaken by a Public Agency Sponsor.**

The terms, conditions and assurances of this Grant Agreement shall remain in full force and effect throughout the useful life of the facilities developed or equipment acquired for an airport development or noise compatibility program project, or throughout the useful life of the project items installed within a facility under a noise compatibility program project, but in any event not to exceed twenty (20) years from the date of acceptance of a grant offer of Federal funds for the project. However, there shall be no limit on the duration of the assurances regarding Exclusive Rights and Airport Revenue so long as the airport is used as an airport. There shall be no limit on the duration of the terms, conditions, and assurances with respect to real property acquired with federal funds. Furthermore, the duration of the Civil Rights assurance shall be specified in the assurances.

2. **Airport Development or Noise Compatibility Projects Undertaken by a Private Sponsor.**

The preceding paragraph (1) also applies to a private sponsor except that the useful life of project items installed within a facility or the useful life of the facilities developed or equipment acquired under an airport development or noise compatibility program project shall be no less than ten (10) years from the date of acceptance of Federal aid for the project.

3. **Airport Planning Undertaken by a Sponsor.**

Unless otherwise specified in this Grant Agreement, only Assurances 1, 2, 3, 5, 6, 13, 18, 23, 25, 30, 32, 33, 34, and 37 in Section C apply to planning projects. The terms, conditions, and assurances of this Grant Agreement shall remain in full force and effect during the life of the project; there shall be no limit on the duration of the assurances regarding Exclusive Rights and Airport Revenue so long as the airport is used as an airport.

C. Sponsor Certification.

The sponsor hereby assures and certifies, with respect to this grant that:

1. General Federal Requirements

It will comply with all applicable Federal laws, regulations, executive orders, policies, guidelines, and requirements as they relate to the application, acceptance, and use of Federal funds for this Grant including but not limited to the following:

FEDERAL LEGISLATION

- a. 49, U.S.C. subtitle VII, as amended.
- b. Davis-Bacon Act, as amended — 40 U.S.C. §§ 3141-3144, 3146, and 3147, et seq.¹
- c. Federal Fair Labor Standards Act - 29 U.S.C. § 201, et seq.
- d. Hatch Act – 5 U.S.C. § 1501, et seq.²
- e. Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, 42 U.S.C. § 4601, et seq.^{1, 2}
- f. National Historic Preservation Act of 1966 – Section 106 - 54 U.S.C. § 306108.1.¹
- g. Archeological and Historic Preservation Act of 1974 - 54 U.S.C. § 312501, et seq.¹
- h. Native Americans Grave Repatriation Act - 25 U.S.C. § 3001, et seq.
- i. Clean Air Act, P.L. 90-148, as amended - 42 U.S.C. § 7401, et seq.
- j. Coastal Zone Management Act, P.L. 92-583, as amended - 16 U.S.C. § 1451, et seq.
- k. Flood Disaster Protection Act of 1973 – Section 102(a) - 42 U.S.C. § 4012a.¹
- l. 49 U.S.C. § 303, (formerly known as Section 4(f))
- m. Rehabilitation Act of 1973 - 29 U.S.C. § 794.
- n. Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin);
- o. Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 et seq.) (prohibits discrimination on the basis of disability).
- p. Age Discrimination Act of 1975 - 42 U.S.C. § 6101, et seq.
- q. American Indian Religious Freedom Act, P.L. 95-341, as amended.
- r. Architectural Barriers Act of 1968, as amended - 42 U.S.C. § 4151, et seq.¹
- s. Powerplant and Industrial Fuel Use Act of 1978 – Section 403 - 42 U.S.C. § 8373.¹
- t. Contract Work Hours and Safety Standards Act - 40 U.S.C. § 3701, et seq.¹
- u. Copeland Anti-kickback Act - 18 U.S.C. § 874.¹
- v. National Environmental Policy Act of 1969 - 42 U.S.C. § 4321, et seq.¹
- w. Wild and Scenic Rivers Act, P.L. 90-542, as amended – 16 U.S.C. § 1271, et seq.
- x. Single Audit Act of 1984 - 31 U.S.C. § 7501, et seq.²
- y. Drug-Free Workplace Act of 1988 - 41 U.S.C. §§ 8101 through 8105.
- z. The Federal Funding Accountability and Transparency Act of 2006, as amended (Pub. L. 109-282, as amended by section 6202 of Pub. L. 110-252).

- aa. Civil Rights Restoration Act of 1987, P.L. 100-259.
- bb. Build America, Buy America Act, P.L. 117-58, Title IX.

EXECUTIVE ORDERS

- a. Executive Order 11246 – Equal Employment Opportunity¹
- b. Executive Order 11990 – Protection of Wetlands
- c. Executive Order 11998 – Flood Plain Management
- d. Executive Order 12372 – Intergovernmental Review of Federal Programs
- e. Executive Order 12699 – Seismic Safety of Federal and Federally Assisted New Building Construction¹
- f. Executive Order 12898 – Environmental Justice
- g. Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency
- h. Executive Order 13985 – Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
- i. Executive Order 13988 – Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation
- j. Executive Order 14005 – Ensuring the Future is Made in all of America by All of America’s Workers
- k. Executive Order 14008 – Tackling the Climate Crisis at Home and Abroad

FEDERAL REGULATIONS

- a. 2 CFR Part 180 – OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement).
- b. 2 CFR Part 200 – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. ^{4, 5}
- c. 2 CFR Part 1200 – Nonprocurement Suspension and Debarment.
- d. 14 CFR Part 13 – Investigative and Enforcement Procedures.
- e. 14 CFR Part 16 – Rules of Practice for Federally-Assisted Airport Enforcement Proceedings.
- f. 14 CFR Part 150 – Airport Noise Compatibility Planning.
- g. 28 CFR Part 35 – Nondiscrimination on the Basis of Disability in State and Local Government Services.
- h. 28 CFR § 50.3 – U.S. Department of Justice Guidelines for the Enforcement of Title VI of the Civil Rights Act of 1964.
- i. 29 CFR Part 1 – Procedures for Predetermination of Wage Rates.¹
- j. 29 CFR Part 3 – Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States.¹

- k. 29 CFR Part 5 – Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction (Also Labor Standards Provisions Applicable to Nonconstruction Contracts Subject to the Contract Work Hours and Safety Standards Act).¹
- l. 41 CFR Part 60 – Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor (Federal and Federally-assisted contracting requirements).¹
- m. 49 CFR Part 20 – New Restrictions on Lobbying.
- n. 49 CFR Part 21 – Nondiscrimination in Federally-Assisted Programs of the Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964.
- o. 49 CFR Part 23 – Participation by Disadvantage Business Enterprise in Airport Concessions.
- p. 49 CFR Part 24 – Uniform Relocation Assistance and Real Property Acquisition for Federal and Federally-Assisted Programs.^{1, 2}
- q. 49 CFR Part 26 – Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs.
- r. 49 CFR Part 27 – Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance.¹
- s. 49 CFR Part 28 – Enforcement of Nondiscrimination on the Basis of Handicap in Programs or Activities Conducted by the Department of Transportation.
- t. 49 CFR Part 30 – Denial of Public Works Contracts to Suppliers of Goods and Services of Countries That Deny Procurement Market Access to U.S. Contractors.
- u. 49 CFR Part 32 – Governmentwide Requirements for Drug-Free Workplace (Financial Assistance).
- v. 49 CFR Part 37 – Transportation Services for Individuals with Disabilities (ADA).
- w. 49 CFR Part 38 – Americans with Disabilities Act (ADA) Accessibility Specifications for Transportation Vehicles.
- x. 49 CFR Part 41 – Seismic Safety.

FOOTNOTES TO ASSURANCE (C)(1)

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- ¹ These laws do not apply to airport planning sponsors.
 - ² These laws do not apply to private sponsors.
 - ³ 2 CFR Part 200 contains requirements for State and Local Governments receiving Federal assistance. Any requirement levied upon State and Local Governments by this regulation shall apply where applicable to private sponsors receiving Federal assistance under Title 49, United States Code.
 - ⁴ Cost principles established in 2 CFR part 200 subpart E must be used as guidelines for determining the eligibility of specific types of expenses.
 - ⁵ Audit requirements established in 2 CFR part 200 subpart F are the guidelines for audits.

SPECIFIC ASSURANCES

Specific assurances required to be included in grant agreements by any of the above laws, regulations or circulars are incorporated by reference in this Grant Agreement.

2. Responsibility and Authority of the Sponsor.**a. Public Agency Sponsor:**

It has legal authority to apply for this Grant, and to finance and carry out the proposed project; that a resolution, motion or similar action has been duly adopted or passed as an official act of the applicant's governing body authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information as may be required.

b. Private Sponsor:

It has legal authority to apply for this Grant and to finance and carry out the proposed project and comply with all terms, conditions, and assurances of this Grant Agreement. It shall designate an official representative and shall in writing direct and authorize that person to file this application, including all understandings and assurances contained therein; to act in connection with this application; and to provide such additional information as may be required.

3. Sponsor Fund Availability.

It has sufficient funds available for that portion of the project costs which are not to be paid by the United States. It has sufficient funds available to assure operation and maintenance of items funded under this Grant Agreement which it will own or control.

4. Good Title.

- a. It, a public agency or the Federal government, holds good title, satisfactory to the Secretary, to the landing area of the airport or site thereof, or will give assurance satisfactory to the Secretary that good title will be acquired.
- b. For noise compatibility program projects to be carried out on the property of the sponsor, it holds good title satisfactory to the Secretary to that portion of the property upon which Federal funds will be expended or will give assurance to the Secretary that good title will be obtained.

5. Preserving Rights and Powers.

- a. It will not take or permit any action which would operate to deprive it of any of the rights and powers necessary to perform any or all of the terms, conditions, and assurances in this Grant Agreement without the written approval of the Secretary, and will act promptly to acquire, extinguish or modify any outstanding rights or claims of right of others which would interfere with such performance by the sponsor. This shall be done in a manner acceptable to the Secretary.
- b. Subject to the FAA Act of 2018, Public Law 115-254, Section 163, it will not sell, lease, encumber, or otherwise transfer or dispose of any part of its title or other interests in the property shown on Exhibit A to this application or, for a noise compatibility program project, that portion of the property upon which Federal funds have been expended, for the duration of the terms, conditions, and assurances in this Grant Agreement without approval by the Secretary. If the transferee is found by the Secretary to be eligible under Title 49, United States Code, to assume the obligations of this Grant Agreement and to have the power, authority, and financial resources to carry out all such obligations, the sponsor shall insert in the contract or

document transferring or disposing of the sponsor's interest, and make binding upon the transferee all of the terms, conditions, and assurances contained in this Grant Agreement.

- c. For all noise compatibility program projects which are to be carried out by another unit of local government or are on property owned by a unit of local government other than the sponsor, it will enter into an agreement with that government. Except as otherwise specified by the Secretary, that agreement shall obligate that government to the same terms, conditions, and assurances that would be applicable to it if it applied directly to the FAA for a grant to undertake the noise compatibility program project. That agreement and changes thereto must be satisfactory to the Secretary. It will take steps to enforce this agreement against the local government if there is substantial non-compliance with the terms of the agreement.
- d. For noise compatibility program projects to be carried out on privately owned property, it will enter into an agreement with the owner of that property which includes provisions specified by the Secretary. It will take steps to enforce this agreement against the property owner whenever there is substantial non-compliance with the terms of the agreement.
- e. If the sponsor is a private sponsor, it will take steps satisfactory to the Secretary to ensure that the airport will continue to function as a public-use airport in accordance with these assurances for the duration of these assurances.
- f. If an arrangement is made for management and operation of the airport by any agency or person other than the sponsor or an employee of the sponsor, the sponsor will reserve sufficient rights and authority to ensure that the airport will be operated and maintained in accordance with Title 49, United States Code, the regulations and the terms, conditions and assurances in this Grant Agreement and shall ensure that such arrangement also requires compliance therewith.
- g. Sponsors of commercial service airports will not permit or enter into any arrangement that results in permission for the owner or tenant of a property used as a residence, or zoned for residential use, to taxi an aircraft between that property and any location on airport. Sponsors of general aviation airports entering into any arrangement that results in permission for the owner of residential real property adjacent to or near the airport must comply with the requirements of 49 U.S.C. § 47107(s) and the sponsor assurances.

6. Consistency with Local Plans.

The project is reasonably consistent with plans (existing at the time of submission of this application) of public agencies that are authorized by the State in which the project is located to plan for the development of the area surrounding the airport.

7. Consideration of Local Interest.

It has given fair consideration to the interest of communities in or near where the project may be located.

8. Consultation with Users.

In making a decision to undertake any airport development project under Title 49, United States Code, it has undertaken reasonable consultations with affected parties using the airport at which project is proposed.

9. Public Hearings.

In projects involving the location of an airport, an airport runway, or a major runway extension, it has afforded the opportunity for public hearings for the purpose of considering the economic, social, and environmental effects of the airport or runway location and its consistency with goals and objectives of such planning as has been carried out by the community and it shall, when requested by the Secretary, submit a copy of the transcript of such hearings to the Secretary. Further, for such projects, it has on its management board either voting representation from the communities where the project is located or has advised the communities that they have the right to petition the Secretary concerning a proposed project.

10. Metropolitan Planning Organization.

In projects involving the location of an airport, an airport runway, or a major runway extension at a medium or large hub airport, the sponsor has made available to and has provided upon request to the metropolitan planning organization in the area in which the airport is located, if any, a copy of the proposed amendment to the airport layout plan to depict the project and a copy of any airport master plan in which the project is described or depicted.

11. Pavement Preventive Maintenance.

With respect to a project approved after January 1, 1995, for the replacement or reconstruction of pavement at the airport, it assures or certifies that it has implemented an effective airport pavement maintenance-management program and it assures that it will use such program for the useful life of any pavement constructed, reconstructed or repaired with Federal financial assistance at the airport. It will provide such reports on pavement condition and pavement management programs as the Secretary determines may be useful.

12. Terminal Development Prerequisites.

For projects which include terminal development at a public use airport, as defined in Title 49, it has, on the date of submittal of the project grant application, all the safety equipment required for certification of such airport under 49 U.S.C. § 44706, and all the security equipment required by rule or regulation, and has provided for access to the passenger enplaning and deplaning area of such airport to passengers enplaning and deplaning from aircraft other than air carrier aircraft.

13. Accounting System, Audit, and Record Keeping Requirements.

- a. It shall keep all project accounts and records which fully disclose the amount and disposition by the recipient of the proceeds of this Grant, the total cost of the project in connection with which this Grant is given or used, and the amount or nature of that portion of the cost of the project supplied by other sources, and such other financial records pertinent to the project. The accounts and records shall be kept in accordance with an accounting system that will facilitate an effective audit in accordance with the Single Audit Act of 1984.
- b. It shall make available to the Secretary and the Comptroller General of the United States, or any of their duly authorized representatives, for the purpose of audit and examination, any books, documents, papers, and records of the recipient that are pertinent to this Grant. The Secretary may require that an appropriate audit be conducted by a recipient. In any case in which an independent audit is made of the accounts of a sponsor relating to the disposition of the proceeds of a grant or relating to the project in connection with which this Grant was given or used, it shall file a certified copy of such audit with the Comptroller General of the United

States not later than six (6) months following the close of the fiscal year for which the audit was made.

14. Minimum Wage Rates.

It shall include, in all contracts in excess of \$2,000 for work on any projects funded under this Grant Agreement which involve labor, provisions establishing minimum rates of wages, to be predetermined by the Secretary of Labor under 40 U.S.C. §§ 3141-3144, 3146, and 3147, Public Building, Property, and Works), which contractors shall pay to skilled and unskilled labor, and such minimum rates shall be stated in the invitation for bids and shall be included in proposals or bids for the work.

15. Veteran's Preference.

It shall include in all contracts for work on any project funded under this Grant Agreement which involve labor, such provisions as are necessary to insure that, in the employment of labor (except in executive, administrative, and supervisory positions), preference shall be given to Vietnam era veterans, Persian Gulf veterans, Afghanistan-Iraq war veterans, disabled veterans, and small business concerns owned and controlled by disabled veterans as defined in 49 U.S.C. § 47112. However, this preference shall apply only where the individuals are available and qualified to perform the work to which the employment relates.

16. Conformity to Plans and Specifications.

It will execute the project subject to plans, specifications, and schedules approved by the Secretary. Such plans, specifications, and schedules shall be submitted to the Secretary prior to commencement of site preparation, construction, or other performance under this Grant Agreement, and, upon approval of the Secretary, shall be incorporated into this Grant Agreement. Any modification to the approved plans, specifications, and schedules shall also be subject to approval of the Secretary, and incorporated into this Grant Agreement.

17. Construction Inspection and Approval.

It will provide and maintain competent technical supervision at the construction site throughout the project to assure that the work conforms to the plans, specifications, and schedules approved by the Secretary for the project. It shall subject the construction work on any project contained in an approved project application to inspection and approval by the Secretary and such work shall be in accordance with regulations and procedures prescribed by the Secretary. Such regulations and procedures shall require such cost and progress reporting by the sponsor or sponsors of such project as the Secretary shall deem necessary.

18. Planning Projects.

In carrying out planning projects:

- a. It will execute the project in accordance with the approved program narrative contained in the project application or with the modifications similarly approved.
- b. It will furnish the Secretary with such periodic reports as required pertaining to the planning project and planning work activities.
- c. It will include in all published material prepared in connection with the planning project a notice that the material was prepared under a grant provided by the United States.

- d. It will make such material available for examination by the public, and agrees that no material prepared with funds under this project shall be subject to copyright in the United States or any other country.
- e. It will give the Secretary unrestricted authority to publish, disclose, distribute, and otherwise use any of the material prepared in connection with this grant.
- f. It will grant the Secretary the right to disapprove the sponsor's employment of specific consultants and their subcontractors to do all or any part of this project as well as the right to disapprove the proposed scope and cost of professional services.
- g. It will grant the Secretary the right to disapprove the use of the sponsor's employees to do all or any part of the project.
- h. It understands and agrees that the Secretary's approval of this project grant or the Secretary's approval of any planning material developed as part of this grant does not constitute or imply any assurance or commitment on the part of the Secretary to approve any pending or future application for a Federal airport grant.

19. Operation and Maintenance.

- a. The airport and all facilities which are necessary to serve the aeronautical users of the airport, other than facilities owned or controlled by the United States, shall be operated at all times in a safe and serviceable condition and in accordance with the minimum standards as may be required or prescribed by applicable Federal, state and local agencies for maintenance and operation. It will not cause or permit any activity or action thereon which would interfere with its use for airport purposes. It will suitably operate and maintain the airport and all facilities thereon or connected therewith, with due regard to climatic and flood conditions. Any proposal to temporarily close the airport for non-aeronautical purposes must first be approved by the Secretary. In furtherance of this assurance, the sponsor will have in effect arrangements for:
 - 1. Operating the airport's aeronautical facilities whenever required;
 - 2. Promptly marking and lighting hazards resulting from airport conditions, including temporary conditions; and
 - 3. Promptly notifying aviators of any condition affecting aeronautical use of the airport. Nothing contained herein shall be construed to require that the airport be operated for aeronautical use during temporary periods when snow, flood, or other climatic conditions interfere with such operation and maintenance. Further, nothing herein shall be construed as requiring the maintenance, repair, restoration, or replacement of any structure or facility which is substantially damaged or destroyed due to an act of God or other condition or circumstance beyond the control of the sponsor.
- b. It will suitably operate and maintain noise compatibility program items that it owns or controls upon which Federal funds have been expended.

20. Hazard Removal and Mitigation.

It will take appropriate action to assure that such terminal airspace as is required to protect instrument and visual operations to the airport (including established minimum flight altitudes) will be adequately cleared and protected by removing, lowering, relocating, marking, or lighting or otherwise mitigating existing airport hazards and by preventing the establishment or creation of future airport hazards.

21. Compatible Land Use.

It will take appropriate action, to the extent reasonable, including the adoption of zoning laws, to restrict the use of land adjacent to or in the immediate vicinity of the airport to activities and purposes compatible with normal airport operations, including landing and takeoff of aircraft. In addition, if the project is for noise compatibility program implementation, it will not cause or permit any change in land use, within its jurisdiction, that will reduce its compatibility, with respect to the airport, of the noise compatibility program measures upon which Federal funds have been expended.

22. Economic Nondiscrimination.

- a. It will make the airport available as an airport for public use on reasonable terms and without unjust discrimination to all types, kinds and classes of aeronautical activities, including commercial aeronautical activities offering services to the public at the airport.
- b. In any agreement, contract, lease, or other arrangement under which a right or privilege at the airport is granted to any person, firm, or corporation to conduct or to engage in any aeronautical activity for furnishing services to the public at the airport, the sponsor will insert and enforce provisions requiring the contractor to:
 1. Furnish said services on a reasonable, and not unjustly discriminatory, basis to all users thereof, and
 2. Charge reasonable, and not unjustly discriminatory, prices for each unit or service, provided that the contractor may be allowed to make reasonable and nondiscriminatory discounts, rebates, or other similar types of price reductions to volume purchasers.
- c. Each fixed-based operator at the airport shall be subject to the same rates, fees, rentals, and other charges as are uniformly applicable to all other fixed-based operators making the same or similar uses of such airport and utilizing the same or similar facilities.
- d. Each air carrier using such airport shall have the right to service itself or to use any fixed-based operator that is authorized or permitted by the airport to serve any air carrier at such airport.
- e. Each air carrier using such airport (whether as a tenant, non-tenant, or subtenant of another air carrier tenant) shall be subject to such nondiscriminatory and substantially comparable rules, regulations, conditions, rates, fees, rentals, and other charges with respect to facilities directly and substantially related to providing air transportation as are applicable to all such air carriers which make similar use of such airport and utilize similar facilities, subject to reasonable classifications such as tenants or non-tenants and signatory carriers and non-signatory carriers. Classification or status as tenant or signatory shall not be unreasonably withheld by any airport provided an air carrier assumes obligations substantially similar to those already imposed on air carriers in such classification or status.
- f. It will not exercise or grant any right or privilege which operates to prevent any person, firm, or corporation operating aircraft on the airport from performing any services on its own aircraft with its own employees (including, but not limited to maintenance, repair, and fueling) that it may choose to perform.
- g. In the event the sponsor itself exercises any of the rights and privileges referred to in this assurance, the services involved will be provided on the same conditions as would apply to the furnishing of such services by commercial aeronautical service providers authorized by the sponsor under these provisions.

- h. The sponsor may establish such reasonable, and not unjustly discriminatory, conditions to be met by all users of the airport as may be necessary for the safe and efficient operation of the airport.
- i. The sponsor may prohibit or limit any given type, kind or class of aeronautical use of the airport if such action is necessary for the safe operation of the airport or necessary to serve the civil aviation needs of the public.

23. Exclusive Rights.

It will permit no exclusive right for the use of the airport by any person providing, or intending to provide, aeronautical services to the public. For purposes of this paragraph, the providing of the services at an airport by a single fixed-based operator shall not be construed as an exclusive right if both of the following apply:

- a. It would be unreasonably costly, burdensome, or impractical for more than one fixed-based operator to provide such services, and
- b. If allowing more than one fixed-based operator to provide such services would require the reduction of space leased pursuant to an existing agreement between such single fixed-based operator and such airport. It further agrees that it will not, either directly or indirectly, grant or permit any person, firm, or corporation, the exclusive right at the airport to conduct any aeronautical activities, including, but not limited to charter flights, pilot training, aircraft rental and sightseeing, aerial photography, crop dusting, aerial advertising and surveying, air carrier operations, aircraft sales and services, sale of aviation petroleum products whether or not conducted in conjunction with other aeronautical activity, repair and maintenance of aircraft, sale of aircraft parts, and any other activities which because of their direct relationship to the operation of aircraft can be regarded as an aeronautical activity, and that it will terminate any exclusive right to conduct an aeronautical activity now existing at such an airport before the grant of any assistance under Title 49, United States Code.

24. Fee and Rental Structure.

It will maintain a fee and rental structure for the facilities and services at the airport which will make the airport as self-sustaining as possible under the circumstances existing at the particular airport, taking into account such factors as the volume of traffic and economy of collection. No part of the Federal share of an airport development, airport planning or noise compatibility project for which a Grant is made under Title 49, United States Code, the Airport and Airway Improvement Act of 1982, the Federal Airport Act or the Airport and Airway Development Act of 1970 shall be included in the rate basis in establishing fees, rates, and charges for users of that airport.

25. Airport Revenues.

- a. All revenues generated by the airport and any local taxes on aviation fuel established after December 30, 1987, will be expended by it for the capital or operating costs of the airport; the local airport system; or other local facilities which are owned or operated by the owner or operator of the airport and which are directly and substantially related to the actual air transportation of passengers or property; or for noise mitigation purposes on or off the airport. The following exceptions apply to this paragraph:
 - 1. If covenants or assurances in debt obligations issued before September 3, 1982, by the owner or operator of the airport, or provisions enacted before September 3, 1982, in governing statutes controlling the owner or operator's financing, provide for the use of the

revenues from any of the airport owner or operator's facilities, including the airport, to support not only the airport but also the airport owner or operator's general debt obligations or other facilities, then this limitation on the use of all revenues generated by the airport (and, in the case of a public airport, local taxes on aviation fuel) shall not apply.

2. If the Secretary approves the sale of a privately owned airport to a public sponsor and provides funding for any portion of the public sponsor's acquisition of land, this limitation on the use of all revenues generated by the sale shall not apply to certain proceeds from the sale. This is conditioned on repayment to the Secretary by the private owner of an amount equal to the remaining unamortized portion (amortized over a 20-year period) of any airport improvement grant made to the private owner for any purpose other than land acquisition on or after October 1, 1996, plus an amount equal to the federal share of the current fair market value of any land acquired with an airport improvement grant made to that airport on or after October 1, 1996.
3. Certain revenue derived from or generated by mineral extraction, production, lease, or other means at a general aviation airport (as defined at 49 U.S.C. § 47102), if the FAA determines the airport sponsor meets the requirements set forth in Section 813 of Public Law 112-95.
- b. As part of the annual audit required under the Single Audit Act of 1984, the sponsor will direct that the audit will review, and the resulting audit report will provide an opinion concerning, the use of airport revenue and taxes in paragraph (a), and indicating whether funds paid or transferred to the owner or operator are paid or transferred in a manner consistent with Title 49, United States Code and any other applicable provision of law, including any regulation promulgated by the Secretary or Administrator.

26. Reports and Inspections.

It will:

- a. submit to the Secretary such annual or special financial and operations reports as the Secretary may reasonably request and make such reports available to the public; make available to the public at reasonable times and places a report of the airport budget in a format prescribed by the Secretary;
- b. for airport development projects, make the airport and all airport records and documents affecting the airport, including deeds, leases, operation and use agreements, regulations and other instruments, available for inspection by any duly authorized agent of the Secretary upon reasonable request;
- c. for noise compatibility program projects, make records and documents relating to the project and continued compliance with the terms, conditions, and assurances of this Grant Agreement including deeds, leases, agreements, regulations, and other instruments, available for inspection by any duly authorized agent of the Secretary upon reasonable request; and
- d. in a format and time prescribed by the Secretary, provide to the Secretary and make available to the public following each of its fiscal years, an annual report listing in detail:
 1. all amounts paid by the airport to any other unit of government and the purposes for which each such payment was made; and
 2. all services and property provided by the airport to other units of government and the amount of compensation received for provision of each such service and property.

27. Use by Government Aircraft.

It will make available all of the facilities of the airport developed with Federal financial assistance and all those usable for landing and takeoff of aircraft to the United States for use by Government aircraft in common with other aircraft at all times without charge, except, if the use by Government aircraft is substantial, charge may be made for a reasonable share, proportional to such use, for the cost of operating and maintaining the facilities used. Unless otherwise determined by the Secretary, or otherwise agreed to by the sponsor and the using agency, substantial use of an airport by Government aircraft will be considered to exist when operations of such aircraft are in excess of those which, in the opinion of the Secretary, would unduly interfere with use of the landing areas by other authorized aircraft, or during any calendar month that:

- a. Five (5) or more Government aircraft are regularly based at the airport or on land adjacent thereto; or
- b. The total number of movements (counting each landing as a movement) of Government aircraft is 300 or more, or the gross accumulative weight of Government aircraft using the airport (the total movement of Government aircraft multiplied by gross weights of such aircraft) is in excess of five million pounds.

28. Land for Federal Facilities.

It will furnish without cost to the Federal Government for use in connection with any air traffic control or air navigation activities, or weather-reporting and communication activities related to air traffic control, any areas of land or water, or estate therein as the Secretary considers necessary or desirable for construction, operation, and maintenance at Federal expense of space or facilities for such purposes. Such areas or any portion thereof will be made available as provided herein within four months after receipt of a written request from the Secretary.

29. Airport Layout Plan.

- a. Subject to the FAA Reauthorization Act of 2018, Public Law 115-254, Section 163, it will keep up to date at all times an airport layout plan of the airport showing:
 1. boundaries of the airport and all proposed additions thereto, together with the boundaries of all offsite areas owned or controlled by the sponsor for airport purposes and proposed additions thereto;
 2. the location and nature of all existing and proposed airport facilities and structures (such as runways, taxiways, aprons, terminal buildings, hangars and roads), including all proposed extensions and reductions of existing airport facilities;
 3. the location of all existing and proposed non-aviation areas and of all existing improvements thereon; and
 4. all proposed and existing access points used to taxi aircraft across the airport's property boundary.

Such airport layout plans and each amendment, revision, or modification thereof, shall be subject to the approval of the Secretary which approval shall be evidenced by the signature of a duly authorized representative of the Secretary on the face of the airport layout plan. The sponsor will not make or permit any changes or alterations in the airport or any of its facilities which are not in conformity with the airport layout plan as approved by the Secretary and

which might, in the opinion of the Secretary, adversely affect the safety, utility or efficiency of the airport.

- b. Subject to the FAA Reauthorization Act of 2018, Public Law 115-254, Section 163, if a change or alteration in the airport or the facilities is made which the Secretary determines adversely affects the safety, utility, or efficiency of any federally owned, leased, or funded property on or off the airport and which is not in conformity with the airport layout plan as approved by the Secretary, the owner or operator will, if requested, by the Secretary:
 1. eliminate such adverse effect in a manner approved by the Secretary; or
 2. bear all costs of relocating such property (or replacement thereof) to a site acceptable to the Secretary and all costs of restoring such property (or replacement thereof) to the level of safety, utility, efficiency, and cost of operation existing before the unapproved change in the airport or its facilities except in the case of a relocation or replacement of an existing airport facility due to a change in the Secretary's design standards beyond the control of the airport sponsor.

30. Civil Rights.

It will promptly take any measures necessary to ensure that no person in the United States shall, on the grounds of race, color, and national origin (including limited English proficiency) in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4); creed and sex (including sexual orientation and gender identity) per 49 U.S.C. § 47123 and related requirements; age per the Age Discrimination Act of 1975 and related requirements; or disability per the Americans with Disabilities Act of 1990 and related requirements, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in any program and activity conducted with, or benefiting from, funds received from this Grant.

- a. Using the definitions of activity, facility, and program as found and defined in 49 CFR §§ 21.23(b) and 21.23(e), the sponsor will facilitate all programs, operate all facilities, or conduct all programs in compliance with all non-discrimination requirements imposed by or pursuant to these assurances.
- b. Applicability
 1. Programs and Activities. If the sponsor has received a grant (or other federal assistance) for any of the sponsor's program or activities, these requirements extend to all of the sponsor's programs and activities.
 2. Facilities. Where it receives a grant or other federal financial assistance to construct, expand, renovate, remodel, alter, or acquire a facility, or part of a facility, the assurance extends to the entire facility and facilities operated in connection therewith.
 3. Real Property. Where the sponsor receives a grant or other Federal financial assistance in the form of, or for the acquisition of real property or an interest in real property, the assurance will extend to rights to space on, over, or under such property.
- c. Duration.

The sponsor agrees that it is obligated to this assurance for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or

structures or improvements thereon, in which case the assurance obligates the sponsor, or any transferee for the longer of the following periods:

1. So long as the airport is used as an airport, or for another purpose involving the provision of similar services or benefits; or
 2. So long as the sponsor retains ownership or possession of the property.
- d. Required Solicitation Language. It will include the following notification in all solicitations for bids, Requests For Proposals for work, or material under this Grant Agreement and in all proposals for agreements, including airport concessions, regardless of funding source:
- “The (**Columbus Consolidated Government**), in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders or offerors that it will affirmatively ensure that for any contract entered into pursuant to this advertisement, [select businesses, or disadvantaged business enterprises or airport concession disadvantaged business enterprises] will be afforded full and fair opportunity to submit bids in response to this invitation and no businesses will be discriminated against on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability in consideration for an award.”
- e. Required Contract Provisions.
1. It will insert the non-discrimination contract clauses requiring compliance with the acts and regulations relative to non-discrimination in Federally-assisted programs of the Department of Transportation (DOT), and incorporating the acts and regulations into the contracts by reference in every contract or agreement subject to the non-discrimination in Federally-assisted programs of the DOT acts and regulations.
 2. It will include a list of the pertinent non-discrimination authorities in every contract that is subject to the non-discrimination acts and regulations.
 3. It will insert non-discrimination contract clauses as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a sponsor.
 4. It will insert non-discrimination contract clauses prohibiting discrimination on the basis of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability as a covenant running with the land, in any future deeds, leases, license, permits, or similar instruments entered into by the sponsor with other parties:
 - a. For the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. For the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
- f. It will provide for such methods of administration for the program as are found by the Secretary to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the acts, the regulations, and this assurance.

- g. It agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the acts, the regulations, and this assurance.

31. Disposal of Land.

- a. For land purchased under a grant for airport noise compatibility purposes, including land serving as a noise buffer, it will dispose of the land, when the land is no longer needed for such purposes, at fair market value, at the earliest practicable time. That portion of the proceeds of such disposition which is proportionate to the United States' share of acquisition of such land will be, at the discretion of the Secretary, (1) reinvested in another project at the airport, or (2) transferred to another eligible airport as prescribed by the Secretary. The Secretary shall give preference to the following, in descending order:
 - 1. Reinvestment in an approved noise compatibility project;
 - 2. Reinvestment in an approved project that is eligible for grant funding under 49 U.S.C. § 47117(e);
 - 3. Reinvestment in an approved airport development project that is eligible for grant funding under 49 U.S.C. § 47114, 47115, or 47117, or under Public Law 117-58, Division J, Title VIII; or
 - 4. Transfer to an eligible sponsor of another public airport to be reinvested in an approved noise compatibility project at that airport.

If land acquired under a grant for noise compatibility purposes is leased at fair market value and consistent with noise buffering purposes, the lease will not be considered a disposal of the land. Revenues derived from such a lease may be used for an approved airport development project that would otherwise be eligible for grant funding or any permitted use of airport revenue.

- b. For land purchased under a grant for airport development purposes (other than noise compatibility), it will, when the land is no longer needed for airport purposes, dispose of such land at fair market value or make available to the Secretary an amount equal to the United States' proportionate share of the fair market value of the land. That portion of the proceeds of such disposition which is proportionate to the United States' share of the cost of acquisition of such land will, upon application to the Secretary, be reinvested or transferred to another eligible airport as prescribed by the Secretary. The Secretary shall give preference to the following, in descending order:
 - 1. Reinvestment in an approved noise compatibility project;
 - 2. Reinvestment in an approved project that is eligible for grant funding under 49 U.S.C. § 47117(e);
 - 3. Reinvestment in an approved airport development project that is eligible for grant funding under 49 U.S.C. §§ 47114, 47115, or 47117, or under Public Law 117-58, Division J, Title VIII; or
 - 4. Transfer to an eligible sponsor of another public airport to be reinvested in an approved noise compatibility project at that airport.
- c. Land shall be considered to be needed for airport purposes under this assurance if (1) it may be needed for aeronautical purposes (including runway protection zones) or serve as noise buffer land, and (2) the revenue from interim uses of such land contributes to the financial self-

sufficiency of the airport. Further, land purchased with a grant received by an airport operator or owner before December 31, 1987, will be considered to be needed for airport purposes if the Secretary or Federal agency making such grant before December 31, 1987, was notified by the operator or owner of the uses of such land, did not object to such use, and the land continues to be used for that purpose, such use having commenced no later than December 15, 1989.

- d. Disposition of such land under (a), (b), or (c) will be subject to the retention or reservation of any interest or right therein necessary to ensure that such land will only be used for purposes which are compatible with noise levels associated with operation of the airport.

32. Engineering and Design Services.

If any phase of such project has received Federal funds under Chapter 471 subchapter 1 of Title 49 U.S.C., or Public Law 117-58, Division J, Title VIII it will award each contract, or sub-contract for program management, construction management, planning studies, feasibility studies, architectural services, preliminary engineering, design, engineering, surveying, mapping or related services in the same manner as a contract for architectural and engineering services is negotiated under Chapter 11 of Title 40 U.S.C., or an equivalent qualifications-based requirement prescribed for or by the sponsor of the airport.

33. Foreign Market Restrictions.

It will not allow funds provided under this Grant to be used to fund any project which uses any product or service of a foreign country during the period in which such foreign country is listed by the United States Trade Representative as denying fair and equitable market opportunities for products and suppliers of the United States in procurement and construction.

34. Policies, Standards, and Specifications.

It will carry out any project funded under an Airport Infrastructure Grant in accordance with policies, standards, and specifications approved by the Secretary including, but not limited to, current FAA Advisory Circulars (<https://www.faa.gov/airports/aip/media/aip-pfc-checklist.pdf>) for AIG projects as of May 20, 2022.

35. Relocation and Real Property Acquisition.

- a. It will be guided in acquiring real property, to the greatest extent practicable under State law, by the land acquisition policies in Subpart B of 49 CFR Part 24 and will pay or reimburse property owners for necessary expenses as specified in Subpart B.
- b. It will provide a relocation assistance program offering the services described in Subpart C of 49 CFR Part 24 and fair and reasonable relocation payments and assistance to displaced persons as required in Subpart D and E of 49 CFR Part 24.
- c. It will make available within a reasonable period of time prior to displacement, comparable replacement dwellings to displaced persons in accordance with Subpart E of 49 CFR Part 24.

36. Access By Intercity Buses.

The airport owner or operator will permit, to the maximum extent practicable, intercity buses or other modes of transportation to have access to the airport; however, it has no obligation to fund special facilities for intercity buses or for other modes of transportation.

37. Disadvantaged Business Enterprises.

The sponsor shall not discriminate on the basis of race, color, national origin, sex, in the award and performance of any DOT-assisted contract covered by 49 CFR Part 26, or in the award and performance of any concession activity contract covered by 49 CFR Part 23. In addition, the sponsor shall not discriminate on the basis of race, color, national origin or sex in the administration of its Disadvantaged Business Enterprise (DBE) and Airport Concessions Disadvantaged Business Enterprise (ACDBE) programs or the requirements of 49 CFR Parts 23 and 26. The sponsor shall take all necessary and reasonable steps under 49 CFR Parts 23 and 26 to ensure nondiscrimination in the award and administration of DOT-assisted contracts, and/or concession contracts. The sponsor's DBE and ACDBE programs, as required by 49 CFR Parts 26 and 23, and as approved by DOT, are incorporated by reference in this agreement. Implementation of these programs is a legal obligation and failure to carry out its terms shall be treated as a violation of this agreement. Upon notification to the sponsor of its failure to carry out its approved program, the Department may impose sanctions as provided for under Parts 26 and 23 and may, in appropriate cases, refer the matter for enforcement under 18 U.S.C. § 1001 and/or the Program Fraud Civil Remedies Act of 1986 (31 U.S.C. §§ 3801-3809, 3812).

38. Hangar Construction.

If the airport owner or operator and a person who owns an aircraft agree that a hangar is to be constructed at the airport for the aircraft at the aircraft owner's expense, the airport owner or operator will grant to the aircraft owner for the hangar a long term lease that is subject to such terms and conditions on the hangar as the airport owner or operator may impose.

39. Competitive Access.

- a. If the airport owner or operator of a medium or large hub airport (as defined in 49 U.S.C. § 47102) has been unable to accommodate one or more requests by an air carrier for access to gates or other facilities at that airport in order to allow the air carrier to provide service to the airport or to expand service at the airport, the airport owner or operator shall transmit a report to the Secretary that:
 1. Describes the requests;
 2. Provides an explanation as to why the requests could not be accommodated; and
 3. Provides a time frame within which, if any, the airport will be able to accommodate the requests.
- b. Such report shall be due on either February 1 or August 1 of each year if the airport has been unable to accommodate the request(s) in the six month period prior to the applicable due date.

MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE COLUMBUS
AIRPORT COMMISSION AND COLUMBUS, GEORGIA, A CONSOLIDATED
GOVERNMENT

WHEREAS, the FAA has offered an Airport Improvement Program (“AIP”) grant to the Columbus Airport Commission (Grant No. 3-13-0035-056-2022) dated August 8, 2022, in the amount of \$138,726.00 to assist with remarking Runway 6/24 (6,997 ft); and

WHEREAS, because this is an Airport Improvement Project grant, the FAA is obligated to contribute up to 90% of the funding thereunder, the remaining 10% being split equally between the Columbus Airport Commission and the Georgia Department of Transportation; and

WHEREAS, Columbus, Georgia, a Consolidated Government, is required to be named as a co-equal sponsor with the Columbus Airport Commission for this FAA grant and the execution of such Grant Agreements by Columbus, Georgia is necessary for the Columbus Airport Commission to receive the funding anticipated from the FAA; and

WHEREAS, the Columbus Airport Commission by resolution has formally agreed to accept the offer of such grants from the FAA and has caused the Grant Agreements to be executed by its duly authorized officers; and

WHEREAS, the Columbus Council has authorized Mayor B.H. “Skip” Henderson III to sign the attached Grant Agreements based upon the assurance that all Sponsor responsibilities as outlined in the Grant Agreements will be performed and carryout out by or at the direction of the Columbus Airport Commission and that Columbus, Georgia will not perform any Sponsor responsibilities and not suffer any risk or financial liability and a result of signing the Grant Agreements as a Sponsor;

THE PARTIES HEREBY MUTUALLY AGREE AS FOLLOWS:

In consideration for the Columbus Council's authorization for the Mayor to sign the Grant Agreements and facilitate the receipt of the FAA Grant by the Airport Commission, the Airport Commission hereby agrees as follows:

1. The Columbus Airport Commission agrees that as between the two parties designated as Sponsor to the Grant Agreements, it shall act as the Grant recipient and perform and assume all responsibilities financial and otherwise which a Sponsor may be obligated to carry out under the Grant Agreements.
2. The Columbus Airport Commission will indemnify and hold the Columbus, Georgia consolidated government or any officer, official, agent or employee thereof, harmless against any and all financial obligations of either Sponsor under the Grant Agreements and for claims brought against it resulting from the Project or the Columbus Airport Commission's obligations under the Grant Agreements.

ENTERED INTO THIS ____ day of _____, 2022.

Columbus Airport Commission

Columbus, Georgia Consolidated Govt.

By: James Barker

By: B.H. "Skip" Henderson, III

Title: Chair

Mayor

File Attachments for Item:

1. Donation of Surplus Vehicles and Equipment to the City of Woodbury, GA and Woodland, GA

Approval is requested authorizing the abandonment of vehicles and other equipment from various departments, declaring them surplus and donating the vehicles and equipment to the City of Woodbury, Georgia and Woodland, GA.

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	Donation of Surplus Vehicles and Equipment to the City of Woodbury, GA and Woodland, GA
AGENDA SUMMARY:	Approval is requested authorizing the abandonment of vehicles and other equipment from various departments, declaring them surplus and donating the vehicles and equipment to the City of Woodbury, Georgia and Woodland, GA.
INITIATED BY:	City Manager's Office

Recommendation: Approval is requested authorizing the abandonment of items from various departments, declaring them surplus, and donating the items to the City of Woodbury, Georgia and Woodland, GA.

Background: The City of Woodbury, GA and Woodland, GA have requested surplus items from the City of Columbus to include vehicles and other equipment from various departments. The CCG declare these items surplus and wishes to donate the vehicles and equipment to our sister cities.

Analysis: Our Sister Cities have provided a list of items they were looking for and the CCG was able to locate surplus items to assist them.

Financial Considerations: There are no city funds as a result of this donation.

Legal Considerations: Council authorization is required to declare surplus and dispose of City-owned equipment.

Recommendation/Action: Approval is requested authorizing the abandonment of three (3) Ford Crown Victoria vehicles and fifteen (15) handcuffs from the Columbus Police Department, five (5) desk computers from the IT Department, and one (1) full metal park bench, four (4) chainsaws, and five (5) zero turn mowers from the Public Works Department, and additional equipment and items declaring them as surplus and donating the vehicles and equipment to the City of Woodbury, Georgia and Woodland, GA.

RESOLUTION

NO. ____

A RESOLUTION AUTHORIZING THE CITY MANAGER TO AUTHORIZE THE ABANDONMENT OF VEHICLES AND OTHER EQUIPMENT FROM VARIOUS DEPARTMENTS, DECLARING THEM SURPLUS AND DONATING THE VEHICLES AND EQUIPMENT TO THE CITY OF WOODBURY, GEORGIA AND WOODLAND, GEORGIA

WHEREAS, the Columbus Police Department is requesting to declare three (3) Ford Crown Victoria motor vehicles and fifteen (15) handcuffs as surplus; and,

WHEREAS, the IT Department is requesting to declare five (5) desk computers as surplus; and,

WHEREAS, the Public Works Department is requesting to declare one (1) full metal park bench, four (4) chainsaws, and five (5) zero turn mowers and additional equipment and items as surplus; and,

WHEREAS the City of Woodbury, Georgia and Woodland, Georgia wishes to express their sincere thanks and gratitude for this display of generosity.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA HEREBY RESOLVES:

That the City Manager is hereby authorized to donate the surplus items to the City of Woodbury, Georgia and Woodland, Georgia for their use.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 30th day of August 2022 and adopted at said meeting by the affirmative vote of members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor House	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____
Councilor Woodson	voting _____

Sandra T Davis
 Clerk of Council

B. H. "Skip" Henderson, III
 Mayor

File Attachments for Item:

A. Emergency Clean-Up & Debris Removal (Annual Contract) – RFP No. 22-0015

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	Emergency Clean-Up & Debris Removal (Annual Contract) – RFP No. 22-0015
INITIATED BY:	Finance Department

It is requested that Council approve the annual contract for Emergency Clean-Up & Debris Removal with CrowderGulf, LLC (Mobile, AL), Primary Contractor, and DRC Emergency Services, LLC (Galveston, TX), Secondary Contractor. The contract requires the Contractor to provide services for the emergency clean-up and removal of debris resulting from natural (storms, fallen trees, etc.) or man-made disasters (terrorism, remnants of destroyed buildings, etc.) on an “as needed” basis.

Services provided by the vendor will include, but not limited to:

- Removing debris from public Rights-of-Way or specific locations.
- Transporting the debris to a designated location (the closest licensed inert or landfill site available).
- Disposing of debris in accordance with local, state, and federal laws.

The initial term of the contract shall be for two (2) years, with the option to renew for three (3) additional twelve-month periods. Contract renewal is contingent upon the mutual agreement of the City and the Contractor(s).

Annual Contract History:

The current five-year contract was awarded on July 26, 2016 (Resolution No. 275-16), to D & J Enterprises, Inc. (Primary) and CrowderGulf, LLC (Secondary). The contract was extended for the current contractors through August 31, 2022, to allow for the re-advertisement and award of a new contract.

RFP Advertisement and Receipt of Proposals:

RFP specifications were posted on the web pages of the Purchasing Division, DemandStar and Georgia Procurement Registry on December 29, 2021. This RFP has been advertised, opened, and evaluated. Eight (8) proposals were received on February 11, 2022.

**CrowderGulf, LLC (Mobile, AL)
DRC Emergency Services, LLC (Galveston, TX)**

TFR Enterprises, Inc. (Leander, TX)
D & J Enterprises, Inc. (Auburn, AL)
Ceres Environmental Services, Inc. (Sarasota, FL)
KDF Enterprises, LLC (Springville, AL)
Southern Disaster Recovery (Greenville, SC)
Custom Tree Care, Inc. (Topeka, KS)

The following events took place after receipt of the proposals:

RFP MEETINGS/EVENTS		
Description	Date	Agenda/Action
Pre-Evaluation	04/8/2022	The Purchasing Manager advised evaluation committee members of the RFP rules and regulations. Project Manager provided overview and expectations of the contracted vendor(s). Proposals were disbursed to each committee member for review.
1 st Evaluation	06/10/2022	Committee discussed each of the eight (8) proposals received. Clarification was needed from six (6) vendors.
Clarification Request	06/24/22	Request for clarification was forwarded to the vendors.
Vendor Response Received	07/01/22	The vendors submitted the requested clarification information, which was forwarded to the Committee. The Committee indicated they were ready to begin evaluations.
Evaluation Forms Sent	07/12/22	Evaluation forms were forwarded to voting committee members.
Evaluation Forms Received	08/10/22	The last set of evaluation forms were returned to the Purchasing Division.
Evaluation Results	08/12/22	The evaluation results were forwarded to the Committee. The Committee was asked to confirm if they wished to meet and discuss the evaluations or if they were ready to vote. The Committee indicated they were ready to vote.
Award Recommendation	08/16/22	The evaluation committee recommended award to CrowderGulf, LLC (Primary) and DRC Emergency Services, LLC (Secondary) by a majority vote.

Evaluation Committee:

The proposals were reviewed by the Evaluation Committee, which consisted of one (1) representative from Emergency Management & Homeland Security, one (1) representative from Columbus Fire & EMS, and three (3) representatives from Public Works, who served as voting members.

Two (2) representatives from Public Works served as alternate voters.

Two (2) representatives from Public Works served as non-voting advisory members.

Award Recommendation:

Based on the final evaluation results, the Committee recommends award by a majority vote to the two highest-ranked vendors, CrowderGulf, LLC (Mobile, AL), Primary Contractor, and DRC Emergency Services, LLC (Galveston, TX), Secondary Contractor.

CrowderGulf, LLC (Primary Contractor)

Vendor Qualifications/Experience:

- CrowderGulf is a full-time year-round debris management company with over 50 years of experience in debris management, removal and disposal services.
- CrowderGulf has over 350 pieces of company-owned/leased equipment available for rapid response.
- CrowderGulf is experienced in providing FEMA compliant documentation.
- CrowderGulf provides disaster management services including:

Pre-Planning and Training	Waterway Debris Removal	Demolition
Emergency Road Clearance	Marine Salvage	Dredging
ROW & ROW Debris Removal	Bio-Mass Recycling	Portable Housing
Development & Operation of OMS	Derelict Vehicle and Abandoned Vehicle Removal	Levee Construction
Final Debris Disposal	Removal & Disposal of White Goods & E-Goods	Sonar Scanning
Hazardous Materials Handling	Tree Trimming and Removal (leaners/hangers)	Marine Construction
Technical Disaster Recovery Assistance	Sand Removal, Screening & Breach Restoration	Cellular Tower Construction
Historic Property Preservation	Temporary Ice, Water and Other Consumables	Road and Utility Work
Bulkhead and Pier Replacement Pile Driving	Temporary Power Services/Generators	Land Clearing and Site Prep

- Below are the three most recent events for which CrowderGulf, LLC, has performed similar services:
 - *Hurricane Nicholas (2021)*
 - ✧ **Angleton, TX** (9/23/21-10/15/21) – Removed and disposed: Veg, Reduced by Grinding (1) DMS; Monitored by Tetra Tech. [34,157 CY]. Project Value: \$252,768.00.
 - ✧ **Brazoria County, TX** (9/28/21-10/28/21) – Removed and disposed: Veg, Reduced by Grinding (1) DMS Monitored by Rostan/Haul Pass. [58,197 CY]. Project Value: \$807,087.00.
 - ✧ **Brazoria, TX** (10/4/21-10/15/21) – Removed and disposed: Veg, Reduced by Grinding (1) DMS Monitored by Tetra Tech. [5,906 CY]. Project Value: \$79,736.00.

- ✧ **Clute, TX** (9/27/21-10/18/21) – Removed and disposed: Veg, Reduced by Grinding (1) DMS Self-Monitored. [LS CY]. Project Value: \$11,900.00.
- ✧ **Lake Jackson, TX** (9/27/21-10/16/21) – Removed and disposed: Veg, C&D (Direct), Reduced by Grinding (1) DMS Monitored by Thompson. [75,882 CY]. Project Value: \$601,744.00.
- ✧ **West Columbia, TX** (9/27/21-10/16/21) – Reduced and disposed: TOW Veg hauling to grind site (Waste Water Treatment Plant facility) Monitored by Witt Obrien's. [LS CY]. Project Value: \$74,800.00.
- **Hurricane Ida (2021)**
 - ✧ **Audubon Nature Institute, LA** (8/31/21-10/23/21) – Removed and disposed: Push Veg, hangers, leaners Specialty Tree Removal: Monitored by Tetra Tech. [19,409 CY]. Project Value: \$1,355,429.00.
 - ✧ **Biloxi, MS** (9/27/21-10/13/21) – Removed and disposed: Push Veg, hangers, leaners Specialty Tree Removal: Monitored by Tetra Tech. [LS CY]. Project Value: \$95,200.00.
 - ✧ **Gulfport, MS** (10/11/21-11/06/21) – Removed and disposed: Veg and C&D Direct to FDS Monitored by Tetra Tech (2) DMS. [6,483 CY]. Project Value: \$402,156.00.
 - ✧ **St. John Baptist Parish, LA** (9/27/21-10/13/21) – Removed and disposed: Veg, C&D, E-waste, HHW, White Goods, Hanger, Freon Monitored by Tetra Tech (4) DMS. [76,651+ CY]. Project Value: \$18,690,759.00+.
- **Flooding & Severe Storms (2021)**
 - ✧ **Calcasieu Parish, LA** (6/7/21-8/4/21) – Removed and disposed: Veg, C&D, E-waste, White Goods, Freon, Food Waste, Site Management Reduced by Compaction & Grinding (3) DMS, (5) FDS Monitored by Tetra Tech. [5,401 CY]. Project Value: \$222,312.00.
 - ✧ **Lake Charles, LA** (6/8/21-7/28/21) – Removed and disposed: Veg, C&D, E-waste, White Goods, Freon, Site Management Reduced by Compaction & Grinding (3) DMS Sites (3) FDS Sites Monitored by Tetra Tech. [36,678 CY]. Project Value: \$685,582.00.

DRC Emergency Services, LLC (Secondary Contractor)

Vendor Qualifications/Experience:

- DRC Emergency Services' team has over 33 years of experience providing extensive disaster recovery services, environmental services and civil construction to federal, state, and local governments.
- DRC Emergency Services has performed debris operations across the Continental United States and internationally for three decades.
- DRC Emergency Services has managed over 500 debris removal projects, including the removal of 156,400,000 cubic yards of debris.
- DRC Emergency Services provides a variety of services in response to disaster recovery including, but not limited to:

Debris Management	Civil, Heavy, and Recovery Construction	Hazardous Waste Segregation
Demolition	Fire Structural Debris Removal	Environmental Control
Marine Debris, Salvage, and Recovery	Oil Spill Response and Mining	Traffic Control
Vehicle and Vessel Removal and Processing	Right-of-way Maintenance	Tree Trimming and Removal
Technical Assistance and Project Management	Infectious Disease Planning and Response	Emergency Supplies and Support
Temporary Housing, Workforce Housing and Life Support	Beach Restoration	Covid-19 Vaccination Sites and Temporary Hospitals
Construction and Construction Management	Canal Bank Stabilization	
Landfill Management	Drainage Improvement Projects	

- Below are the three most recent events for which DRC Emergency Services, LLC, has performed similar services:
 - *Hurricane Ida (2021)*
Louisiana (82 Temporary Sites; 16,205,415 CY) – Activations: Abita Springs, Ascension Parish, Assumption Parish, Baker, Bayou Lafourche Water District, Central, Donaldsonville, East Baton Rouge Parish/City of Baton Rouge, Iberville Parish, Jefferson Parish, LADOTD 61, LADOTD 62, Lafourche Parish, Lafourche School District, Pointe Coupee Parish, Sorrento, Southeast Flood Protection Authority, St. Charles Parish, St. Bernard Parish, St. James Parish, St. Tammany Parish, Tangipahoa Parish, Terrebonne Parish, Gramercy, Litcher. Project Value: \$255,721,132.00.
 - *Hurricane Zeta (2020)*
Alabama, Georgia, Louisiana and Mississippi (32 Temporary Sites; 2,020,000 CY) – Activations: **Alabama**: Alabama DOT, Clarke County, Dauphin Island, Mobile, Mobile County, Selma, Washington County; **Georgia**: Forsyth County; **Louisiana**: New Orleans, Slidell, St. Charles Parish, St. Bernard Parish, Terrebonne Parish, Jefferson Parish, Plaquemines Parish; **Mississippi**: Lucedale, Moss Point, Stone County. Project Value: \$21,743,693.00.
 - *Hurricane Delta (2020)*
Louisiana (9 Temporary Sites; 560,000 CY) – Activations: Acadia Parish, Baker, Central, East Baton Rouge Parish, Lafayette Parish, Pointe Coupee Parish, St. Landry Parish, West Feliciana Parish. Project Value: \$7,047,143.00.

The City's Procurement Ordinance Article 3-110, Competitive Sealed Proposals for the procurement of Equipment, Supplies and Professional Services, governs the RFP Process. During the RFP process, there is no formal opening due to the possibility of negotiated components of the proposal. In the event City Council does not approve the recommended offeror, no proposal responses or any negotiated components are made public until after the award of the contract. Therefore, the evaluation results have been submitted to the City Manager in a separate memo for informational purposes.

Funds will be available each fiscal year for this ongoing service: Integrated Waste Fund- Public Works - Pine Grove Landfill- Contractual Services; 0207-260-3560-PGRO-6319.

A RESOLUTION**NO. _____**

A RESOLUTION AUTHORIZING THE ANNUAL CONTRACT WITH CROWDERGULF, LLC (MOBILE, AL) PRIMARY CONTRACTOR AND DRC EMERGENCY SERVICES, LLC (GALVESTON, TX) SECONDARY CONTRACTOR, TO PROVIDE EMERGENCY CLEAN-UP & DEBRIS REMOVAL SERVICES ON AN “AS NEEDED” BASIS.

WHEREAS, an RFP was administered (RFP No. 22-0015) and eight (8) proposals were received; and,

WHEREAS, the proposals submitted by CrowderGulf, LLC, and DRC Emergency Services, LLC were deemed most responsive to the RFP; and,

WHEREAS, the contract term shall be for two years, with an option to renew for three (3) additional twelve-month period, if agreeable to both parties.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

That the City Manager is hereby authorized to enter into an annual contract with CrowderGulf, LLC (Mobile, AL), Primary Contractor and DRC Emergency Services, LLC (Galveston, TX), Secondary Contractor, to provide Emergency Clean-Up & Debris Removal Services on an “as needed” basis. Funds will be available each fiscal year for this ongoing service: Integrated Waste Fund - Public Works - Pine Grove Landfill- Contractual Services; 0207-260-3560-PGRO-6319.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the _____ day of _____, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson III, Mayor

File Attachments for Item:

B. Preventive Maintenance Services for the Fingerprint/Mugshot LiveScan Plus Hardware and Software System for Sheriff's Office

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	Preventive Maintenance Services for the Fingerprint/Mugshot LiveScan Plus Hardware and Software System for Sheriff's Office
INITIATED BY:	Finance Department

It is requested that Council approve payment to Dataworks Plus (Greenville, SC), in the amount of \$25,869.00, for the annual preventive maintenance of the fingerprint/mugshot LiveScan Plus hardware and software system. It is also requested that payment be approved for subsequent annual maintenance fees for the fingerprint/mugshot LiveScan Plus hardware and software system.

The LiveScan Plus system captures, stores, and retrieves all primary biometrics including fingerprints and palm prints. The system interfaces with Sheriff's web site to provide photographs and data of inmates currently in the Muscogee County Jail. Additionally, the system's PhotoManager Biometric Identification system module integrates palm and finger templates. As well as, adds electronic card and storage retrieval interfaced with PhotoManager technology.

DataWorks*Plus* has been improving, expanding and building upon the initial inmate mugshot system platform purchased in 1996, per resolution #233-96. The vendor continues to maintain the current system. DataWorks*Plus* owns all rights and licenses to all the software modules, and therefore is the only known source to provide the maintenance.

Funds are budgeted in the FY23 Budget: General Fund – Sheriff – Detention – Service Contracts; 0101 – 550 – 2600 – JAIL – 6513. Funds will be budgeted in subsequent fiscal years for future annual payments.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING PAYMENT TO DATAWORKS PLUS (GREENVILLE, SC), IN THE AMOUNT OF \$25,869.00, FOR THE ANNUAL PREVENTIVE MAINTENANCE OF THE FINGERPRINT/MUGSHOT LIVESCAN PLUS HARDWARE AND SOFTWARE SYSTEM. PAYMENT IS FURTHER AUTHORIZED FOR SUBSEQUENT ANNUAL MAINTENANCE FEES FOR THE FINGERPRINT/MUGSHOT LIVESCAN PLUS HARDWARE AND SOFTWARE SYSTEM.

WHEREAS, the LiveScan Plus system captures, stores, and retrieves all primary biometrics including fingerprints and palm prints. The system interfaces with Sheriff's web site to provide photographs and data of inmates currently in the Muscogee County Jail. Additionally, the system's PhotoManager Biometric Identification system module integrates palm and finger templates. As well as, adds electronic card and storage retrieval interfaced with PhotoManager technology; and,

WHEREAS, DataWorks*Plus* has been improving, expanding and building upon the initial inmate mugshot system platform purchased in 1996, per resolution #233-96. The vendor continues to maintain the current system. DataWorks*Plus* owns all rights and licenses to all the software modules, and therefore is the only known source to provide the maintenance.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

That the City Manager is hereby authorized to make payment to Dataworks Plus (Greenville, SC), in the amount of \$25,869.00, for the annual preventive maintenance of the fingerprint/mugshot LiveScan Plus hardware and software system. The City Manager is further authorized to make payment for subsequent annual maintenance fees for the fingerprint/mugshot LiveScan Plus hardware and software system. Funds are budgeted in the FY23 Budget: General Fund – Sheriff – Detention – Service Contracts; 0101 – 550 – 2600 – JAIL – 6513. Funds will be budgeted in subsequent fiscal years for future annual maintenance payments.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the _____ day of _____, 2022 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.

Councilor Thomas voting _____.

Councilor Tucker voting _____.

Councilor Woodson voting _____.

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson III, Mayor

File Attachments for Item:

A. Compensation and Pay Study - Reather Hollowell, Human Resources Director



We do amazing.

Classification and Compensation Plan

Pay Plan Summary

Classification and Compensation Plan Overview

- The current UGA Pay Plan was implemented 16 years ago
- Individual positions have been reviewed and reclassified over the years
- The Pay Scale has been adjusted when the budget allowed and approved by Council
- Other pay adjustments for Public Safety include Pay Reform, Recruitment and Retention adjustments, enhanced sign-on bonuses

Classification and Compensation Plan

Key Goals and Objectives

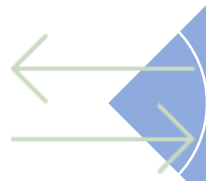
Item #A.

- Address changes in City operations and staffing over past 16 years
- Address Pay Compression
- Consider \$15 an hour minimum wage for full time employees
- Ensure internal equity and external competitiveness
- Align salaries with the position - or assigned duties
- Address specialty pay and differential pay for specific positions



Classification and Compensation Study Timeline – Plan Adoption

Date	Session	Agenda
January 11, 2022	Council Meeting	Approved purchasing contract for Pay Plan
February 22-28, 2022	Employees - Department Heads – Council	Orientation and Focus Group Sessions
March 2022	Employees and Department Heads	Job Assessment Tool (JAT) Surveys completed
May/June 2022	Pay Plan Updates Small Group Meetings with Council	High level briefing on Class & Comp Study
July 14, 2022	Evergreen Solutions Update Department Heads Teams Virtual Meeting	High-level briefing on Class & Comp Study
July 14, 2022	Evergreen Solutions Update Employees, Virtual Meeting	High-level briefing on Class & Comp Study
July 26, 2022	Council Meeting - Presentation by Evergreen Solutions	Presentation Class & Comp Study/Full Report & Recomm.
July 27-28-29, 2022	Evergreen Solutions Scheduled Meetings with each Department Head Briefing Session – Receive Comments and Feedback	Share recommendations for each employee position Department Heads to review and share information with their employees
August 3-4, 2022	Evergreen Solutions Follow up scheduled Meetings with Department Heads as requested	Review comments, feedback, questions
August 2, 2022	Evergreen Solutions Update to Chamber of Commerce Private Sector Business Community	Presentation on Class & Comp Study Full Report and Recommendations
August 9, 2022	Council Meeting	
August 22, 2022	Departments received Final Recommendations from Evergreen	Spreadsheets for each department distributed
August 23, 2022	Council Meeting	1st Reading Continued Class & Comp Report, Pay Plan Ordinance
August 30, 2022	Council Meeting	1st Reading Class & Comp Report, Pay Plan Ordinance
September 13, 2022	Council Meeting	2nd Reading, Council vote Adopt and Implement Pay Plan



Classification and Compensation Study Timeline – Plan Implementation

Item #A.

October – December 2022	Human Resources – Finance – Information Technology Departments
	Evergreen Solutions – Recommendations and guidelines for administration and maintenance of Plan
	Training on tools for Staff on the new system
	Training on tools for Staff to conduct audits/adjustments (JobForce Manager)
	Develop and update existing class descriptions/specifications, ensure ADA, FLSA, EEO, etc. compliance. Revise job descriptions based on JAT process
	New listing of the allocation of job classes to salary range assignments
	Update all employee records
	Develop new pay charts
4 th Quarter - TBD	Employees receive first paycheck in new class and comp plan

Pay Plan Ordinance Summary

Item #A.

- **Adoption of a new Classification and Compensation Plan and Repeal of Conflicting Ordinances**
- **Amendments to Ordinance No. 22-107, the Operating Budget for the Fiscal Year ending June 30, 2023**
- **All fulltime classified CCG employees shall receive an annual increase of at least one-step in grade as approved by Council during the budget review process beginning FY24**
- **A Sign on Bonus of \$5,000 for Public Safety Departments spread over two-year period – Replaces current \$2,000 sign on bonus. Includes Police, Sheriff, Fire/EMS, and MCP**
- **Repeal \$6,000 Retention Bonus for Public Safety. Sunsets with implementation of Classification and Compensation Plan**
- **Repeal Pay Reform for all Public Safety Departments**
- **Public Safety sworn personnel receive a one-step increase on their milestone anniversary, 3, 5, 7, 10, 15, 20, 25, 30 years of service. (Extend milestone years to 35 years of service.)**
- **Promotion process for Public Safety and General Government to be similar to current promotion process**
- **Demotion process added**
- **Career Ladders continue in the new ordinance**
- **Education Incentives for current Public Safety employees remain in place. Education Incentives for new hire PS employees effective with the new pay plan – Associates Degree \$1250; Bachelors Degree \$2500; no incentive for Masters Degree**

Pay Plan Ordinance

What's not in the Ordinance

- **Differential Pay and Specialty Pay**
 - **Departments may develop proposals for Differential Pay and Specialty Pay**
 - **Submit proposal during the budget review process**
- **Add: OLOST Supplement to bring Sheriff Employees pay to match CPD Employees pay**

Request for Correction Process

- **Correction Process may include:**
 - ☐ Employee Date of Hire is incorrect
 - ☐ Employee last Class Date is incorrect
 - ☐ Employee's job title or position title is incorrect
- **Correction Process may not include:**
 - ☐ Employee's Pay Grade
 - ☐ Employee's Pay Rate
 - ☐ Comparison of one position versus another position
- **How to submit a Request for Correction**
 - ☐ Utilize Chain of Command
 - ☐ Employee submits request to Department Head
 - ☐ Department Head submits request to Evergreen Solutions and Human Resources Dept.
 - ☐ Evergreen Solutions and Human Resources submits request to City Manager
 - ☐ Written response provided at each stage of Request for Correction

Average Pay Adjustments

Current Pay Grades	Average Increase	PS	GG
G6 - G13	19.6%	20.2%	18.9%
G14 - G21	12.2%	10.1%	14.3%
G22 - G29	8.7%	8.6%	8.7%

COLUMBUS

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Pay Plan Implementation Costs

Pay Plan Implementation Costs – “Market Plan” with no “Above and Beyond”

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 5,172,478.98	1178	\$ 4,390.90	11.2%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 2,649,804.23	1028	\$ 2,577.63	5.8%
Combined Totals	\$ 7,822,283.21	\$ 2,206.00	\$ 3,484.26	8.5%

Pay Plan Implementation Costs – “Above & Beyond for Public Safety ONLY”

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 5,172,478.98	1178	\$ 4,390.90	11.2%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 7,141,743.46	1028	\$ 6,947.22	15.5%
Combined Totals	\$ 12,314,222.44	\$ 2,206.00	\$ 5,669.06	13.4%

Note: \$4.49 million difference in “Market Pla

“Above & Beyond for Public Safety ONLY”

Pay Plan Implementation Costs – “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour”

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 6,251,071.09	1180	\$ 5,297.52	13.6%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 7,141,743.46	1028	\$ 6,947.22	15.5%
Combined Totals	\$ 13,392,814.55	\$ 2,208.00	\$ 6,122.37	14.5%

Note: \$1.08 million difference in “Above & Beyond for CDL Drivers (at \$21 per hour)” and “Above & Beyond for Public Safety”

Pay Plan Implementation Costs – “Market Plan” vs “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour” (With 25% CAP)

Item #A.

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 5,172,478.98	1178	\$ 4,390.90	11.2%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 2,649,804.23	1028	\$ 2,577.63	5.8%
Combined Totals	\$ 7,822,283.21	\$ 2,206.00	\$ 3,484.26	8.5%

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 6,251,071.09	1180	\$ 5,297.52	13.6%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 7,141,743.46	1028	\$ 6,947.22	15.5%
Combined Totals	\$ 13,392,814.55	\$ 2,208.00	\$ 6,122.37	14.5%

Total difference: \$5.57 million
in “Market Plan” and “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour”

Pay Plan Implementation Costs – “Market Plan” vs “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour” (No 25% CAP)

Item #A.

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 2,542,004.98	926	\$ 2,745.15	5.5%
Parity-Zone	\$ 5,568,530.66	1178	\$ 4,727.11	12.1%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 1,060,796.68	490	\$ 2,164.89	2.3%
Longevity-Zone	\$ 2,649,804.23	1028	\$ 2,577.63	5.8%
Combined Total	\$ 8,218,334.89	2206	\$ 7,304.74	8.9%

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 4,019,353.55	935	\$ 4,298.77	8.7%
Parity-Zone	\$ 7,180,221.82	1180	\$ 6,084.93	15.6%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 4,779,553.88	874	\$ 5,468.60	10.4%
Longevity-Zone	\$ 7,301,126.99	1028	\$ 7,102.26	15.9%
Combined Total	\$ 14,481,348.82	2208	\$ 13,187.20	14.6%

Total difference: \$6.26 million
in “Market Plan” and “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour”
(No 25% CAP)

Funding Pay Plan Implementation Costs – “Above & Beyond”

General Fund:

- Use of average annual salary savings @ 50 public safety positions
- Transfer-out 25 public safety positions from General Fund to OLOST
- Positive Revenue Trend Recognition

OLOST Fund:

- Transfer-in 25 public safety positions from General Fund to OLOST
- Positive Revenue Trend Recognition

Stormwater Fund:

- Reduce some of annual CIP funds (\$1.3 mil CIP budgeted in FY23)
 - Other funding sources: \$20 mil from SPLOST (over next 10 years), \$1 mil+ (annually) from OLOST

Paving Fund:

- Reduce annual CIP funds (\$1 mil CIP budgeted in FY23)
 - Other funding sources: \$20 mil from SPLOST (over next 10 years), \$1 mil+ (annually) from OLOST, \$339+ mil from TSPLOST & TSPLOST-Discretionary (over next 10 years)

Funding Pay Plan Implementation Costs – “Above & Beyond” - cont’d

Integrated Waste Fund:

Cash vs Future Obligations as of August 2022 (Unaudited)

\$8.9 million – Investments & Cash on Hand (Reserves) (Ended FY21 with \$11.8 million)

(\$4.8 million) – Due to Amwaste Contract (not including Fuel Surcharges)

\$4.1 million – Revised Integrated Waste Fund Reserves

(\$16.6 million) – Landfill Closure/Post Closure Liability

(\$12.5 million) – Integrated Waste Fund Deficit

- Option A: Minimum \$1.50 monthly increase in garbage fee beginning July 1, 2023 (FY24) (Recommended by City Manager & Staff)
- **OR**
- Option B: Use approx. \$1 million in Integrated Waste Fund Reserves beginning July 1, 2023 (FY24) (Recommended by Councilor Davis)
- **OR**
- Option C: Use approx. \$1 million in General Fund Reserves (approx. 2 reserve days) beginning July 1, 2023 (FY24) (Recommended by Councilor Davis)

Funding Pay Plan Implementation Costs – “Above & Beyond” - cont’d

Integrated Waste Fund:

- All options only covers pay adjustments related to implementation of the pay study. Rate increases to fund equipment replacements, operating materials, and future liabilities are still required at a near future date.
- Resolution will be brought back to Council on second reading of pay plan implementation in support of Councilor Davis’ recommended option for the FY24 budget.
- Due to driver shortages, private contractor (Amwaste) is being used for yard waste collections.
- Amount paid to Amwaste to date: \$3,614,534.08 (services began June 21, 2021)
- New Amwaste contract effective August 1st - \$31,400/route/month is \$5,275,200 annually (\$4,835,600 due for remainder of FY23 plus fuel surcharges. Fuel surcharge is still being negotiated.)

FY22 Changes in Fund Equity

\$13,421,646.67 - Revenues

\$16,710,000.00 - Expenses

(\$3,294,599.20) - Deficit

Funding Pay Plan Implementation Costs – “Above & Beyond” - cont’d

E911 Fund:

- Fund may require a small subsidy beginning July 1, 2023 (FY24). Revenue set and collected by the state.

Metra Transportation Fund:

- Transfer Bus Operator positions from Metra’s general operating budget to TSPLOST.

File Attachments for Item:

DATE: August 30, 2022
TO: Mayor and Councilors
FROM: Finance Department
SUBJECT: Advertised Bids/RFPs/RFPs

August 31, 2022

US 80/SR 22/Beaver Run Road at Psalmond Road Intersection Improvements – RFB No. 23-0004

Scope of Bid

Provide improvements to the intersection of Beaver Run Road and Psalmond Road. The work includes but is not limited to grading, resurfacing, pavement marking, median, curbs & gutters, sidewalks, landscaping & erosion control, and traffic lighting & signs.

September 2, 2022

Household Hazardous Waste Sorting and Disposal Services (Annual Contract) – RFP No. 23-0004

Scope of RFP

The Columbus Consolidated Government is seeking to contract with a qualified vendor to provide household hazardous waste sorting and disposal services for up to two (2) half-day events per year.

The contract term shall be for two (2) years with the option to renew for three (3) additional twelve-month periods.

September 7, 2022

Pharmaceutical Supply Services (RE-BID) (Annual Contract) – RFP No. 23-0013

Scope of RFP

The City of Columbus, Georgia is seeking bids from area hospitals, non-area hospitals, wholesale distributors and/or other vendors, interested in providing Pharmaceutical Supply Services for the Columbus Fire and Emergency Medical Services.

The contract period will be for two (2) years with the option to renew for three (3) additional twelve-month periods, if agreeable to both parties.

September 14, 2022

Feeding the Valley Midland Addition – RFB No. 23-0001

Scope of Bid

The project consists of a 24,000 square foot storage facility that will primarily be a pre-engineered metal building that includes 3 loading dock doors. The connection to the existing facility shall be a load-bearing CMU construction with a TPO roof on steel structure.

This is a Section 3 Covered Contract under the HUD Act of 1968 and Section 3 Residents and Business Concerns are encouraged to apply –If Section 3 documents are not properly signed and submitted with the bid, a section 3 preference cannot be made. If no section 3 preference is being claimed, these documents are not required with the bid. Completed Section 3 paperwork will be required of the successful Bidder if a contract is awarded.

September 16, 2022

Point-of-Sale System for Columbus Civic Center – RFP No. 23-0003

Scope of RFP

Columbus Consolidated Government is seeking proposals from qualified vendors to provide hardware and software for a Point-of-Sale System for Concessions which will replace the system currently used at the Columbus Civic Center.

September 28, 2022

PI 0011436 – Muscogee County Buena Vista Road Improvements at Spiderweb-Phase II – RFB No. 23-0005

Scope of Bid

Phase II of the Buena Vista Road Improvements at the Spiderweb includes the construction of two (2) bridges, one (1) of which requires Norfolk Southern permitting; construction of a roundabout at Illges Road and Aceway Drive; construction of Buena Vista Road east of the intersection with Annette Avenue, Martin Luther King Boulevard north of Brewer Elementary School, Illges Road, Lindsay Drive, Andrews Road, Morris Road and Ace Way Drive, as well as the installation of traffic signals.

Utilities were relocated in Phase I of the project. The Annette Ave. roundabout at MLK and Annette Ave. were constructed in Phase I.

DATE: August 30, 2022

TO: Mayor and Councilors

FROM: Finance Department

SUBJECT: Advertised Bids/RFPs/RFOs

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Utilities were relocated in Phase I of the project. The Annette Ave. roundabout at MLK and Annette Ave. were constructed in Phase I.

File Attachments for Item:

1. Minutes of the following boards:

Columbus Board of Health, June 22, 2022

Convention & Visitors Board of Commissioners, May 18, 2022

Employee Benefits Committee, June 22, 2022

Planning Advisory Commission, July 20, 2022

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, June 22, 2022
10:00 AM

ATTENDEES	P	A	ATTENDEES	P	A
Lance Deaton	X		Troy Vanerson		X
Nancy Boren	X		Ardria McGruder	X	
Timothy A. Smith	X		Shannon H. Hubbard	X	
			Holli Browder		X
Angelica Alexander, Ex-Officio	X		Pamela Hodge	X	
Reather Hollowell, Ex-Officio		X	Lisa Goodwin	X	

Others Present: Tammi Starkey, Vanessa Stephens, Todd Hooper - NFP, Mashari Thomas, Erin McDill, Brian Kersh - CareATC, Keisha Johnson, Sheila Risper, Cynthia Holliman and Amaris B. Fryer

CALL TO ORDER: LANCE DEATON – CHAIR (10:00AM)

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from the **October 27, 2021, and the April 21, 2022**, meetings, were reviewed and approved.
- Todd Hooper – NFP gave an update of the 2023 Wellness Incentive Review and Open Enrollment process. Participation in the wellness program included the completion of a Personal Health Assessment (PHA) (must be completed by October 21, 2022), and the attendance of scheduled Health Coaching sessions to work towards personalized health goals before April 3, 2023. The Columbus Consolidated Government (CCG) 2022 Open Enrollment process - reported to be held October 3rd – October 21st (2022). Virtual assistance will be offered, and communications distributed by the end of July (2022). Existing communications reported to include the Benefits Resource Center, informational videos, email correspondence from Human Resources, Enrollment Guides and Assistance, Benefits at-a-Glance, and educational meetings.
- Erin McDill - CareATC gave a review of CCG's C-Platform participants and communications. C-platform participants have been requested to activate their accounts and register to verify their

email and phone numbers. Participants must also opt-in to receive communication specifically from CareATC.

****Recorded responses from the post enrollment survey concerning text message notifications include the majority of participants not wishing to receive text messages due to their “overwhelming nature.”***

Vanessa Stephens – NFP reported a \$10 increase to office visit copays, however, no increase to employee contributions on CCG medical plans due to the increase to CCG’s contribution from 70% to 73% of the cost.

**Additional communication concerning the CCG Classification and Compensation study will be put out to department directors and employees.*

**(Due to the EBC being sanctioned by City Council, all further meetings will need to include an in-person meeting with at least three members of the committee present.)*

- There being no further business, a motion was made to adjourn. **(10:49AM)**

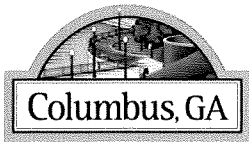
Next Committee Meeting: Wednesday, August 24, 2022, 10:00AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant

AUG 23 2022



CONSOLIDATED GOVERNMENT
What progress has preserved.
PLANNING DEPARTMENT

Planning Advisory Commission

July 20, 2022

MINUTES

A meeting of the Planning Advisory Commission was held Wednesday, July 20, 2022, in the Council Chambers of the Citizen Service Center.

Commissioners Present:

Chairperson: Larry Derby
Vice Chairperson: James Dudley
Commissioners: Ralph King, Gloria Thomas, Patricia Weekley, Xavier McCaskey
Virtually:
Absent: Brad Baker, Shelia Brown

Staff Members: John Renfroe, Principal Planner

Others Present:

CALL TO ORDER: Chairperson called the meeting to order at 9:00 a.m. All in attendance stood for the pledge of allegiance to the American Flag. He explained the rezoning process to the audience.

APPROVAL OF MINUTES: Chairperson asked for a motion on the minutes. Chairperson made a motion to submit the minutes as accepted. No changes or additions by other commissioners. Motion carries, minutes accepted.

1. **REZN-06-22-1184:** A request to rezone 0.50 acres of land located at 10257 / 10261 / 10265 / 10273 Greenfield Drive, 8141 / 8149 / 8157 / 8165 Green Glen Drive and 10226 / 10234 / 10250 / 10258 / 10266 / 10274 Sable Oaks Drive. Current zoning is RE1 (Residential Estate 1). Proposed zoning is SFR2 (Single Family Residential 2). The proposed use is Residential Homes. The Planning Department is the applicant. This property is located in Council District 6 (Allen).

John Renfroe reads the staff report:

General Land Use:	Consistent Planning Area B
Current Land Use Designation:	Single Family Residential
Future Land Use Designation:	Rural Residential
Compatible with Existing Land-Uses:	Yes
Environmental Impacts:	The property does not lie within the floodway and

floodplain area. The developer will need an approved drainage plan prior to issuance of a Site Development permit, if a permit is required.

City Services:

Property is served by all city services.

Traffic Impact:

N/A

Traffic Engineering:

This site shall meet the Codes and regulations of the Columbus Consolidated Government for residential usage.

School Impact:

N/A

Buffer Requirement:

N/A

Fort Benning's Recommendation:

N/A

DRI Recommendation:

N/A

Surrounding Zoning:

North
South
East
West

SFR2 (Single Family Residential 2)
SFR2 (Single Family Residential 2)
RE1 (Residential Estate 1)
RE1 (Residential Estate 1)

Attitude of Property Owners:

One Hundred (100) property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received no calls and/or emails regarding the rezoning.

Approval
Opposition

0 Responses
0 Responses

Additional Information:

This request is to correct an error in zoning classification when this subdivision was developed. These parcels do not meet the RE1 – Residential Estate 1 one-acre lot minimum.

Chairperson asked if the Commissioners have any questions.

Commissioner Dudley inquired about 3 other lots in the area that staff was unable to obtain power of attorney for and any potential consequences. Staff indicated that the owners may encounter difficulties in selling aforementioned property or attempting to rebuild after a significant loss. Commissioner Dudley also received confirmation that the 3 lots not included in this rezoning will not affect the rezoning as proposed.

Chairperson asked if anyone in the audience would like to speak against or in favor of this rezoning? No one came forward.

Commissioner King moved to approve the proposed rezoning as presented and Commissioner Dudley seconded; Case passes unanimously (7-0 Physical / 0-0 Virtual).

2. REZN-05-22-0912: A request to rezone 100.00 acres of land located at 0 / 3390 Woolridge Road. Current zoning is RE1 (Residential Estate 1). Proposed zoning is HMI (Heavy Manufacturing / Industrial) with conditions. The proposed use is Overburden Storage. Vulcan Construction Materials, LLC is the applicant. This property is located in Council District 2 (Davis).

John Renfroe reads the staff report:

General Land Use:	Consistent Planning Area A
Current Land Use Designation:	Land Use
Future Land Use Designation:	Land Use
Compatible with Existing Land-Uses:	Yes
Environmental Impacts:	The property does not lie within the floodway and floodplain area. The developer will need an approved drainage plan prior to issuance of a Site Development permit, if a permit is required.
City Services:	Property is served by all city services.
Traffic Impact:	Average Annual Daily Trips (AADT) will decrease to 172 trips from 957 trips if used for industrial use. The Level of Service (LOS) will remain at level A.
Traffic Engineering:	This site shall meet the Codes and regulations of the Columbus Consolidated Government for industrial usage.
School Impact:	N/A
Buffer Requirement:	The site shall include a Category D buffer along all property lines bordered by the RE1 zoning district. The 3 options under Category D are: 1) 40 feet with a certain amount of canopy trees, under story trees, and shrubs / ornamental grasses per 100 linear feet.

- 2) **30 feet** with a certain amount of shrubs / ornamental grasses per 100 linear feet and a wood fence or masonry wall.
- 3) **75 feet** undisturbed natural buffer.

Fort Benning's Recommendation: N/A

DRI Recommendation: N/A

Surrounding Zoning:	North	RE1 (Residential Estate 1)
	South	RE1 (Residential Estate 1)
	East	RE1 (Residential Estate 1)
	West	RE1 (Residential Estate 1)

Attitude of Property Owners: **Eighteen (18)** property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received ten (10) calls and/or emails regarding the rezoning.

Approval	0 Responses
Opposition	5 Responses

Additional Information: This will **NOT** stop current mining and blasting operations. Vulcan's current lease is good for another 100 years.

The State of Georgia regulates all mining activities of Vulcan including water quality, air quality, blasting sound levels, etc.

Vulcan presented the Planning Department with 3 options for storing this overburden. Those options are:

- 1) Continue adding to the existing storage mound which would increase the height.
- 2) Transfer overburden into the existing pit that would require Vulcan to cross Fortson Road constantly.
- 3) Rezone and condition 0 / 3390 Woolridge Road to allow for **ONLY** overburden storage. This allows for internal connectivity and no mining operations.

Chairperson asked if the Commissioners have any questions.

Commissioner Dudley inquired about the need for permitting/rezoning on 2 of the 3 proposed options for managing overburden; staff indicated they would allow the applicant to clarify but that they believe no permitting/rezoning would be required.

Scott Peters of 1100 Peachtree St Ste 800 Atlanta, GA came forward to explain the rezoning application. Mr. Peters explained the proposal is only regarding overburden storage and will not entail additional mining operations as well as explaining the desire for Vulcan to avoid stacking overburden higher and/or having to cross Fortson Road multiple times daily.

Mr. Peters displayed a map of the surrounding area and explained the current situation; the Columbus Quarry located north is not involved in this application. Mr. Peters displayed additional maps showing the current overburden pile as well as topography information. Mr. Peters explained how the state regulates mining operations and displayed a map detailing what areas are permitted for mining.

Mr. Peters explained how the proposal would exceed the legally required buffer and introduced Carol Landrum of Vulcan Materials 800 Mt Vernon Highway NE Atlanta, GA.

Carol Landrum explained the outreach efforts undertaken by Vulcan including calls, emails and community meetings; she notes that Vulcan utilized input from these meetings to adjust their proposal. Some adjustments included shifting the pile south, soil and water management best practices, maintaining a 200-foot natural buffer along the eastern and northern boundary of the property and hours of operation.

Commissioner King asked how many years the current mining pit has remaining on it's permit; Carol Landrum indicated they have 100 years remaining. Commissioner Thomas asked how long the company has been operating in the area; applicant stated 65 years and explained some of the history of the property.

Commissioner Dudley inquired about the conditions described by the applicant and staff report; Staff indicated the applicant added additional conditions at the request of neighbors and board members could include the conditions now or after the meeting prior to 1st reading at council.

Commissioner Weekley asked if any other parties would be subleasing the property for concrete production; the applicant stated it would not. Commissioner King asked about the current resident of the property and what would happen to them after a rezoning to HMI; the applicant stated they did not know all the details of the retired employee's arrangement to live on the property and that only 1 resident is anticipated. Staff indicated that HMI does not allow residential usage but the home in question is on another parcel and may need to stay residential depending on state permitting details.

Chairperson asked if anyone in the audience would like to speak against or in favor of this rezoning?

Jim Wellburn, neighboring property owner, came forward to speak against the proposed rezoning. He described apprehension about expanded blasting and it's affects on his home as well as increased traffic impacting road surfaces. He also expressed skepticism about how the

ongoing occupancy of the single resident is portrayed to the board. Commissioner King asked Mr. Wellburn when he constructed his home; the applicant stated they finished building the home in 2006. He also explained the home in question was damaged by a tornado and required significant repairs. Commissioner King asked if Mr. Wellburn was aware of the quarry when he built his home; Mr. Wellburn stated he was aware of it but it was not particularly noticeable. Commissioner Dudley asked if Mr. Wellburn was part of the neighborhood group that negotiated with Vulcan prior to the meeting; Mr. Wellburn stated he was only part of one meeting and phone call and is speaking for himself only. Commissioner Baker read the proposed conditions for the rezoning and stated only storage and transportation would occur on the property. The applicant indicated the state would not permit activity prohibited by local law and that no blasting or construction would occur on the property in question. Mr. Wellburn reiterated apprehension about increased disturbance from blasting activities.

Reed Long of 1081 North Country Court came forward to speak against the proposed rezoning. Mr. Long expressed concern about the northern portion of the proposed overburden pile due to its increased elevation compared to the southern portion. Mr. Long also expressed some concerns about buffering along Wooldridge Road. Mr. Long also explained the history of a conveyor belt over Fortson road and how it may affect neighbors perception of activity. Mr. Peters, the applicant, came forward and reiterated that the proposed rezoning does not involve or permit any additional blasting. Staff noted the buffer discussed along the Columbus Quarry is approximately 1000 feet in width. Mr. Peters explained the proposed buffer would be a class D buffer with 200 feet or more of undisturbed dense natural vegetation; he also explained how Vulcan will notify neighbors before moving north of a proposed grading limit and maintain the 200 foot buffer. Mr. Peters also explained that the overburden storage would ultimately be planted and made to resemble a natural slope.

Mr. Wellborn came forward and expressed skepticism that the applicant would expand blasting operations; staff and the applicant reiterated the proposed rezoning would not allow expanded blasting and the conditions would explicitly mention this.

Judson Gee of 3835 Essex Heights Trail came forward to speak regarding the proposed rezoning. Mr. Gee is a part of the Wooldridge Heights Community Association. Mr. Gee explained the negative effects of ongoing blasting operations as well as actions taken by Vulcan to ameliorate aforementioned effects. Mr. Gee stated he believed the proposed rezoning is the best option for the community as a whole to avoid large trucks using public roads. Mr. Gee stated after touring the property and receiving information from Vulcan that the proposed rezoning and overburden pit would work out for the community as a whole if the operator is professional and adheres to agreements. Commissioner Parker asked Mr. Gee how Vulcan notifies residents of blasting; Mr. Gee stated they do it via text message.

Commissioner King moved to approve the proposed rezoning as presented with conditions and Commissioner Dudley seconded; Case passes unanimously (7-0 Physical / 0-0 Virtual).

Those conditions are as follows:

- (1) A two hundred foot (200') natural vegetative buffer (undisturbed) shall be maintained by applicant or any successor in interest along the eastern boundary of the Subject Property and along the entire frontage of the Subject Property along Wooldridge Road;
- (2) The sole industrial use of the Subject Property shall be for the transportation, deposit, and storage of overburden. The Subject Property shall not be utilized for mining or aggregate processing;
- (3) The hours of operation for the transportation and deposit of overburden on the Subject Property shall be limited to the hours of 8:00 a.m. through 5:00 p.m. Monday - Friday. Neither applicant nor any successor in interest shall operate on weekends and Vulcan recognized holidays on the Subject Property;
- (4) Vehicular access to the Subject Property from Wooldridge Road shall be limited to access associated with the existing residence on the Subject Property. There shall be no industrial or commercial use of the entrances to the Subject Property from the adjoining public right of way;
- (5) Overburden material shall be transported to the Subject Property upon internal roads. No overburden shall be transported to the Subject Property along the public roads surrounding the Subject Property or quarry;
- (6) The trees located to the north of the existing home shall not be removed until such time as Vulcan needs to extend the overburden storage area north of the existing home. Vulcan will provide a minimum of thirty (30) days advance written notice to Wooldridge Heights and Wooldridge Road residents prior to the commencement of clearing trees and prior to the commencement of transporting overburden north of the former Best home on Subject Property.

- (7) Water shall be applied to haul roads and disturbed areas as needed to prevent fugitive emissions in accordance with Georgia EPD requirements;
- (8) The maximum elevation of overburden stored on the Subject Property shall not exceed 700' above mean sea level along the southern boundary of the Subject Property. The maximum elevation of overburden stored on the Subject Property shall not exceed 650' above mean sea level along that line established by connecting the following two points (and which is depicted in red on the attached site plan for demonstrative purposes):

Starting Point:

Latitude: 32° 35' 20.24" N

Longitude: 84° 56' 12.39" W

Ending Point:

Latitude: 32° 35' 12.58" N

Longitude: 84° 55' 46.97" W

To the north of such line, overburden stored on the Subject Property shall not exceed an elevation of 630' above mean sea level. It is acknowledged that the existing house on the Subject Property is located at an elevation of 658' above mean sea level, and that Vulcan shall have no obligation to reduce the natural height of the Subject Property in any manner, this condition being limited solely to the elevation of overburden stored on the Subject Property.

- (9) Applicant agrees to diligently pursue the permitting and installation of erosion and sediment best management practices on the Subject Property. Upon completion of permitting and installation of erosion and sediment best management practices on the Subject Property, neither Vulcan Materials Company nor any successor in interest shall increase the height of the overburden storage pile just south of the Subject Property.
- (10) The retired employee of Vulcan (and his immediate family) who currently occupy the existing house on the Subject Property may continue to reside at such house for a period not to exceed three (3) years from the date of the approval of this rezoning. Once the

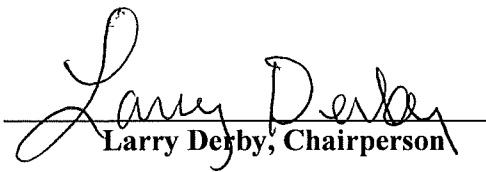
existing occupant vacates the existing house, no other person shall reside on the subject property.

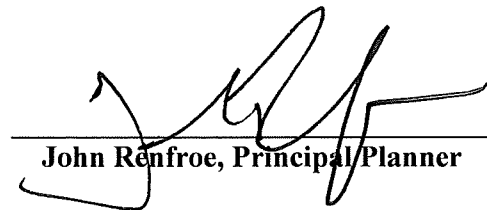
NEW BUSINESS: None

OLD BUSINESS: None

ADJOURNMENT: 9:58 AM

RECORDING: <https://www.youtube.com/watch?v=aYukvguOUdY>


Larry Derby, Chairperson


John Renfro, Principal Planner

Post Office Box 2299 · 2100 Comer Avenue · Columbus, Georgia 31902-

2299 Telephone: (706) 321-6300

Fax: (706) 321-6126

COLUMBUS BOARD OF HEALTH AGENDA

HYBRID MEETING & IN PERSON

210 Comer Avenue - District Administration Conference Room B

AND VIA MS TEAMS WITH CONFERENCE CALL

August 24, 2022 - 1:00 pm

To Join by phone:

Dial 470-344-9228

Enter Code 689 120 636#

- 1) Call to Order – Dr. Lopez**
- 2) Roll Call – Secretary**
- 3) Approval of Agenda**
- 4) Approval of Minutes**
- 5) Commissioner of Health Report – Dr. Beverley Townsend**
- 6) Financial Report – Joanne Strickland**
- 7) Excused Absences**
- 8) Old Business**
- 9) New Business**
- 10) Program Reports**
 - a. Epidemiology –Brandi Nelson**
 - b. Public Information – Pamela Kirkland**
 - c. Environmental Health – Kristi Ludy**
 - d. Nursing – Tori Endres, RN MSN**

Next meeting scheduled for September 28, 2022

COLUMBUS BOARD OF HEALTH**Meeting Minutes****District Administration Conference Room / MS Teams Hybrid
Meeting****Date:** June 22, 2022

Item #1.

Presiding: James Lopez, DDS**Attending Board Members:** Joy Adegbile, MD, Crystal Farley (City Mgr office), Rebecca Covington (Mayor's Office), Jeananne Polhamus (MCSD)**Not Present:** Ms. Yasmin Cathright; Sylvester McRae, MD, Devica Alappan, MD**Others Present:** Beverley Townsend, MD; Joanne Strickland; Pam Kirkland; Kristy Ludy; Patrick Peck; Berta Cox; Sheryl Wadkins

Agenda Topic	Discussion	Decision	Responsibility
Call to order	Dr. Lopez: <ul style="list-style-type: none">• Called the meeting to order at 1:10pm.• Acknowledged a quorum was present.	None	None
Approval of Agenda	Dr. Lopez: Referred to the June meeting agenda as delivered to all board members. With no questions or discussion from the members, asked for a motion for approval of the agenda.	Motioned by Dr. Adegbile; seconded by Rebecca Covington; approved by all members present	None
Discussion and Approval of Minutes	Dr. Lopez: Referred to minutes from May meeting as delivered to all board members. With no questions or discussion from the members, asked for a motion for approval of the minutes.	Motioned by Dr. Adegbile; seconded by Crystal Farley; approved by all members present	None
Commissioner of Health Report	Dr. Lopez: Called for the Director's report. Dr. Townsend: <ul style="list-style-type: none">• Welcomed board to the hybrid meeting, those present attending in the District Administration Conference Room.	None	None

	<ul style="list-style-type: none"> • We are working hard trying to close out fiscal year. New fiscal year starts July 1st. • Working at trying to get staff positions filled – numerous vacancies • Two new hires have onboarded and our third Admin, specifically my replacement for Peggy, will onboard soon. • Recently enjoyed a holiday, June 20th – all health departments were closed as we celebrated Juneteenth. We will be closed on July 4th. • Continue to work at our current capacity. Thanks, given to the staff making up the shortages and stepping up. • Continue to recognize that COVID is not over and must be mindful of masking and social distancing. We brought back mask mandate at our facilities. Cannot ask or require employees/persons to be vaccinated. Numbers are rising to include our own staff testing positive. • Pending Kiosk update for COVID-19 testing • Giving home tests to patients at health departments • 6 mos. to 5 years COVID-19 vaccine has been approved. • No Monkey Pox cases in our district, to-date <p>No further comments or questions.</p>			Item #1.
Financial Report	<p>Dr. Lopez: Called for financial report.</p> <p>Joanne Strickland, District Administrator:</p> <ul style="list-style-type: none"> • Presented the FY22 financial overview, through the end of May 2022, provided to board members in their notebooks. • We began FY22 with an original budget of \$6,120,536. We have had 6 revisions during this period and are currently working with a budget of \$8,158,021. Line 3 shows total expenses through the end of May are \$7,513,229 which is on target for 11 months of operations and is 92% of our budget. Line 4 shows the comparison of expenses to last year with an increased variance of \$1,681,278.34. This is due to the COLA mentioned last month, the cost-of-living adjustment that all employees received, and we are also 	The Financial Report is attached and made a part of these minutes.	None	

	<p>now centralized for payroll and accounting. Line 5 shows total fee income is \$990,404.22 and lines 6 through 17 shows the breakdown of fund sources and their comparison to the same time last year. Line 18 shows variance at a decrease of \$38,478 (reminder that we did have the one-time fees from COVID- 19 admin fees and if you remove that balance, we are actually ahead in total fees.) Line 19 shows the prior year admin claiming income, which we received an increase of \$33,124.</p> <p>As always, we provide the backup Excel by line item for expenses and revenue sources. Page 4 shows the total grants governed by the Columbus Board of Health (all are on target for the end of May).</p> <p>There were no questions.</p>			Item #1.
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Excused Absences	Dr. Sylvester McRae; Dr. Devica Alappan, Yasmin Cathright	None	None
Old Business	None	None	None
New Business	None	None	None
Program Reports	<p>Epidemiology COVID 19 Update by Dr. Townsend, District Health Director:</p> <ul style="list-style-type: none"> • For our 7-day positivity rate, we are at 20%. • Muscogee County is in a high transmission zone. • We are at 46% fully vaccinated for our population • 17% primary series break-through cases • Booster have not been added to qualify as fully vaccinated – only the completion of the primary dose series • No monkeypox cases in our district currently <p>No further comments/questions.</p>	Program reports are attached and made a part of these minutes	None

Program Reports Continued	<p>Public Information Pam Kirkland, Public Information Officer:</p> <ul style="list-style-type: none"> • We had zero press releases go out this month. • Interviews on COVID-19 numbers and increase in numbers on June 2nd with Ledger Enquirer • Interview on the COVID-19 vaccine for 6 month – 5 years old at Channel 9 on June 21 • Today we ran a story about Heat Safety • Podcast at WRBL for Fatherhood Initiative with Jerome Dingle, Fatherhood Engagement Specialist • Our Social Media post was about (19) for the last month on Healthy & Safe Swimming Week, Public Health on Wheels Locations, New Mobile App, Move It Mondays, Cooking with Herbs, and various closings in the district. • Campaigns: HIV Syphilis testing through 6/22; Linkage to Care – HIV care/support – through June 2022; Public Health on Wheels through 7/17; Mobile App through 7/17 • Thirty second PSA for the Mayor’s Health Commission (shared commercial with the Board) <p>No further questions / comments.</p> <p>Environmental Health by Kristy Ludy, Deputy District Environmental Health Director: Referred members to the Environmental Health report of activities covering the month of May which was emailed to all members and provided in notebooks for in-person members.</p> <ul style="list-style-type: none"> • The Food and Service program has 685 permitted establishments, and 64 permitted schools. For the period May 1 – 31st have conducted 0 temporary food service inspections, 103 routine inspections, 0 follow up inspection, 6 initial inspections and 1 plan review. There were 4 informal inspections and invested 4 complaints. • Public Swimming Pools, Spas, & Recreational Water Parks Program has 53 permitted public pools, conducted 9 permitting/opening inspections, 1-re-inspection for 		<div>Item #1.</div>
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permitting.

- Tourist accommodations has 54 permitted establishments. We conducted 14 routine inspections, 0 plan reviews, investigated 2 complaints.
- Body Art Studios – 18 studios and 57 permitted body artists, no routine inspections at this time and conducted 1 permitting/opening studio inspection.
- Rabies Control - there were 38 humans only exposure investigations, 3 animal-only exposure investigations and 4 human/animal exposure investigations, 21 animals were confined, 1 animal tested for rabies.
- Vector Control Program investigated 31 complaints.
- On-Site Sewage Management Program issued 6 new system permits, conducted 0 repair inspections, 2 sites were evaluated, and 0 complaint was investigated.
- Pages 3 – 8 are the scores for all establishments that were inspected during the period.

Rabies clinic will be July 28th from 5pm to 6pm at the Columbus Health Department. Persons must register prior to event.

No further questions / comments.

Nursing Joanne Strickland, District Administrator:

Referred to the FY22 Nursing report, emailed to all members and provided in notebooks for in-person members, representing services provided to patients for the time period of July 1, 2021, through May 31, 2022.

- Total patients receiving services during the reporting period is 15,128, in comparison to 9,537 same time last year
- Community collaborations continue with monthly meetings and include MCAP, Child Fatality Review and CHINS via Zoom.
- Community awareness activities continue with rapid

	<p>COVID-19 testing for first responders, as well as clinical rotations for CSU BSN nursing students.</p> <ul style="list-style-type: none"> • Activities for this time frame include continued COVID-19 testing with MAKO and LTS Lab Monday – Saturday from 9am – 2pm, COVID-19 vaccines Monday – Friday from 9am – 4pm, weekly COVID-19 conference calls, daily vaccinations clinics, Strike Team events (calendar attached), Public Health on Wheels, monthly Nurse Manager meetings, Strike Team planning meetings and vaccines administered to homebound patients as needed. • Upcoming Activities include continued COVID-19 testing at HD clinics as well as vaccinations, continue to vaccinate homebound residents, Public Health on Wheels and Strike Team Events. • Total COVID-19 vaccines administered since December 23, 2021, is 33,979. <p>Dr. Adegbile asked if walk-ins were able to obtain the COVID-19 vaccine. Dr. Townsend confirmed we do allow walk ins.</p> <p>No other questions / comments.</p>			Item #1.
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Adjourned	Dr. Lopez adjourned the meeting at 2:01 p.m.	None	None
Respectfully submitted by: Sheryl Wadkins, Administrative Assistant 2			
NEXT BOARD OF HEALTH MEETING			
Date/Time: August 24, 2022, at 1:00 PM		Place: In-person: Conference B Room, 2 nd Floor, 2100 Comer Ave and via Teams Virtual Meeting (or phone)	

COLUMBUS HEALTH DEPT. FINANCIAL OVERVIEW

(Refer to Public Health – 001 spreadsheets)

1	Original Budget for FY2022:	\$6,120,536
	Budget Revision 01:	144,701
	Budget Revision 02:	0
	Budget Revision 03:	0
	Budget Revision 04:	584,092
	Budget Revision 05:	1,168,239
	Budget Revision 06:	140,453
	Budget Revision 07:	176,838
2	Current Budget for FY2022:	\$8,334,859

3 Total Expenses as of 6/30/22: \$8,334,857.84
- 100% spent for 12 months of operation

		6/30/2022	6/30/2021	Variance +/-
4	Expenses	\$8,334,857.84	\$6,621,962.94	\$1,712,894.90

5 Total Fees/Income as of 6/30/22: \$1,167,451.82

	6/30/2022	Comparison to 6/30/2021	Variance +/-
6 Out-Patient Medicare Fees	16,134.73	1,088.70	15,046.03
7 Out-Patient Medicaid Fees	54,342.26	37,548.38	16,793.88
8 Out-Patient Client Fees	109,728.99	*305908.42	(196,179.43)
* Admin Fees - COVID19 tests			
9 Private Insurance	117,549.57	68,994.42	48,555.15
10 EPSDT Fees	28,665.31	9,313.11	19,352.20
11 Environmental Fees	242,872.10	253,580.98	(10,708.88)
12 Medicaid-RSO	19,722.51	13,372.18	6,350.33
13 Vital Records Fees	538,032.86	493,230.49	44,802.37
14 Qualifying Donations	2,345.64	20.00	2325.64
15 Other Fees (Rabies)	3,392.00	2,874.00	518.00
16 Total:	\$1,132,785.97	\$1,185,930.68	(\$53,144.71)

17 Family Planning Fees - CHD (401) 34,665.85 51,096.16 (16,430.31)

18 Grand Total: \$1,167,451.82 \$1,237,026.84 (\$69,575.02)

19 Prior/Admin Claiming Income 190,199.82 239,762.36 (49,562.54)

	A	B	C	D	M	N	O	P	Q	R	S
1											
2	BR # 07										
3											
4	EXPENSES	% of Total							Total	Remaining	% of Budget
5		Budget	Budget Amt	March	April	May	June	YTD	Budget	Spent	
6	Direct Salaries										
7	511.001	Salaries	47%	3,925,920.00	277,346.28	987,029.45	353,910.01	301,471.33	3,925,919.80	0.20	100.00%
8	513.001	Hourly Labor	2%	127,106.00	9,053.58	11,459.11	11,040.77	12,530.17	127,106.10	(0.10)	100.00%
9	514.001	FICA	3%	286,303.00	19,981.49	73,696.57	25,602.18	23,278.59	286,303.48	(0.48)	100.00%
10	515.001	Retirement	9%	780,639.00	61,310.78	80,691.40	82,366.59	90,130.69	780,639.19	(0.19)	100.00%
11	516.001	Health Insurance	12%	958,811.00	80,672.10	100,269.61	101,430.55	93,937.64	958,811.08	(0.08)	100.00%
14		Subtotal	73%	6,078,779.00	448,364.23	1,253,146.14	574,350.10	521,348.42	6,078,779.65	(0.65)	100.00%
15											
16	Other Operating										
17	612.001	Motor Vehicle Expense	0%	36,836.00	2,632.24	478.86	4,157.91	1,547.15	36,835.68	0.32	100.00%
18	614.001	Supplies & Materials	3%	225,400.00	15,063.98	13,617.38	40,025.08	49,385.43	225,400.14	(0.14)	100.00%
19	615.001	Repairs & Maintenance	4%	295,875.00	28,643.87	13,270.55	54,905.36	88,198.97	295,874.33	0.67	100.00%
20	617.001	Utilities	1%	65,931.00	6,125.16	6,194.84	8,452.72	4,392.67	65,930.74	0.26	100.00%
21	618.001	Printing	0%	7,142.00	75.99	92.50	598.10	1,328.33	7,141.94	0.06	100.00%
22	619.001	Rents - Not Real Estate	0%	1,798.00	0.00	0.00	0.00	0.00	1,798.00	0.00	100.00%
23	620.001	Insurance & Bonding	0%	40,254.00	2,389.00	0.00	0.00	602.00	40,254.38	(0.38)	100.00%
24	622.001	Direct Benefits to Clients	1%	44,392.00	3,033.95	5,411.54	3,517.24	8,227.11	44,391.78	0.22	100.00%
25	627.001	Other Operating	3%	243,119.00	13,377.54	7,232.77	15,627.31	70,019.84	243,118.74	0.26	100.00%
26	640.001	Travel	0%	31,148.00	4,649.50	3,610.87	5,699.92	6,309.23	31,148.00	0.00	100.00%
27	641.001	Motor Vehicle Equip Purchase	1%	104,807.00	0.00	0.00	0.00	0.00	104,807.17	(0.17)	100.00%
28	643.001	Equipment (\$5000 or more)	0%	28,896.00	8,500.00	0.00	0.00	20,396.00	28,896.00	0.00	100.00%
29	645.001	Rental of Equipment	0%	18,471.00	2,250.53	746.89	1,915.06	1,062.15	18,471.10	(0.10)	100.00%
30	646.001	Equipment (1,000-4,999)	0%	38,192.00	0.00	0.00	9,859.48	16,119.00	38,192.01	(0.01)	100.00%
31	648.001	Building Rent	2%	137,170.00	990.37	34,059.26	11,838.80	130.90	137,170.44	(0.44)	100.00%
32	651.001	Per Diem & Fees	0%	20,966.00	3,498.76	579.96	100.00	525.00	20,965.75	0.25	100.00%
33	653.001	Contracts	3%	239,367.00	10,377.16	500.00	500.00	(15,581.16)	239,366.68	0.32	100.00%
34	653.040	Intra/Inter Agency	4%	293,970.00	1,214.57	212,276.40	90,943.20	(15,341.60)	293,969.58	0.42	100.00%
35	673.001	Telecommunications	1%	117,459.00	8,810.50	8,097.72	9,515.10	37,663.82	117,459.27	(0.27)	100.00%
36	681.001	Postage	0%	26,558.00	8,227.55	0.00	(1,750.92)	8,235.75	26,558.02	(0.02)	100.00%
37	761.001	Indirect Cost	3%	238,329.00	0.00	55,552.02	0.00	17,049.41	238,328.44	0.56	100.00%
38		Subtotal	27%	2,256,080.00	119,860.67	361,721.56	255,904.36	300,270.00	2,256,078.19	1.81	100.00%
39											
40		TOTALS	100%	8,334,859.00	568,224.90	1,614,867.70	830,254.46	821,618.42	8,334,857.84	1.16	100.00%

	A	B	C	D	M	N	O	P	Q	R	S
41											
42	FUND SOURCES APPLIED		% of Total							Remaining	
43			Budget	Budget Amt	March	April	May	June	YTD	Budget	Spent
44	6001	County Participating	6%	486,311.00	40,526.00	40,526.00	40,525.50	40,525.50	486,311.00	0.00	100.00%
45	6004	County Non-Participating	0%	15,701.00	1,308.33	1,308.33	1,308.85	1,308.85	15,701.00	0.00	100.00%
46	6024	PYPI (2022) \$692,700.19	8%	692,701.00	38,362.23	38,360.89	63,987.44	12,733.55	692,700.19	0.81	100.00%
47	6040	Intra/Inter Agency	26%	2,190,909.00	184,147.48	109,225.75	426,264.74	276,356.71	2,190,908.77	0.23	100.00%
49	6051	Qualifying Local Funds	2%	192,546.00	0.00	0.00	0.00	192,545.88	192,545.88	0.12	100.00%
50	8001	Grant In Aid	57%	4,756,691.00	303,880.86	1,425,446.73	298,157.93	298,157.93	4,756,691.00	0.00	100.00%
51		TOTALS	100%	8,334,889.00	568,224.90	1,614,867.70	830,244.46	821,628.42	8,334,857.84	1.16	100.00%
52											
53	FUNDS RECEIVED										
54					March	April	May	June	YTD		
55	56001	County Participating			40,526.00	40,526.00	40,526.00	40,525.00	486,311.00		Fees *
56	56004	County Non-Participating			1,308.33	1,308.33	1,308.33	1,309.37	15,701.00		594,753.11
57	56008	Outpatient Medicare Fees			2,736.66	700.56	478.86	740.99	16,134.73	*	Vital Rec. Income *
58	56009	Outpatient Medicaid Fees			2,978.41	2,055.61	9,867.65	2,877.09	54,342.26	*	538,032.86
59	56010	Outpatient Client Fees			7,511.62	7,148.04	7,861.85	9,045.94	109,728.99	*	
60	56016	Private Insurance			4,672.21	5,081.70	4,133.95	2,347.15	117,549.57	*	Total Fee Income
61	56022	EPSDT Fees			1,326.89	2,874.62	2,292.17	1,514.91	28,665.31	*	1,132,785.97
63	56031	Environmental Fees			9,415.00	3,405.00	6,390.00	114,580.00	242,872.10	*	
64	56034	Medicaid-DSPS/RSO			943.75	1,087.50	1,983.21	1,014.03	19,722.51	*	
65	56040	Intra/Inter Agency			237,514.05	217,786.34	207,813.24	276,356.71	2,190,908.77		
66	56041	Vital Records Fees			59,469.49	39,010.26	44,756.00	41,169.63	536,507.36	^	
67	56042	Cannabis			50.00	225.00	100.00	200.00	1,525.50	^	
68	56045	Other Fees			0.00	0.00	0.00	675.00	3,392.00	*	
69	56049	Current Yr Admin Claim.			56,693.49	51,548.48	0.00	0.00	108,241.97		Prior/Adm Claim
70	56050	Prior Yr Admin Claiming			0.00	0.00	0.00	0.00	81,957.85		190,199.82
71	56051	Qualifying Local Funds			0.00	0.00	0.00	0.00	0.00	* Interest only	
72	56052	Non Qualifying Local Funds			12,841.85	876.79	1,581.85	142,521.19	362,010.23		
73	56053	Qualifying Donations			0.00	2,240.49	0.00	0.00	2,345.64	*	
75	58001	Grant In Aid			303,881.00	303,880.86	1,425,446.73	596,315.86	4,756,691.00		
76		TOTALS			741,868.75	679,755.58	1,754,539.84	1,231,192.87	9,134,607.79		
77											
78											
79											

WEST CENTRAL HEALTH DISTRICT FY 2022 CURRENT GRANTS

PROGRAMS	PERIOD	AMOUNT OF GRANT	EXPENDED THRU	BALANCE	% of BUDGET
			Jun-22		SPENT
(007, 009, 301, 643) WIC	7/1/2021-6/30/2022	3,471,693.00	3,197,457.12	274,225.88	92.10%
(024) CHILDREN'S FIRST - 2	7/1/2021-6/30/2022	265,898.00	265,593.23	1,304.77	99.51%
(027) GENETICS	7/1/2021-6/30/2022	1,000.00	1,000.00	0.00	100.00%
(031) TB CASE MANAGEMENT	7/1/2021-6/30/2022	230,877.00	223,627.29	7,249.71	96.86%
(040) EH Risk Assessment	7/1/2021-6/30/2022	25,000.00	25,000.00	0.00	100.00%
(044) HIV/AIDS SUBSTANCE ABUSE	7/1/2021-6/30/2022	251,533.00	228,366.41	23,166.59	90.79%
(056) BREAST TEST AND MORE	7/1/2021-6/30/2022	91,897.00	91,896.68	0.32	100.00%
(066) IMMUNIZATIONS	7/1/2021-6/30/2022	128,643.00	128,642.68	0.32	100.00%
(076) DENTAL HEALTH	7/1/2021-6/30/2022	177,285.00	177,284.68	0.32	100.00%
(094) RYAN WHITE AIDS PROJECT PT B	7/1/2021-6/30/2022	693,121.00	693,119.96	1.04	100.00%
(112) EARLY INTERVENTION	7/1/2021-6/30/2022	319,868.00	319,866.47	1.53	100.00%
(141) HIV/AIDS CORE SURVEILLANCE	7/1/2021-6/30/2022	4,800.00	4,800.00	0.00	100.00%
(170) Hypertension Management & Outreach Initiative	7/1/2021-6/30/2022	15,000.00	5,968.89	9,031.11	39.79%
(195) DISTRICT OPERATIONS	7/1/2021-6/30/2022	1,248,365.00	1,248,363.39	1.61	100.00%
(208) EMPLOYEE WORKSITE WELLNESS	7/1/2021-6/30/2022	11,884.00	9,111.85	2,772.15	76.67%
(245) EPI CAPACITY	7/1/2021-6/30/2022	57,051.00	57,051.00	0.00	100.00%
(265) CHILDHOOD LEAD POISONING	7/1/2021-6/30/2022	45,460.00	45,459.20	0.80	100.00%
(270) BP1-5 PH EMERGENCY PREPAREDNESS	7/1/2021-6/30/2022	451,489.00	451,488.72	0.28	100.00%
(271) RW PART B MINORITY AIDS INITIATIVE	7/1/2021-6/30/2022	102,945.00	94,185.60	8,759.40	91.49%
(280) EPI ADDITIONAL	7/1/2021-6/30/2022	15,000.00	15,000.00	0.00	100.00%
(283) STD PREVENTIVE CLINICAL SERVICES	7/1/2021-6/30/2022	12,371.00	12,371.00	0.00	100.00%
(291) FAMILY PLAN. DIST. CADRE REALIGNMENT	7/1/2021-6/30/2022	84,613.00	84,613.00	0.00	100.00%
(329) BREASTFEEDING PEER COUNSELING	7/1/2021-6/30/2022	113,608.00	113,607.36	0.64	100.00%
(348) STEP UP STEP IN	7/1/2021-6/30/2022	30,000.00	30,000.00	0.00	100.00%
(362) RYAN WHITE PART C	7/1/2021-6/30/2022	1,769,057.00	1,763,197.92	5,859.08	99.67%
(367) COMPREHENSIVE STD PROGRAM	7/1/2021-6/30/2022	109,192.00	109,191.68	0.32	100.00%
(401) FAMILY PLANNING - TANF	7/1/2021-6/30/2022	229,900.00	229,898.52	1.48	100.00%
(405) STATE CERVICAL CANCER SCREEN	7/1/2021-6/30/2022	34,000.00	26,793.60	7,206.40	78.80%
(409) CMS CLINICS	7/1/2021-6/30/2022	632,230.00	578,011.00	54,219.00	91.42%
(461) OUTPT. UNHS/AUDIOLOGY SUPPORT	7/1/2021-6/30/2022	71,850.00	71,849.68	0.32	100.00%
(464) STATE BREAST & CERVICAL CANCER SCR.	7/1/2021-6/30/2022	34,800.00	32,806.44	1,993.56	94.27%
(466) HEALTH PROMOTIONS	7/1/2021-6/30/2022	74,022.00	74,021.68	0.32	100.00%
(543) INFANTS & TODDLERS W/ DISABILITIES	7/1/2021-6/30/2022	203,889.00	203,888.32	0.68	100.00%
(566) HOSP. COMMUN. EMERGENCY PLANNING	7/1/2021-6/30/2022	77,329.00	77,328.68	0.32	100.00%
(589) ADOLESCENT HEALTH & YOUTH DEV	7/1/2021-6/30/2022	139,536.00	139,535.68	0.32	100.00%
(595) SNAP Education Program	7/1/2021-6/30/2022	96,272.00	62,508.91	33,763.09	64.93%
(599) ENVIRONMENTAL HEALTH WORK FORCE	7/1/2021-6/30/2022	142,121.00	142,121.00	0.00	100.00%
(627) District Public Health Improvement	7/1/2021-6/30/2022	15,000.00	8,500.00	6,500.00	56.67%
(640) Improving Health of GA thru Prevention B (Hypertention)	7/1/2021-6/30/2022	30,000.00	30,000.00	0.00	100.00%
(641) HPV-Human Papilloma Virus	7/1/2021-6/30/2022	2,500.00	2,500.00	0.00	100.00%
(652) OPIOD OVERDOSE CRISIS GRANT	7/1/2021-6/30/2022	102,179.00	82,741.53	19,437.47	80.98%
(653) HEALTHY START (CAN) COMMUNITY ACTION	7/1/2021-6/30/2022	49,890.00	49,890.00	0.00	100.00%
(656) Georgia Strong Families Healthy Start	7/1/2021-6/30/2022	607,686.00	570,579.87	37,106.13	93.89%
(661) IMPROVING HEALTH OF GA THRU PREV DIABETES	7/1/2021-6/30/2022	42,000.00	23,813.09	18,186.91	56.70%
(663) ODMAP	7/1/2021-6/30/2022	49,293.00	40,147.35	9,145.65	81.45%
(671) PH Emergency Response to COVID-19 Pandemic	7/1/2021-6/30/2022	235,359.00	235,359.00	0.00	100.00%
(672) EPI CAPACITY - COVID RESPONSE	7/1/2021-6/30/2022	74,056.00	74,056.00	0.00	100.00%
(686) PH Emergency Response to COVID-19	7/1/2021-6/30/2022	550,488.00	550,487.40	0.60	100.00%
(690) Public Health EP (PHEP) COVID-19	7/1/2021-6/30/2022	41,935.00	41,935.00	0.00	100.00%
(697) EPI Capacity COVID	7/1/2021-6/30/2022	74,056.00	74,056.00	0.00	100.00%
(705) Well and Onsite Systems Data	7/1/2021-6/30/2022	1,350.00	1,350.00	0.00	100.00%
(715) COVID 19 Round 3 Vaccine	7/1/2021-6/30/2022	427,397.00	427,397.00	0.00	100.00%
(719) Oral Health - GIA District Programs	7/1/2021-6/30/2023	6,977.00	6,977.00	0.00	100.00%
(727) GTUPP-Tobacco Education	7/1/2021-6/30/2022	35,000.00	35,000.00	0.00	100.00%
(728) PHEP Public Health Workforce Supplemental	7/1/2021-6/30/2022	587,451.00	263,432.82	324,018.18	44.84%
(730) STD CDS WORKFORCE	7/1/2021-6/30/2022	73,000.00	44,699.11	28,300.89	61.23%
(732) PHEP Public Health Workforce School Health	7/1/2021-6/30/2022	1,318,806.00	100,073.79	1,218,732.21	7.59%
(737) Health Disparities	7/1/2021-6/30/2022	171,796.00	171,795.04	0.96	100.00%
(742) MIECHV-ARP	7/1/2021-6/30/2022	113,405.00	53,400.44	60,004.56	47.09%
(746) Community Health Workers for COVID Response (CCR)	7/1/2021-6/30/2023	96,000.00	7,692.44	88,307.56	8.01%
Totals		16,170,213.00	13,930,910.52		

COLUMBUS HEALTH DEPT. FINANCIAL OVERVIEW

(Refer to Public Health – 001 spreadsheets)

1	Original Budget for FY2023:	<u>\$10,240,776</u>
2	Current Budget for FY2023:	\$10,240,776

- 3 Total Expenses as of 7/31/22: \$687,759.29
 - % of Budget spent is 6.72% which is below target of 8.33% for 1 month of operation

		7/31/2022	7/31/2021	Variance +/-
4	Expenses	\$687,759.29	\$422,738.99	\$265,020.30

- 5 Total Fees/Income as of 7/31/22: \$121,182.98

	7/31/2022	Comparison to 7/31/2021	Variance +/-
6 Out-Patient Medicare Fees	807.59	917.88	(110.29)
7 Out-Patient Medicaid Fees	5,501.00	2,645.95	2,855.05
8 Out-Patient Client Fees	8,895.62	12,193.84	(3,298.22)
9 Private Insurance	5,794.55	13,472.43	(7,677.88)
10 EPSDT Fees	949.95	474.42	475.53
11 Environmental Fees	48,922.50	52,342.50	(3,420.00)
12 Medicaid-RSO	1,685.41	962.36	723.05
13 Vital Records Fees	45,566.84	47,048.98	(1,482.14)
14 Qualifying Donations	0.00	0.00	-
15 Other Fees (Rabies)	915.00	0.00	915.00
16 Total:	\$119,038.46	\$130,058.36	(\$11,019.90)

- 17 Family Planning Fees - CHD (401) 2,144.52 4,842.83 (2,698.31)

- 18 **Grand Total:** \$121,182.98 \$134,901.19 (\$13,718.21)

- 19 **Prior/Admin Claiming Income** 15,462.00 0.00 15,462.00

8/24/2022

	A	B	C	D	E	F	G	Q	R	S
1				PUBLIC HEALTH - #001 - FY 2023						
2	BR # 00									
3										
4	EXPENSES		% of Total					Total	Remaining	% of Budget
5			Budget	Budget Amt	July	August	September	YTD	Budget	Spent
6	Direct Salaries									
7	511.001	Salaries	45%	4,580,628.00	341,262.21	0.00	0.00	341,262.21	4,239,365.79	7.45%
8	513.001	Hourly Labor	2%	166,762.00	21,203.13	0.00	0.00	21,203.13	145,558.87	12.71%
9	514.001	FICA	3%	351,841.00	24,812.61	0.00	0.00	24,812.61	327,028.39	7.05%
10	515.001	Retirement	14%	1,420,453.00	106,489.88	0.00	0.00	106,489.88	1,313,963.12	7.50%
11	516.001	Health Insurance	13%	1,344,451.00	99,761.11	0.00	0.00	99,761.11	1,244,689.89	7.42%
14		Subtotal	77%	7,864,135.00	593,528.94	0.00	0.00	593,528.94	7,270,606.06	7.55%
15										
16	Other Operating									
17	612.001	Motor Vehicle Expense	0%	35,000.00	97.66	0.00	0.00	97.66	34,902.34	0.28%
18	614.001	Supplies & Materials	2%	166,000.00	2,620.49	0.00	0.00	2,620.49	163,379.51	1.58%
19	615.001	Repairs & Maintenance	2%	170,000.00	17,615.45	0.00	0.00	17,615.45	152,384.55	10.36%
20	617.001	Utilities	1%	65,746.00	627.76	0.00	0.00	627.76	65,118.24	0.95%
21	618.001	Printing	0%	5,840.00	0.00	0.00	0.00	0.00	5,840.00	0.00%
22	619.001	Rents - Not Real Estate	0%	1,798.00	0.00	0.00	0.00	0.00	1,798.00	0.00%
23	620.001	Insurance & Bonding	0%	40,000.00	0.00	0.00	0.00	0.00	40,000.00	0.00%
24	622.001	Direct Benefits to Clients	0%	40,000.00	3,249.85	0.00	0.00	3,249.85	36,750.15	8.12%
25	627.001	Other Operating	2%	188,966.00	7,346.08	0.00	0.00	7,346.08	181,619.92	3.89%
26	640.001	Travel	0%	22,000.00	693.93	0.00	0.00	693.93	21,306.07	3.15%
27	643.001	Equipment (\$5000 or more)	0%	20,000.00	0.00	0.00	0.00	0.00	20,000.00	0.00%
28	645.001	Rental of Equipment	0%	16,800.00	674.28	0.00	0.00	674.28	16,125.72	4.01%
29	646.001	Equipment (less than \$1000)	0%	20,000.00	1,519.05	0.00	0.00	1,519.05	18,480.95	7.60%
30	648.001	Building Rent	2%	170,000.00	11,838.80	0.00	0.00	11,838.80	158,161.20	6.96%
31	651.001	Per Diem & Fees	0%	22,000.00	2,777.17	0.00	0.00	2,777.17	19,222.83	12.62%
32	653.001	Contracts	1%	130,000.00	40,252.22	0.00	0.00	40,252.22	89,747.78	30.96%
33	653.040	Intra/Inter Agency	9%	905,491.00	0.00	0.00	0.00	0.00	905,491.00	0.00%
34	673.001	Telecommunications	1%	87,000.00	8,424.03	0.00	0.00	8,424.03	78,575.97	9.68%
35	681.001	Postage	0%	20,000.00	(3,506.42)	0.00	0.00	(3,506.42)	23,506.42	-17.53%
36	761.001	Indirect Cost	2%	250,000.00	0.00	0.00	0.00	0.00	250,000.00	0.00%
37		Subtotal	23%	2,376,641.00	94,230.35	0.00	0.00	94,230.35	2,282,410.65	3.96%
38										
39		TOTALS	100%	10,240,776.00	687,759.29	0.00	0.00	687,759.29	9,553,016.71	6.72%

	A	B	C	D	E	F	G	Q	R	S
40										
41	FUND SOURCES APPLIED		% of Total						Remaining	
42			<u>Budget</u>	<u>Budget Amt</u>	<u>July</u>	<u>August</u>	<u>September</u>	<u>YTD</u>	<u>Budget</u>	<u>Spent</u>
43	6001	County Participating	5%	486,311.00	40,525.91	0.00	0.00	40,525.91	445,785.09	8.33%
44	6004	County Non-Participating	0%	15,701.00	1,308.41	0.00	0.00	1,308.41	14,392.59	8.33%
45	6024	PYPI (2022) \$592,512.62	6%	592,513.00	49,376.08	0.00	0.00	49,376.08	543,136.92	8.33%
46	6040	Intra/Inter Agency	30%	3,106,748.00	93,256.98	0.00	0.00	93,256.98	3,013,491.02	3.00%
48	8001	Grant In Aid	59%	6,039,503.00	503,291.91	0.00	0.00	503,291.91	5,536,211.09	8.33%
50		TOTALS	100%	10,240,776.00	687,752.29	0.00	0.00	687,752.29	2,553,016.71	6.72%
51										
52	FUNDS RECEIVED									
53					<u>July</u>	<u>August</u>	<u>September</u>	<u>YTD</u>		
54	56001	County Participating			0.00	0.00	0.00	0.00		Fees *
55	56004	County Non-Participating			0.00	0.00	0.00	0.00		73,471.62
56	56008	Outpatient Medicare Fees			807.59	0.00	0.00	807.59	*	Vital Rec. Income ^
57	56009	Outpatient Medicaid Fees			5,501.00	0.00	0.00	5,501.00	*	45,566.84
58	56010	Outpatient Client Fees			8,895.62	0.00	0.00	8,895.62	*	
59	56016	Private Insurance			5,794.55	0.00	0.00	5,794.55	*	Total Fee/Income
60	56022	EPSDT Fees			949.95	0.00	0.00	949.95	*	119,038.46
61	56026	Family Planning Fees			0.00	0.00	0.00	0.00		
62	56031	Environmental Fees			48,922.50	0.00	0.00	48,922.50	*	
63	56034	Medicaid-DSPS/RSO			1,685.41	0.00	0.00	1,685.41	*	
64	56040	Intra/Inter Agency			241,501.19	0.00	0.00	241,501.19		
65	56041	Vital Records Fees			45,416.84	0.00	0.00	45,416.84	^	
66	56042	Cannabis			150.00	0.00	0.00	150.00	^	
67	56045	Other Fees			915.00	0.00	0.00	915.00	*	
68	56049	Current Yr Admin Claim.			0.00	0.00	0.00	0.00		Prior/Adm Claiming
69	56050	Prior Yr Admin Claiming			15,462.00	0.00	0.00	15,462.00		15,462.00
70	56051	Qualifying Local Funds			0.00	0.00	0.00	0.00	* Interest only	
71	56052	Non Qualifying Local Funds			4,933.76	0.00	0.00	4,933.76		
72	56053	Qualifying Donations			0.00	0.00	0.00	0.00	*	
73	56060	Non Qualifying Contracts			0.00	0.00	0.00	0.00		
74	58001	Grant In Aid			0.00	0.00	0.00	0.00		
75		TOTALS			380,935.41	0.00	0.00	380,935.41		
76										
77										
78										

WEST CENTRAL HEALTH DISTRICT FY 2023 CURRENT GRANTS

FY23 July 2023

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Item #1.

PROGRAMS	PERIOD	AMOUNT OF GRANT	EXPENDED THRU	BALANCE	% of BUDGET
			Jul-22		SPENT
(007, 009, 301, 643) WIC	7/1/2022-6/30/2023	1,121,970.00	244,719.83	877,250.17	21.81%
(024) CHILDREN'S FIRST - 2	7/1/2022-6/30/2023	285,961.00	19,134.09	266,826.91	6.69%
(027) GENETICS	7/1/2022-6/30/2023	1,000.00	0.00	1,000.00	0.00%
(044) HIV/AIDS SUBSTANCE ABUSE	7/1/2022-6/30/2023	128,676.00	15,900.08	112,775.92	12.36%
(056) BREAST TEST AND MORE	7/1/2022-6/30/2023	44,938.00	4,025.05	40,912.95	8.96%
(066) IMMUNIZATIONS	7/1/2022-6/30/2023	135,048.00	15,017.03	120,030.97	11.12%
(076) DENTAL HEALTH	7/1/2022-6/30/2023	179,222.00	18,640.23	160,581.77	10.40%
(094) RYAN WHITE AIDS PROJECT PT B	7/1/2022-6/30/2023	572,254.00	66,240.29	506,013.71	11.58%
(112) EARLY INTERVENTION	7/1/2022-6/30/2023	309,657.00	25,014.31	284,642.69	8.08%
(195) DISTRICT OPERATIONS	7/1/2022-6/30/2023	1,348,364.00	238,818.13	1,109,545.87	17.71%
(245) EPI CAPACITY	7/1/2022-6/30/2023	57,051.00	0.00	57,051.00	0.00%
(265) CHILDHOOD LEAD POISONING	7/1/2022-6/30/2023	61,007.00	7,632.84	53,374.16	12.51%
(270) BP1-S PH EMERGENCY PREPAREDNESS	7/1/2022-6/30/2023	443,402.00	50,109.88	393,292.12	11.30%
(271) RW PART B MINORITY AIDS INITIATIVE	7/1/2022-6/30/2023	52,249.00	5,970.40	46,278.60	11.43%
(280)EPI ADDITIONAL	7/1/2022-6/30/2023	15,000.00	0.00	15,000.00	0.00%
(293) STD PREVENTIVE CLINICAL SERVICES	7/1/2022-6/30/2023	5,726.00	0.00	5,726.00	0.00%
(291) FAMILY PLAN. DIST. CADRE REALIGNMENT	7/1/2022-6/30/2023	84,613.00	455.07	84,157.93	0.54%
(329) BREASTFEEDING PEER COUNSELING	7/1/2022-6/30/2023	125,737.00	13,512.88	112,224.12	10.75%
(348) STEP UP STEP IN	7/1/2022-6/30/2023	30,000.00	0.00	30,000.00	0.00%
(362) RYAN WHITE PART C	7/1/2022-6/30/2023	1,271,594.00	222,745.03	1,048,848.97	17.52%
(367) COMPREHENSIVE STD PROGRAM	7/1/2022-6/30/2023	63,789.00	9,952.22	53,836.78	15.60%
(401) FAMILY PLANNING - TANF	7/1/2022-6/30/2023	403,293.00	22,508.05	380,784.95	5.58%
(405) STATE CERVICAL CANCER SCREEN	7/1/2022-6/30/2023	34,000.00	0.00	34,000.00	0.00%
(409) CMS CLINICS	7/1/2022-6/30/2023	624,451.00	43,847.00	580,604.00	7.02%
(461) OUTPT. UNHS/AUDIOLOGY SUPPORT	7/1/2022-6/30/2023	77,915.00	6,780.26	71,134.74	8.70%
(464) STATE BREAST & CERVICAL CANCER SCR.	7/1/2022-6/30/2023	34,800.00	200.77	34,599.23	0.58%
(466) HEALTH PROMOTIONS	7/1/2022-6/30/2023	73,087.00	6,984.49	66,102.51	9.56%
(543) INFANTS & TODDLERS W/ DISABILITIES	7/1/2022-6/30/2023	216,184.00	16,505.83	199,678.17	7.64%
(566) HOSP. COMMUN. EMERGENCY PLANNING	7/1/2022-6/30/2023	83,394.00	7,066.78	76,327.22	8.47%
(589) ADOLESCENT HEALTH & YOUTH DEV	7/1/2022-6/30/2023	108,987.00	8,133.61	100,853.39	7.46%
(599) ENVIRONMENTAL HEALTH WORK FORCE	7/1/2022-6/30/2023	142,121.00	0.00	142,121.00	0.00%
(653) HEALTHY START (CAN) COMMUNITY ACTION	7/1/2022-6/30/2023	49,890.00	0.00	49,890.00	0.00%
(656) Georgia Strong Families Healthy Start	7/1/2022-6/30/2023	259,725.00	35,371.42	223,353.58	13.67%
(671) PH Emergency Response to COVID-19 Pandemic	7/1/2022-6/30/2023	58,840.00	1,691.42	57,148.58	2.87%
(672) EPI CAPACITY - COVID RESPONSE	7/1/2022-6/30/2023	74,056.00	2,694.00	71,362.00	3.64%
(686) PH Emergency Response to COVID-19	7/1/2022-6/30/2023	135,095.00	31,292.95	103,802.05	23.16%
(697) EPI Capacity COVID	7/1/2022-6/30/2023	74,056.00	1,366.79	72,689.21	1.85%
(715) COVID 19 Round 3 Vaccine	7/1/2022-6/30/2023	106,849.00	2,305.45	104,543.55	2.16%
(728) PHEP Public Health Workforce Supplemental	7/1/2022-6/30/2023	324,018.00	15,191.95	308,826.05	4.69%
(730) STD CDS WORKFORCE	7/1/2022-6/30/2023	36,500.00	763.66	35,736.34	2.09%
(732) PHEP Public Health Workforce School Health	7/1/2022-6/30/2023	1,218,732.00	59,679.70	1,159,052.30	4.90%
(737) Health Disparities	7/1/2022-6/30/2023	346,238.00	26,570.99	319,667.01	7.67%
(742) MIECHV-ARP	7/1/2022-6/30/2023	68,091.00	1,167.31	66,923.69	1.71%
(746) Community Health Workers for COVID Response (CCR)	7/1/2022-6/30/2023	88,307.00	2,853.65	85,453.35	3.23%
Totals		10,974,887.00	1,250,863.44		

Memorandum

To: Columbus area Dentist offices

From: James Lopez, DDS
Carlos R. Wise, MD, Chair
Beverley A. Townsend, MD, Commissioner of Health
Columbus Board of Health

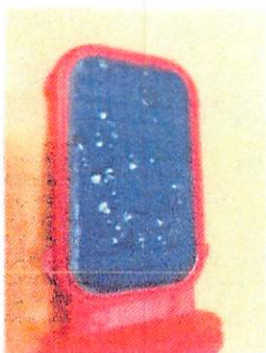
Subject: Prevention of cervical and submandibular lymphadenitis

Date: April 20, 2016

Recent headlines citing several cases of iatrogenic cervical and submandibular lymphadenitis at an Atlanta dental practice should prompt all dental practices to self-audit to mitigate this risk in our community. Ultimately, the source of these infections was NOT contaminated instruments but “contaminated” water instead, from Mycobacteria leeching from the biofilm in the pipes and lines. This biofilm evolution is a likely rather than unlikely occurrence in most water systems, although infections related to this remain rare but potentially devastating when they occur.

Besides the usual infection- control practices that are required of dental offices regarding high level disinfection and sterilization of instruments; decontamination of surfaces, supplies and materials; routine sterilization of hand pieces between patients; and the common recommended practice of discharging water- cooled hand pieces into a sink or container after caring for the patient to flush aspirated contaminants from the line, additional measures may further decrease microbial transmission.

To improve outcomes, practices may consider voluntarily installing a water filtration system in their clinics, and maintain or change them, routinely according to the manufacturer’s recommendations. One such system has been piloted in a local practice and the water test results are illustrated below. The CDC recommendations for infection-control for Dentistry may be reviewed at www.cdc.gov/oralhealth/infectioncontrol/guidelines.



Pre-treated water
(Tap Water)



Post-treated water
(Distilled or Filtered Water)



Columbus Department of Public Health Environmental Health

Columbus Environmental Health - Activity Report

Columbus Board of Health Meeting

Meeting Date: August 24, 2022

Activity Date Range:

June 1, 2022 – July 31, 2022

FOOD SERVICE Program	
Permitted Establishments:	682
Permitted Schools:	64
Temporary Food Service Establishments:	0
Temporary Food Service Inspections:	0
Plans Reviewed:	4
Routine Inspections:	216
Follow-up Inspections:	3
Initial Inspections:	6
Informal Inspections:	9
Issued Provisional Permit:	0
Complaints:	18
Complaint Investigations:	17
ServSafe® Certified Food Safety Manager (CFSM) Trainings	1
ServSafe® Trained Registrants/Participants	6
PUBLIC SWIMMING POOLS, SPAS, & RECREATIONAL WATER PARKS Program	
Public Pools, Spas, RWP:	53
Permitting/Opening Inspections:	12
Re-Inspection for Permitting:	0
Routine Inspections:	8
Re-Inspections:	3
Informal Inspections:	0
New Pools/Spas/RWP:	0
Plans Reviewed:	0
Complaints:	1
Complaint Investigations:	1

TOURIST ACCOMMODATIONS Program	
Permitted Establishments:	53
New Establishments:	0
Plans Reviewed:	0
Routine Inspections:	16
Re-Inspections:	0
Permitting/Preoperational Inspections:	0
Informal Inspections:	3
Complaints:	3
Complaint Investigations:	2
BODY ART STUDIOS / BODY ARTISTS Program	
Permitted Body Art Studios:	18
Permitted Body Artists (Annual):	67
Plans Reviewed:	0
Permitting/Opening Studio Inspections:	1
Permitted Temporary Body Art Studios:	0
Permitted Temporary Body Artists:	0
Routine Body Art Studio Inspections:	0
Temporary Body Art Studio Inspections:	0
Complaints:	0
Complaint Investigations:	0
RABIES CONTROL Program	
Human Only Exposure Investigations:	82
Animal Only Exposure Investigations:	2
Human & Animal Exposure Investigations:	2
Animals Confined:	38
Animals Tested for Rabies:	6
Positive Animal Rabies Cases:	0
Indeterminate Animal Rabies Cases:	1
Lost Animals (Victim notified):	39
Rabies Clinic:	1
Rabies Clinic 7/28 – Vaccines Given:	176



Columbus Department of Public Health Environmental Health

VECTOR CONTROL Program	
Complaints:	
Rodents, Mosquitoes, Roaches, etc.	77
Complaint Investigations:	73
ON-SITE SEWAGE MANAGEMENT Program	
New System Permits:	4
Residential Installation Inspections:	7
Non-Residential Installation Inspections (<=2000 gal):	1
Non-Residential Installation Inspections (>2000 gal):	0
Repair Permits:	3
Repair Inspections:	7
Subdivisions Reviewed:	0
Subdivision Lots:	0
Follow-up Revisions	0
Sites Evaluated:	0
Sites Approved:	0
Sites Disapproved:	0
Existing Systems Evaluated:	0
Complaints:	0
Complaint Investigations:	0
Currently Permitted (annual) Sewage Removal Contractor Companies (Septic Tank/Portable Sanitation Pumpers):	7
Septic Pumper Vehicle Inspections:	4
WELL WATER Program	
Systems Evaluated:	0
Bacterial Samples:	0
Positive Bacterial Samples:	0
Sites Evaluated:	0
Private Well Water Permits Issued:	0



Columbus Department of Public Health Environmental Health

Food Service Inspections (225 total)

Facility Name	Address	Purpose	Score	Grade	Inspection Date
11th and Bay Southern Table	1050 BAY AVE COLUMBUS, GA 31901	Routine	100	A	06/30/2022
A & D BUFFALO	3131 MANCHESTER EXPY #F-4 COLUMBUS, GA 31909	Routine	96	A	06/09/2022
A Town Wings	2538 AIRPORT TRWY COLUMBUS, GA 31904	Routine	98	A	07/18/2022
Acers Grill & Bar	101 4TH ST COLUMBUS, GA 31901	Routine	93	A	06/16/2022
Applebee's Neighborhood Grill and Bar	2513 AIRPORT TRWY COLUMBUS, GA 31904	Routine	91	A	06/15/2022
Arby's 0660	1503 VETERANS PKWY COLUMBUS, GA 31901	Routine	100	A	06/14/2022
ATL Wings Express	1815 12TH AVE COLUMBUS, GA 31901	Routine	100	A	07/20/2022
Basil Thai	3131 MANCHESTER EXPY COLUMBUS, GA 31909	Routine	94	A	06/15/2022
Baymont Inn & Suites	5585 WHITESVILLE RD COLUMBUS, GA 31904	Routine	91	A	07/25/2022
Bmoski's Flavor Wings & Cafe	4701 ST MARY'S RD COLUMBUS, GA 31907	Routine	91	A	07/07/2022
Bodega 1205	1205 FIRST AVE STE 102 COLUMBUS, GA 31901	Routine	100	A	06/16/2022
Bojangles	3264 VICTORY DR COLUMBUS, GA 31903	Routine	100	A	06/06/2022
BULL CREEK GOLF COURSE	7333 LYNCH RD MIDLAND, GA 31820	Routine	100	A	07/05/2022
BURT'S BUTCHER SHOP & EATERY	2932 WARM SPRINGS RD COLUMBUS, GA 31909	Routine	82	B	06/15/2022
Camileaux's Low Country Boil and Wings	1660 WHITTLESEY RD STE 100 COLUMBUS, GA 31904	Routine	93	A	06/28/2022
CAPTAIN D'S #3601	3281 VICTORY DR COLUMBUS, GA 31903	Routine	85	B	06/06/2022
CARRABBA'S ITALIAN GRILL	5555 WHITTLESEY BLVD STE H COLUMBUS, GA 31909	Routine	92	A	07/29/2022
CATHEDRAL OF PRAYER CHURCH OF GOD IN CHRIST	2201 BUENA VISTA RD COLUMBUS, GA 31906	Routine	97	A	06/16/2022
Champs Sports Bar and Grill	4805 BUENA VISTA RD STE J COLUMBUS, GA 31907	Routine	100	A	07/20/2022
Charley's Philly Steaks -Peach Tree Mall	3131 MANCHESTER EXPY SPC 8 COLUMBUS, GA 31909	Routine	94	A	06/14/2022
CHATTAHOOCHEE RIVER CLUB	1100 BAY AVE COLUMBUS, GA 31901	Routine	91	A	06/17/2022
Chef Chang's Asian Grill	6381 MILGEN RD #8 & 9 COLUMBUS, GA 31907	Routine	100	A	06/06/2022
Chester's Cafe	100 10TH ST COLUMBUS, GA 31901	Routine	91	A	06/23/2022
Chester's Ribs & BBQ	400 4TH ST COLUMBUS, GA 31901	Routine	100	A	07/14/2022
Chick-Fil-A at Peachtree Mall	3131 MANCHESTER EXPY STE 7 COLUMBUS, GA 31909	Routine	100	A	06/16/2022
Chick-fil-A FSU #3796	2730 MANCHESTER EXPY COLUMBUS, GA 31904	Routine	100	A	06/13/2022
Chick-Fill A Midland FSU	6501 KITTEN LK MIDLAND, GA 31820	Routine	100	A	06/09/2022
Chili's Grill & Bar	5555 WHITTLESEY BLVD COLUMBUS, GA 31909	Routine	96	A	06/15/2022
China Dragon Wok Inc	2001 SOUTH LUMPKIN RD STE 25 COLUMBUS, GA 31903	Followup	90	A	07/21/2022
CHINA INN	2116 WYNNTON RD COLUMBUS, GA 31906	Routine	99	A	06/29/2022
China Inn Express	4393 VICTORY DR COLUMBUS, GA 31903	Routine	82	B	06/02/2022
China Wok	1290 DOUBLES CHURCH RD COLUMBUS, GA 31904	Routine	96	A	06/24/2022
Chipotle Mexican Grill Inc	5295 WHITTLESEY BLVD COLUMBUS, GA 31909	Routine	97	A	06/23/2022
CHUCK E. CHEESE PIZZA	3201 MACON RD #107 COLUMBUS, GA 31906	Followup	96	A	06/03/2022



Columbus Department of Public Health Environmental Health

CHURCH'S FRIED CHICKEN	1805 HAMILTON RD COLUMBUS, GA 31904	Routine	95	A	07/26/2022
Clarion Pointe	1664 ROLLINS WAY COLUMBUS, GA 31904	Initial	97	A	07/18/2022
Club Visions	3360 BUENA VISTA RD Suite 16 COLUMBUS, GA 31907	Routine	100	A	07/06/2022
Cod Tail	3846 ST MARY'S RD STE 12 COLUMBUS, GA 31906	Routine	96	A	07/07/2022
Columbus Crab House	3517 VICTORY DR STE A7 COLUMBUS, GA 31903	Routine	96	A	06/22/2022
Comfort Suites	5236 ARMOUR RD COLUMBUS, GA 31904	Routine	96	A	06/02/2022
Country Wings Victory	3754 VICTORY DR COLUMBUS, GA 31903	Initial	100	A	06/21/2022
COUNTRY'S BARBECUE	6298 VETERANS PKWY STE 4D COLUMBUS, GA 31904	Routine	100	A	07/08/2022
COUNTRY'S BARBECUE	3137 MERCURY DR COLUMBUS, GA 31906	Routine	100	A	06/16/2022
COUNTRY'S ON BROAD	1329 BROADWAY COLUMBUS, GA 31901	Routine	100	A	07/05/2022
Courtyard by Marriott	3501 COURTYARD WAY COLUMBUS, GA 31909	Routine	100	A	06/06/2022
COZY CORNER	3411 DECATUR ST COLUMBUS, GA 31906	Routine	100	A	06/30/2022
Creme De La Creme Catering & Diner	6381 MILGEN RD STE 5 COLUMBUS, GA 31907	Routine	100	A	06/29/2022
Crowne Hookah Restaurant & Lounge	1113 BROADWAY COLUMBUS, GA 31901	Routine	100	A	06/21/2022
Culinary Center-Direct Service	2401 HAMILTON RD COLUMBUS, GA 31904	Routine	100	A	06/13/2022
Cyber Cafe - AFLAC	901 BROWN AVE COLUMBUS, GA 31906	Routine	96	A	06/15/2022
DAVIDSON MARKET PLACE	4225 UNIVERSITY AVE COLUMBUS, GA 31907	Routine	100	A	06/14/2022
Del Taco	4418 HAMILTON RD COLUMBUS, GA 31904	Routine	97	A	07/22/2022
Divine Dinners	1332 13TH ST STE 3 COLUMBUS, GA 31901	Routine	96	A	06/13/2022
Dunkin Donuts	6053 VETERANS PKWY STE 1 COLUMBUS, GA 31909	Routine	100	A	06/06/2022
Easter Seals West Georgia, Inc.	2515 DOUBLE CHURCHES RAMP COLUMBUS, GA 31904	Routine	100	A	06/07/2022
Easter Seals West Georgia, Inc.	2515 DOUBLE CHURCHES RD COLUMBUS, GA 31904	Routine	100	A	06/07/2022
Easter Seals West Georgia, Inc. Base of Operation	2515 DOUBLE CHURCHES RD COLUMBUS, GA 31904	Routine	100	A	06/07/2022
El Carrizo 3721 Macon Road LLC	3721 MACON RD COLUMBUS, GA 31907	Routine	100	A	07/25/2022
El Carrizo 6575 Whittlesey Blvd LLC	6575 WHITTLESEY BLVD BLDG C COLUMBUS, GA 31909	Routine	90	A	06/29/2022
EZELL'S CATFISH CABIN	4001 WARM SPRINGS RD COLUMBUS, GA 31909	Routine	100	A	07/28/2022
Firehouse Subs	6563 GATEWAY RD STE 100 COLUMBUS, GA 31909	Routine	92	A	06/07/2022
Five Guys Burgers & Fries	5413 WHITTLESEY BLVD STE F COLUMBUS, GA 31909	Routine	100	A	06/14/2022
Fountain City Coffee	1007 BROADWAY COLUMBUS, GA 31901	Routine	100	A	06/07/2022
FOXY LADY LOUNGE	3023 VICTORY DR COLUMBUS, GA 31903	Routine	100	A	06/28/2022
Franks Alley	1246 BROADWAY ST COLUMBUS, GA 31901	Routine	100	A	06/22/2022
Friend's Wing Town	1627 S LUMPKIN RD STE 112 COLUMBUS, GA 31903	Routine	100	A	06/22/2022
Fuji Japanese Steakhouse & Sushi Bar	6499 VETERANS PKWY UNIT 8 COLUMBUS, GA 31909	Routine	87	B	06/06/2022
Galleria Grub	7830 VETERANS PKWY STE E COLUMBUS, GA 31909	Initial	100	A	07/11/2022
GARDEN CAFE	710 CENTER ST COLUMBUS, GA 31901	Routine	100	A	06/22/2022
Garden Cafe -AFLAC	1901 BUENA VISTA RD COLUMBUS, GA 31906	Routine	100	A	06/17/2022



Columbus Department of Public Health Environmental Health

West Central Health District

Golden Park Restorations Stand #3	100 4TH ST COLUMBUS, GA 31901	Routine	100	A	07/14/2022
Guadalajara Mexican Restaurant	6517 KITTEN LAKE DR STE W1 MIDLAND, GA 31820	Routine	98	A	06/07/2022
HA RU SUSHI	2505 AIRPORT TRWY UNIT B COLUMBUS, GA 31904	Routine	90	A	06/21/2022
Happy China	4403 17TH AVE #6 COLUMBUS, GA 31904	Routine	100	A	06/23/2022
HIBACHI EXPRESS	6160 BRADLEY PARK DR COLUMBUS, GA 31909	Routine	90	A	06/14/2022
Hibachi Express	6563 GATEWAY RD STE A-500 COLUMBUS, GA 31909	Routine	100	A	07/05/2022
Hibachi Grill & Supreme Buffet	2040 AUBURN AVE UNIT 1201 - 4 COLUMBUS, GA 31907	Routine	91	A	06/22/2022
Hilton Garden Inn	1500 BRADLEY LAKE BLVD COLUMBUS, GA 31904	Routine	87	B	06/22/2022
Homewood Suites	6614 WHITTLESEY BLVD COLUMBUS, GA 31909	Routine	96	A	06/01/2022
HONG KONG RESTAURANT	3846 ST. MARY'S RD COLUMBUS, GA 31906	Routine	96	A	07/06/2022
HOOTERS of Columbus II, LLC	2650 ADAMS FARM DR COLUMBUS, GA 31904	Routine	96	A	07/19/2022
HYATT PLACE	2974 NORTHLAKE PKWY COLUMBUS, GA 31909	Routine	100	A	06/29/2022
Ice Queen	6550 WHITTLESEY BLVD UNIT 101-B COLUMBUS, GA 31909	Routine	100	A	07/08/2022
Ivy Park Sports and Grill	9501 VETERANS PKWY C MIDLAND, GA 31820	Routine	91	A	06/29/2022
JAMEY'S HOT WINGS	1908D FLOYD RD 4 COLUMBUS, GA 31907	Routine	91	A	06/07/2022
Jarfly	1358 13TH ST COLUMBUS, GA 31901	Routine	95	A	06/29/2022
Jeremiah's Italian Ice	1635 WHITTLESEY RD COLUMBUS, GA 31904	Routine	95	A	06/01/2022
Jersey Mike's	1640 ROLLINS WAYS STE 400 COLUMBUS, GA 31904	Routine	100	A	06/06/2022
Jersey Mike's	4519 WOODRUFF RD STE 3 COLUMBUS, GA 31904	Routine	100	A	07/07/2022
Jim Bob's Chicken Fingers	6409 WHITTLESEY BLVD COLUMBUS, GA 31909	Routine	100	A	06/15/2022
JR Crickets	2603 MANCHESTER EXPY COLUMBUS, GA 31904	Routine	94	A	06/16/2022
Juicy Jerk Grill	3964 VETERANS PKWY COLUMBUS, GA 31904	Routine	90	A	07/26/2022
Just Thai	5156 RIVER RD STE A & B COLUMBUS, GA 31904	Routine	100	A	06/23/2022
KOREANA	5828 MOON RD COLUMBUS, GA 31909	Routine	100	A	06/06/2022
LA NACIONAL	4403 17TH AVE COLUMBUS, GA 31904	Routine	91	A	06/14/2022
Legacy Reserve at Old Town	8601 QUEEN BEE DR COLUMBUS, GA 31909	Routine	100	A	06/01/2022
Legacy Reserve at Old Town (Base)	8601 QUEEN BEE DR COLUMBUS, GA 31909	Routine	100	A	06/01/2022
Legacy Reserve at old town (Bernard's Bar)	8601 QUEEN BEE DR COLUMBUS, GA 31909	Routine	100	A	06/01/2022
Legacy Reserve at Old Town Assisted Living Dining	8601 QUEEN BEE DR COLUMBUS, GA 31909	Routine	100	A	06/01/2022
Lemongrass Thai & Sushi	2435 WYNNNTON RD COLUMBUS, GA 31906	Followup	91	A	07/11/2022
Lemongrass Thai & Sushi	2435 WYNNNTON RD COLUMBUS, GA 31906	Routine	78	C	06/21/2022
Lepoma's Pizzeria	6516 KITTEN LAKE DR MIDLAND, GA 31820	Routine	95	A	06/03/2022
Little Caesars Pizza	1901 MANCHESTER EXPY COLUMBUS, GA 31904	Routine	97	A	06/16/2022



Columbus Department of Public Health Environmental Health

LUCKY DRAGON	5120 F WARM SPRINGS RD COLUMBUS, GA 31909	Routine	88	B	06/22/2022
MAGNOLIA MANOR OF COLS ASSISTED LIVING	2040 WARM SPRINGS RD COLUMBUS, GA 31904	Routine	100	A	06/02/2022
MAGNOLIA MANOR OF COLUMBUS - EAST	2010 WARM SPRINGS RD COLUMBUS, GA 31904	Routine	100	A	06/02/2022
MAGNOLIA MANOR OF COLUMBUS - WEST	2000 WARM SPRINGS RD COLUMBUS, GA 31904	Routine	100	A	06/02/2022
MANDARIN CAFE	6100 VETERANS PKWY 5 COLUMBUS, GA 31909	Routine	96	A	06/15/2022
Maple Ridge Golf Club	4700 MAPLE RIDGE TRL COLUMBUS, GA 31909	Routine	96	A	06/09/2022
Marco's Pizza #8029	5120 WARM SPRINGS RD COLUMBUS, GA 31909	Routine	100	A	06/13/2022
MCDONALD'S	2525 AIRPORT TRWY COLUMBUS, GA 31904	Routine	96	A	06/13/2022
MEDICAL CENTER #1149	710 CENTER ST COLUMBUS, GA 31901	Routine	100	A	06/22/2022
MELLOW MUSHROOM	6100 VETERANS PKWY STE 14 COLUMBUS, GA 31909	Routine	96	A	06/09/2022
Mercy's Jamaican Kitchen	5753 MILGEN RD COLUMBUS, GA 31907	Routine	100	A	06/21/2022
Metro Diner	5524 WHITEVILLE RD COLUMBUS, GA 31904	Routine	97	A	06/30/2022
Microtel Inn and Suites	1728 FOUNTAIN CT COLUMBUS, GA 31904	Routine	100	A	07/28/2022
Miles to Go #3	5739 WHITESVILLE RD COLUMBUS, GA 31904	Routine	100	A	06/16/2022
Milgen Nutrition	5770 MILGEN RD UNIT 7 COLUMBUS, GA 31907	Routine	100	A	07/26/2022
Minnie Pearls Breakfast & Lunch	3338 VICTORY DR COLUMBUS, GA 31903	Routine	100	A	07/12/2022
Moe's House of Blues	357 BRENNAN RD COLUMBUS, GA 31903	Initial	100	A	07/20/2022
Morton's at Old Town	3580 MASSEE LN COLUMBUS, GA 31909	Routine	100	A	06/09/2022
Mr. Wings Sports Grill and Bar	4519 WOODRUFF RD STE 15 COLUMBUS, GA 31904	Routine	96	A	06/14/2022
Muscogee County Jail	700 E 10TH ST COLUMBUS, GA 31901	Routine	99	A	06/15/2022
MUSCOGEE YOUTH DEVELOPMENT CAMPUS	7700 A CHATTSWORTH RD MIDLAND, GA 31820	Routine	100	A	06/21/2022
My Boulange	111 12TH ST STE 101 COLUMBUS, GA 31901	Routine	100	A	06/28/2022
Netta's Southern Flava	2401 WHITTLESEY RD COLUMBUS, GA 31909	Routine	97	A	06/01/2022
New China Buffet	6499 VETERANS PKWY STE F COLUMBUS, GA 31909	Routine	87	B	06/16/2022
New China Express	6361 TALOKAS LN STE C 190 COLUMBUS, GA 31909	Routine	90	A	06/13/2022
Normita's Latin American Restaurant and Deli	2036 FORT BENNING RD COLUMBUS, GA 31905	Routine	100	A	06/15/2022
NV Nightclub	6499 VETERANS STE 1 COLUMBUS, GA 31909	Routine	100	A	06/29/2022
OLIVE GARDEN	5555 WHITTLESEY BLVD #5 COLUMBUS, GA 31909	Routine	97	A	06/17/2022
Outback Steakhouse	6714 WHITTLESEY BLVD COLUMBUS, GA 31909	Routine	100	A	07/26/2022
Panda Express Restaurant	5295 WHITTLESEY BLVD COLUMBUS, GA 31909	Routine	100	A	06/14/2022
Panda Garden	5600 MILGEN RD STE 10-17 COLUMBUS, GA 31907	Routine	93	A	07/18/2022
PAPA JOHN'S #2866	6381 MILGEN RD STE 6 COLUMBUS, GA 31907	Routine	100	A	06/07/2022
PAPA JOHN'S PIZZA	4801 BUENA VISTA RD UNIT A COLUMBUS, GA 31907	Routine	100	A	06/13/2022
Parker's Pantry	1815 GARRARD ST UNIT C COLUMBUS, GA 31901	Routine	100	A	06/09/2022



Columbus Department of Public Health Environmental Health

Pei Wei Express	3131 MANCHESTER EXPY STE F-5 COLUMBUS, GA 31909	Initial	100	A	07/14/2022
PELUSO'S HOUSE OF PIZZA	4529 WOODRUFF RD COLUMBUS, GA 31904	Routine	96	A	06/06/2022
PEPPER'S BAR-B-QUE	4620 C WARM SPRINGS RD COLUMBUS, GA 31909	Routine	97	A	07/06/2022
Peppone's Ristorante Pizzeria	2626 MANCHESTER EXPY COLUMBUS, GA 31904	Routine	83	B	06/23/2022
Pizza Hut	1056 MANCHESTER EXPY 6A COLUMBUS, GA 31904	Routine	100	A	06/17/2022
Popeyes	4236 BUENA VISTA RD COLUMBUS, GA 31907	Routine	96	A	06/27/2022
Popeyes Chicken	4501 RIVER RD COLUMBUS, GA 31904	Routine	100	A	06/13/2022
Pure Taqueria	8186 VETERANS PKWY COLUMBUS, GA 31909	Routine	91	A	06/28/2022
Q Korean Steak House	2643 MANCHESTER EXPY COLUMBUS, GA 31904	Routine	97	A	06/01/2022
Red Lobster #6325	5555 WHITTLESEY BLVD COLUMBUS, GA 31909	Routine	100	A	06/28/2022
Red Lobster #6325	5555 WHITTLESEY BLVD COLUMBUS, GA 31909	Routine	97	A	06/13/2022
Residence Inn - Columbus	2670 ADAMS FARM DR COLUMBUS, GA 31909	Routine	100	A	07/07/2022
ROSE HILL SEAFOOD RESTAURANT & OYSTER BAR	2621 HAMILTON RD COLUMBUS, GA 31904	Routine	100	A	06/29/2022
Ruby Tuesday	3431 MANCHESTER EXPY COLUMBUS, GA 31909	Routine	100	A	06/29/2022
Ruth Ann's Restaurant	941 VETERANS PKWY COLUMBUS, GA 31901	Routine	97	A	06/24/2022
SAFFRON	5300 SIDNEY SIMON BLVD STE 27 COLUMBUS, GA 31904	Routine	81	B	07/18/2022
Samurai Japanese Cuisine & Sushi Bar LLC	1009 BROADWAY COLUMBUS, GA 31901	Routine	100	A	07/14/2022
Sapo's Mexican Cocina and Bar	3033 MANCHESTER EXPY COLUMBUS, GA 31909	Routine	93	A	06/22/2022
SARKU JAPAN	3131 MANCHESTER EXPY 9 F COLUMBUS, GA 31904	Routine	96	A	06/15/2022
Scruffy Murphy's Irish Pub & Eatery	1037 BROADWAY COLUMBUS, GA 31901	Routine	94	A	06/10/2022
Shane's Ribshack	7529 VETERANS PKWY COLUMBUS, GA 31909	Routine	100	A	06/29/2022
Sharks Fish and Chicken	1841 WYNNTON RD COLUMBUS, GA 31906	Routine	100	A	06/15/2022
Shark's Fish and Chicken	3807 VICTORY DR COLUMBUS, GA 31903	Routine	100	A	06/29/2022
SKIPPERS SEAFOOD FRESH MARKET AND DELI	3505 BUENA VISTA RD COLUMBUS, GA 31907	Routine	93	A	06/09/2022
Sleep inn - Mainstay Suites Columbus	3662 VICTORY DR COLUMBUS, GA 31903	Routine	100	A	06/21/2022
Smoke Bourbon and BBQ	1047 BROADWAY COLUMBUS, GA 31901	Routine	81	B	06/15/2022
SMOKEY BONES BBQ SPORTS BAR	5555 WHITTLESEY BLVD BLDG 7 COLUMBUS, GA 31909	Routine	98	A	06/13/2022
SMOKEY PIG	1617 11TH AVE COLUMBUS, GA 31901	Routine	96	A	06/30/2022
Southern Roots Country Store and Cafe	1207 BROADWAY COLUMBUS, GA 31901	Routine	100	A	06/09/2022
SPEAKEASY	3123 MERCURY DR COLUMBUS, GA 31906	Routine	100	A	07/27/2022
Springer Opera House/Celebrity's at the Springer	103 10TH ST COLUMBUS, GA 31901	Routine	100	A	06/16/2022
Starbucks Coffee Co	3172 MACON RD COLUMBUS, GA 31906	Initial	100	A	07/21/2022
SUBWAY SANDWICHES	4022 B VICTORY DR COLUMBUS, GA 31903	Routine	96	A	07/22/2022
Sugga's on 18th	1112 18TH AVE COLUMBUS, GA 31906	Routine	91	A	06/17/2022



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Sydney's On First	1214 1ST AVE STE 100 & 110 COLUMBUS, GA 31901	Routine	100	A	06/10/2022
Taco Bell # 037419	7150 BEAVER RUN RD MIDLAND, GA 31820	Routine	100	A	06/13/2022
TACO BELL STORE #029103	3456 VICTORY DR COLUMBUS, GA 31903	Routine	100	A	06/13/2022
Tacos el Paisa - Extension #2	1649 ELVAN AVE COLUMBUS, GA 31903	Routine	100	A	07/06/2022
Taste of India	2301 AIRPORT TRWY STE F-5 COLUMBUS, GA 31904	Routine	91	A	06/15/2022
Taste of Tokyo	1056 MANCHESTER EXPY STE A-6B COLUMBUS, GA 31904	Routine	83	B	06/02/2022
THAI HOUSE	5592 WHITESVILLE RD COLUMBUS, GA 31904	Routine	99	A	06/01/2022
Thai Orchid	5960 VETERANS PKWY STE A COLUMBUS, GA 31909	Routine	100	A	06/10/2022
The Black Cow	115 A 12TH ST COLUMBUS, GA 31901	Routine	100	A	06/01/2022
The Blue Iguana	2301 AIRPORT TRWY STE F 1 COLUMBUS, GA 31904	Routine	91	A	06/01/2022
The Bradley Center of St. Francis	2000 16TH AVE COLUMBUS, GA 31901	Routine	100	A	07/19/2022
The Chicken Lady's Coop	6597 WHITTLESEY STE B COLUMBUS, GA 31909	Routine	100	A	06/17/2022
The Emeralds Touch BBQ Base of Operation	5150 HAMILTON RD COLUMBUS, GA 31907	Routine	100	A	06/28/2022
The Hooch	1039 BROADWAY COLUMBUS, GA 31901	Routine	100	A	06/16/2022
The Juicy Crab	1505 MANCHESTER EXPY COLUMBUS, GA 31904	Routine	100	A	07/07/2022
The Juicy Seafood	6780 VETERANS PKWY COLUMBUS, GA 31909	Routine	100	A	06/06/2022
The Legends	5762 MILGEN RD STE 100-103 COLUMBUS, GA 31907	Routine	98	A	07/25/2022
The Office Sports Bar & Grill LLC	2979 NORTHLAKE PKWY COLUMBUS, GA 31909	Routine	100	A	06/16/2022
The Original Hotdog Factory of Columbus	1002 BAY AVE STE 7 COLUMBUS, GA 31901	Routine	94	A	06/16/2022
The Original Hotdog Factory of Columbus	5600 MILGEN RD STE 101-3 COLUMBUS, GA 31903	Routine	100	A	07/19/2022
The Outskirts Sports Bar & Grill	5736 VETERANS PKWY COLUMBUS, GA 31904	Routine	89	B	06/23/2022
The Pizza Place	1030 BROADWAY COLUMBUS, GA 31901	Routine	100	A	06/28/2022
The Simple Greek	1228 BROADWAY STE 100 COLUMBUS, GA 31901	Routine	100	A	07/19/2022
The Suite	5300 SIDNEY SIMONS BLVD #24 COLUMBUS, GA 31909	Routine	100	A	07/05/2022
Thrive at Green Island	6869 RIVER RD COLUMBUS, GA 31904	Routine	95	A	06/15/2022
TRS Lounge	3473 N LUMPKIN RD STE F COLUMBUS, GA 31903	Routine	100	A	07/28/2022
Twist Skillit	1415 10TH AVE STE A-1 COLUMBUS, GA 31901	Routine	100	A	06/22/2022
Twist Skillit #3 (mobile)	1415 10TH AVE STE A1 COLUMBUS, GA 31901	Routine	100	A	06/22/2022
Twist Skillit (Mobile)	1415 10TH AVE STE A-1 COLUMBUS, GA 31901	Routine	100	A	06/22/2022
Unidine @ TSYS Riverfront Cafe	1 TSYS WAY COLUMBUS, GA 31901	Routine	100	A	06/07/2022
Uptown Vietnam Cuisine LLC	1250 BROADWAY COLUMBUS, GA 31901	Routine	90	A	06/13/2022
VALLARTA MEXICAN RESTAURANT	2151 FT. BENNING RD COLUMBUS, GA 31903	Routine	98	A	06/28/2022
VALLEY RESCUE MISSION	2903 2ND AVE COLUMBUS, GA 31904	Routine	93	A	06/14/2022
Valley Rescue Mission Women & Children Center	1200 11TH AVE BLDG A COLUMBUS, GA 31906	Routine	96	A	06/16/2022
Vertigo Fusion Kitchen, Inc.	117 12TH STREET COLUMBUS, GA 31901	Routine	100	A	07/18/2022



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Vietnam Cuisine By Big Mama,	5300 SIDNEY SIMMONS BLVD UNIT 14 COLUMBUS, GA 31904	Routine	100	A	07/13/2022
Vista Bar & Lounge	4105 BUENA VISTA RD STE F COLUMBUS, GA 31907	Routine	100	A	07/25/2022
Waffle House	1326 VETERANS PKWY COLUMBUS, GA 31901	Routine	100	A	06/27/2022
WAFFLE HOUSE #57	4005 BUENA VISTA RD COLUMBUS, GA 31907	Routine	87	B	07/18/2022
WAFFLE HOUSE #63	2727 MANCHESTER EXPY COLUMBUS, GA 31904	Routine	91	A	06/15/2022
Wasabi	5413 WHITTLESEY BLVD UNIT 500 COLUMBUS, GA 31909	Routine	91	A	06/07/2022
Wasabi Japanese Steakhouse	1808 MANCHESTER EXPY COLUMBUS, GA 31904	Routine	100	A	06/29/2022
Wendys	1633 BRADLEY PARK DR COLUMBUS, GA 31904	Routine	100	A	06/06/2022
Wendys	6490 MILGEN RD COLUMBUS, GA 31907	Routine	100	A	07/22/2022
Wendys	5585 WHITTLESEY BLVD BLDG 11 COLUMBUS, GA 31909	Routine	100	A	07/25/2022
Willy's Wings, Orebets, LLC	4405 ARMOUR RD COLUMBUS, GA 31904	Routine	94	A	06/23/2022
Wing Town	3960 BUENA VISTA RD COLUMBUS, GA 31907	Routine	94	A	06/15/2022
Wings Cafe	2911 AIRPORT TRWY COLUMBUS, GA 31909	Routine	96	A	06/06/2022
WYNN HOUSE	1240 WYNNTON RD COLUMBUS, GA 31906	Routine	92	A	06/08/2022
Zaxby's	7626 SCHOMBURG RD COLUMBUS, GA 31909	Routine	97	A	06/22/2022
Zeb's Seafood & Chicken	5120 WARM SPRINGS RD STE E COLUMBUS, GA 31909	Routine	100	A	06/15/2022
Zombie Pig BBQ	6201 VETERANS PKWY STE B COLUMBUS, GA 31909	Routine	100	A	06/17/2022
Zombie Pig BBQ (Golden Park) Base	6201 VETERANS PKWY STE B COLUMBUS, GA 31901	Routine	100	A	06/17/2022
Zombie Pig BBQ (Golden Park) Mobile	6201 VETERANS PKWY COLUMBUS, GA 31909	Routine	100	A	06/17/2022



Columbus Department of Public Health Environmental Health

Public Swimming Pool, Spa, & Recreational Water Park Inspections (23 total)

Facility Name	Address	Purpose	Score	Rating	Inspection Date
Baymont Inn & Suites	5585 WHITESVILLE RD COLUMBUS, GA 31904	Permit/Opening	100	Satisfactory	06/16/2022
Candlewood Suites	6611 WHITTLESEY BLVD COLUMBUS, GA 31909	Permit/Opening	100	Satisfactory	06/22/2022
Children's Fountain @Woodruff Park	1003 BAY AVE COLUMBUS, GA 31901	Routine	100	Satisfactory	07/13/2022
Clarion Pointe	1664 ROLLINS WAY COLUMBUS, GA 31904	Re-inspection	100	Satisfactory	07/20/2022
Clarion Pointe	1664 ROLLINS WAY COLUMBUS, GA 31904	Routine	79	Unsatisfactory	07/18/2022
Columbus Aquatic Center	1603 MIDTOWN RD COLUMBUS, GA 31906	Routine	100	Satisfactory	07/25/2022
Columbus Aquatic Center - Warm-Up Pool	1603 MIDTOWN RD COLUMBUS, GA 31906	Routine	100	Satisfactory	07/25/2022
COMFORT INN POOL	3460 MACON RD COLUMBUS, GA 31907	Permit/Opening	100	Satisfactory	06/24/2022
Country Inn & Suites	1720 FOUNTAIN CT COLUMBUS, GA 31904	Re-inspection	100	Satisfactory	07/01/2022
Country Inn & Suites	1720 FOUNTAIN CT COLUMBUS, GA 31904	Permit/Opening	85	Unsatisfactory	06/23/2022
Doubletree Hotel Columbus Pool	5351 SIDNEY SIMONS BLVD COLUMBUS, GA 31904	Routine	100	Satisfactory	07/29/2022
GIRLS, INC. BAKER CENTER POOL	3535 LEVY RD COLUMBUS, GA 31903	Re-inspection	100	Satisfactory	06/03/2022
Holiday Inn Express & Suites Pool	7336 BEAR LN COLUMBUS, GA 31909	Routine	100	Satisfactory	06/10/2022
HYATT PLACE COLUMBUS- NORTH	2974 NORTHLAKE PKWY COLUMBUS, GA 31909	Permit/Opening	100	Satisfactory	06/03/2022
La Quinta Inn & Suites by Wynham Columbus North	1711 ROLLINS WAY COLUMBUS, GA 31904	Permit/Opening	100	Satisfactory	06/09/2022
N COLUMBUS BOYS & GIRLS CLUB	1309 29TH ST COLUMBUS, GA 31904	Permit/Opening	100	Satisfactory	06/07/2022
N COLUMBUS BOYS & GIRLS CLUB	1309 29TH ST COLUMBUS, GA 31904	Permit/Opening	96	Unsatisfactory	06/03/2022
Quality Inn	3443 MACON RD COLUMBUS, GA 31907	Permit/Opening	100	Satisfactory	07/12/2022
Residence Inn	2670 ADAMS FARM RD COLUMBUS, GA 31909	Permit/Opening	100	Satisfactory	06/07/2022
STAYBRIDGE SUITES POOL	1678 WHITTLESEY RD COLUMBUS, GA 31904	Permit/Opening	100	Satisfactory	06/27/2022
TOWNE PLACE SUITES POOL	4534 ARMOUR RD COLUMBUS, GA 31904	Routine	75	Unsatisfactory	07/25/2022
TSYS LEARNING CENTER POOL	1 TSYS WAY COLUMBUS, GA 31901	Routine	100	Satisfactory	07/28/2022
TSYS LEARNING CENTER POOL	1 TSYS WAY COLUMBUS, GA 31901	Permit/Opening	100	Satisfactory	06/10/2022



Columbus Department of Public Health Environmental Health

Tourist Accommodation Inspections (16 total)

Facility Name	Address	Purpose	Score	Grade	Inspection Date
Microtel Inn & Suites	1728 FOUNTAIN CT COLUMBUS, GA 31904	Routine	98	A	07/28/2022
Courtyard by Marriott Columbus	3501 COURTYARD WAY COLUMBUS, GA 31909	Routine	100	A	07/11/2022
Extended Stay of America #102	5020 ARMOUR RD COLUMBUS, GA 31904	Routine	68	U	06/30/2022
STAYBRIDGE SUITES	1678 WHITTLESEY RD COLUMBUS, GA 31904	Routine	100	A	06/28/2022
Candlewood Suites Hotel	3389 VICTORY DR COLUMBUS, GA 31903	Routine	100	A	06/27/2022
Candlewood Suites Hotel	3389 VICTORY DR COLUMBUS, GA 31903	Routine	100	A	06/27/2022
Howard Johnson by Wyndham	3201 MACON RD COLUMBUS, GA 31906	Routine	100	A	06/27/2022
COMFORT INN	3460 MACON RD COLUMBUS, GA 31907	Routine	90	A	06/23/2022
Country Inn & Suites	1720 FOUNTAIN CT COLUMBUS, GA 31904	Routine	96	A	06/23/2022
Budgetel Inn & Suites	3170 VICTORY DR COLUMBUS, GA 31903	Routine	93	A	06/22/2022
Hilton Garden Inn	1500 BRADLEY LAKE BLVD COLUMBUS, GA 31904	Routine	98	A	06/22/2022
La Quinta Inn & Suites University	2919 WARM SPRING RD COLUMBUS, GA 31906	Routine	84	B	06/22/2022
Sleep inn - Mainstay Suites Columbus	3662 VICTORY DR COLUMBUS, GA 31903	Routine	92	A	06/21/2022
Doubletree Hotel/Houlihan's	5351 SIDNEY SIMONS BLVD COLUMBUS, GA 31909	Routine	98	A	06/14/2022
HYATT PLACE COLUMBUS-NORTH	2974 NORTHLAKE PKWY COLUMBUS, GA 31909	Routine	100	A	06/09/2022
Comfort Suites	5236 ARMOUR RD COLUMBUS, GA 31904	Routine	87	B	06/02/2022

Body Art Studio Inspections (1 total)

Facility Name	Address	Purpose	Score	Inspection Date
Inkphoria Tattoo Studio, LLC	6125 MACON RD SUITE J COLUMBUS, GA 31907	Permitting	100	06/07/2022
Lion's Mane Tattoo & Piercing	5934 Veterans Parkway Columbus, GA 31909	Permitting	100	06/09/2022



**COLUMBUS BOARD OF HEALTH
FISCAL YEAR 2022
JULY 1, 2021 – JUNE 30, 2022**

Welcome our new Nurse Manager – Michelle Crawford

The BOH Nursing Report is a summary of the cumulative program numbers from the previous Fiscal Year

This report represents patients who received services from

<i>July 1, 2021 – June 30, 2022</i>	<i>July 1, 2020 – June 30, 2021</i>
<i>Initial Visits – 12,120</i>	<i>Initial Visits – 8,224</i>
<i>Return Visits – 3,686</i>	<i>Return Visits – 2,531</i>
<i>Total Visits = 15,806</i>	<i>Total Visits = 10,755</i>

FISCAL YEAR 2023

New Fiscal Year Patient Numbers:

<i>July 1, 2022 – July 31, 2022</i>	<i>July 1, 2021 – July 31, 2021</i>
<i>Initial Visits – 830</i>	<i>Initial Visits – 1,410</i>
<i>Return Visits – 51</i>	<i>Return Visits – 113</i>
<i>Total Visits = 881</i>	<i>Total Visits = 1,528</i>

Community Awareness Activities:

- COVID-19 rapid testing for first responders (Columbus Consolidated Government)
- Clinical rotation for BSN Nursing Students from CSU

Community Collaborations:

- Muscogee County Attendance Panel (MCAP), via Zoom, monthly
- Child Fatality Review (CFR), via Zoom, monthly
- Children in Need of Services Panel (CHINS), via Zoom, monthly
- Multidisciplinary Team (MDT) meeting, monthly (face to face and via Zoom)
- MOU's and MOA's with several community partners for various services, such as PPD's and immunizations

Activities during this same time frame:

- COVID-19 testing with LTS, Monday – Saturday 9a – 2p
- COVID-19 vaccines available Monday – Friday 9a – 4p
- COVID-19 vaccines to homebound residents, as requested
- COVID-19 conference call with district staff and Nurse Managers, 1st Tuesday each month

- COVID-19 Strike Team Public Health on Wheels events including:
 - Piggly Wiggly (Woodruff Farm Rd)
 - Frank Chester Park
 - Juneteenth Events (Sat & Sun)
 - CSU
 - Savannah Grand Assisted Living
 - Hollywood Connection
 - Farley Homes
 - Double Churches Pool
 - Lake Bottom Park
 - Elizabeth Canty Homes
 - Golden Park
 - Columbus Dream Center
 - Miller Motte Technical College
 - Wilson Homes
 - Nicholson Terrace
 - Columbus Tech Back to School
 - Mercy Med
 - Community Field Day
- Monkeypox testing, by appointment only
- Monkeypox vaccine, by appointment only
- Strike Team Planning meeting, every Friday
- Active Shooter Training for all staff, June 23

Upcoming Activities:

- Continue COVID-19 testing daily with LTS, Monday –Saturday 9a – 2p
- Continue administering COVID-19 Vaccines Monday – Friday 9a – 4p
- Continue to provide COVID-19 Vaccines to homebound residents, as requested
- Continue Monkeypox testing and vaccines, as requested, by appointment only
- Easter Seals, PPD's and Tetanus Vaccines for staff, August 10
- Continue to use the Strike Team for COVID-19 & Monkeypox Vaccine Outreach
 - Edge Church, August 5
 - Hosley Chapel, August 6
 - Marshall Success Center, August 10
 - Columbus Dream Center, August 20
 - Savannah Grand, August 24

COVID-19 Vaccines administered as of August 17, 2022 – 34,181



BOARD OF COMMISSIONERS MEETING
Wednesday, May 18, 2022

Commissioners Present; Lauren Becker, Chair; Jamie Waters, Vice Chair; Miles Greathouse, Secretary/Treasurer, Sherricka Day, Dan Gilbert, Pete Jones, Pace Halter

Commissioners Absent: Mamie Pound, Donna Hix, Mayor Skip Henderson

Special Invitees: Norm Easterbrook, RiverCenter; Michael Denehy, National Infantry Museum; Merri Sherman, Columbus Sports Council; Ed Wolverton, Uptown Columbus

Staff Present: Peter Bowden, Shelby Guest, Ashley Woitena

Call to Order Lauren Becker

- The May meeting was called to order by Lauren Becker at 3:30pm.

Approval of Minutes & Financials Miles Greathouse

- Miles Greathouse reminded the Board approval of Minutes & Financials is by way of consent agenda and asked if there were any questions or discussions on the minutes and financials. There being none, a motion was made by Jamie Waters to approve the April Minutes & Financials and the motion was seconded by Sherricka Day. A vote was taken, and the motion was approved.

Chair's Report..... Lauren Becker

- Ms. Becker reminded the Board discussed the relocation of the current administrative office to the YMCA Building. Discussions were held and there was a consensus of Board members present this option should be pursued. Ms. Becker asked Peter Bowden to recap the rationale and plans of the relocation. Mr. Bowden explained the savings and comparisons of other properties visited. He said the goal is complete the move by the end of August. Ms. Becker asked the Board to ratify the relocation based on the April Board meeting discussion and its consensus. The Board gave its approval, with Pace Halter abstaining.

President's Report..... Peter Bowden

- Mr. Bowden began by explaining that this month's report would focus on the Sales Department, specifically the importance of being a one-stop shop. VisitColumbusGA's cornerstones include

Visitor Services, Advertising & Marketing, Research, Brand Awareness, Site Visits, Travel Writer Tours, Film, and Meetings & Conventions.

- He then introduced Ashley Woitena, Vice President of Sales, for an in-depth look at the inner workings of the Department. Ms. Woitena stressed the importance of prospecting, awareness, and a call to action with clients. This includes social media, working with associations, retargeting the audience in conjunction with efforts brought forth by working with the Digital Edge Agency, and familiarization tours. She shared the digital packet the Sales department is currently using, highlighting the proposal template. There was also a mention of some of the travel Sales will be embarking on to include Destination Showcase, GSAE Annual Conference, Military Reunion Network, Small Meeting Marketing Conference, Meetings Today, Smart Meetings, and more. There are also plans for a refresh of VisitColumbusGA's destination research -- this usually occurs every 3-4 years -- as well as a refresh for the main website. Ms. Woitena also informed the Board about how Sales is preparing for the future, with emphasis on infrastructure, incentives, transportation, and collaboration. (Please refer to the slide deck for complete presentation)

Other Business.....Group

- No other business from the group

Adjournment.....Lauren Becker

With no further business, Ms. Becker adjourned the meeting at 4:40 p.m.

File Attachments for Item:

. COUNCIL'S APPOINTMENT- READY FOR CONFIRMATION:

ANIMAL CONTROL ADVISORY BOARD: Ms. Julee Fryer was nominated to serve another term of office. (*Councilor Thomas's nominee*) **Term expires: October 15, 2024**

ANIMAL CONTROL ADVISORY BOARD: Ms. Channon Emery was nominated to serve another term of office. (*Councilor Tucker's nominee*) **Term expires: October 15, 2024**

BOARD OF HONOR: Mr. John Wells was nominated to serve another term of office. (*Councilor Crabb's nominee*) **Term expires: October 31, 2026**

COMMISSION ON INTERNATIONAL RELATIONS & CULTURAL LIAISON ENCOUNTERS (CIRCLE): Ms. Natasha Banks was nominated to succeed Ms. Rose Spencer. (*Councilor Barnes's nominee*) **Term expires: March 1, 2025**

LAND BANK AUTHORITY: Ms. Deidre Tilley was nominated to serve another term of office. (*Councilor Huff's nominee*) **Term expires: October 31, 2026**

LAND BANK AUTHORITY: Mr. Christopher Phillips was nominated to succeed Mr. Patrick Coleman. (*Councilor Crabb's nominee*) **Term expires: October 31, 2026**

PERSONNEL REVIEW BOARD: Ms. Donna Baker was nominated to succeed Ms. Darlene Small as Alternate Member 3. (*Mayor Pro Tem Allen's nominee*) **Term expires: December 31, 2024**

**Columbus Consolidated Government
Board Appointments – Action Requested**

2. COUNCIL’S APPOINTMENT- READY FOR CONFIRMATION:

- A. ANIMAL CONTROL ADVISORY BOARD:** Ms. Julee Fryer was nominated to serve another term of office. (*Councilor Thomas’ nominee*) Term expires: October 15, 2024
- B. ANIMAL CONTROL ADVISORY BOARD:** Ms. Channon Emery was nominated to serve another term of office. (*Councilor Tucker’s nominee*) Term expires: October 15, 2024
- C. BOARD OF HONOR:** Mr. John Wells was nominated to serve another term of office. (*Councilor Crabb’s nominee*) Term expires: October 31, 2026
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