

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 23, 2022
5:30 PM
Regular Meeting

MAYOR'S AGENDA

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

MINUTES

1. Approval of minutes for the August 9, 2022 Council Meeting and Executive Session.

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)
- 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)
- 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)
- 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)

RESOLUTIONS

- 5.** 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 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)

PUBLIC AGENDA

1. Mr. Howard Turner, Re: CPD Manual 2021 Edition, Responsibilities and Duties of a Police Officer, 1-6.1 General Authority.
2. Mr. Ulysses Rayford, Re: Train crossing at the Spiderweb on Buena Vista Road.
3. Mrs. 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.
4. Ms. Theresa El-Amin, representing Southern Anti-Racism Network, Re: Violence and Questions about Cure Violence.

CITY MANAGER'S AGENDA

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

Approval is requested to enter into an agreement with Historic Columbus Foundation, Inc. for the redevelopment of Heritage Park and the Promenade on Front Ave. HCF will provide all of the funding required for this project. The estimated value of the Heritage Park is \$500,000 and HCF will invest at least \$2 million on this project. The city will continue to provide general maintenance of the Promenade and HCF will maintain all of the features.

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.

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

Approval is requested to purchase 1546th 9th Ave Columbus, Georgia 31901 from Conservative Investment Inc. for the amount of \$80,246.90 to expand Metra Transit System services.

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.

Approval is requested for the acceptance of That portion of Hayfields Road, that portion of Kadie Way and Katie Court located in Phase One, Section Two Part B, Heiferhorn Farms.

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

Approval is requested for granting a variance to Section 7.10.1-Required Sidewalk of the Unified Development Ordinance (UDO) excusing the requirement to install sidewalks in all residential, commercial and industrial developments along 8140 Fortson Rd.

6. Columbus Police Department: Donation Motor Squad.

Approval is requested to accept one donation in the amount of \$1,500 given in support of the Columbus Police Department Motor Squad

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

Approval is requested to allow the Columbus Police Department to donate three (3) police marked Chevrolet Tahoe's with all police equipment other than computers to Columbus State University to assist them with their daily functions providing security for their students. These marked police vehicles are scheduled to be turned into the shop for auction based on the city criteria. In most cases these vehicles will be 2012 models.

8. FY2023 5303 Grant Application for Planning Assistance

Approval is requested to authorize the Department of Transportation/METRA to restate and amend Resolution 157-22 to add lines six and seven to the Resolution that has already been approved by council on 6/21/22. Line 6 and 7 are listed below.

(6) That the applicant while making application to or receiving grants from the Federal Transit Administration will comply with the FTA Circular 8100.1D, FTA Certifications and Assurances for Federal Assistance 2019 as listed in this grant application and General Operating Guidelines as illustrated in the Georgia State Management Plan.

(7) That the applicant has or will have available the required non-federal funds to meet Introduced at a regular meeting of the Council of Columbus, Georgia held on the 21st day of June 2022 and adopted at said meeting by the affirmative vote of seven members of said Council.

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

Approval is requested to apply for a grant and, if awarded, accept a grant valued at approximately \$238,000.00 or the amount awarded. The funds provide assistance to the City in administering programs to keep youth productively engaged and off the streets.

10. PURCHASES

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

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

- C. Former Georgia State Farmers Market Phase II – Site Remediation – RFP No. 22-0030
- D. Traffic Signal Contractor (Annual Contract) – RFP No. 22-0020
- E. Practice Ammunition for Sheriff’s Department – Georgia State Contract Cooperative Contract
- F. Ten (10) 2022 Utility Police Interceptors (SUV’s) for Columbus Police Department – Georgia Statewide Contract Cooperative Purchase
- G. Geotechnical and Environmental Materials Testing Services (Annual Contract) – RFP No. 22-0002
- H. Side Loader Refuse Truck Bodies (Re-Bid) – RFB No. 22-0042
- I. Two (2) 2022 Ford F-150 Police Responder Vehicles for the Sheriff’s Office

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’ 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.

11. UPDATES AND PRESENTATIONS

- A. Compensation Pay Plan Update - Reather Hollowell, Human Resource Director
- B. Civic Center Update – Robert Landers, Civic Center Director

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 - A resolution changing the August 30, 2022 Consent Agenda / Work Session to a Regular Meeting / Work Session.
2. RESOLUTION - A resolution cancelling the September 6, 2022 and October 4, 2022 Proclamation Sessions.
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.)*
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

BOARD APPOINTMENTS - ACTION REQUESTED

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

A. COLUMBUS IRONWORKS CONVENTION & TRADE CENTER AUTHORITY:

Craig Burgess- Interested in serving another term

(Mayor's Appointment)

Eligible to succeed

Term Expires: October 24, 2022

Lauren Chambers

(Mayor's Appointment)

Not eligible to succeed

Term Expires: October 24, 2022

These are three-year terms. Board meets monthly.

Women: 2

Senatorial District 15: 1

Senatorial District 29: 4

B. CRIME PREVENTION BOARD:

Joseph M. LaBranche

(Mayor's Appointment)

(Fort Benning Liaison)

Not Eligible to succeed

Term Expired: March 31, 2022

Mayor Henderson is nominating Dr. Rocky Marsh to succeed Joseph M. LaBranche.

These are three-year terms. Board meets monthly.

Women: 4

Senatorial District 15: 2

Senatorial District 29: 5

C. PENSION FUND, EMPLOYEES' BOARD OF TRUSTEES:

Renee McAneny

(Mayor's Appointment)

(Retired City Employee)

Currently serving on another board

Term Expired: June 30, 2022

Mayor Henderson is nominating Mr. Ricky Boren to succeed Ms. Renee McAneny.

D. PUBLIC SAFETY ADVISORY COMMISSION:

Pete Temesgen

(Mayor's Appointment)

Accepted a judgeship

Term Expires: October 31, 2023

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

A. PUBLIC SAFETY ADVISORY COMMISSION:

Bryon Hickey

(Council District 1- Barnes)

Not eligible to succeed

Term Expires: October 31, 2022

Friar Noel Danielewicz

(Council District 3- Huff)

Seat Declared Vacant

Term Expires: October 31, 2022

Donald Watkins

(Council District 5- Crabb)

Not eligible to succeed

Term Expires: October 31, 2022

Lisa Branchcomb

(Council District 7- Woodson)

Does not request reappointment

Term Expires: October 31, 2022

Scott Taft

(Council District 9- Thomas)

Eligible to succeed

Term Expires: October 31, 2022

These are three-year terms. Board meets monthly.

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

A. ANIMAL CONTROL ADVISORY BOARD:

Julee Fryer- Interested in serving another term

Open for Nominations

Eligible to succeed

(Council's Appointment)

Term Expires: October 15, 2022

Channon Emery- Interested in serving another term

Open for Nominations

Eligible to succeed

(Council's Appointment)

Term Expires: October 15, 2022

Dr. Jean Waguespack

Veterinary Association Representative

Eligible to succeed

Term Expires: October 15, 2022

Open for Nominations
(Council's Confirmation)

These are two-year terms. Board meets as needed.

Women: 7

Senatorial District 15: 2

Senatorial District 29: 6

B. BOARD OF HONOR:

John E. Wells- Interested in serving another term

Eligible to succeed

Term Expires: October 31, 2022

Open for Nominations
(Council's Appointment)

Bob Hydrick

(passed away)

Term Expires: October 31, 2022

Open for Nominations
(Council's Appointment)

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

These are four-year terms. Board meets as needed.

Women: 3

Senatorial District 15: 4

Senatorial District 29: 2

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

Rose Spencer

Not Eligible to serve another term

Term Expired: March 1, 2021

Open for Nominations
(Council's Appointment)

Councilor Barnes is nominating Natasha Banks to succeed Rose Spencer.

These are four-year terms. Board meets monthly.

Women: 6

Senatorial District 15: 5

Senatorial District 29: 5

D. LAND BANK AUTHORITY:

Deidre Tilley - Interested in serving another term

Eligible to succeed

Term Expires: October 31, 2022

Open for Nominations
(Council's Appointment)

Tyler Pritchard

Does not request reappointment

Term Expires: October 31, 2022

Open for Nominations
(Council's Appointment)

Patrick Coleman

Not eligible to succeed

Term Expires: October 31, 2022

Open for Nominations
(Council's Appointment)

Councilor Crabb is nominating Mr. Christopher Phillips to succeed Mr. Patrick Coleman.

These are four-year terms. Board meets as needed.

Women: 3

Senatorial District 15: 5

Senatorial District 29: 2

E. PERSONNEL REVIEW BOARD:

Darlene Small

(Alternate Member 3)

Not Eligible to succeed

Term Expired: December 31, 2021

Open for Nominations
(Council's Appointment)

Dr. Shanita Pettaway

(Alternate Member 5)

Resigned

Term Expires: December 31, 2022

Open for Nominations

(Council's Appointment)

Mayor Pro Tem Allen is nominating Ms. Donna Baker to succeed Ms. Darlene Small.

The terms are three years. Board meets monthly.

Women: 3

Senatorial District 15: 5

Senatorial District 29: 3

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 9, 2022 Council Meeting and Executive Session.

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

M A Y O R ' S A G E N D A

PRESENT: Mayor B. H. "Skip" Henderson, III and Mayor Pro Tem R. Gary Allen (via Microsoft Teams) and Councilors Jerry "Pops" Barnes (via Microsoft Teams), Charmaine Crabb, Glenn Davis (arrived at 9:01 a.m.), R. Walker Garrett (arrived at 10:09 a.m., via Microsoft Teams), John M. House, Bruce Huff, Judy W. Thomas, and Toyia Tucker. City Manager Isaiah Hugley, City Attorney Clifton Fay, Clerk of Council Sandra T. Davis, and Deputy Clerk of Council Lindsey G. McLemore were present.

ABSENT: Councilor Evelyn "Mimi" Woodson was absent.

The following documents have been included as a part of the electronic Agenda Packet: (1) the Home-ARP Program Presentation; (2) Property Acquisition Presentation; (3) 2022 - 2023 Annual Action Plan

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

INVOCATION: Offered by Former Councilor Wayne Anthony- Minister for South Georgia United Methodist Conference

PLEDGE OF ALLEGIANCE: Led by Mayor Henderson

MINUTES

1. Approval of minutes for the July 26, 2022, Council Meeting. Councilor House made a motion to approve the minutes, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

UPDATE:

2. An update on COVID-19. **Update not presented.*

PRESENTATION:

4. Introduction of Major General Buzzard, Commanding General, U.S. Army Maneuver Center of Excellence.

Major General Curtis A. Buzzard approached the rostrum to introduce himself as the new Commanding General for the U.S. Army Maneuver Center of Excellence. He expressed his eagerness to get involved in the community and continue the relationship between Fort Benning and Columbus.

PROCLAMATION:3. **PROCLAMATION:** Black Business-Philanthropy Month

RECEIVING: The River Valley Black Chamber of Commerce - President, Michael Muhammad

Councilor Toyia Tucker read the proclamation into the record, proclaiming August 2022, as *Black Business-Philanthropy Month*, recognizing The River Valley Black Chamber of Commerce in their efforts in celebrating and supporting black-owned businesses and other entrepreneurs.

ANIMAL CARE & CONTROL INTERNAL AUDIT REQUEST:

Councilor House made a motion to authorize an internal audit on the Animal Care and Control Division to set a basis for the potential of contracting out services, seconded by Councilor Crabb and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

City Manager Isaiah Hugley stated he has no intentions of bringing the contract with PAWS Humane to provide Animal Care and Control Services back for authorization until a member of Council requests it.

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

- If the intent is to contract out services for Animal Care and Control, check to make sure the other party is compatible with the needs of the citizens and the services provided are comparable.
(Request of Councilor Davis)

COLUMBUS FIRE & EMS INTERNAL AUDIT REQUEST:

Councilor Davis made a motion authorize an internal audit on the budget and strategic planning for the Columbus Fire and EMS Department, seconded by Councilor Huff and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

CITY ATTORNEY'S AGENDA**ORDINANCES**1. **Ordinance (22-040) - 2nd Reading-** An ordinance providing for the demolition of various structures located at:

1) **81 Lafayette Drive** (Crawford B. Smith Jr., Owner); 2) **776 Terminal Court** (Jonnie L. General, Owner); 3) **920 Diggs Avenue** (Walter S. Bland, Owner); 4) **3025 Bonanza Drive** (Peter J. Wheeler, Owner); 5) **2317 Forsyth Street** (Jeraquis Chaney, Owner); 6) **2059 Mason Street** (Garnet Funds Group LLC, Owner); 7) **2410 Schaul Street** (T. Marie Enterprises INC, Owner); 8) **6035 Mill Branch Road** (John Moore, Owner); 9) **1065 Martin Luther King Blvd** (William Mott, Owner); 10) **1530 Hunt Avenue** (Gerald L. Miley, Owner) (Mayor Pro-Tem) Councilor Crabb made a motion to adopt the ordinance, seconded by Councilor House and carried unanimously by the eight

members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

Inspections & Code Director Ryan Pruett approached the rostrum to respond to questions from the members of Council present regarding various properties on the demolition list.

REFERRAL(S):

FOR THE INSPECTIONS & CODE DIRECTOR:

- Look into the property located at 4243 Willis Street, where a tree limb fell into the neighbor's home and injured her. (*Request of Councilor Huff*)
- Check into signage on Farr Road. (*Request of Councilor Huff*)

- 2. Ordinance (22-041) - 2nd Reading-** An Ordinance amending Article VII of Chapter 13 of the Columbus Code to revise provisions concerning junked motor vehicles; and for other purposes. (as amended) (Councilor Barnes) Councilor House made a motion to amend the ordinance to include a provision exemption to allow on each residential parcel no more than one vehicle that is in the process of restoration for which an antique motor vehicle tag has been obtained from the State of Georgia, seconded by Councilor Crabb and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting. Councilor Tucker then made a motion to adopt the ordinance as amended, seconded by Councilor Crabb and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

RESOLUTIONS

- 3. Resolution (201-22):** A Resolution of the Council of Columbus, Georgia, declaring its official intent to enter into a second amendment to an intergovernmental contract with the Hospital Authority of Columbus, Georgia ("the "Authority") in order to provide security for the payment of the Authority's proposed Refunding Revenue Anticipation Certificate, Series 2023 (the "Series 2023 Certificate"), the proceeds from which shall be used to refund all or a portion of the Authority's outstanding Revenue Anticipation Certificates, Series 2013; to authorize various officials of Columbus to take such further actions as are necessary relating to the issuance of the Series 2023 Certificate; and for other purposes. (Request of the Hospital Authority of Columbus, Georgia) Councilor Thomas made a motion to approve the resolution, seconded by Councilor House and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.
- 4. Resolution (202-22):** A Resolution approving a contract with Georgia Probation Services, Inc. to provide probations services for Superior, Municipal and Recorder's Courts. (Mayor Pro-Tem) Councilor Tucker made a motion to approve the resolution, seconded by Councilor Crabb and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

REFERRAL(S):

FOR THE CITY ATTORNEY:

- Look into the requirement of having six councilors physically present to make a quorum to allow for councilors attending virtually to participate. Bring information back on August 30, 2022 Work Session. *(Request of Councilor Thomas)*
- Add allowing virtual attendance for meetings to the next legislative agenda. *(Request of Mayor Pro Tem Allen)*

PUBLIC AGENDA

1. Ms. Theresa El-Amin, representing Southern Anti-Racism Network, Re: Ban the box, ending mass incarceration. *(Not Present at this time when called upon to address the Council. See Below her appearance at the end of the Clerk's Agenda.)*

CITY MANAGER'S AGENDA

1. Kadie the Cow Relocation and Maintenance

Resolution (203-22): A resolution authorizing the City Manager to execute a memorandum of understanding with Uptown Columbus, Inc. for the relocation and maintenance of Kadie the Cow. Councilor Tucker made a motion to approve the resolution, seconded by Councilor House and carried by the seven members present, with Mayor Pro Tem Allen and Councilors Barnes, Davis, House, Huff, Thomas and Tucker voting in favor; Councilor Crabb voting no with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

2. Substantial Amendment Revisions for FFY2021/FY 2022 HUD Annual Action Plan – (HOME-ARP)

Resolution (204-22): A resolution authorizing the filing of a substantial amendment to the FY 2021/FY 2022 Department of Housing and Urban Development (HUD) Annual Action Plan to include Home Investment Partnerships American Rescue Plan (HOME-ARP) Allocation Plan and Funding. Councilor Tucker made a motion to approve the resolution, seconded by Councilor House and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

Community Reinvestment Director Rob Scott approached the rostrum to provide a presentation on the HOME-ARP Program. He explained this program was included in the 2021 American Rescue Plan for a one-time \$5 billion appropriation for its creation. He stated the funds were programmed and allocated by formula through HUD's existing HOME Program. He shared that Columbus' HOME-ARP Allocation is \$3,574,055 and the funding available for eligible projects is \$3,037,947.

REFERRAL(S):

FOR THE CITY MANAGER:

- Schedule public meetings to get the information out to the community. *(Request of Councilor Tucker)*

3. FY23 HUD Annual Action Plan Submission to the U.S. Department of Housing and Urban Development (HUD)

Resolution (205-22): A resolution authorizing the filing of the FY23 Annual Action Plan to the U.S. Department of Housing and Urban Development (HUD). Councilor Tucker made a motion to approve the resolution, seconded by Councilor House and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

Community Reinvestment Director Rob Scott approached the rostrum to provide a presentation on the FY 2023 Annual Action Plan, which is submitted to the U.S. Department of Housing and Urban Development (HUD) as a requirement of HUD grantees. He provided the various projects included in the plan and the Program Year 2022-2023 Funding distribution.

4. 2050 Metropolitan Transportation Plan with a Freight Plan Element and the 2023 Congestion Management Process

Resolution (206-22): A resolution authorizing the Columbus-Phenix City MPO to submit an application for planning funds, in the amount of \$400,000.00, or as otherwise awarded, along with a 20% cash match, and if awarded, authorize the City Manager of Columbus, Georgia to enter into a contractual agreement with the Georgia Department of Transportation to update the 2050 Metropolitan Transportation Plan and the 2023 Congestion Management Process, and amend the Multi-Governmental Fund by the amount awarded. Councilor Huff made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

5. Lease Agreement – 501 12th Street –Pizza Holdings International LLC

Resolution (207-22): A resolution authorizing the City Manager to execute a lease with Pizza Holdings International LLC to lease parking spaces at city owned 501 12th Street, Columbus, Georgia 31901 for five (5) years with two (2) renewals for \$1,000 per year. Councilor Tucker made a motion to approve the resolution, seconded by Councilor Davis and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

6. Lease Agreement – Parking Spaces Locate Directly Underneath or Below the 13th Street Viaduct to Crawford JMD Holdings, LLC

Resolution (208-22): A resolution authorizing the City Manager to execute a lease with Crawford JMD Holdings LLC to lease city owned parking spaces beneath the 13th Street viaduct/bridge for a period of five (5) years with two (2) renewals for \$1,000 per year. Councilor Tucker made a motion to approve the resolution, seconded by Councilor Davis and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

7. Revised Lease of Equipment for City Golf Courses

Resolution (209-22): A resolution authorizing two lease agreements with Huntington Bank over a 48-month lease period in a total amount of \$204,144.48 to obtain equipment to be utilized at Bull Creek Golf Course and at Oxbow Creek Golf Course. Councilor Tucker made a motion to approve the resolution, seconded by Councilor Davis and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

8. PURCHASES

A. Welding/Metal Fabrication Services (Annual Contract) – RFB No. 22-0043

Resolution (210-22): A resolution authorizing the execution of an annual contract for welding/metal fabrication services from R. Smith Metal Works (Columbus, GA), for the estimated annual contract value of \$25,200.00. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

B. Storage Facility Rental Payment for the Sheriff's Office

Resolution (211-22): A resolution authorizing the payment to River Mill Storage, LLC (Columbus, GA) for the annual storage facility rental fee, in the amount of \$40,079.00, for FY23 payment is further authorized for subsequent annual rental fees. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

C. Recycling Containers for Public Works – Sourcewell Cooperative Purchase

Resolution (212-22): A resolution authorizing the purchase of recycling containers from Wastequip/Toter (Statesville, NC), in the amount of \$52,728.00, by cooperative purchase via Sourcewell Contract #041521-TOT. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

D. Annual Software Renewal for Cyber Security Training – Georgia State Contract Cooperative Purchase

Resolution (213-22): A resolution authorizing payment to CDW Government (Vernon Hills, IL), in the amount of \$34,751.58, for the annual software renewal for Cyber Security Training. The purchase/payment will be accomplished by cooperative purchase, via Georgia Statewide Contract #99999-SPD-SPD0000060-0004. Payment is further authorized for subsequent annual renewals of the software. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

E. Two (2) 2023 Police Responder Pursuit Rated F-150 Pickup Trucks for Muscogee County Sheriff's Office – Georgia Statewide Contract Cooperative Purchase

Resolution (214-22): A resolution authorizing the purchase of two (2) 2023 Police Responder Pursuit Rated F-150 Pickup Trucks for the Muscogee County Sheriff's Office, from Allan Vigil Ford (Morrow, GA), by cooperative purchase via Georgia Statewide Contract #99999-SPD-SPD00000183-005, at a unit price of \$46,187.00, and a total cost of \$92,374.00. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

- F. One (1) 2023 Ford F-150 Pick-up Truck for Oxbow Creek Golf Course –Georgia Statewide Contract Cooperative Purchase

Resolution (215-22): A resolution authorizing the purchase of one (1) 2023 Ford F-150 Pickup Truck for Oxbow Creek Golf Course, from Allan Vigil Ford (Morrow, GA), by cooperative purchase via Georgia Statewide Contract #99999-SPD-ES40199373-002, at a unit price of \$28,930.00. Councilor House made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Garrett being absent for the vote, and Councilor Woodson being absent for the meeting.

9. UPDATES AND PRESENTATIONS

- A. Property Acquisition Update - Pam Hodge, Deputy City Manager

Deputy City Manager Pam Hodge approached the rostrum to provide a presentation on the proposed property acquisition of the TSYs property located at 1000 5th Avenue, Columbus, Georgia for the Muscogee County Sheriff's Administration Offices. She stated the negotiated price of the property being \$2.525 million and the estimated renovation cost at \$13 million.

Muscogee County Sheriff Greg Countryman approached the rostrum to answer various questions from the members of Council and to explain the deputy sheriff's roles in providing security in city buildings.

BID ADVERTISEMENT

August 10, 2022

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

A mandatory pre-bid conference will be held at 10:30 AM on Wednesday, August 10, 2022. Attendees shall convene in the Ground Floor Conference Room of the Annex Building, which is located at 420 10th Street in Columbus, Georgia.

Vendors will be allowed a 10-minute grace period. Any vendor who is not present in the Ground Floor Conference Room of the Annex Building, within 10 minutes after the time slated for the beginning of the mandatory pre-bid conference, shall not be allowed to participate any further in the bid process.

August 12, 2022

1. **Naming Rights Consulting Services – RFP No. 22-0031**
Scope of RFP

Columbus Consolidated Government invites qualified consultants to submit proposals to provide a valuation study and assist or in whole find a sponsor for naming rights at the Columbus Civic Center and Ice Rink.

2. **Design and Construction Services for Shirley B. Winston, Rigdon Park, and Psalmound Road Pools – RFP No. 23-0001**
Scope of RFP

Columbus Consolidated Government (the City) is requesting proposals from qualified contractors to engage a Design-Builder to design and construct new in-ground pools at three existing park locations throughout the City.

Each project location will include modifications to the existing pool location including necessary demolition, renovation of existing structures, and installation of new pool structure and equipment. The selected Design-Builder will be responsible for all programming, design, and construction.

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 31, 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.

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.

CLERK OF COUNCIL’S AGENDA

ENCLOSURES - ACTION REQUESTED

1. RESOLUTION - A resolution excusing Councilor R. Walker Garrett from the August 9, 2022, Council Meeting. Clerk of Council Davis explained Councilor Garrett was able to join the meeting virtually; therefore, this resolution needs no action and would be withdrawn.

2. **ADD-ON RESOLUTION (216-22):** A resolution excusing Councilor Evelyn “Mimi” Woodson from the August 9, 2022, Council Meeting. Councilor Tucker made a motion to approve the resolution, seconded by Councilor House and carried unanimously by the nine members present, with Councilor Woodson being absent for the meeting.
3. **RESOLUTION (217-22)** - A resolution approving Honorary Designation Application submitted by Queen Scott requesting signage on Gleason Avenue in honor of Adlena Austin Spencer. (*The Board of Honor met on July 27, 2022 and recommends approval.*) Councilor Huff made a motion to approve the resolution, seconded by Councilor House and carried unanimously by the nine members present, with Councilor Woodson being absent for the meeting.
4. **RESOLUTION (218-22)** - A resolution approving an Honorary Designation Application from Lillian Henderson (Lewis Memorial Baptist Church) for street signage on Adair Avenue in honor of Rev. Benjamin F. McGruder, Jr. (*The Board of Honor met on July 27, 2022 and recommends approval.*) Councilor Huff made a motion to approve the resolution, seconded by Councilor House and carried unanimously by the nine members present, with Councilor Woodson being absent for the meeting.
5. **RESOLUTION (219-22)** - A resolution approving an Honorary Designation Application from Tony Thornton for street signage at 2nd Avenue and 35th Street / 35th Street and River Road in honor of Ronnie Duckworth, Sr. (*The Board of Honor met on July 27, 2022 and recommends approval.*) Councilor Huff made a motion to approve the resolution, seconded by Councilor House and carried unanimously by the nine members present, with Councilor Woodson being absent for the meeting.
6. **Minutes of the following boards:**
 - Board of Honor, July 27, 2022
 - Board of Tax Assessors, #22-22 and #23-22
 - Board of Zoning Appeal, July 6, 2022
 - Planning Advisory Commission, June 1, 2022

Councilor House made a motion to receive the minutes, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Woodson being absent for the meeting.

BOARD APPOINTMENTS - ACTION REQUESTED

7. COUNCIL APPOINTMENT- VOTE TABULATION:

A. PLANNING ADVISORY COMMISSION:

A nominee for the seat of Raul Esteras-Palos (*No longer a resident*) for a term that expires on March 31, 2023, on the Planning Advisory Commission (*Council’s Appointment*). Clerk of Council Davis explained on July 26, 2022, Councilor Crabb nominated Christopher Phillips and Councilor Woodson nominated Dr. Walter Taylor. She also explained Councilor Davis is nominating Patrick Steed for this seat as well, and Council would need to take a vote tabulation. Councilors Crabb and Tucker voted for Christopher Phillips. Mayor Pro Tem Allen and Councilors Barnes, Davis, Garrett, House, Huff and Thomas voted for Patrick Steed. After Clerk of Council Davis announced that Mr. Patrick

Steed has seven votes and may be confirmed, Councilor Thomas made a motion to confirm the appointment of Patrick Steed to fill the unexpired term of Raul Esteras-Palos on the Planning Advisory Commission, seconded by Councilor Davis and carried unanimously by the nine members present, with Councilor Woodson being absent for the meeting.

UPCOMING BOARD APPOINTMENTS:

- A. Animal Control Advisory Board – (Council & 1 Veterinary Association recommendation)
- B. Board of Honor - (Council Appointments)
- C. Columbus Ironworks Convention & Trade Center Authority - (Mayor's Appointments)
- D. Land Bank Authority - (Council Appointments)
- E. Public Safety Advisory Commission - (Council District Seat Appointments - 1, 3, 5, 7 & 9)

PUBLIC AGENDA (continued)

1. Ms. Theresa El-Amin, representing Southern Anti-Racism Network, Re: Ban the box, ending mass incarceration.

EXECUTIVE SESSION:

Mayor Henderson entertained a motion to go into Executive Session to discuss matters of litigation and personnel as requested earlier in the meeting by City Attorney Fay. Councilor Thomas made a motion to go into Executive Session, seconded by Councilor Huff and carried unanimously by the nine members present, with Councilor Woodson being absent for the meeting, and the time being 10:43 a.m.

The regular meeting reconvened at 1:40 p.m., at which time, Mayor Henderson announced that the Council did meet in executive session to discuss matters of litigation and personnel; however, there were no votes taken.

With there being no further business to discuss, Mayor Henderson declared the August 9, 2022 Regular Council Meeting adjourned due to the lack of a quorum being physically present, with Councilors Crabb and Garrett having left the meeting and Councilor Woodson being absent for the meeting, with the time being 1:40 p.m.

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

File Attachments for Item:

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)

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.

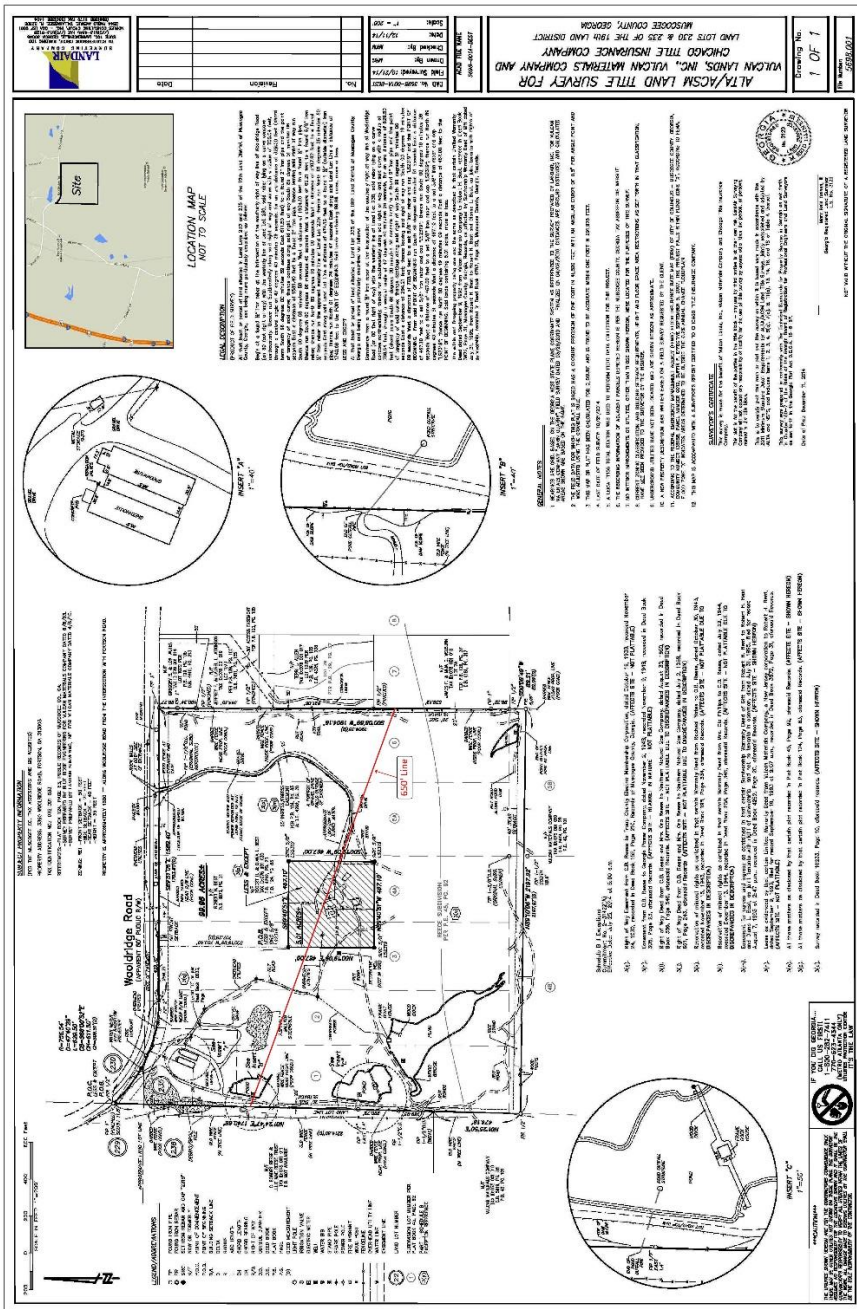
- (9) Applicant agrees to diligently pursue the permitting and installation of erosion and sediment best management practices on the Subject Property. Upon completion of permitting and installation of erosion and sediment best management practices on the Subject Property, neither Vulcan Materials Company 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.

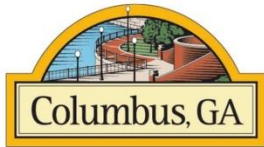
Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd day of August, 2022; introduced a second time at a regular meeting of said Council held on the ____ day of _____, 2022 and adopted at said meeting by the affirmative vote of ____ members of said Council.

| | |
|-------------------|--------------|
| 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





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.

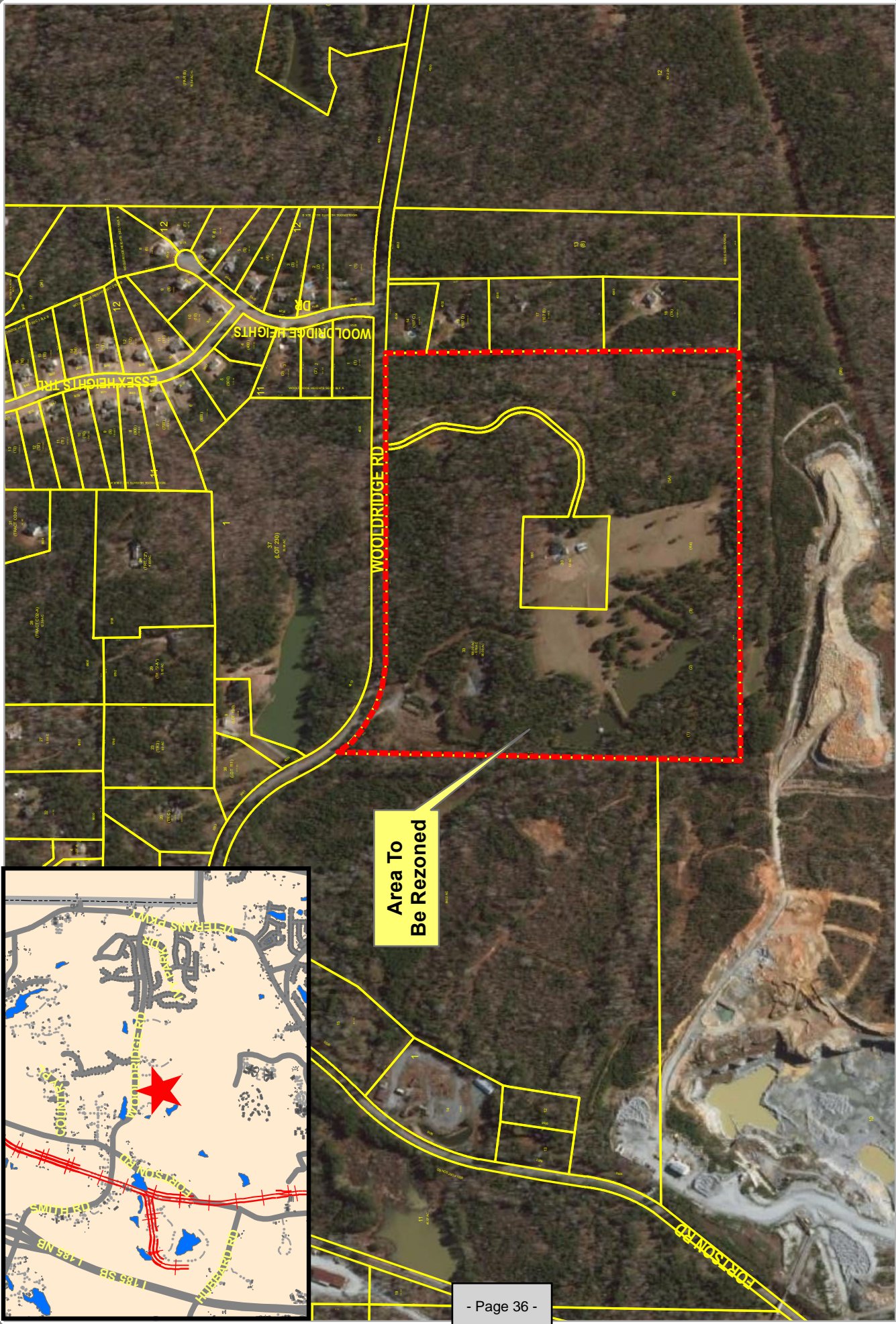
(2) The State of Georgia regulates all mining activities of Vulcan including water quality, air quality, blasting sound levels, etc.

(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**



Date: 5/11/2022

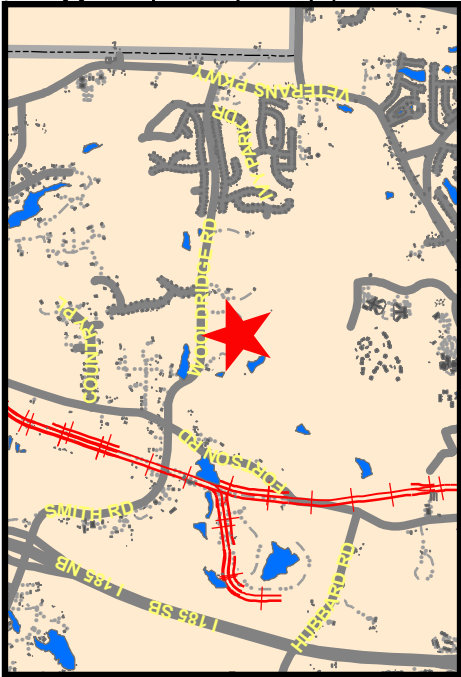
This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

Aerial Map for REZN 05-22-0912
Map 075 Block 001 Lots 030 & 033
 Planning Department-Planning Division
 Prepared By Planning GIS Tech

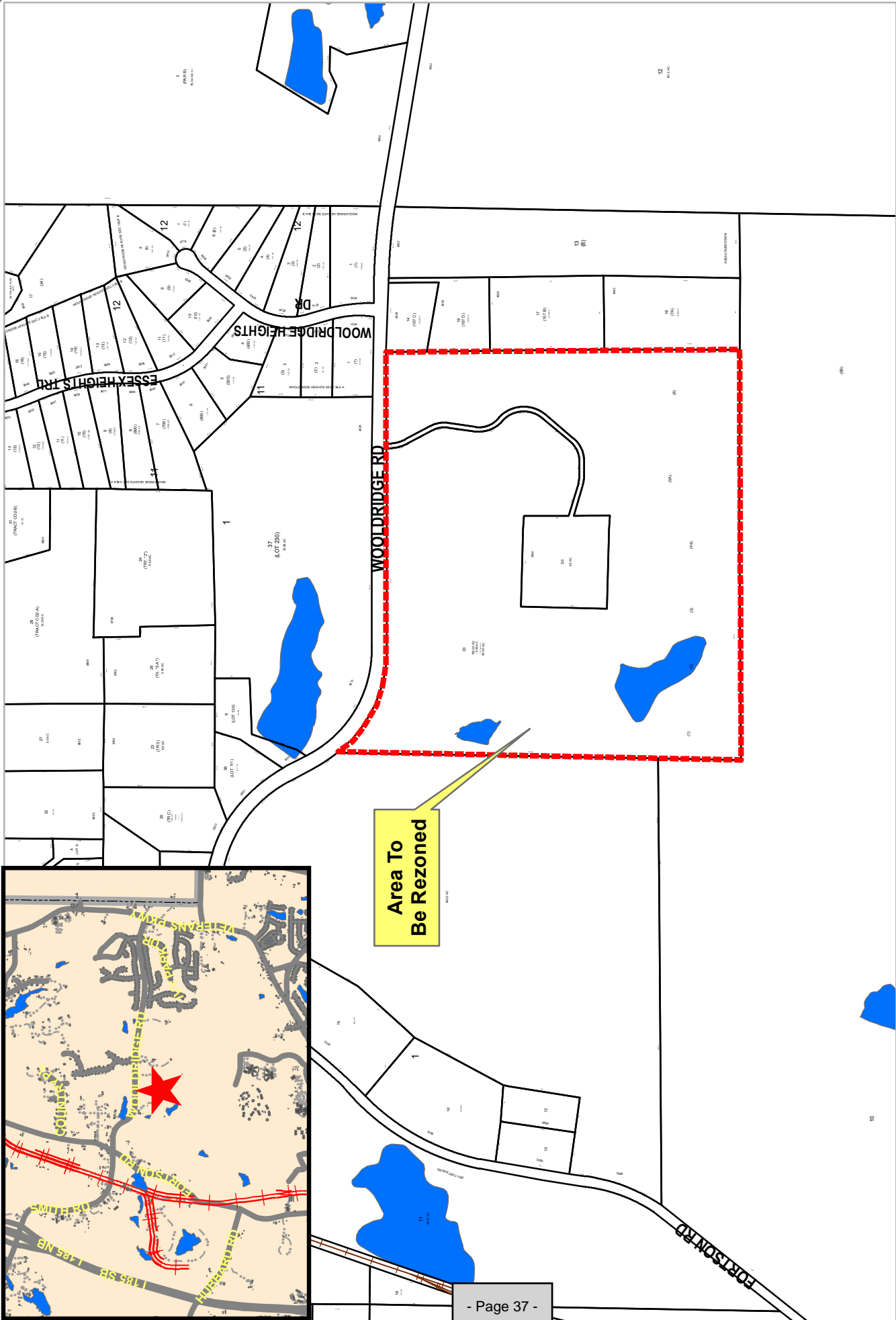
0 350 700 Feet
 1 inch = 700 feet
 Data Source: IT/GIS
 Author: DavidCooper



Item #1.



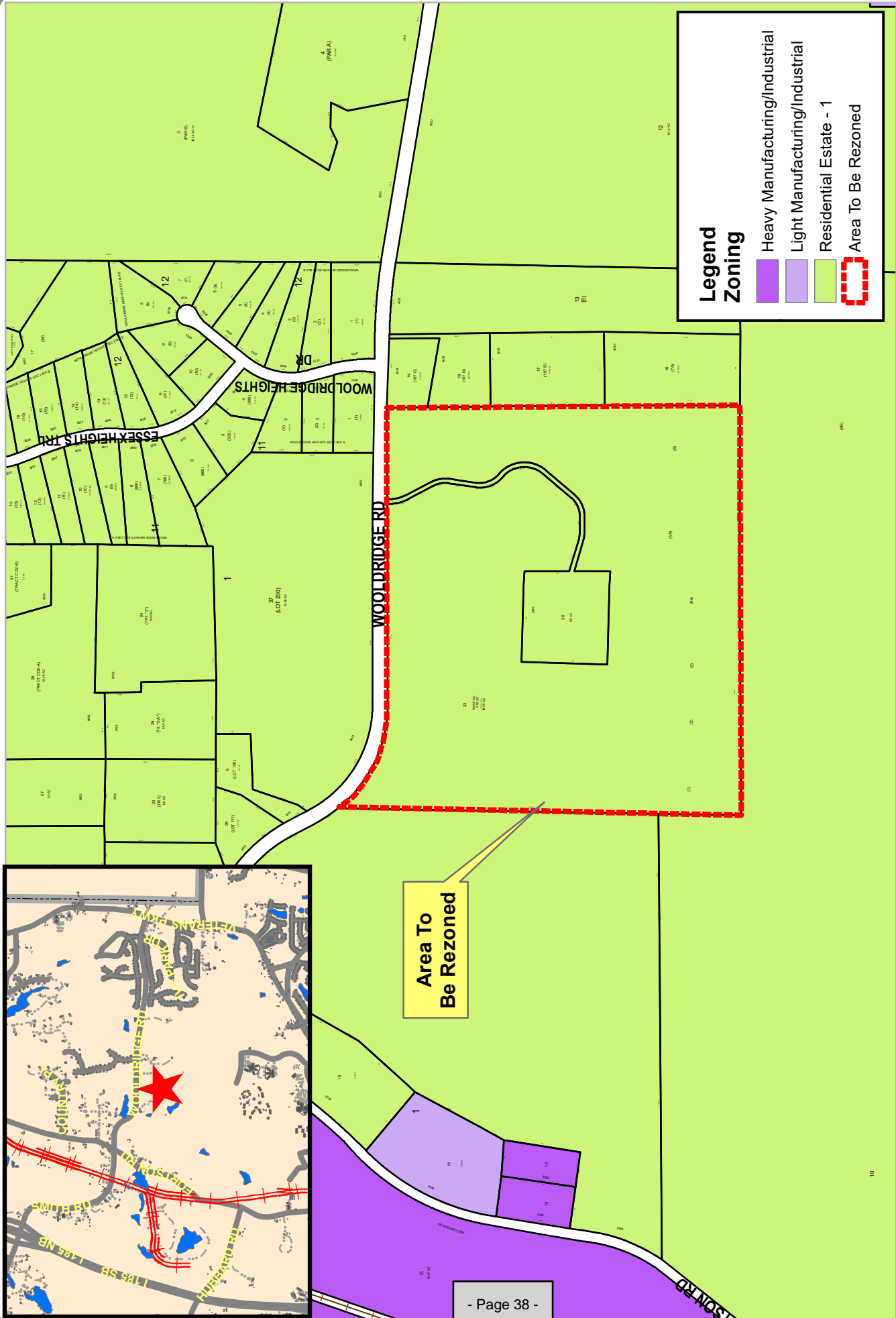
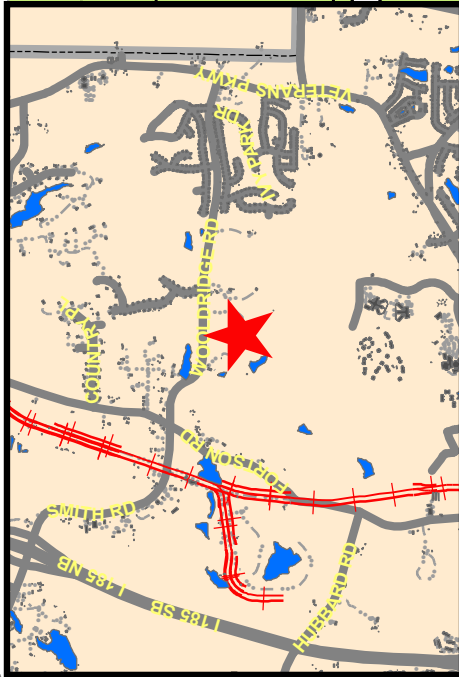
**Area To
Be Rezoned**



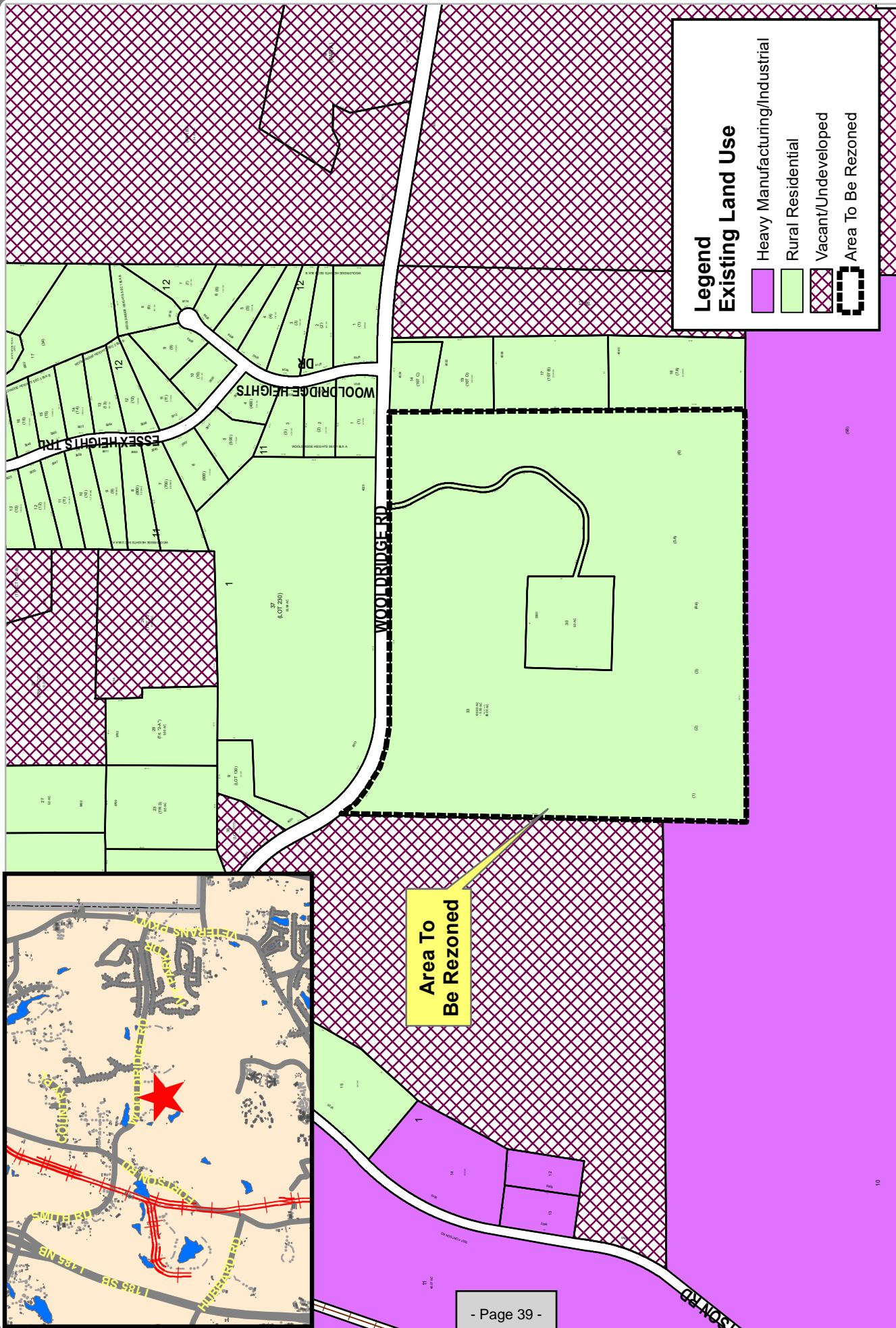
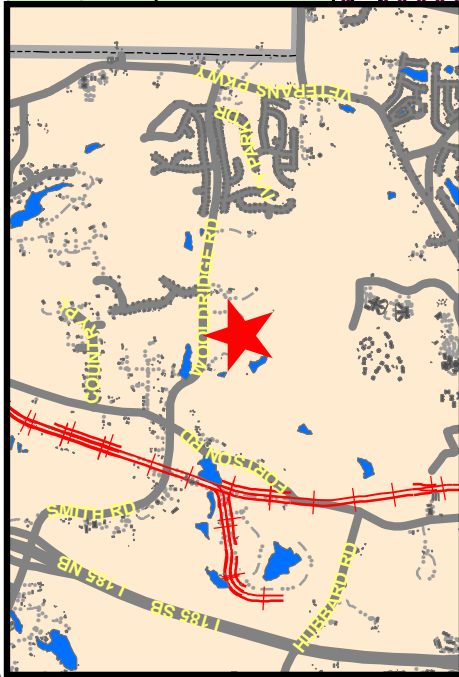
This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

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 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.

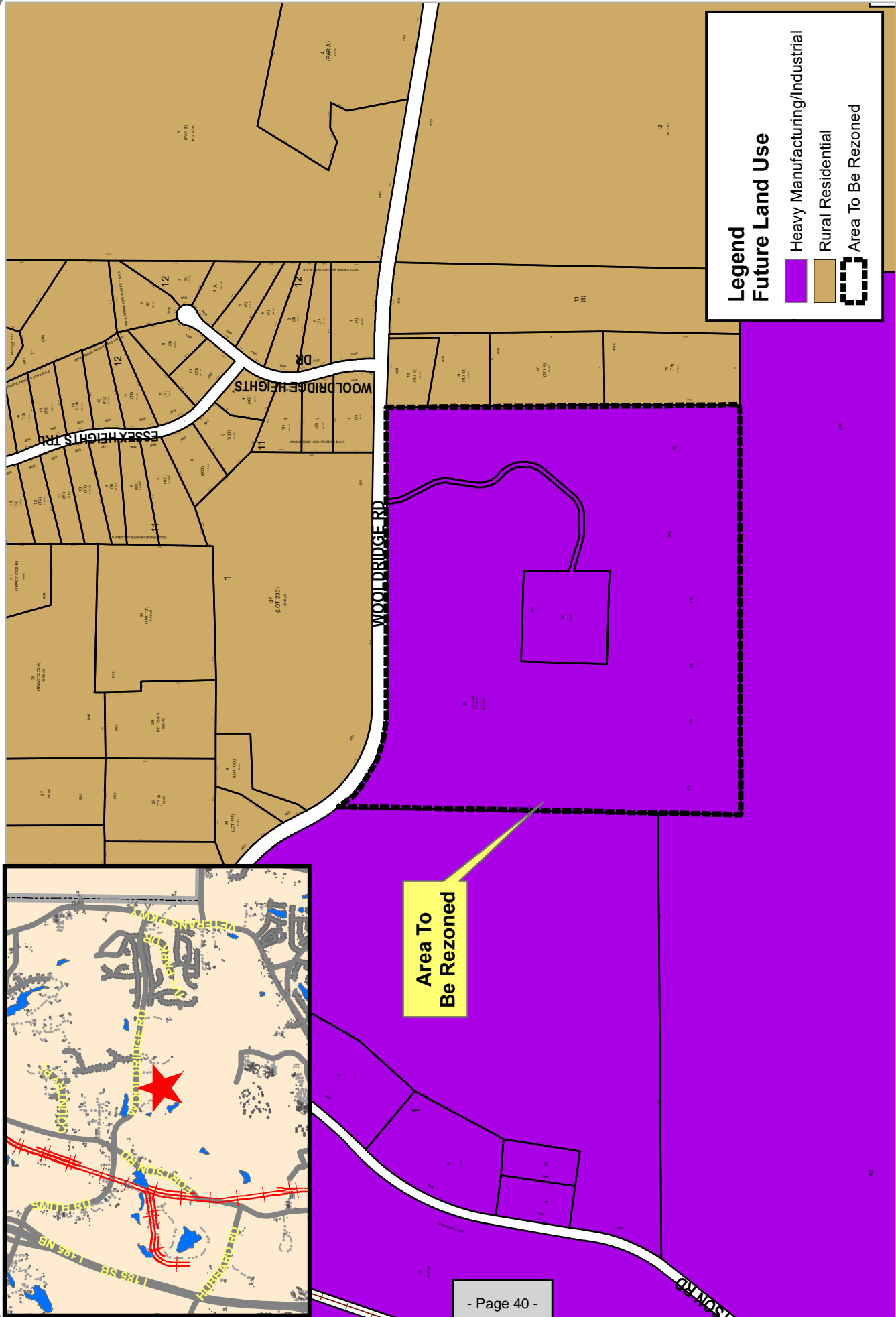
Date: 5/11/2022

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



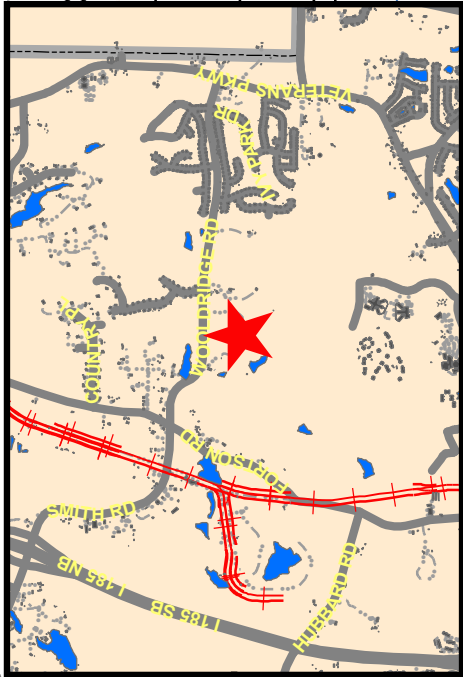
Date: 5/11/2022

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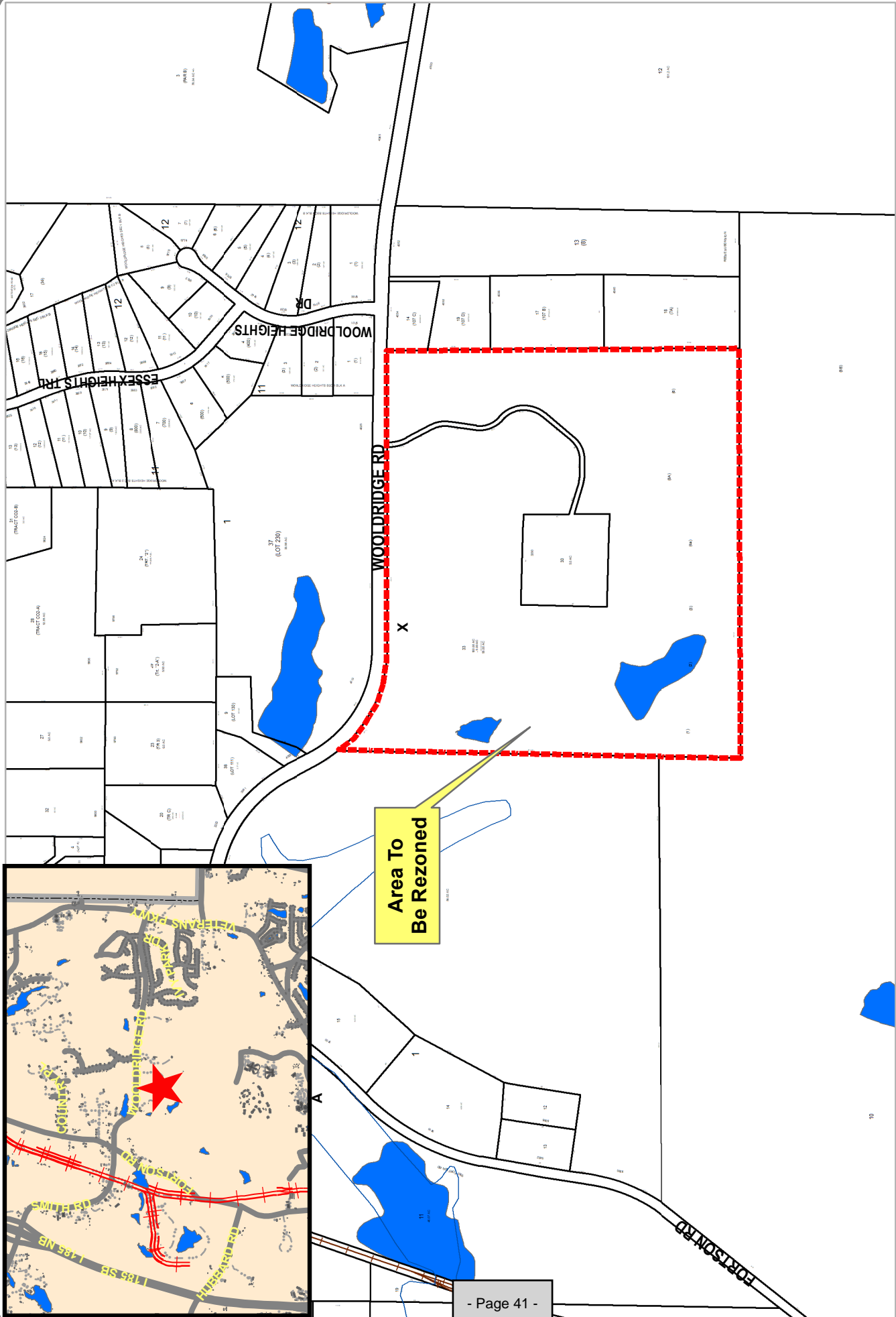
Future Land Use Map for REZN 05-22-0912
Map 075 Block 001 Lots 030 & 033
 Planning Department-Planning Division
 Prepared By Planning GIS Tech

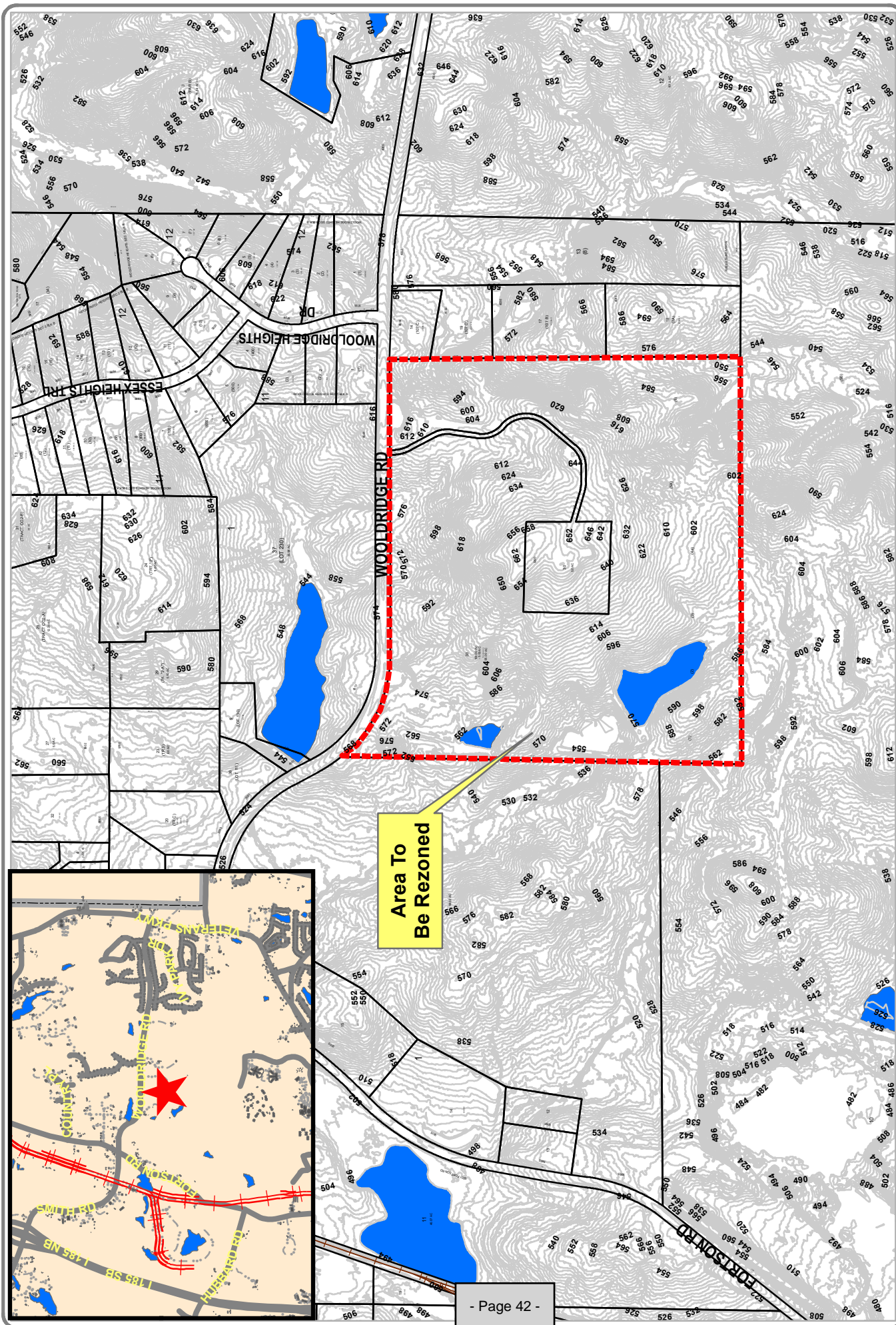
0 350 700 Feet
 1 inch = 700 feet
 Data Source: IT/GIS
 Author: David Cooper





**Area To
Be Rezoned**





| | |
|------------------|--------------------------|
| 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.

| Land Use | ITE Code | Zone Code | Quantity | Trip Rate | Total Trips |
|--------------------------------|-------------|--------------|-----------|--------------|-------------|
| Daily (Existing Zoning) | | | | | |
| Single Family Detached Housing | 210 | REI | 100 Acres | 9.57 | 957 |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | Total | 957 |
| Daily (Proposed Zoning) | | | | | |
| Manufacturing | 140 | HMI | 100 Acres | 3.82 | 111 |
| | | | | 1.49 | 43 |
| | | | | 0.62 | 18 |
| | | | | | |
| | | | | Total | 172 |

Note: * Denotes calculation are based on Trip Generation, 8th Edition by Institute of Transportation Engineers

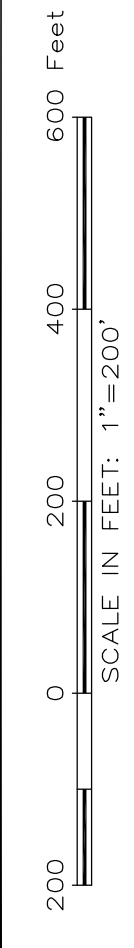
EXISTING ZONING (RE1)

| | |
|-------------------------------------------|---------------------|
| 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 |

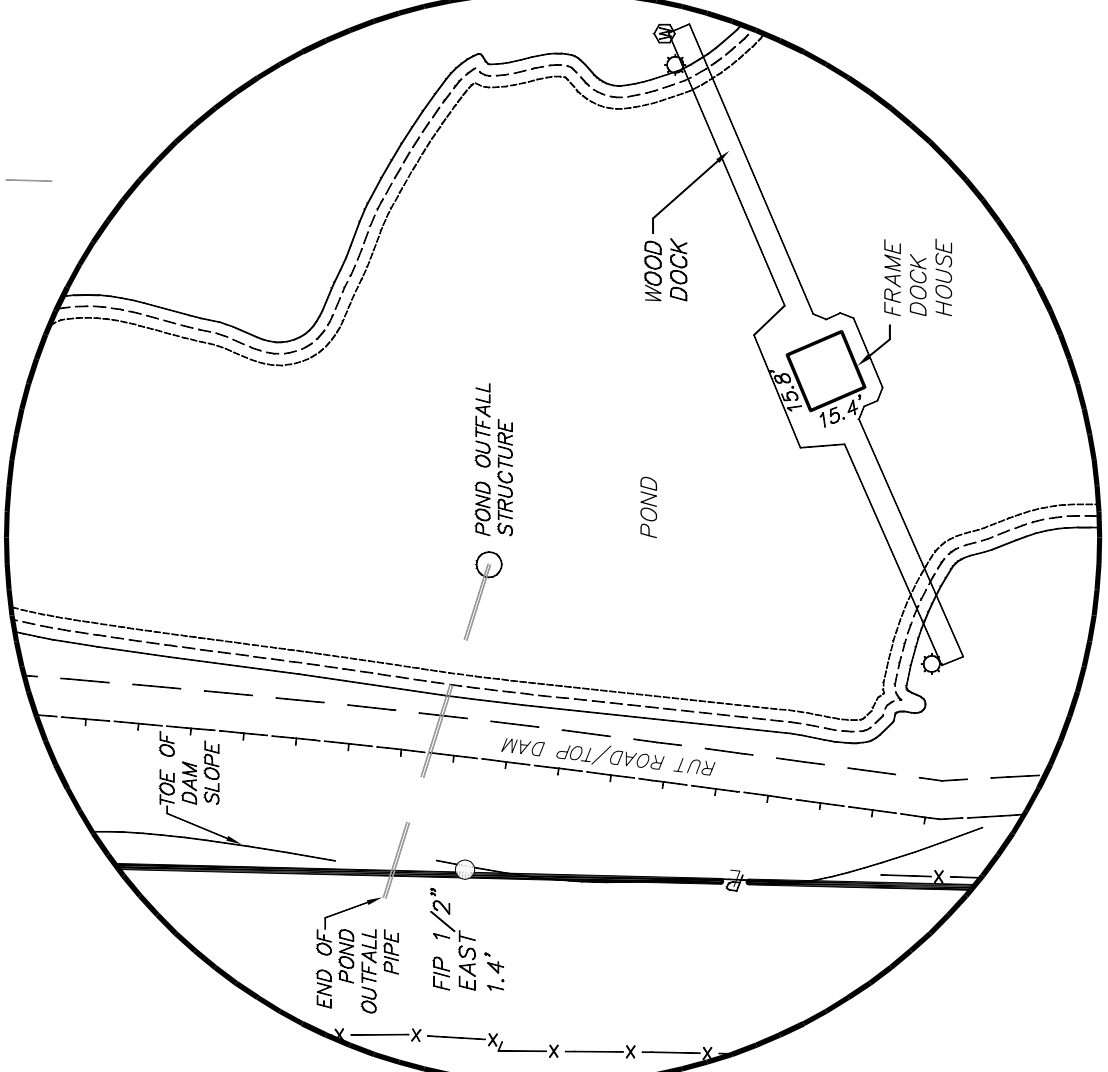
Note: ** Denotes Level of Service Based on National Standards for Different Facility Type (TABLE1- General Highway Capacities by Facility Type)



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
THE UTILITIES SHOWN HEREON ARE FOR THE CONTRACTORS CONVENIENCE ONLY. THERE MAY BE OTHER UTILITIES NOT SHOWN ON THESE PLANS. THE SURVEYOR DOES NOT WARRANT THE ACCURACY OF THE UTILITIES SHOWN HEREON. THE CONTRACTOR'S RESPONSIBILITY TO VERIFY ALL UTILITIES WITHIN THE LIMITS OF THE WORK. ALL DAMAGE MADE TO EXISTING UTILITIES BY THE CONTRACTOR SHALL BE THE SOLE RESPONSIBILITY OF THE CONTRACTOR.

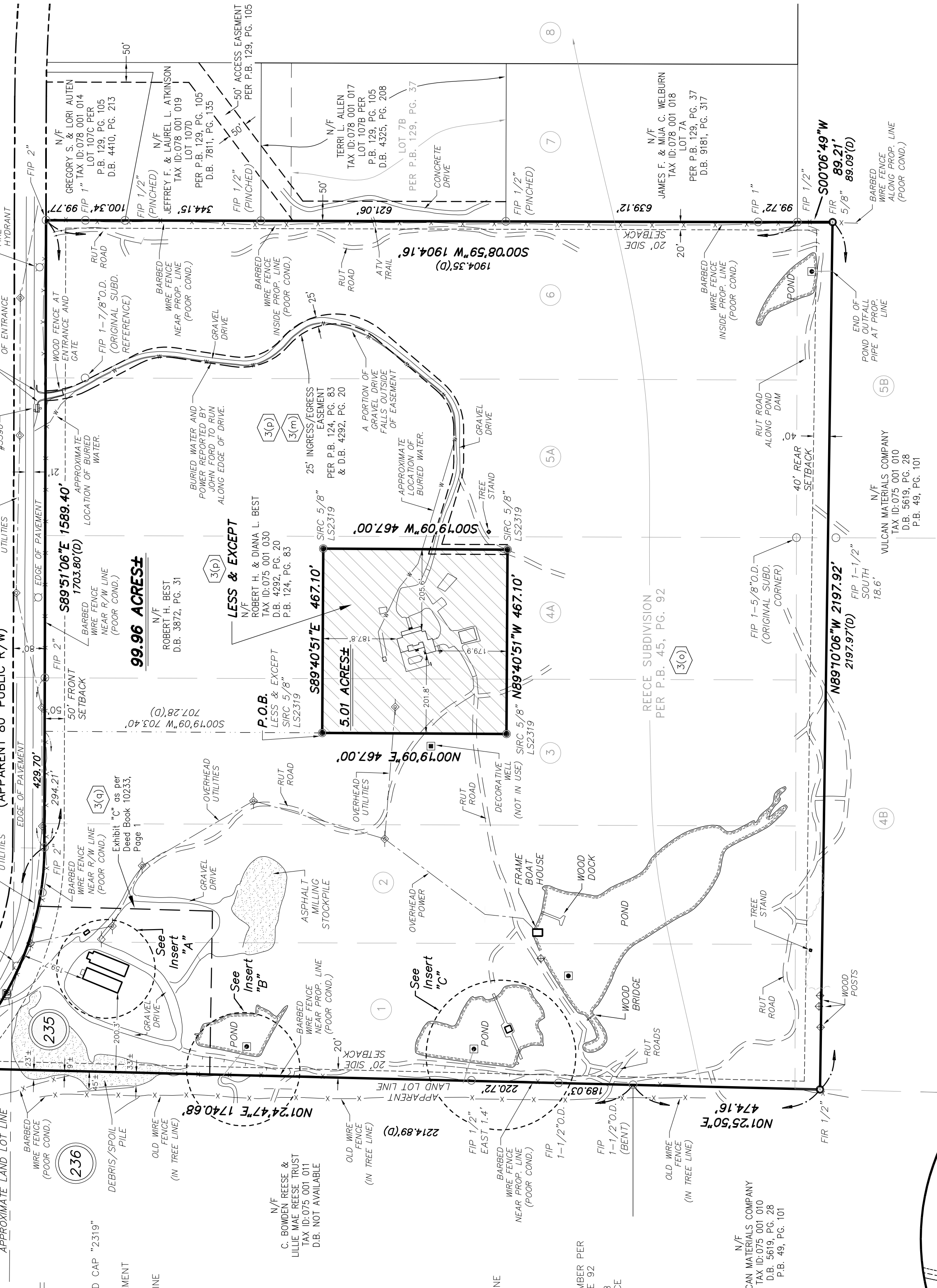


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(METROS ATLANTA ONLY)
UTILITIES PROTECTION CENTER
IT'S THE LAW

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: RE1 —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 to Jia Power 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, 1938, 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, and not as tenants in common, 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)

GENERAL NOTES

- 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. THE 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.
- 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.
- THIS MAP OR PLAT HAS BEEN CALCULATED FOR CLOSURE AND IS FOUND TO BE ACCURATE WITHIN ONE FOOT IN 291,975 FEET.
- LAST DATE OF FIELD SURVEY: 10/21/2014
- A LEICA 11105 TOTAL STATION WAS USED TO PERFORM FIELD DATA COLLECTION FOR THIS PROJECT.
- THE RECORDING INFORMATION OF ADJACENT PARCELS DEPICTED HEREON IS PER THE MUSCOGEE COUNTY, GEORGIA TAX ASSESSOR'S GIS WEBSITE.
- NO INTERIOR IMPROVEMENTS OR UTILITIES, OTHER THAN THOSE SHOWN HEREON, WERE LOCATED FOR THE PURPOSES OF THIS SURVEY.
- 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.
- UNDERGROUND UTILITIES HAVE NOT BEEN LOCATED AND ARE SHOWN HEREON AS APPROXIMATE.
- A NEW PROPERTY DESCRIPTION WAS WRITTEN BASED ON A FIELD SURVEY REQUESTED BY THE CLIENT.
- 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, 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.
- 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 2008, 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

Marc Reid Gaines, III
Georgia Registered L.S. No. 3129

NOT VALID WITHOUT THE ORIGINAL SIGNATURE OF A REGISTERED LAND SURVEYOR



LOCATION MAP
NOT TO SCALE

LEGAL DESCRIPTION

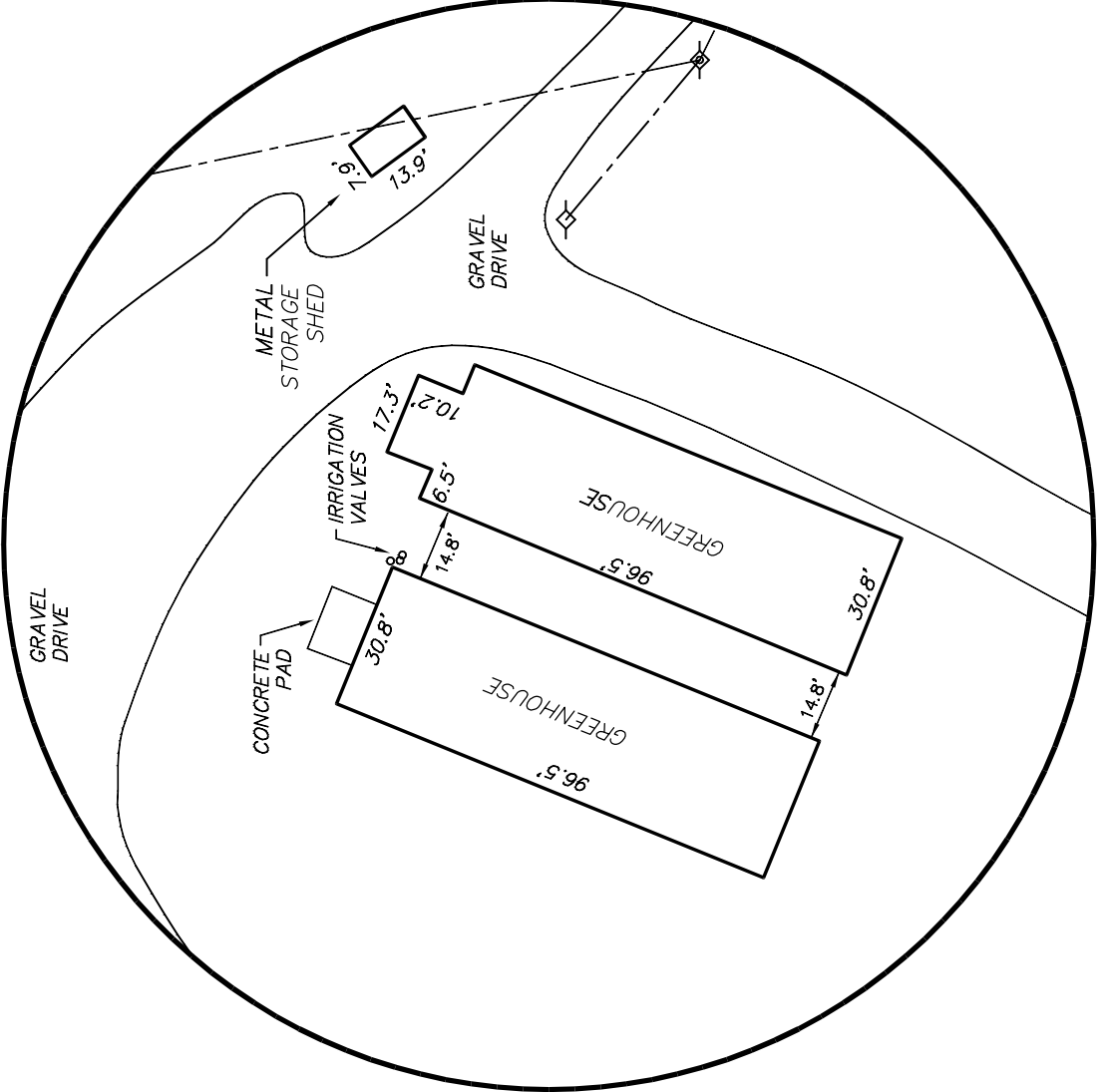
(PRODUCT OF FIELD SURVEY)
All that tract or parcel of land situated in Land Lots 230 and 235 of the 19th Land District of Muscogee County, Georgia, and being more particularly described as follows:

Begin at a found $\frac{1}{8}$ " iron rebar at the intersection of the southerly right of way line of Wooldridge Road (on 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 750.54 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 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 $\frac{1}{8}$ " iron pipe; thence run South 00 degrees 08 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 $\frac{1}{8}$ " 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" (outside diameter) iron rebar on the apparent westerly line of Land Lot 235; thence run North 01 degrees 25 minutes 50 seconds East a distance of 1740.68 feet to a found 1" iron rebar on the apparent westerly line of Land Lot 235; thence run North 01 degrees 25 minutes 50 seconds East a distance of 1740.68 feet to the POINT OF BEGINNING. Said lands containing 99.96 acres, more or less.

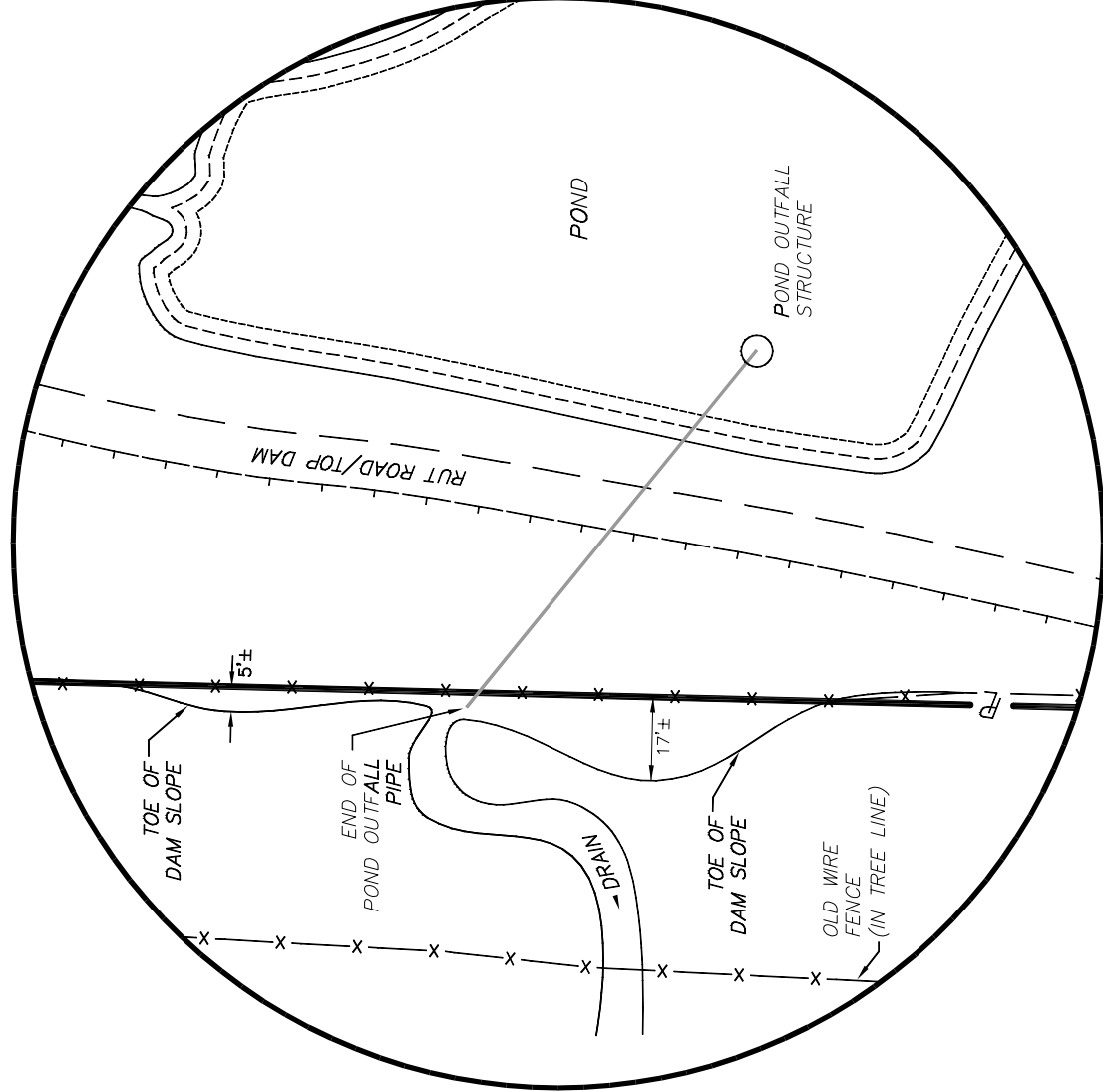
LESS AND EXCEPT

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 $\frac{1}{8}$ " iron rebar at the intersection of the southerly right of way line of Wooldridge Road (on 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 750.54 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 284.21 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 10 minutes 06 seconds East a distance of 89.21 feet to a found 5/8" iron rebar and cap "LS2319"; thence run North 00 degrees 09 seconds East a distance of 1904.16 feet to the POINT OF BEGINNING. Said lands containing 5.01 acres, more or less.

The within and foregoing property being one and the same as described in that certain Limited Warranty Deed dated September 9, 1993 from Vulcan Materials Company to Robert H. Best, recorded in Deed Book 3872, Page 31, Muscogee County, Georgia, Records, as affected by Survivorship Warranty Deed of Gift dated July 31, 1995, from Robert H. Best to Robert H. Best and Diana L. Best, as joint tenants with rights of survivorship, recorded in Deed Book 4292, Page 20, Muscogee County, Georgia, Records.



INSERT "A"
1"=40'



INSERT "B"
1"=40'

LANDAIR
SURVEYING COMPANY
70 BOULDERBROOK CIRCLE, BUILDING 100
FARMINGTON, GEORGIA 30604
(770) 513-4646 FAX (770) 513-4838
2844 (850) 355-1179 FAX (850) 355-1404

| No. | Revision | Date |
|-----|----------|------|
| | | |
| | | |
| | | |
| | | |

| | | | | | |
|------------------------|--------------------------|---------------|-----------------|----------------|------------------|
| CAD No. 5698-001A-BEST | Field Surveyed: 10/21/14 | Drawn By: MRC | Checked By: MRM | Date: 12/11/14 | Scale: 1" = 200' |
|------------------------|--------------------------|---------------|-----------------|----------------|------------------|

ACAD FILE NAME
5698-001A-BEST

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

Drawing No.
1 OF 1
File Number:
5698.001

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@swflp.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

Page 2

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
SCHREEDER, WHEELER & FLINT, LLP

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

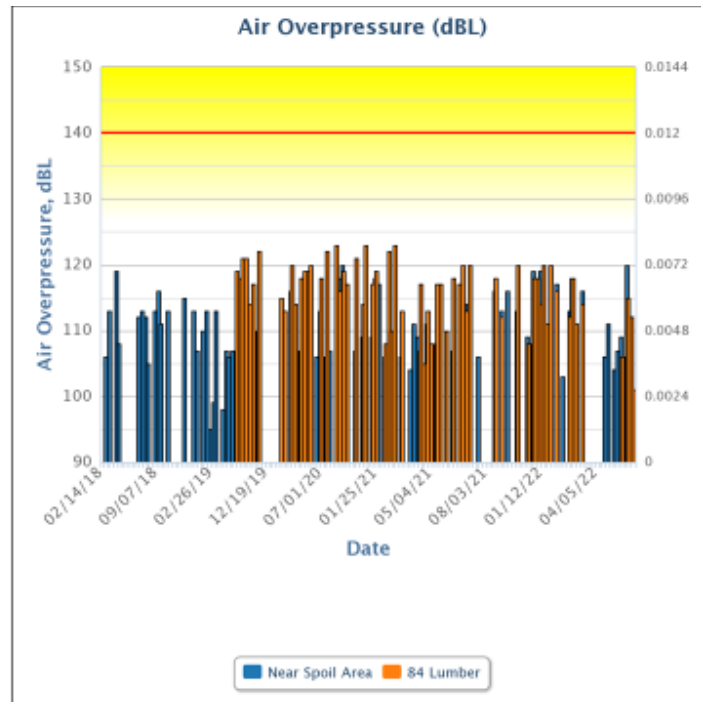
SWP/jc

Enclosures

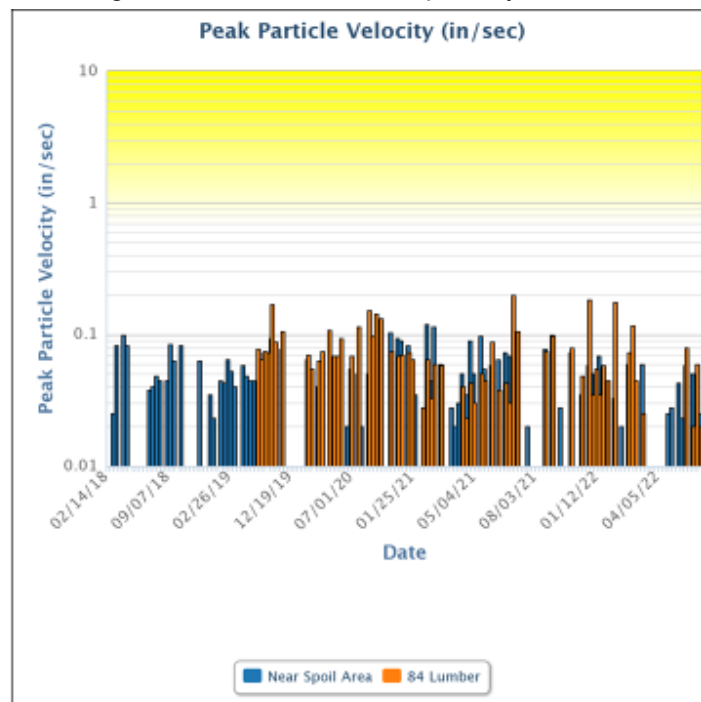
As we plan for discussions, we thought it would be helpful to provide several additional questions from residents:

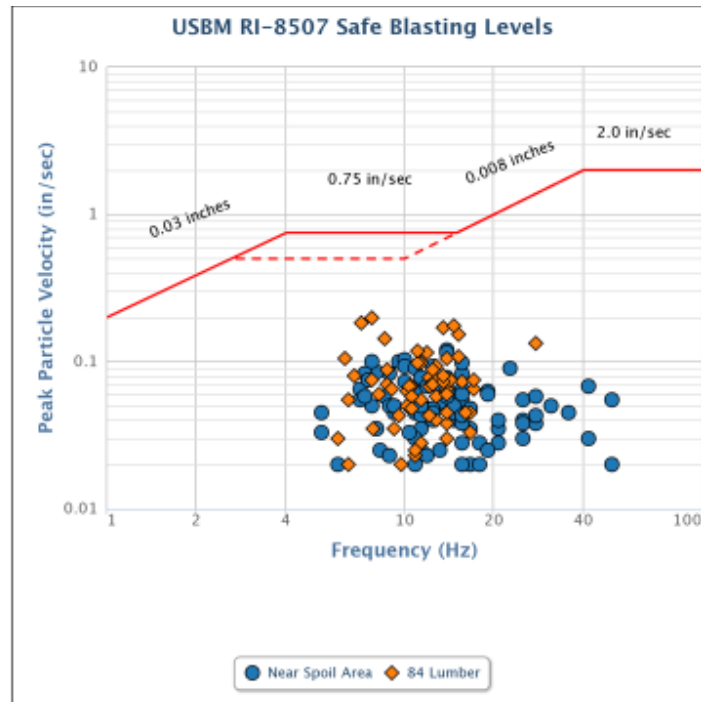
1. Will Vulcan submit a civil engineered site plan showing existing contours, final grades, slopes and retention plans including all retention ponds? (This plan should show all phases if work is performed in intervals.) - As part of the inclusion of the site into our existing NPDES permit, these plans 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

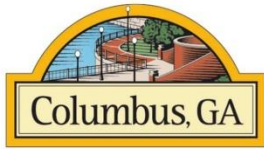
- **The quarry was found to be in compliance.**

2020_08_13 – A **routine environmental inspection** was conducted by David Humphries, GAEPD Surface Mining Unit

- **The quarry was found to be in compliance.**

File Attachments for Item:

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)



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

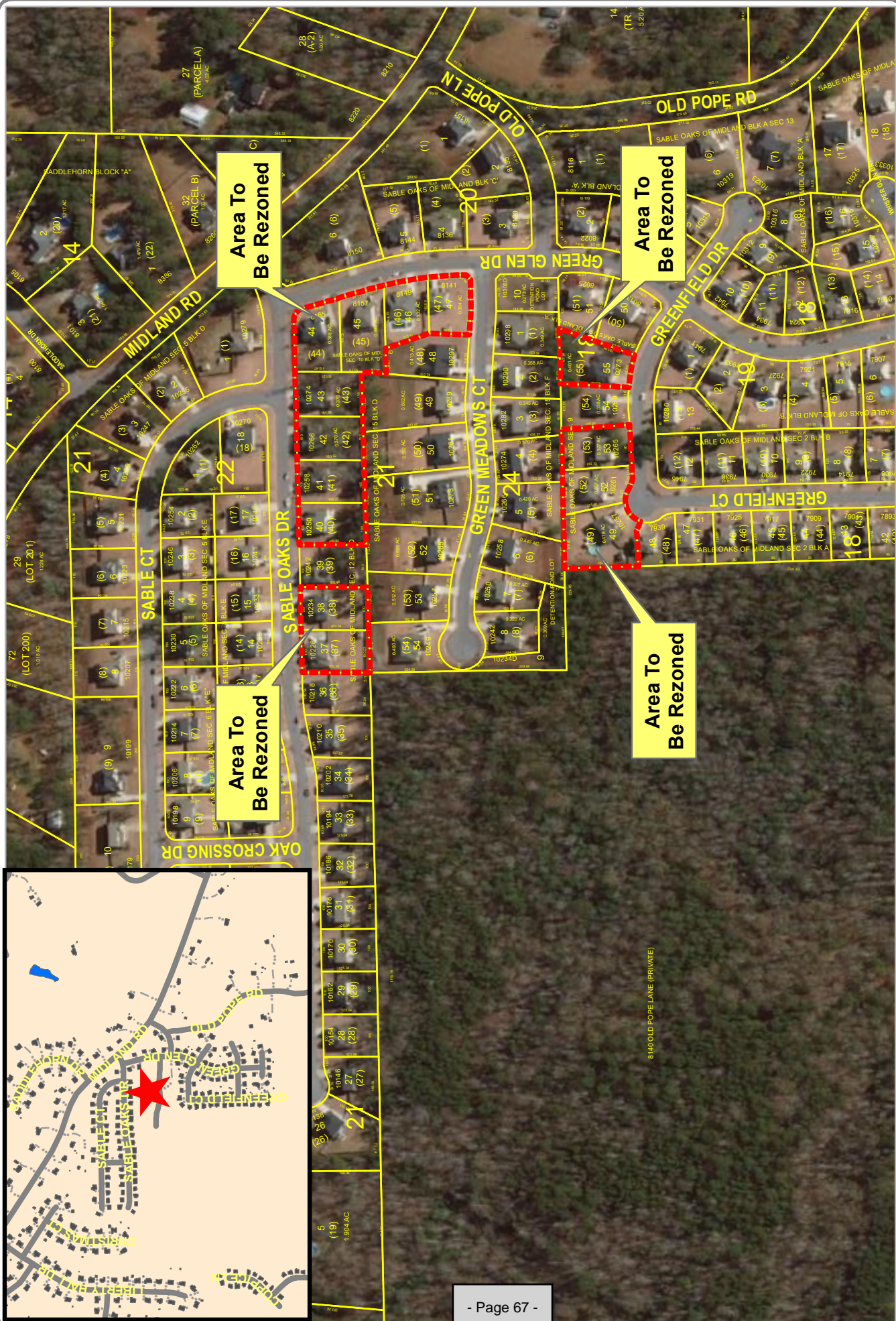
Matthew Houser
10274 Sable Oaks Dr
132-021-043

| | |
|--------------------------------------------|--------------------------------------------------------------------------------------|
| 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



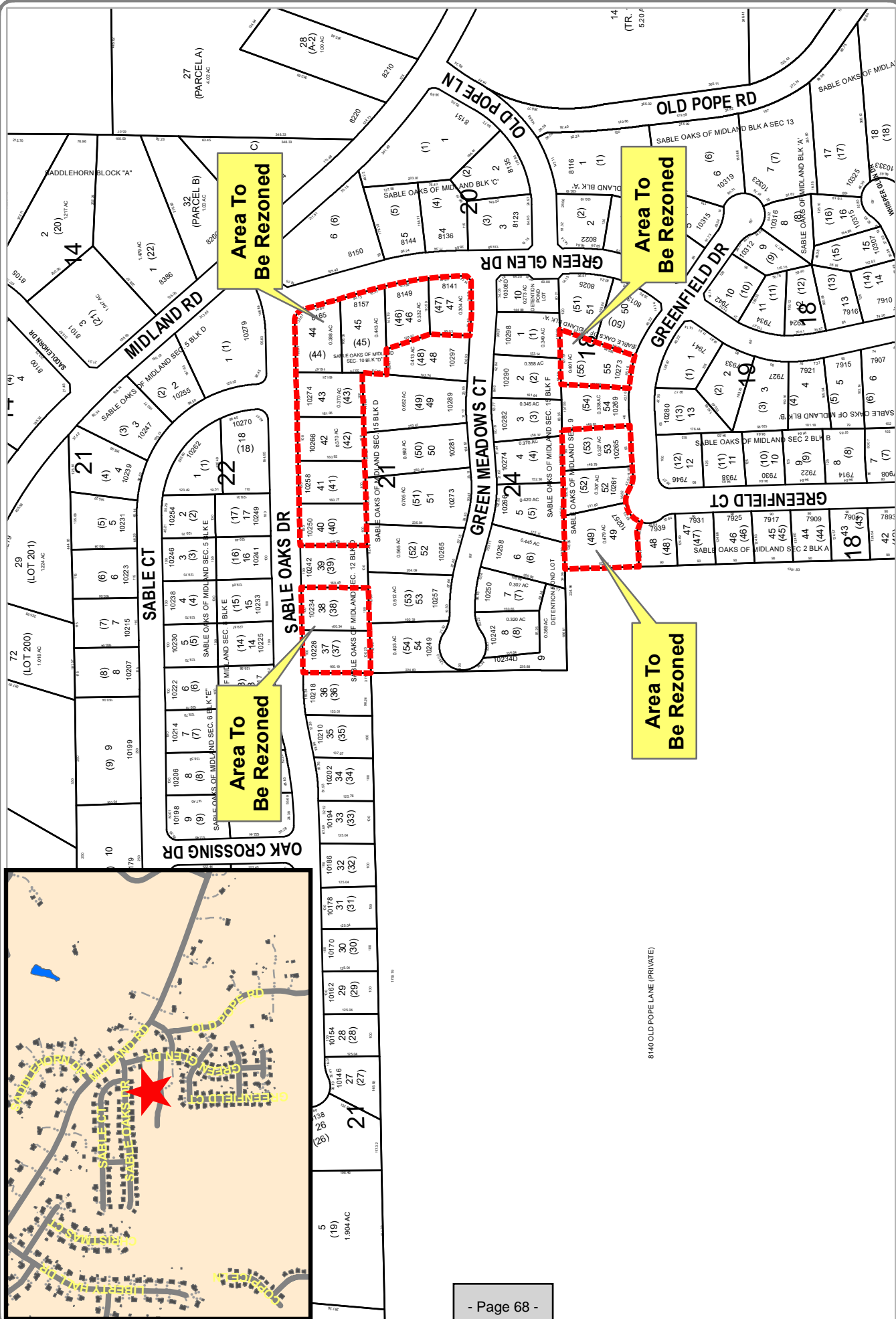
Item #2.

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







Item #2.



0 150 300 Feet

1 inch = 300 feet

Data Source: IT/GIS

Author: David Cooper

Future Land Use Map for REZN 06-22-1184

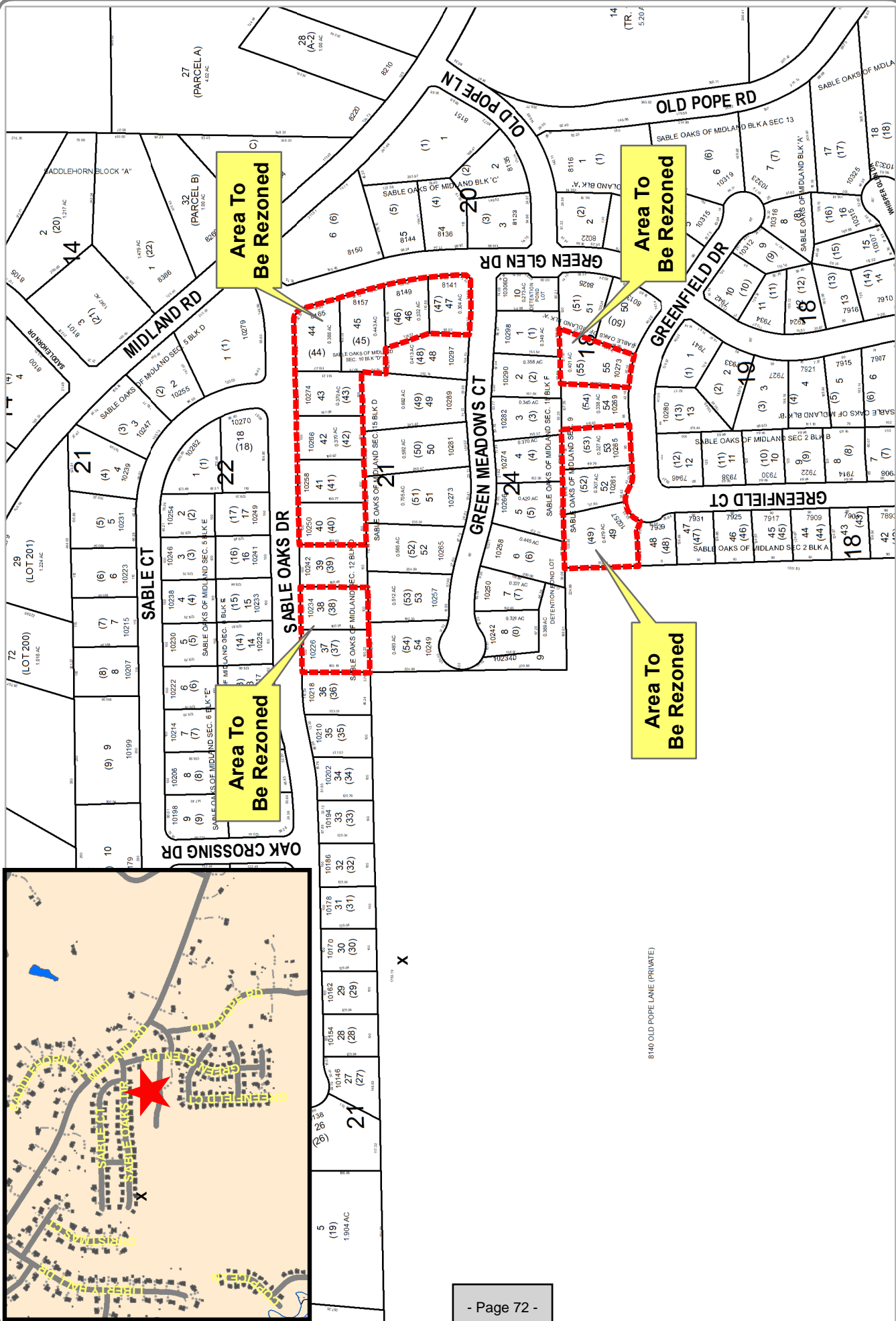
Planning Department-Planning Division

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



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

Flood Zone Map for REZN 06-22-1184

Planning Department-Planning Division

Prepared By Planning GIS Tech

Item #2.

0 150 300 Feet

1 inch = 300 feet

Data Source: IT/GIS

Author: David Cooper

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

File Attachments for Item:

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)

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

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

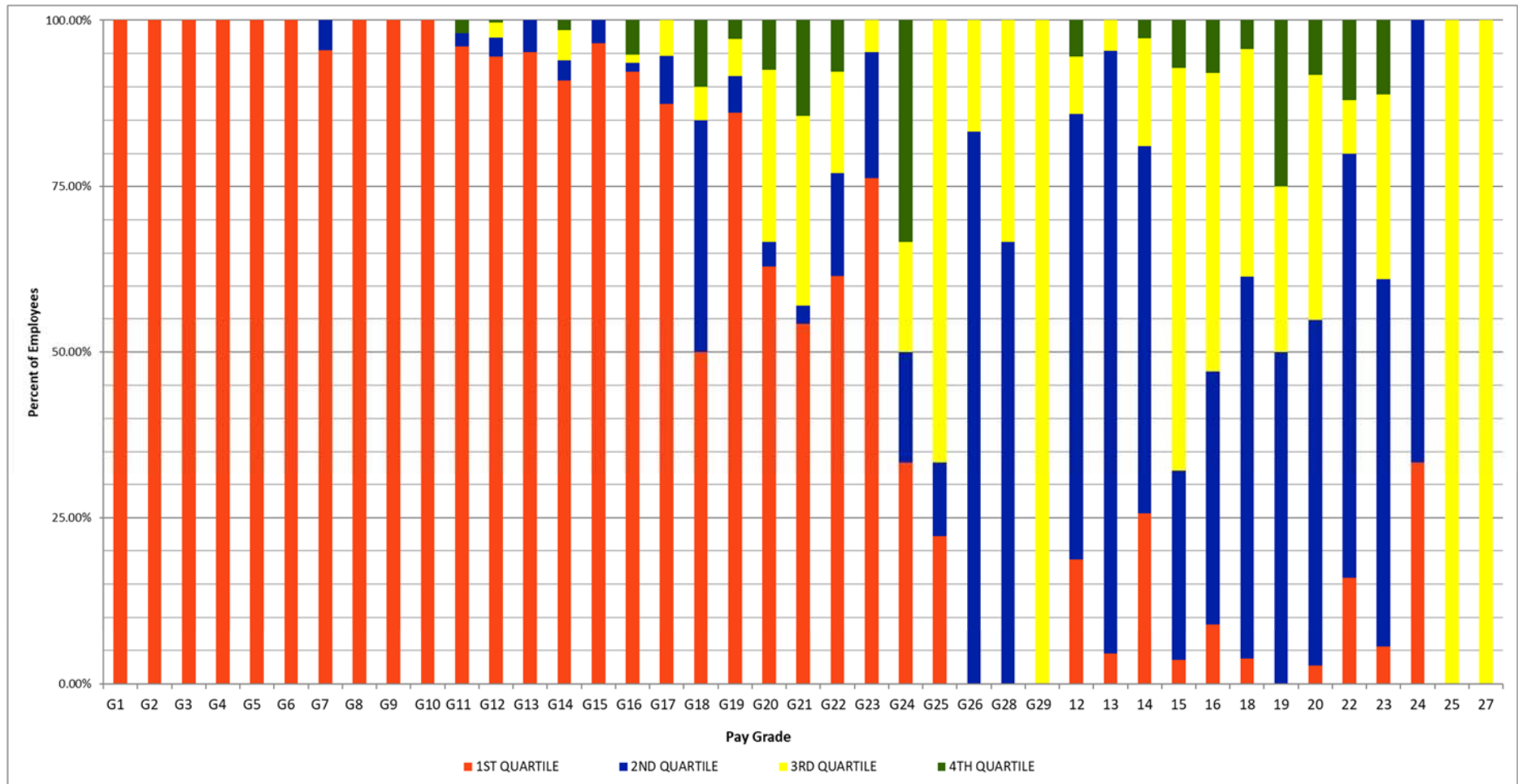
| GRADE | Total Employees | Average Tenure | 1st Quartile | | 2nd Quartile | | 3rd Quartile | | 4th Quartile | |
|-------|-----------------|----------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|
| | | | # Employees | Avg Tenure | # 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

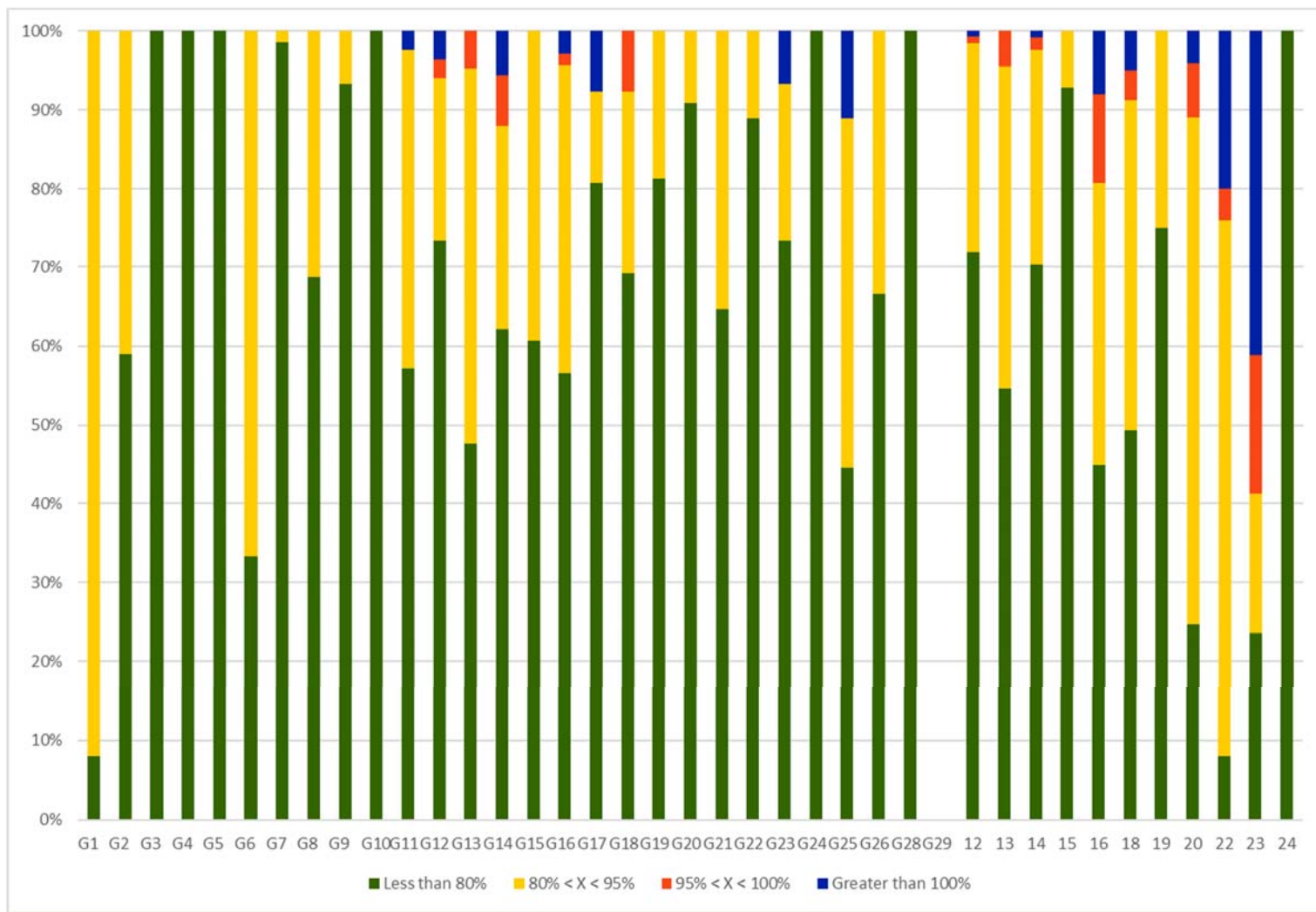


EXHIBIT 3G
EMPLOYEE TO SUPERVISOR SALARY RATIO BY PAY GRADE

| 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 |

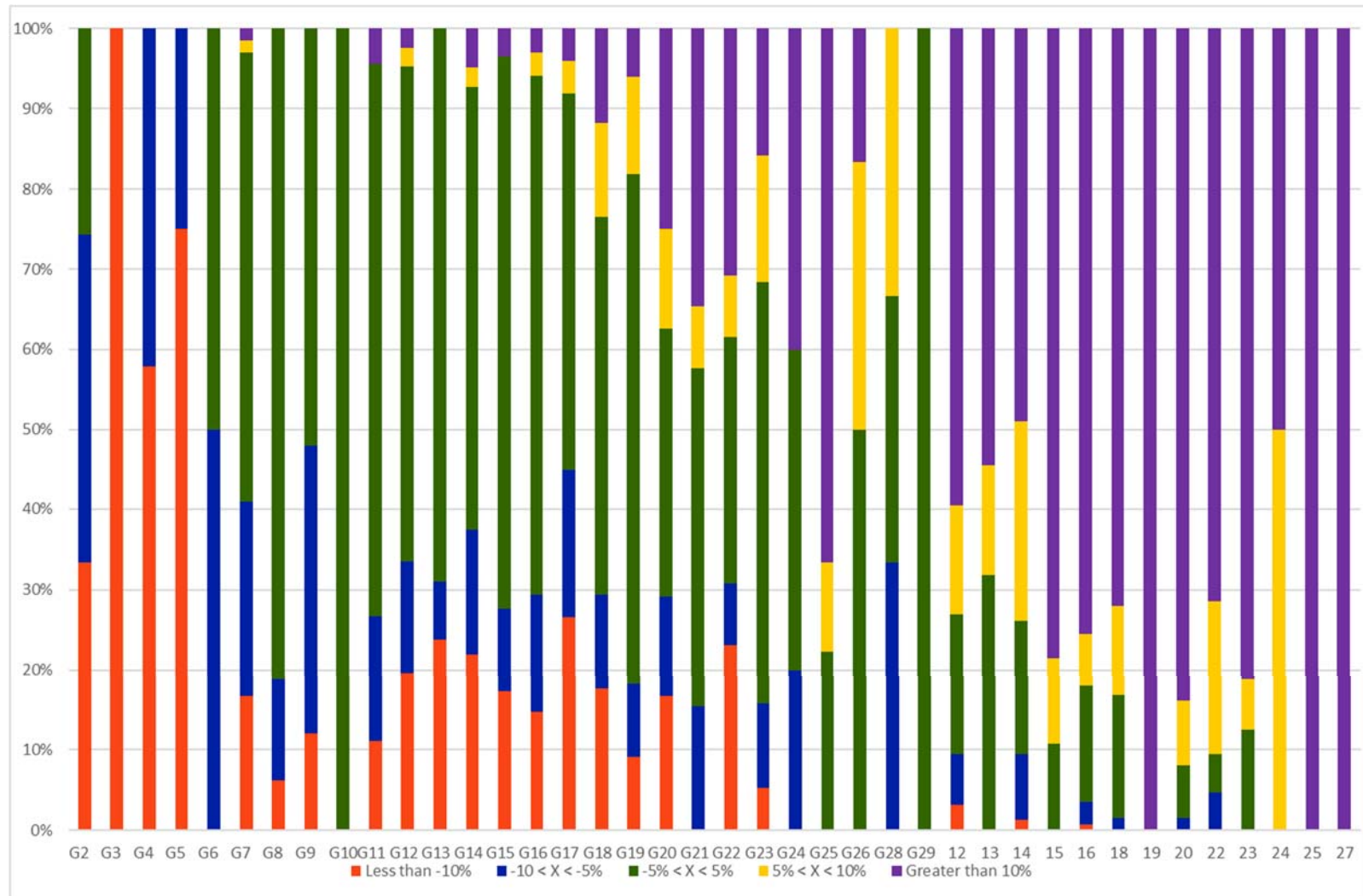


EXHIBIT 3H (CONTINUED)
ACTUAL VS. EXPECTED SALARY

| 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 Average | % Diff | Survey Midpoint Average | % Diff | Survey Maximum Average | % Diff | Survey Avg Range | # Resp. |
|----|-------------------------------------------|---------------------------|--------|----------------------------|--------|---------------------------|--------|---------------------|---------|
| 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 TECHNOLOGY | \$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 REINVESTMENT 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 REINVESTMENT | \$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 PREVENTION | - | - | - | - | - | - | - | 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 OFFICE | \$43,676.10 | -17.3% | \$53,559.21 | -13.0% | \$64,271.76 | -11.5% | 46.3% | 11.0 |
| 54 | FACILITIES MAINTENANCE SUPERVISOR | \$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 & MAINTENANCE | \$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 - FINANCE | \$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 TRAINNIG | 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 |

File Attachments for Item:

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)

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:

5. 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)

RESOLUTION
NO. _____

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, GEORGIA (“**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 OFFICIALS OF COLUMBUS TO TAKE SUCH FURTHER ACTIONS AS ARE NECESSARY; AND FOR OTHER PURPOSES.

WHEREAS, the Council of Columbus, Georgia (the “**Council**”) desires that the Columbus Building Authority (the “**Authority**”) finance the acquisition, renovation, and equipping of a government building for use by Columbus as a Sheriff’s administration office (the “**Project**”), and pay the costs of issuance of the Series 2022C Bonds; and

WHEREAS, the Project more specifically consists of renovating that certain office building located at 1000 5th Ave, Columbus, Georgia for use by Columbus as the Sheriff’s Administration Office, which will house Executive Management, Internal Affairs, Special Projects, HR, Criminal and Civil Warrants, Patrol Services, Community Outreach, Evidence and Property Storage, and Quartermaster, as well as an additional courtroom, such renovations to include roof replacements and repairs, interior renovations to include interior wall partition reconfiguration, carpet, paint, millwork, new security systems, new communication systems, HVAC and electrical equipment upgrades, and other improvements; and

WHEREAS, plans and specifications for the Project are more particularly described in documents on file with the Clerk of Council and, by this reference thereto, are incorporated herein and made a part hereof as fully set forth herein in their entirety; and

WHEREAS, the Authority is constitutionally created and is functioning as an instrumentality and a public corporation of the State of Georgia and is authorized to acquire, construct and equip projects and facilities to be financed and leased to Columbus for its governmental, administrative, and proprietary functions; and

WHEREAS, the Council has determined that the most feasible manner of acquiring, renovating, and equipping the Project is through the issuance of COLUMBUS BUILDING AUTHORITY LEASE REVENUE BONDS, SERIES 2022C (the “**Series 2022C Bonds**”), in an amount sufficient to provide proceeds to Columbus of approximately \$13,000,000 to be used with other available funds of Columbus to pay for the costs of the Project; and

WHEREAS, it is necessary and proper for the Council to declare its official intent to reimburse certain expenditures from proceeds of the Series 2022C Bonds and to authorize the Mayor, City Manager, Deputy City Manager, Finance Director, City Attorney and other officials to take such actions relating to the Project as shall be necessary to develop and proceed with a plan of financing for the same and to request that the Authority take such actions as necessary for the issuance and delivery of the Series 2022C Bonds; and

WHEREAS, the payment of the Series 2022C Bonds and the interest thereon shall be secured by a first and prior pledge of and charge or lien on the basic rent to be paid by Columbus for the use of the Project, pursuant to the provisions of a lease agreement (the “**Lease**”) to be entered into between the Authority and Columbus; and

WHEREAS, it is proper that the Council authorize the Mayor to execute documents conveying all or portions of the property of Columbus relating to the Project to the Authority, and to execute the Lease so as to provide for the use by Columbus of the Project to be funded with proceeds from the sale of the Series 2022C Bonds; and

WHEREAS, it is proper that the Council authorize the preparation and publication of a Preliminary Official Statement and an Official Statement and request that the Authority engage certain firms and professionals to assist Columbus and the Authority with regard to the issuance of the Series 2022C Bonds and to further authorize its officers to take such further actions as are necessary in accordance with the intents and purposes of this resolution.

NOW, THEREFORE, BE IT RESOLVED by the Council of Columbus, Georgia as follows:

1. The Council desires to proceed with financing for the Project through the issuance of the Series 2022C Bonds by the Authority and hereby specifically requests that the Authority issue its Series 2022C Bonds in an aggregate principal amount of approximately \$13,000,000.

2. Columbus reasonably expects to reimburse planned expenditures for all of or substantial portions of the Project with proceeds of a tax-exempt financing and expresses its declaration of official intent pursuant to Treasury Regulations § 1.150-2(d), to reimburse original expenditures on the Project in the maximum amount of \$13,000,000 with proceeds from the Series 2022C Bonds (to the extent permitted by § 1.150-2 of the Treasury Regulations). Columbus will pay original expenditures on the Project from accounts maintained by Columbus and make its reimbursement allocations not later than 18 months after the later of (i) the date the original expenditure is paid or (ii) the date the Project is placed in service or abandoned, but in no event more than three years after the original expenditure is paid.

3. The Mayor, City Manager, Deputy City Manager, Finance Director, City Attorney and other officials are hereby authorized to take such actions as are necessary to make reasonable estimates for the cost of the Project and determine the structure of the financing to allow for the sale of the Series 2022C Bonds either through the publication of a notice of sale and the receipt of bids therefore or by negotiated sale or placement of the Series 2022C Bonds.

4. The Authority is requested or to cause the issuance and publication of any notices of sale for the Series 2022C Bonds to solicit such proposals for a negotiated sale or placement for the Series 2022C Bonds as may be requested by the proper officials of Columbus.

5. The Mayor is authorized to execute such assignments, contracts or deeds as may be required to convey property to the Authority, which is to be the property subject to the Lease and to direct any intermediaries which may acquire or hold property which is to become subject to the Lease to convey the same to the Authority, and the Mayor is authorized to approve the form of such deeds and the exhibits thereto, and the Clerk of Council is authorized to attest the execution by the Mayor of such deeds and to affix the seal of Columbus to such documents.

6. The Finance Director, Deputy City Manager and other officials of Columbus are authorized and directed to provide such financial or other information relating to Columbus as shall be necessary in connection with the preparation of a Preliminary Official Statement relating to the Series 2022C Bonds and the Mayor or Mayor Pro-tem is authorized to execute the final Official Statement to be prepared in connection with the offering, sale and delivery of the Series 2022C Bonds. The City Manager, Deputy City Manager or Finance Director is authorized to execute and deliver a certificate to "deem final" the Preliminary Official Statement within the ruling of the Securities Exchange Act Rule 15c2-12.

7. The Council hereby requests that the Authority ratify the engagement of Davenport & Company LLC, as Financial Advisor to Columbus and the Authority, the engagement of Gray Pannell & Woodward LLP, as Bond Counsel and Disclosure Counsel, and Page, Scrantom, Sprouse, Tucker & Ford, P.C., as Counsel to the Authority, relating to the issuance and delivery of the Series 2022C Bonds.

8. The Mayor, City Manager, Deputy City Manager, Finance Director, City Attorney and such other officers or agents as may be required of Columbus are directed to take such actions as are necessary in accordance with the intents and purposes of this resolution.

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INTRODUCED at a regular meeting of the Council of Columbus, Georgia, held on August 23, 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

(S E A L)

CERTIFICATE OF CLERK OF COUNCIL

I, the undersigned Clerk of Council of Columbus, Georgia, keeper of the records and the seal thereof, hereby certify that the foregoing is a true and correct copy of a resolution of the Council of Columbus, Georgia, adopted August 23, 2022, a duplicate original of which resolution has been entered in the official records of Columbus, Georgia, under my supervision and is in my official possession, custody, and control.

I further certify that the meeting was held in conformity with the requirements of Title 50, Chapter 14 of the Official Code of Georgia Annotated.

(S E A L)

Sandra T. Davis
Clerk of Council

File Attachments for Item:

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

Approval is requested to enter into an agreement with Historic Columbus Foundation, Inc. for the redevelopment of Heritage Park and the Promenade on Front Ave. HCF will provide all of the funding required for this project. The estimated value of the Heritage Park is \$500,000 and HCF will invest at least \$2 million on this project. The city will continue to provide general maintenance of the Promenade and HCF will maintain all of the features.

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #1.

| | |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Real Estate Agreement with Historic Columbus Foundation, Inc. |
| AGENDA SUMMARY: | Approval is requested to enter into an agreement with Historic Columbus Foundation, Inc. for the redevelopment of Heritage Park and the Promenade on Front Ave. HCF will provide all of the funding required for this project. The estimated value of the Heritage Park is \$500,000 and HCF will invest at least \$2 million on this project. The city will continue to provide general maintenance of the Promenade and HCF will maintain all of the features. |
| INITIATED BY: | City Manager's Office |

Recommendation: Approval is requested to authorize the City Manager to enter into an agreement with Historic Columbus Foundation, Inc. (“HCF”) for the transfer of ownership of Heritage Park to HCF and the redevelopment of the Promenade on Front Ave for the benefit of the City.

Background: The city owns Heritage Park located at 700 Front Ave. as well as the Promenade located at 601/685 Front Ave. The Historic Columbus Foundation, Inc. (HCF) has offered to take ownership of the Heritage Park for redevelopment of 5 residential homes at the sole expense of HCF and relocate the improvements currently located in Heritage Park to the Promenade. Heritage Park will be returned to residential lots and the features will be relocated to the Promenade. Concepts attached to the agreement.

Analysis: HCF will provide all of the funding required for this project. The estimated value of the Heritage Park is \$500,000 and HCF will invest at least \$2 million on this project. The city will continue to provide general maintenance of the Promenade and HCF will maintain all of the features.

Financial Considerations: HCF will invest an estimated \$1 million at Heritage Park by converted the park to 5 residential lots and relocating 5 period appropriate structures. HCF will also invest an estimated \$1 million in the Promenade by relocating the features (sculptures, plaques, historic interpretation, etc.) from Heritage Park. The 5 new residential lots will be put back on the tax digest. There is no funding required from the city.

Legal Considerations: The City Attorney will review and approve the Real Estate Agreement.

Recommendation/Action: Approval is requested to authorize the City Manager to enter into an agreement with Historic Columbus Foundation, Inc. (“HCF”) for the transfer of ownership of Heritage Park to HCF and the redevelopment of the Promenade on Front Ave for the benefit of the City.

NO.

Item #1.

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.

WHEREAS, Heritage Park and the Promenade are owned by the Columbus Consolidated Government; and,

WHEREAS, Historic Columbus Foundation, Inc. (HCF) desires to redevelop Heritage Park into 5 residential lots and relocate the Park features to the Promenade; and,

WHEREAS, the cost of the improvements will be solely paid by the HCF; and,

WHEREAS, Heritage Park will be transferred to HCF and HCF will fund improvements to both properties which exceed the value of the property transferred;

WHEREAS, the city will continue to provide general maintenance of the Promenade and HCF will maintain the features (sculptures, plaques, historic interpretation, etc.).

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF COLUMBUS, GEORGIA, AS FOLLOWS:

The City Manager is authorized to enter into a Real Estate Agreement in substantially the form attached as Exhibit "A" with Historic Columbus Foundation, Inc. for the transfer of ownership of Heritage Park to HCF and the redevelopment of the Promenade on Front Avenue; for the benefit of the City and to execute any necessary deeds, memoranda of understandings or other legal documents to effectuate these improvements.

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, Mayor

REAL ESTATE AGREEMENT

THIS AGREEMENT made this day of _____ 2022, by and between **COLUMBUS, GEORGIA**, a consolidated city-county government, Post Office Box 1340, Columbus, Georgia 31902, (hereinafter "CITY"), and **HISTORIC COLUMBUS FOUNDATION, INC.**, a Georgia non-profit corporation, 14402nd Avenue, Columbus, Georgia 31901, (hereinafter "HCF").

WHEREAS, CITY owns Heritage Park and all of the improvements located thereupon, all as is more particularly shown on an aerial photograph thereof, attached hereto and made a part hereof as Exhibit "A", and which real property is more particularly described on Exhibit "B", attached hereto and made a part hereof; hereinafter "Heritage Park";

WHEREAS, CITY owns the promenade and all improvements located thereon, all as is more particularly shown in the area shaded in red on the aerial photograph thereof attached hereto and made a part hereof as Exhibit "C", and which real property is more particularly described on Exhibit "D", attached hereto and made a part hereof, hereinafter "Promenade", and

WHEREAS, HCF has proposed and the City has accepted an offer to have the City transfer the ownership of Heritage Park to HCF and have HCF move, at HCF's sole cost and expense, to the Promenade certain improvements located at Heritage Park, all in accordance with and pursuant to the Conceptual Plan attached hereto and made a part hereof as Exhibit "E" (hereinafter the "Concept Plan"), and the plans and specifications to be mutually agreed upon.

NOW THEREFORE, in consideration of the provisions hereof and the promises and agreements herein contained, the parties hereto do agree as follows:

1. Transfer by CITY.

(A) CITY agrees to convey to HCF, at a valuation, for the purpose of this Agreement, of \$500,000.00, Heritage Park. As part of such conveyance, HCF agrees to remove and relocate, at its sole cost and expense, certain improvements located at Heritage Park to the Promenade, as well as the residence, having a value of approximately \$173,610 located on the Promenade to Heritage Park, the cost of which removal and relocation is estimated at \$1,000,000.00. At the closing with respect to the conveyance of Heritage Park to HCF, HCF shall present to the CITY a certification by a financial institution located in Columbus, Muscogee County, Georgia. Such certification shall warrant to the CITY that HCF has on deposit, in a segregated account, earmarked for the purposes hereof; the sum of \$1,000,000.00 in readily available funds.

(B) Such removal and relocation shall be accomplished, within an eighteen (18) month period from the conveyance of such Heritage Park to HCF, in a first-class, proper, substantial, competent, and workmanlike manner under the supervision of a mutually acceptable architect and contractor, all in accordance with such Plans and Specifications, as approved by CITY and HCF, and in full compliance with all laws, statutes, ordinances, and regulations applicable to, and having an impact upon, the Historic District of Columbus, Georgia, and with HCF fully saving, indemnifying and holding CITY harmless from any and all costs arising therefrom, of whatsoever kind and nature. Historic Columbus or its vendors and contractors shall carry insurance coverage as outlined in Exhibit "F" for all initial construction and maintenance work performed at the Promenade and will name the City as an additional insured on such policy.

(C) The improvements presently located at Heritage Park and to be removed and relocated to the Promenade shall be used to interpret, with additional elements, the history of Columbus, Georgia. In addition, the existing improvements located at the Promenade shall be enhanced and improved in concert

with the overall Plans and Specifications calling for the renovation of the Promenade and in conjunction with the removal and relocation of such improvements from Heritage Park.

(D) As part of the consideration hereof and for a period of at least ten (10) years from the date of the completion of the work contemplate in paragraph (C) above, HCF agrees to assume responsibility for the upkeep and maintenance of the structures, improvements and museum elements to be located on the Promenade, saving, indemnifying and holding CITY harmless from any and all costs arising therefrom, either itself or through a contractor the following services at current levels: (i) security, (ii) trash collection, (iii) The CITY shall continue to provide general area maintenance and cleanup (iv) the maintenance of the amphitheater, and (v) rental management of the Promenade. HCF agrees to establish an ongoing maintenance account, hereinafter "OMA", in an initial sum of not less than \$100,000.00, to be used to keep and maintain the structures, improvements and museum elements located on the Promenade in a first-class condition. HCF shall provide an accounting to the CITY of its efforts and activities involving its maintenance duties with respect to the Promenade, on an annual basis, so as to evidence HCF's commitment to fund the upkeep and maintenance of the structures, improvements and museum elements on the Promenade in accordance herewith, which accounting shall be in form and substance satisfactory to the CITY. The CITY and HCF shall enter into a Memorandum of Understanding ("MOU") to memorialize their respective obligations as set forth herein, in a form mutually agreeable to the CITY and HCF, and the parties agree to negotiate such MOU in good faith. The MOU shall provide for an initial term of ten (10) years which may be renewed for a subsequent ten (10) period upon the agreement of the parties.

(E) HCF warrants and guaranties that HCF has sufficient sums on-hand with which to pay for such removal, relocation, rehabilitation, and restoration, all in accordance herewith and pursuant hereto, and such funds are and will continue to be sufficient to fund the OMA herein provided.

(F) The CITY shall, by appropriate quit claim deed, convey to HCF the property on which Heritage Park is located, free and clear of any and all liens and encumbrances, of whatsoever kind and nature, and subject, only, to such easements, reservations, and exceptions to title herein provided for. HCF covenants and agrees that all future deeds by HCF to a third party shall contain a restrictive covenant that the property being conveyed thereunder will only be used as single family residences and shall not be used for short-term rentals, which covenant shall survive the Closing.

(G) The CITY reserves unto itself; and unto its successors and assigns, whomsoever, as well as unto any and all applicable utility, or its successors and assigns, whomsoever, using same, any and all easements, if any, for water, sewer and/or any other utilities, of whatsoever kind and nature, with respect to the property to be conveyed to HCF on which Heritage Park is presently located, either of record, or now in place thereupon, and the CITY does further reserve, unto itself; and unto its successors and assigns, whomsoever, as well as unto any and all applicable utility, or its successors and assigns, whomsoever, using same, all rights in and to such easements, of whatsoever kind and nature, and the right to keep, maintain and enhance same, or to emplace additional easements and utilities, of whatsoever kind and nature thereupon, as well as access of ingress, egress and regress to and from same to accomplish any such maintenance, enhancement or emplacement. The CITY agrees to provide to HCF any and all drawings, agreements, surveys, plats, or other documentation of such easements, which are in the possession or control of the CITY at least 10 business days prior to Closing. Notwithstanding the foregoing, contingent on obtaining any necessary permits or approvals from the City or the applicable utility, HCF shall have the right, at its sole cost and expense to relocate any or all such utility lines in order to complete the contemplated development of Heritage Park as single-family housing.

(H) HCF shall, upon removal and relocation of the improvements presently located at Heritage Park to the Promenade, in accordance with all applicable laws, statutes, ordinances and regulations, perform

demolition and site work on such property in anticipation of it being subdivided into five (5) residential lots, which lots will be prepared and enhanced for the relocation of five (5) historic structures to be moved onto such respective lots in anticipation of such residences being sold to private individuals, who will complete the process of the renovation and rehabilitation thereof. All of such removal, relocation, renovation, and rehabilitation shall be in full compliance with the ordinances of the City of Columbus and the rules and regulations attendant to structures in the Historic District of same and shall be accomplished in a first-class, proper, substantial, competent, and workmanlike manner, all under the supervision of such mutually acceptable architect and contractor to CITY and HCF; all in accordance with such Plans and Specifications approved by CITY and HCF, and in full compliance with all laws, statutes, ordinances, and regulations applicable thereto, and having an impact upon the Historic District of Columbus, Georgia, with HCF fully saving, indemnifying and holding CITY harmless from any and all costs arising therefrom, of whatsoever kind and nature. The CITY shall waive City Inspections and Code and Engineering permit fees so long as the parcel is initially titled in the name of HCF and shall cooperate with HCF in any reasonable requests regarding rezoning and or subdivision approval.

1. Closing Documents. The CITY and HCF agree that such papers as may be necessary to carry out the terms of this Agreement shall be executed and delivered by them at the time the sale is consummated.

2. Closing. The conveyance of Heritage Park to HCF shall be consummated within sixty (60) days from the date of this Agreement, during which time HCF shall have the opportunity of having the title examined of such property to be acquired by it in accordance herewith. It is expressly understood and agreed between the parties hereto that time is of the essence of this Agreement. Should any purported legal defect be found in the title, then HCF shall furnish CITY with a written statement thereof within said period of days, and CITY given a reasonable time thereafter within which to correct the same not to exceed ninety (90) days from such written statement being furnished to the CITY in accordance herewith, unless by endorsement hereon more time is allowed. Otherwise, this Agreement shall be of no further consequence, force or affect, whatsoever, with no liability on the part of any party hereto, of whatsoever kind and nature, as if this Agreement had never been entered into.

3. Closing Costs. The parties hereto do agree that each shall bear their own respective closing costs, of whatsoever kind and nature, in regard to the conveyance contemplated herein, to include, but not be limited to, attorney fees, title insurance, title examination, document preparation, transfer taxes, and recording charges.

4. Entry. HCF and its agents, employees and contractors shall have the right to enter upon the Promenade and Heritage Park for the purpose of marking boundary lines and topographical surveys, environmental studies, soil tests, and such other tests, analyses, and investigations, as HCF may deem necessary or desirable, so long as said work does not interfere with the CITY's continued use and occupancy of the Promenade and Heritage Park, all at the sole cost and expense of HCF, fully saving, indemnifying and holding CITY harmless therefrom. In addition, HCF shall fully save, indemnify and hold CITY harmless from and against all mechanics, materialman's, or other liens and claims, whatsoever, resulting from the conduct of HCF in making any such entry on the Property, to include, but not be limited to, the actions of its agents, employees and contractors.

5. Broker. Each party hereto represents to the other party hereto that they have not engaged any broker or agent in connection with this Agreement. HCF hereby agrees to fully save, indemnify and hold the CITY harmless from and against any and all liability, loss, cost, damage, and expense (including, but not limited to, attorneys' fees and costs of litigation) that the CITY shall ever suffer or incur because of

any claim by any such broker, whether or not meritorious, for any fee, commission, or other compensation with respect hereto, resulting from the acts of HCF.

7. Possession. Possession of Heritage Park shall be given to the HCF as of the closing, and access and easement rights to the Promenade shall be given to HCF as of the closing so as to remove and relocate the improvements from Heritage Park to the Promenade and to renovate and rehabilitate the Promenade by HCF, all in accordance herewith and pursuant hereto.

8. Condition.

(18) HCF shall acquire Heritage Park, all in accordance herewith and pursuant hereto, in “AS IS, WHERE IS, WITH ALL FAULTS” condition, and with no warranties or guaranties, of any kind, whatsoever.

(B) Closing on Heritage Park, all in accordance herewith and pursuant hereto, shall signify that HCF has acquired Heritage Park in “AS IS, WHERE IS, WITH ALL FAULTS” condition, with no warranties, of whatsoever kind and nature, and that all preconditions and contingencies stipulated herein have been fully met to its satisfaction.

9. Binding Effect. This Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective legal representatives, successors, and permitted assigns.

10. Entire Agreement; Modification. This instrument constitutes the entire agreement between the parties. It is entered into after full investigation, with neither party relying upon any statement or representation made by the other not embodied herein. HCF warrants and represents that it has inspected Heritage Park to be acquired by it and the Promenade to be renovated and rehabilitated in accordance herewith, and is thoroughly acquainted with their condition. This instrument may not be changed or terminated, orally, but only by an agreement duly executed and signed by the parties.

11. Notices. All notices hereunder shall be in writing and delivered personally or mailed by certified or registered mail, postage prepaid, return receipt requested, addressed to the parties at their above addresses.

12. Non-Waiver. No delay or failure by either party to exercise any right hereunder, and no partial or single exercise of such right, shall constitute a waiver of that or any other right, unless otherwise expressly provided herein.

13. Headings. Headings in this Agreement are for convenience and reference only and shall not be used to interpret or construe its provisions.

14. Governing Law. This Agreement shall be construed in accordance with and be governed by the laws of the State of Georgia.

15. Time of Essence. Time is of the essence of this Agreement.

16. Survival. ALL PROVISIONS HEREOF SHALL SURVIVE CLOSING.

17. Counterparts. This Agreement may be executed in several counterparts, each of which shall be deemed to be an original, but all of which together shall be one and the same agreement. Counterparts may be delivered via facsimile, electronic mail (including pdf or any electronic signature complying with

the U.S. federal ESIGN Act of 2000, e.g., www.docusign.com) or other transmission method and any counterpart so delivered shall be deemed to have been duly and validly delivered and be valid and effective for all purposes.

18. **WAIVER OF JURY TRIAL.** IN ORDER TO AVOID THE ADDITIONAL TIME AND EXPENSE RELATED TO A JURY TRIAL ON ANY MATTERS ARISING HEREUNDER OR RELATING OR CONNECTED IN ANY MANNER TO THIS AGREEMENT, IT IS AGREED BY THE PARTIES HERETO, FOR THEMSELVES, AND FOR THEIR RESPECTIVE SUCCESSORS AND/OR ASSIGNS, THAT THEY SHALL AND HEREBY DO WAIVE TRIAL BY JURY OF ANY MATTERS, INCLUDING ANY COUNTERCLAIMS, CROSS CLAIMS, OR THIRD-PARTY CLAIMS, AND INCLUDING ANY AND ALL CLAIMS OF INJURIES AND/OR DAMAGES ARISING OUT OF OR IN ANY WAY CONNECTED WITH THIS AGREEMENT, ANY AND ALL OF WHICH LEGAL PROCEEDINGS SHALL ONLY BE FILED IN THE SUPERIOR COURT OF MUSCOGEE COUNTY, GEORGIA, OR IN THE UNITED STATES DISTRICT COURT FOR THE MIDDLE DISTRICT OF GEORGIA. THE PARTIES HERETO HEREBY EXPRESSLY WAIVE ANY OTHER JURISDICTION OR VENUE WHETHER BY STATUTE OR OTHER LAW.

(INITIALS)

(INITIALS)

This Agreement has been duly executed by the parties on the day and year first above written.

COLUMBUS, GEORGIA, a
consolidated city-county government
("CITY")

HISTORIC COLUMBUS
FOUNDATION, INC., a
non-profit corporation ("HCF")

By: _____
Its: _____

(SEAL OF CITY)

By: _____
Its: _____

(CORPORATE SEAL)

EXHIBIT "A"

Heritage Park and all of the improvements located thereupon, all as is more particularly shown on an aerial photograph thereof; attached hereto and made a part hereof as Exhibit "A"

EXHIBIT "B"

Heritage Park property is more particularly described on Exhibit "B"

EXHIBIT "C"

Promenade and all improvements

EXHIBIT "D"

Promenade real property is more particularly described on Exhibit "D"

EXHIBIT "E"

Concept Plan attached hereto and made a part hereof as Exhibit "E".

EXHIBIT "F"

Insurance requirements for performing work on City Property

EHIBIT A
ARIAL VIEW OF HERITAGE PARK



EXHIBIT B

Property Description of Heritage Park

To be supplied by the City prior to Closing

EXHIBIT C
PROMENADE ARIAL (shown in red)

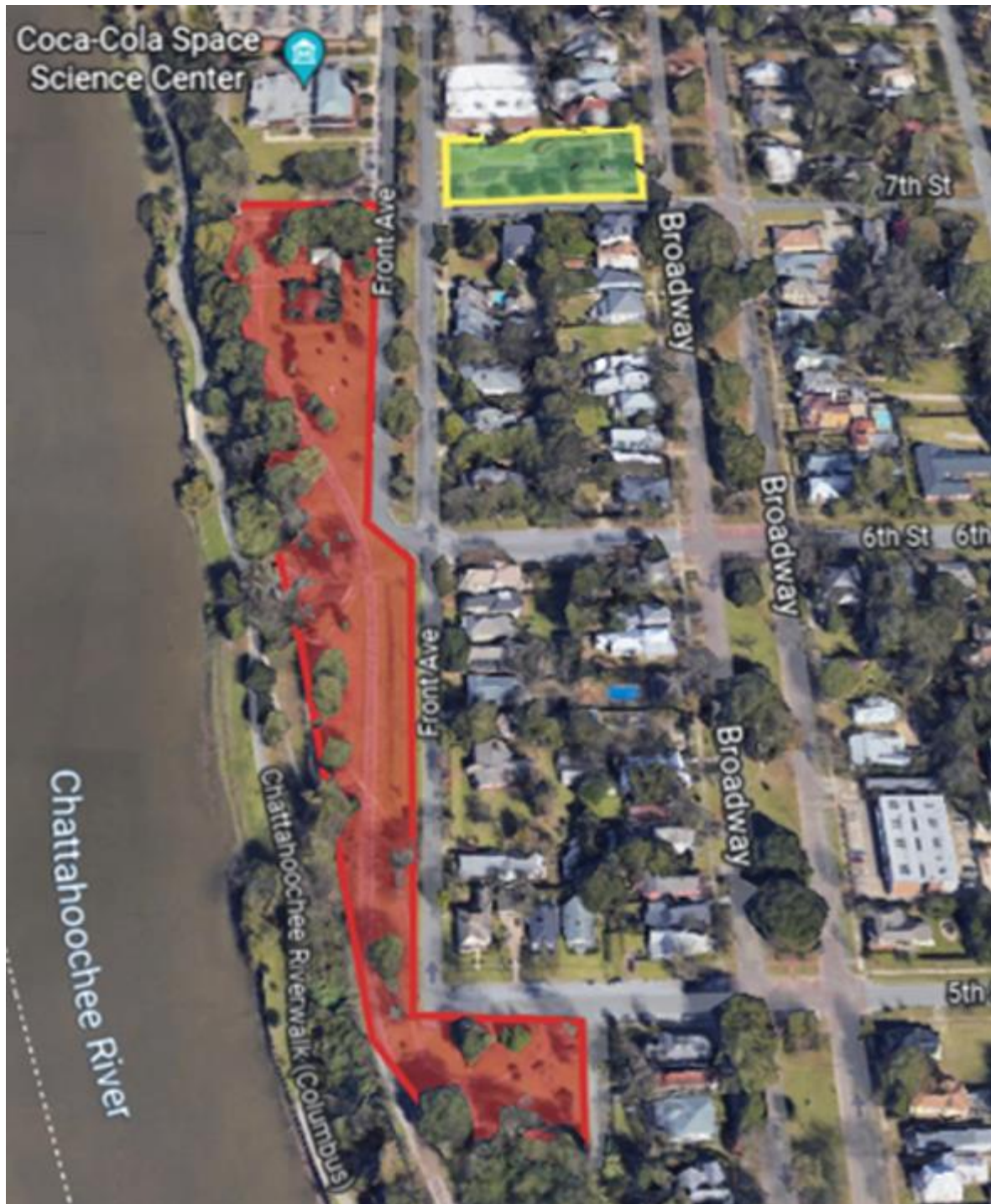


EXHIBIT D

Property Description of Heritage Park

To be supplied by the City prior to Closing

EXHIBIT E

PROMENADE CONCEPT DRAWINGS



CCG INSURANCE CHECKLIST

CERTIFICATE OF INSURANCE MUST SHOW ALL COVERAGE AND ENDORSEMENTS INDICATED BY "X"

CSL = Combined Single Limit; BI = Bodily Injury; PD=Property Damage

| Required Coverage(s) | | Limits (Figures denote minimums) | Bidders Limits/Response |
|----------------------|------------------------------------------------------------|----------------------------------------------------------------------|----------------------------|
| X | 1. Worker's Compensation and Employer's Liability | STATUTORY REQUIREMENTS | |
| | Comprehensive General Liability | | |
| X | 2. General Liability Premises/Operations | \$1 Million CSL BI/PD each occurrence, \$1 Million annual aggregate | |
| X | 3. Independent Contractors and Sub - Contractors | \$1 Million CSL BI/PD each occurrence, \$1 Million annual aggregate | |
| | 4. Products Liability | \$1 Million CSL BI/PD each occurrence, \$1 Million annual aggregate | |
| | 5. Completed Operations | \$1 Million CSL BI/PD each occurrence, \$1 Million annual aggregate | |
| X | 6. Contractual Liability (Must be shown on Certificate) | \$ 1 Million CSL BI/PD each occurrence, \$1 Million annual aggregate | |
| | Automobile Liability | | |
| X | 7. *Owned/Hired/Non-Owned Vehicles/ Employer non ownership | \$1 Million BI/PD each Accident, Uninsured Motorist | |
| | Others | | |
| X | 8. Miscellaneous Errors and Omissions | \$1 Million per occurrence/claim | |
| | 9. Umbrella/Excess Liability | \$1 Million Bodily Injury, Property Damage and Personal Injury | |
| | 10. Personal and Advertising Injury Liability | \$1 Million each offense, \$1 Million annual aggregate | |
| X | 11. Professional Liability | \$1 Million per occurrence/claim | |
| | 12. Architects and Engineers | \$1 Million per occurrence/claim | |
| X | 13. Asbestos Removal Liability | \$2 Million per occurrence/claim | |
| | 14. Medical Malpractice | \$1 Million per occurrence/claim | |
| | 15. Medical Professional Liability | \$1 Million per occurrence/claim | |
| | 16. Dishonesty Bond | | |

| Required Coverage(s) | | Limits (Figures denote minimums) | Bidders Limits/Response |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------------------------|
| | 17. Builder's Risk | Provide Coverage in the full amount of contract | |
| | 18. XCU (Explosive, Collapse, Underground) Coverage | | |
| | 19. USL&H (Long Shore Harbor Worker's Compensation Act) | | |
| | 20. Contractor Pollution Liability | \$2 Million per occurrence/claim | |
| X | 21. Environmental Impairment Liability | \$2 Million per occurrence/claim | |
| X | 22. Carrier Rating shall be Best's Rating of A-VII or its equivalents | | |
| X | 23. Notice of Cancellation, non-renewal or material change in coverage shall be provided to City at least 30 days prior to action. | | |
| X | 24. The City shall be named Additional Insured on all policies | | |
| X | 25. Certificate of Insurance shall show Bid Number and Bid Title | | |
| | 26. Pollution: | \$2 Million per occurrence/claim | |

File Attachments for Item:**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.

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #2.

| | |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Acquisition of Property for Sheriff's Administration |
| AGENDA SUMMARY: | 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 5 th 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. |
| INITIATED BY: | City Manager's Office |

Recommendation: Approval is requested to authorize the City Manager to execute a Purchase and Sales Agreement for approximately 1.76 acres including 125 parking spaces located at 1000 5th Avenue upon satisfactory completion of all due diligence.

Background: The Sheriff's Administration is currently housed in the Government Center which is scheduled to be replaced and demolished in 2025. The Sheriff's Administration includes Executive Management, Internal Affairs, Special Projects, Human Resources, Criminal and Civil Warrants, Patrol Services, Community Outreach, Evidence and Property Storage, and Quartermaster. As part of the RFP 20-0001, Space Planning and Programming & Design Professional Services for the Columbus Consolidated Government, the Sheriff's Office was assessed and the space requirement was calculated. The Council concluded that the Sheriff's Administration and Government Administration would be considered outside of the new Judicial Center either in a new building and acquire and renovate and existing building.

Analysis: The options were evaluated to include adding 50,000 sf to the new Judicial Center at \$500/sf (\$25 million), new construction of 60,000 sf on the existing Jail site at \$350/sf (\$21 million) or property acquisition of an existing building with renovation of 76,000 sf at \$210/sf (\$16 million). The city is in the process of completing all due diligence on the property.

Financial Considerations: 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.

Legal Considerations: The City Attorney has reviewed the Purchase and Sales Agreement.

Recommendation/Action: Approval is requested to authorize the City Manager to execute a Purchase and Sales Agreement for approximately 1.76 acres including 125 parking spaces located at 1000 5th Avenue upon satisfactory completion of all due diligence.

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 DUE DILIGENCE.

WHEREAS, the Sheriff's Administration is currently housed in the Government Center; and,

WHEREAS, the Government Center is scheduled to be replaced with a new Judicial Center and demolished in 2025; and,

WHEREAS, options were evaluated to determine the most cost effective approach to providing space to the Sheriff's Office; and,

WHEREAS, an existing building located at 1000 5th Avenue was available in close proximity to the Jail and other Public Safety agencies;

WHEREAS, the purchase price has been negotiated at \$2,525,000 to acquire the building and to be renovated at an estimated cost of \$13,000,000.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF COLUMBUS, GEORGIA, AS FOLLOWS:

To authorize the City Manager to enter into the Purchase and Sales Agreement plus any applicable closing and associated costs 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 due diligence.

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, Mayor

PURCHASE AND SALE AGREEMENT

THIS PURCHASE AND SALE AGREEMENT (this “Agreement”) dated as of the date the last of Seller or Buyer to this Agreement executes the same (the “Effective Date”), by and between Columbus, Georgia, a consolidated city-county government, (the “Buyer”), and Total System Services LLC, a Delaware limited liability company (the “Seller”).

1. SALE AND PURCHASE.

Seller agrees to sell, assign, transfer and convey to Buyer, and the Buyer agrees to purchase from Seller all of Seller’s right, title and interest in and to the following:

(a) All of that tract or parcel of land consisting of approximately 3.0189 acres, and being more specifically described or depicted on Exhibit “A” attached hereto and by this reference made a part hereof, being denominated as 1000 - 5th Avenue, Columbus, Muscogee County, Georgia, according to the present system of numbering buildings in Columbus, Georgia; being all of City Lots 563, 564 565 and 566, and being identified as Tax Identification Number 018 021 001.

(b) All of Seller’s right, title and interest in and to any improvements, fixtures, appurtenances, easements, rights-of-way, tenements, hereditaments, rights, privileges, ingress and regress thereto, or in any way appertaining or incidental thereof, and to all strips and any land lying in the bed of any street, if any;

(c) All cabinetry, plumbing, electrical, heating, ventilation and air conditioning systems and related equipment, carpeting, and outdoor lighting, and other items typically considered fixtures of the building. In addition, any right title and interest of Seller to any other personal property left by Seller in any portion of the property described in Exhibit “A” at the time of Closing shall pass to the Buyer;

(d) All licenses, permits and warranties that relate to or are required in connection with the use, occupancy, maintenance, repair, and leasing of the land and improvements. Seller shall only be responsible for providing information concerning such licenses, permits or warranties to the extent that such records are in its possession and have been requested by Buyer;

(e) All service, maintenance, supply and operating contracts, or other similar agreements, affecting the use, maintenance, or operation of all or any part of the Property and that Buyer elects to assume. Buyer shall deliver to Seller a list of such contracts and agreements that Buyer elects to assume, if any, on or prior to the date that is forty-five (45) days prior to Closing. **[Seller will provide copies of the contracts to Buyer by September 15, 2022.]**

The property described in Subsections 1 (a), (b), (c), and (d) and (e) are, collectively, referred to herein as the “Property.”

2. PURCHASE PRICE AND PAYMENT.

(a) In consideration of the conveyance of the Property to Buyer without recourse, representation or warranty, except, only, as is otherwise specifically set forth herein, Buyer shall pay to Seller the sum of Two Million Five Hundred Twenty-Five Thousand and No/100ths Dollars (\$2,525,000.00) (the “Purchase Price”), in cash or readily available funds.

(b) Within five (5) business days after the Effective Date, Buyer shall pay to _____ (the “Escrow Agent”), by wire transfer, the sum of Forty-Five Thousand

and No/100ths Dollars (\$45,000.00) as an earnest money deposit (the "Deposit"). The Deposit shall be non-refundable to Buyer except upon Seller's default or as is otherwise expressly provided for herein, and shall be applied as a credit to Buyer against the Purchase Price in the event the sale contemplated hereby is consummated. Buyer agrees to sign all forms required in connection with Escrow Agent's holding and investing the Deposit, such as IRS and bank account forms and reports, and for such purposes the Deposit shall be considered the property of Buyer until such time as Escrow Agent disburses the Deposit to another party. The preceding sentence shall not change in any way the other provisions in this Agreement concerning Escrow Agent's holding and disbursing the Deposit. The Seller and/or Buyer are aware the Federal Deposit Insurance Corporation (FDIC) coverages apply to a maximum amount of \$250,000.00 per depositor. Further, the Seller and/or Buyer do not and will not hold Escrow Agent liable for any loss occurring which arises from bank failure or error, insolvency or suspension, or a situation or event which falls under the FDIC coverages.

(c) The Purchase Price less credit for the Deposit, which shall be paid to Seller at Closing, and after adjustments for any pro-rations and expenses as provided in this Agreement shall be paid by Buyer by wire transfer to Seller at Closing.

3. PROPERTY CONVEYED "AS IS."

IT IS UNDERSTOOD AND AGREED THAT SELLER DISCLAIMS ALL WARRANTIES OR REPRESENTATIONS OF ANY KIND OR CHARACTER, EXPRESS OR IMPLIED, WITH RESPECT TO THE PROPERTY, INCLUDING, BUT NOT LIMITED TO, WARRANTIES OR REPRESENTATIONS AS TO MATTERS OF TITLE (OTHER THAN AS SPECIFICALLY SET FORTH IN SECTIONS 6 AND 30 HEREIN), ZONING, TAX CONSEQUENCES, PHYSICAL OR ENVIRONMENTAL CONDITIONS, AVAILABILITY OF ACCESS, INGRESS OR EGRESS, PROPERTY VALUE, OPERATING HISTORY, GOVERNMENTAL APPROVALS, GOVERNMENTAL REGULATIONS OR ANY OTHER MATTER OR THING RELATING TO OR AFFECTING THE PROPERTY. BUYER AGREES THAT WITH RESPECT TO THE PROPERTY, BUYER HAS NOT RELIED UPON AND WILL NOT RELY UPON, EITHER DIRECTLY OR INDIRECTLY, ANY REPRESENTATION OR WARRANTY OF SELLER OR OF SELLER'S BROKERS, AGENTS, EMPLOYEES OR ATTORNEYS. BUYER REPRESENTS THAT IT IS A KNOWLEDGEABLE BUYER OF REAL ESTATE AND THAT IT IS RELYING SOLELY ON ITS OWN EXPERTISE AND THAT OF BUYER'S CONSULTANTS, AND THAT BUYER WILL CONDUCT SUCH INSPECTIONS AND INVESTIGATIONS OF THE PROPERTY, INCLUDING, BUT NOT LIMITED TO, THE PHYSICAL AND ENVIRONMENTAL CONDITIONS THEREOF, AND SHALL RELY UPON SAME, AND, UPON CLOSING, SHALL ASSUME THE RISK THAT ADVERSE MATTERS, INCLUDING, BUT NOT LIMITED TO, ADVERSE PHYSICAL AND ENVIRONMENTAL CONDITIONS, MAY NOT HAVE BEEN REVEALED BY BUYER'S INSPECTIONS AND INVESTIGATIONS. BUYER ACKNOWLEDGES AND AGREES THAT UPON CLOSING, SELLER SHALL SELL AND CONVEY TO BUYER AND BUYER SHALL ACCEPT THE PROPERTY "AS IS, WHERE IS", WITH ALL FAULTS, AND THERE ARE NO ORAL AGREEMENTS, WARRANTIES OR REPRESENTATIONS COLLATERAL TO OR AFFECTING THE PROPERTY BY SELLER OR ANY THIRD PARTY. THE TERMS AND CONDITIONS OF THIS SECTION 3 SHALL EXPRESSLY SURVIVE THE CLOSING. THE WARRANTIES, REPRESENTATIONS AND PROVISIONS OF THIS SECTION 3 SHALL BE INAPPLICABLE, IN WHOLE, OR IN PART, TO ANY WARRANTY, REPRESENTATION AND/OR PROVISION EXPRESSLY OTHERWISE STATED IN SECTIONS 6 AND 30 OF THIS AGREEMENT.

4. SURVEY.

The Property is being sold AS IS with all faults. At Buyer's option and expense, Buyer may have the Property surveyed and certified by a registered land surveyor in accordance with state law. If Buyer elects to obtain a Survey, Buyer shall deliver an original survey to Seller and to the title company prior to Closing that shall be certified to Seller at Seller's request. In addition, to the extent Buyer elects to obtain a Survey, the plat from such Survey shall not be used as the basis for a description of the Limited Warranty Deed conveying title of the Property from Seller to Buyer. Seller will be willing to execute a Quit Claim Deed in favor of Buyer using the plat from Buyer's Survey as the legal description of the Property. The provisions hereof shall be equally applicable in the event Buyer obtains a survey after Closing.

5. EXAMINATION OF TITLE.

(a) Seller shall convey title to the Property by Limited Warranty Deed subject to: (i) all taxes for the year in which the Closing occurs and subsequent years not yet due and payable; (ii) zoning and other ordinances affecting the Property; (iii) all matters which would be shown by current accurate survey and inspection of the Property, and (iv) all matters of record (the foregoing Section 5 (a)(i) – (iv) being hereinafter referred to collectively as the "Permitted Title Exceptions"). Within forty-five (45) days from and after the Effective Date, Buyer shall obtain and deliver to Seller an owner's title insurance commitment for the Property and may notify Seller in writing of any objections to the Permitted Title Exceptions. In the event Buyer does not notify Seller prior to the end of said forty (45) day period of any unacceptable defects in the Permitted Title Exceptions, Buyer shall have waived the right to object to same and shall have agreed to accept title subject to the Permitted Title Exceptions. In the event Buyer notifies Seller of any defects to the Permitted Title Exceptions prior to the expiration of said forty-five (45) day period, Seller shall notify Buyer within five (5) business days of its receipt of Buyer's notice as to which title defects Seller shall cure or refuse to cure; provided, in no event shall Seller be obligated to cure any such defects other than mortgages or other monetary liens caused by Seller capable of being satisfied by payment of a sum certain. If Seller fails to give Buyer written notice as to which title defects Seller shall cure or refuse to cure, Seller shall be deemed to have refused to cure such title defects. Buyer shall have five (5) business days from receipt of Seller's notice in which to elect to accept the Property subject to such matters without deduction from the Purchase Price, or to decline to accept the Property in which event the Deposit shall be returned to Buyer, and this Agreement shall terminate, and the parties shall have no further obligations hereunder, except as to matters which expressly survive as set forth in this Agreement. If Buyer fails to give Seller written notice of Buyer's election by the end of said five (5) business days period, then Buyer shall be deemed to have elected to accept the Property subject to the Permitted Title Exceptions without deduction from the Purchase Price. If Seller satisfies all such title defects and encumbrances prior to Closing, then the transaction contemplated hereby shall be closed in accordance with its terms. If Seller does not satisfy all such title defects and encumbrances that Seller has agreed to satisfy on or before the Closing, then Buyer shall have the right to elect on or before the date of Closing either: (i) not to close the transaction contemplated hereby in which event the Deposit shall be refunded to Buyer, this Agreement shall terminate, and the parties shall have no further obligations hereunder, except as to matters which expressly survive as set forth in this Agreement, or (ii) to close the transaction contemplated hereby without regard to such unsatisfied defects and encumbrances, in which event the transaction contemplated hereby shall be closed in accordance with its terms, without a reduction in Purchase Price.

(b) If prior to Closing, any update of the commitment discloses any title exception which attaches to or first affects the Property after the effective date of the original commitment previously obtained by Buyer (a "New Title Exception"), then the same procedure for curing such matters is as set forth above shall be followed. If Seller is unable to remove or cure the New Title Exception prior to Closing but is engaged in attempting to do so, the Closing date shall be extended to

allow Seller a reasonable opportunity to cure or remove the New Title Exception. If Seller decides it will not attempt to remove or cure the New Title Exception and so notifies Buyer prior to Closing, Buyer shall be entitled to the same remedies as set forth in the preceding paragraph. Seller will not knowingly create any New Title Exception after the date of this Agreement. For the avoidance of doubt, any title exception which is of record as of the date of this Agreement, but which is not identified by Buyer pursuant to Section 5(a) above, shall not constitute a New Title Exception for purposes of this Section 5(b).

(c) In addition to the Permitted Title Exceptions described above, Seller discloses the matters listed on Exhibit "B" to this Agreement that are known by Seller to affect the Property. Seller shall be under an obligation to terminate or cancel any leases disclosed on Exhibit "B" and Buyer understands and agrees that the Property shall not be conveyed subject to those matters disclosed on said Exhibit "B" that are designated for removal prior to Closing. Seller shall also be under an obligation not to renew any leases disclosed on Exhibit "B".

6. COVENANTS AND CONDITIONS OF SETTLEMENT.

(a) On the date of Closing, Seller shall execute and deliver a limited warranty deed (the "Limited Warranty Deed") to Buyer in the form attached hereto as Exhibit "C". Seller and Buyer shall execute closing statements, a FIRPTA certificate, and such other documents as may be reasonably required to complete Closing and accomplish transfer of the Property to Buyer hereunder.

(b) In addition to the other conditions set forth herein, Buyer's obligation to acquire the Property and close on the transaction contemplated hereunder shall be conditioned on:

- (i) all representations and warranties of Seller being true and correct in all material respects as of the Closing;
- (ii) there being no known breach or default by Seller of any of its other covenants, agreements, duties or obligations hereunder.
- (iii) no event or circumstances exist at Closing that may materially and adversely affect the Property, or its use or occupancy.
- (iv) In each instance where a failure of a condition precedent in favor of Buyer occurs and such failure is not waived by Buyer, the Deposit shall be refunded to Buyer, this Agreement shall terminate, and neither party shall have any further rights or obligations hereunder, except as otherwise provided herein and those which expressly survive termination.

7. FURTHER ENCUMBRANCES.

The Seller hereby covenants and agrees that from and after the Effective Date hereof until the earlier of the termination of this Agreement or the date of Closing, that the Seller shall not, without the prior written consent of the Buyer, grant or otherwise voluntarily create or consent to the creation or renewal of any lease, easement, restriction, lien, or encumbrance affecting the Property, in whole, or in part.

8. CLOSING AND CLOSING DATE; CLOSING DOCUMENTS AND CLOSING CONTINGENCIES.

(a) (1) Unless postponed by mutual agreement of the parties, the consummation of this sale by Seller and the purchase by Buyer of the Property (the "Closing") shall be held on or before

12:00 p.m. Eastern Standard time on or before November 1, 2022 at a time and place mutually agreeable to the parties (the "Closing Date"), but if none is agreed to at the Office of the City Manager, Columbus, Georgia, Sixth Floor, Government Center, 100 East 10th Street, Columbus, Georgia 31901.

(2) The Closing shall also be contingent on respective deliveries of those items listed in Section 8 (B) et. seq. hereof.

(3) Subject to all applicable provisions and preconditions hereof, the sale of the Property to Buyer and the other transactions described herein shall be consummated on the Closing Date.

(b) (1) Buyer shall be responsible for the preparation and delivery of the Closing Documents reasonably required by Buyer to carry out the terms of this Agreement and the Closing contemplated hereunder in form and substance reasonably acceptable to Seller.

(2) Buyer shall deliver to Seller at Closing the balance of the Purchase Price, plus or minus prorations, and such other documents reasonably required by the Title Company to issue the Title Policy and close the purchase by Buyer of the Property.

(3) Seller and Buyer shall jointly deliver and execute:

- (I) a closing statement,
- (II) a bill of sale with respect to the personal property at the Property,
- (III) an assignment and assumption of service contracts, if Buyer elects to assume any service contracts,
- (IV) all required real estate transfer tax declarations, returns, or affidavits, and
- (V) such other reasonable documents as may be required by the Title Company or otherwise to close this transaction in accordance with the terms of this Agreement.

(4) Exclusive possession of the Property shall be given by Seller to Buyer at the time of Closing.

9. APPORTIONMENTS.

At Closing, all ad valorem taxes, rents and other charges applicable to the Property for the month and/or year in which the Closing occurs shall be prorated between Seller and Buyer on the following basis:

The proration shall be based upon the amount in the latest tax figures available with known changes. If the current year's taxes have not been determined at the time of Closing, the proration of such taxes shall be based on the previous year's taxes, and Buyer and Seller shall, at either party's request, adjust between themselves any difference in the proration based on the actual taxes for the year in which the Closing occurs, at such time as the actual tax figures become available. Any other charges applicable to the Property shall be prorated and adjusted in a similar fashion. Promptly following the Closing, Buyer shall transfer all utilities serving the Property into Buyer's name; shall provide any required deposits to the

applicable provider, and shall cause any existing deposits to be refunded to Seller. The provisions of this Section 9 shall survive the Closing.

10. CLOSING COSTS.

(a) Buyer shall pay the following expenses incurred in connection with the transactions described herein:

- (i) the costs of the Commitment and Title Policy, including extended coverage;
- (ii) the fee for the recording of the Limited Warranty Deed;
- (iii) the cost of any endorsements to the Title Policy;
- (iv) all costs associated with its investigation of the Property, including the cost of appraisals, survey, architectural, engineering, credit, and environmental reports;
- (v) such other costs as are typically borne by buyers in the jurisdiction where the Property is located, and
- (vi) Buyer's legal fees and expenses.

(b) Seller shall pay the following expenses incurred in connection with the transactions described herein, including without limitation:

- (i) to the extent Seller agrees to remove or discharge same under Section 5 of this Agreement, the costs of removing any lien, assessment or encumbrance required to be discharged hereunder in order to convey title to the Property as herein provided, including, without limitation, any prepayment penalties, defeasance costs, or fees incurred in connection therewith;
- (ii) to the extent Seller agrees to cure under Section 5 of this Agreement, the costs to cure any title objections not accepted by Buyer or its title insurance company;
- (iii) Seller's legal fees and expenses and the commission to Seller's Broker, if any;
- (iv) such other costs as are typically borne by sellers in the jurisdiction where the Property is located, and
- (v) all transfer taxes related to the conveyance of title to the Property.

11. BROKERAGE.

(a) Seller shall pay to Seller's broker CBRE, Inc. ("Seller's Broker"), a commission pursuant to a separate agreement between Seller and Seller's Broker, fully saving, indemnifying and holding Buyer harmless therefrom, with Seller's Broker to provide Buyer at Closing with an affidavit to the effect that any such commission has been fully paid, all as provided under Georgia law.

(b) Seller and Buyer hereby represent each to the other that other than Seller's Broker, no party is entitled, as a result of the actions of Seller or Buyer, as the case may be, to a real estate

commission or other fee resulting from the execution of this Agreement or the transaction contemplated hereby. Seller hereby agrees to fully save, indemnify, defend, and hold Buyer harmless from and against any and all costs, damages and expenses (including attorneys' fees) resulting, directly or indirectly, from any such claim arising out of the actions of or contact with Seller.

(c) The representations, warranties and indemnities contained in this Section 11 shall survive the rescission, cancellation, termination, or consummation of this Agreement.

12. REMEDIES

(a) In the event that Seller fails to comply with or perform any of the covenants, agreements or obligations to be performed by Seller under the terms and provisions of this Agreement, and Seller does not cure such failure within ten (10) business days following written notice from Buyer, then the Buyer shall be entitled to the following remedies: (1) to terminate this Agreement, upon which the Deposit shall be refunded to Buyer; (2) to be reimbursed by Seller for its reasonable out-of-pocket expenses associated with this Agreement, or (3) in the alternative, to seek specific performance of this Agreement as the laws of the State of Georgia in such instances provide. Except as set forth herein, the parties shall have no further rights hereunder, except as to matters which expressly survive as set forth in this Agreement. Buyer waives any and all other remedies it may have.

(b) If the Buyer shall fail to make any payment or deposit when due or to comply with or perform any of the covenants, agreements, or obligations to be performed by Buyer under the terms and provisions of this Agreement, and Buyer does not cure such failure within ten (10) business days following written notice from Seller, then Seller shall, as its sole and exclusive remedy, have the Deposit as full liquidated damages. In view of the difficulty of accurately estimating Seller's actual damages in the event of a default hereunder by Buyer, and in recognition that it is impossible more precisely to estimate the damages to be suffered by Seller upon a default by Buyer, the parties have agreed that the Deposit shall be paid to Seller not as a penalty, but as full liquidated damages pursuant to O.C.G.A. § 13-6-7; and that such amount constitutes a good faith and reasonable estimate of the potential damages arising from a default by Buyer hereunder.

(c) The provisions of this Section 12 shall survive Closing.

13. NOTICES

All notices, demands, request and other communications hereunder shall be in writing and shall be deemed to have been given if delivered personally, or sent via national overnight delivery service to the following addresses:

in the case of Seller: Total System Services LLC
One TSYS Way
Columbus, Georgia 31901
Electronic Mail: ctorbert@tsys.com

with copy to: Stanley, Esrey & Buckley, LLP
1230 Peachtree Street, NE
Suite 2400
Atlanta, Georgia 30309
Attention: Justin Shoemake
Electronic Mail: jshoemake@seblaw.com

and in the case of Buyer: Columbus, Georgia, a consolidated city-county government
 Attn: City Manager's Office
 100 East 10th Street
 Columbus, Georgia 31901
 Attn: Pamela Hodge
 Electronic Mail: Phodge@columbusga.org

with a copy to: Columbus, Georgia City Attorney's Office
 100 East 10th Street
 Columbus, Georgia 31901
 Attn: Lucy Sheftall
 Electronic Mail: LSheftall@columbusga.org

or at such other address as the party may specify from time to time by written notice to the other party. Notices shall be deemed given on the date of hand delivery or the day after being sent via overnight delivery. Rejection or other refusal by the addressee to accept, or the inability of a party to deliver because of a changed address of which no notice was given, shall be deemed receipt of the notice sent.

14. SUCCESSORS AND ASSIGNS; ASSIGNMENT.

All terms of this Agreement shall be binding upon, and shall inure to the benefit of and be enforceable by the parties hereto and their respective legal successors and assigns and may not be assigned, in whole, or in part, without the prior written consent of the other party hereto.

15. GOVERNING LAW/VENUE.

This Agreement is intended to be performed in the State of Georgia and shall be governed and construed in all respects in accordance with the laws of, applicable to, the State of Georgia. Any dispute arising out of or under this Agreement, including the Exhibits annexed hereto, shall be litigated in the appropriate court of the State of Georgia. In the event any action is brought by either Seller or Buyer to enforce any provision of this Agreement or for any claim or cause of action arising out of or in any way related to this Agreement, such action shall be brought in a state or federal court sitting in Columbus, Muscogee County, Georgia to the exclusion of all other courts and tribunals. Seller and Buyer each consent to the jurisdiction and venue of the state and federal courts sitting in Columbus, Muscogee County, Georgia for purposes of enforcing the provisions of this Agreement and for any claims or causes of action arising out of or in any way related to this Agreement. Seller and Buyer hereby irrevocably and unconditionally waive any and all right to trial by jury in any action, suit or counterclaim arising in connection with, out of or otherwise relating to, this Agreement. The provisions of this Section 15 shall survive the Closing or termination hereof.

16. CAPTIONS.

The captions of this Agreement are inserted for convenience or reference only and not to define, described or limit the scope or the intent of this Agreement or any term hereof.

17. CHANGES AND MODIFICATIONS; CHANGES AND INCORPORATIONS OF PRIOR AGREEMENTS.

This Agreement may not be orally changed, modified or terminated; it supersedes any and all prior understandings and/or letter agreements; other matters of similar nature shall be deemed to be of no force or effect in the interpretation of this Agreement, it being intended that this Agreement

represents the entire understanding of the parties. No waiver of any provision hereof shall be valid unless in writing and signed by a party against whom it is to be enforced. This Agreement may not be amended except by written instrument executed by Buyer and Seller.

18. WAIVER.

No failure of either party to exercise any power given hereunder to insist upon strict compliance with any obligations specified herein, and no custom or practice at variance with the terms hereof, shall constitute a waiver of any party's right to demand except compliance with the terms hereof; provided, however, that any party may, at its sole option, waive any requirement, covenant or condition herein established for the benefit of such party without affecting any of the other provisions of this Agreement.

19. FURTHER ASSURANCES.

Seller and Buyer each agree to execute and deliver to the other such further documents and instruments as may be reasonable and necessary in furtherance of, and to effectuate the intent of, the parties as expressed by the terms and conditions hereof.

20. CASUALTY LOSS.

In the event prior to the Closing of a material damage or casualty to the Property or any part of the Property then, in any such case, Seller shall promptly notify Buyer, in writing, of such event, and Buyer shall have the option to either: (i) terminate this Agreement in its entirety, in which event the Earnest Money, and all interest earned thereon, shall be returned to Buyer and neither party shall have any further obligations or liabilities hereunder or (ii) proceed with the Closing. If Buyer elects to proceed with the Closing or is not entitled to terminate this Agreement, Seller shall pay and/or assign to Buyer all right, title and interest in and to the insurance proceeds (including casualty and, to the extent applicable to a period of time following the Closing, rent loss proceeds), in the event of damage or casualty. Buyer shall exercise its option under clause (i) or (ii) of this Section 20 by providing Seller with a written notice of its decision within fifteen (15) days after Buyer receives written notice of the damage or casualty to the affected Property. For purposes hereof, "material" damage or casualty shall mean damage or casualty as to the Property which precludes it from being used as intended by Buyer.

21. TIME OF ESSENCE.

TIME IS OF THE ESSENCE IN THIS AGREEMENT.

22. SURVIVAL.

Except, only, as is otherwise expressly provided for herein, the terms and provisions of this Agreement shall not survive Closing or the termination of this Agreement.

23. CONSTRUCTION.

Each party hereto acknowledges that all parties hereto participated in the drafting of this agreement and consulted with its own legal counsel in connection therewith. Accordingly, this Agreement shall not be construed more strictly against any one party.

24. ACCEPTANCE.

The offer by the first party to execute this Agreement to sell or buy the Property shall terminate unless this Agreement is accepted and executed by the other party within seven (7) business days after the offer is made.

25. EXHIBITS.

The Exhibits referred to herein and attached to this Agreement are incorporated herein by full reference.

26. COUNTERPART EXECUTION.

This Agreement may be executed in separate counterparts, and copies delivered electronically, by PDF or facsimile shall be deemed originals. It shall be fully executed when each party whose signature is required has signed and delivered to the other at least one counterpart even though no one counterpart contains the signatures of all the parties. Once Buyer and Seller have each signed at least one counterpart of this Agreement, this Agreement shall constitute a valid and binding agreement between Buyer and Seller even though this Agreement has not yet been signed by the Escrow Agent.

27. SEVERABILITY.

The invalidity or unenforceability of a particular provision of this Agreement shall not affect the other provisions hereof, and this Agreement shall be construed in all respects as if such invalid or unenforceable provision were omitted.

28. BUSINESS DAY CONVENTION.

Should any time period provided in this Agreement expire on a Saturday, Sunday or legal holiday, such time period shall automatically be extended to the next date that is not a Saturday, Sunday or legal holiday.

29. ESCROW AGENT.

The Deposit and any other money deposited in escrow hereunder (collectively, the "Escrowed Funds") shall be held by Escrow Agent in escrow upon the following terms and conditions:

(a) It is agreed that the duties of Escrow Agent are purely ministerial in nature, and that Escrow Agent shall incur no liability whatever except for willful misconduct or gross negligence so long as Escrow Agent has acted in good faith. Seller and Buyer release Escrow Agent from any act done or omitted to be done by Escrow Agent in good faith in the performance of Escrow Agent's duties hereunder.

(b) Escrow Agent shall be under no responsibility in respect to any of the moneys deposited with it other than faithfully to follow the instructions herein contained. Escrow Agent may consult with counsel and shall be fully protected in any actions taken in good faith, in accordance with the advice of counsel. Escrow Agent shall not be required to defend any legal proceedings which may be instituted against the escrow instructions unless requested to do so by Seller and Buyer and indemnified to the satisfaction of Escrow Agent against the cost and expense of such defense. Escrow Agent shall not be required to institute legal proceedings of any kind. Escrow Agent shall have no responsibility for the genuineness or validity of any document or other item deposited with Escrow Agent and shall be fully protected in acting in accordance with any written instructions given to Escrow Agent hereunder and believed by Escrow Agent to have been signed by the proper parties.

(c) Escrow Agent assumes no liability under this Agreement except that of a stakeholder. If there is any dispute as to whether Escrow Agent is obligated to deliver the escrow moneys, or as to whom that sum is to be delivered, Escrow Agent shall not be obligated to make any delivery of the sum, but in such event may hold the sum until receipt by Escrow Agent of any authorization in writing signed by all the persons having an interest in such dispute, directing the disposition of the sum, or in the absence of such authorization until the determination of the rights of the parties in an appropriate proceeding. If such written authorization is not given, or proceedings for such determination are not begun and diligently continued, Escrow Agent may, but is not required to, bring an appropriate action or proceeding to deliver the Escrowed Funds to the registry of a court of competent jurisdiction pending such determination. Upon making delivery of the moneys in the manner provided for in this Agreement, Escrow Agent shall have no further liability in its capacity as Escrow Agent in this matter.

(d) In the event a dispute arises between Seller and Buyer sufficient in the discretion of Escrow Agent to justify its doing so, Escrow Agent shall be entitled to tender into the registry or custody of any court of competent jurisdiction, all money or property in its possession under this Agreement, and shall thereupon be discharged from all further duties and liabilities under this Agreement as Escrow Agent

(e) Escrow Agent has executed this Agreement to confirm that Escrow Agent is holding (drafts are subject to collection) and will hold the Escrowed Funds in escrow pursuant to the provisions of this Agreement. All interest earned on the Escrowed Funds shall be for the benefit of Buyer unless and until such interest is delivered to Seller in accordance with the terms of this Agreement. Buyer and Seller agree to execute such documents as Escrow Agent may reasonably request in connection with Escrow Agent acting in such capacity and holding and investing the Deposit. Buyer represents that Buyer's tax identification number is 58-1097948. Seller represents that Seller's tax identification number is 58-1493818.

30. REPRESENTATIONS, WARRANTIES AND COVENANTS.

(A) Seller's Representations. Seller represents and warrants to Buyer that:

(a) Seller has full power and authority to enter into this Agreement, bind Seller and the Property to the commitments made hereunder, and convey or cause the conveyance of the Property to Buyer.

(b) The execution of this Agreement by Seller is the duly authorized and legally binding action of Seller, and upon execution hereof, Seller shall be bound by and subject to the terms and provisions of this Agreement.

(c) Neither the execution, delivery or performance of this Agreement nor compliance herewith (i) conflicts or will conflict with or results or will result in a breach of or constitutes or will constitute a default under (a) the articles of incorporation and by-laws or other organizational instruments of Seller, or (b) to Seller's actual knowledge, any law or any order, writ, injunction or decree of any court or governmental authority, or (ii) results in the creation or imposition of any lien, charge or encumbrance upon its property pursuant to any such agreement or instrument.

(d) No person or entity, except Buyer, has been granted any options, rights of first refusal or other purchase rights with respect to the Property.

(e) To the best of Seller's actual knowledge, all of the licenses, warranties and permits required for the operation of the Property are in full force and effect.

(f) Seller has no knowledge and has received no notice of any pending or threatened condemnation, litigation, claim, demand, damage, action, violation, or cause of action of any person, entity or governmental agency or instrumentality affecting the Property. To the best of Seller's actual knowledge, the Property is not in violation or breach of any law, ordinance, code or regulation, nor of any of the covenants, conditions, restrictions or other agreements affecting the Property.

(g) To the best of Seller's actual knowledge: (A) other than two underground storage tanks located under the Property that have not been in operation since 1999, there are no underground storage tanks located under the Property, and (B) Seller is not subject to any current citations from any governmental authority related to the presence of hazardous substances on the Property, nor does Seller have any actual knowledge that such hazardous substances or waste are located in, or, about or under the Property. For purposes of this paragraph 30.(A) (g), any reference to the "knowledge" of Seller, such reference shall mean only the actual knowledge of Chip Torbert and shall not mean or include any imputed or constructive knowledge of Seller or any officer, agent, employee or affiliate of Seller, but with Seller being fully liable for any default, breach or misstatement by Chip Torbert in this regard.

(h) Intentionally deleted.

(i) There are no leases with respect to be Property which will not be terminated by Closing, and Buyer will assume no leases with respect to the Property, and Seller will fully save, indemnify and hold Buyer harmless therefrom.

(j) Seller has not: (i) made a general assignment for the benefit of creditors; (ii) filed any voluntary petition in bankruptcy or suffered the filing of an involuntary petition by Seller's creditors; (iii) suffered the appointment of a receiver to take possession of all or substantially all of Seller's assets; (iv) suffered the attachment or other judicial seizure of all, or substantially all, of Seller's assets; (v) admitted in writing its inability to pay its debts as they come due, and/or (vi) made an offer of settlement, extension or composition to its creditors generally.

(k) Seller shall promptly notify Buyer, in writing, of any event or condition known to Seller which occurs on or prior to the Closing hereunder, which causes a change in the facts relating to, or the truth of, any of its representations or warranties hereunder.

(l) All of Seller's representations, warranties and disclosures herein are true and correct as of the date of this Agreement and such representations, warranties and disclosures shall be deemed remade as of the Closing, provided that if requested by Buyer, Seller shall re-certify such matters in a written certification as part of Seller's closing deliveries.

(B) Buyer's Representations. Buyer represents and warrants to Seller that:

(a) Buyer has the power and authority to execute and deliver this Agreement and to perform its obligations hereunder.

(b) The execution of this Agreement by Buyer is the duly authorized and legally binding action of Buyer, and upon execution hereof, Buyer shall be bound by and subject to the terms and provisions of this Agreement.

(C) Survival. The representations and warranties of the parties contained in this Agreement or in any document executed in connection herewith, shall not merge with or into any deed of conveyance or other document or instrument delivered at or in connection with the Closing and shall survive the Closing for a period of two (2) years after the Closing ("**Survival Period**"); *provided, however*, that such one-year limitation shall not apply to (a) any fraud; or (b) any claim or cause of action initiated prior to the end of such two-year period.

(D) Operating Covenants. From the date of this Agreement until the Closing or earlier termination of this Agreement:

(a) Seller shall continue to operate the Property and pay for all expenses in a manner similar to its operation prior to the execution of this Agreement, including, without limitation, to the providing of insurance, management, maintenance and services;

(b) From and after the date of this Agreement, Seller shall not enter into or renew any leases, service contracts, easements, restrictions, declarations, agreements or options that shall survive closing or otherwise become binding on Buyer without Buyer's prior consent, which consent shall not be unreasonably withheld;

(c) Seller shall promptly furnish Buyer copies of all notices received by Seller of violation by Seller or the Property of federal, state or municipal laws, ordinances, regulations, orders, or requirements of departments of housing, buildings, fire, labor, health, or other Federal, state or municipal departments or other governmental authorities; and

(d) Seller shall not market the Property for sale or otherwise accept or negotiate any offers for sale or refinancing.

31. JOINT COMMUNICATION.

The parties agree that any public announcement or disclosure of this Agreement shall be made jointly by the parties. No unilateral public disclosures or statements about this Agreement will be made by a party without first obtaining the consent of the other party, which consent will not be unreasonably withheld. Nothing herein shall interfere with the obligations of Buyer to comply with its legal obligations under the Georgia Open Records Act or other legal process.

32. ACCESS TO PROPERTY AND INSPECTIONS

(a) The parties hereto have previously entered into an Access Agreement, dated May 12, 2022, the provisions of which Access Agreement are incorporated herein and made a part hereof. Notwithstanding anything to the contrary set forth in such Access Agreement, including without limitation Section 11 thereof, such Access Agreement shall remain in full force and effect until the earlier to occur of (i) the Closing and (ii) the termination of this Agreement.

(b) Seller will continue to maintain and operate the Property in like condition from the Effective Date until the Closing.

IN WITNESS WHEREOF, the duly authorized representatives of the parties have set their hands and seals hereto as of the day and year indicated next to their signatures.

SELLER:

Total Systems Services LLC

By: _____
David L. Green
Corporate Secretary

Date: _____

(SEAL)

BUYER:

**Columbus, Georgia, a consolidated
city-county government**

By: _____
Name: _____
Title: _____

Date: _____

(SEAL)

ESCROW AGENT:

By: _____
Name: _____
Title: _____

Date: _____

Exhibit "A"**Legal Description**

1000 5th Avenue
Columbus, Muscogee County, Georgia

Parcel ID Number: 018 021 001

All that lot, tract or parcel of land situate, lying and being in Columbus, Muscogee County, Georgia, and being known and distinguished in the plan of said Columbus, Georgia as all of CITY LOTS Numbered FIVE HUNDRED SIXTY-THREE (563), FIVE HUNDRED SIXTY-FOUR (564), FIVE HUNDRED SIXTY-FIVE (565) and FIVE HUNDRED SIXTY-SIX (566), said tract or parcel of land being the same property that was acquired under the following deeds: (i) Deed from James E. Fuller, L. A. Fuller, Jr., and E. B. Cartledge, Jr., as Executors of the Last Will and Testament of Mrs. Cogee Hunnicutt Fuller, deceased, dated November 30, 1973, and recorded in Deed Book 1481, Folio 270 of the records of the Office of the Clerk of the Superior Court of Muscogee County, Georgia; (ii) Warranty Deed from Mrs. Mamie Louise Fuller Hulsey, of the State of Alabama, County of Lee, and L. A. Fuller, Jr., and James E. Fuller, of the State of Georgia, County of Muscogee, dated October 19, 1966, and recorded in Deed Book 1090, Folio 55 of the records of the aforesaid Clerk's Office; (iii) Deed from The First National Bank of Columbus, Columbus, Georgia, as Trustee under Item VII of the Will of Marie D. Needham, deceased, dated January 11, 1974, and recorded in Deed Book 1486, Folio 400 of the records of the aforesaid Clerk's Office; (iv) Warranty Deed from Sidney Shapiro, Max Shapiro, Morris Shapiro and Irene Shapiro Rainbow, dated January 9, 1974, and recorded in Deed Book 1486, Folio 321 of the records of the aforesaid Clerk's Office; and (v) Warranty Deed from James E. Fuller, dated October 19, 1966, and recorded in Deed Book 1090, Folio 58 of the records of the aforesaid Clerk's Office.

This conveyance is made subject to all enforceable easements and zoning ordinances, regulations and restrictions of record and applicable to the above described property.

EXHIBIT “B”

EXCEPTIONS TO TITLE

(in addition to the Permitted Title Exceptions, as defined in Section 5(a))

None.

Exhibit "C"**Form of Limited Warranty Deed***(Space above is for Recorder's use)***When Recorded Mail To:****LIMITED WARRANTY DEED**

KNOW ALL PERSONS BY THESE PRESENTS, that Total System Services LLC, a Delaware limited liability company, ("**Grantor**"), whose address is One TSYS Way, Columbus, Georgia 31901, for and in consideration of Ten and 00/100 Dollars (\$10.00) and other good and valuable consideration, to Grantor paid by Columbus, Georgia, a consolidated city-county government ("**Grantee**"), whose address is 100 East 10th Street, Columbus, Georgia 31901, the receipt of which is hereby acknowledged, does hereby grant, bargain, sell, remise, and release to Grantee, its successors and assigns forever, all the right, title, interest, claim or demand which Grantor has or may have had in and to all that tract of land, if any, described on Exhibit A, attached hereto and made a part hereof (the "**Property**"), together with all the rights, easements, privileges, tenements, hereditaments and appurtenances thereto belonging or in any way appertaining. The Property does not include the primary residence of Grantor.

TO HAVE AND TO HOLD the Property and all rights, easements, privileges, tenements, hereditaments and appurtenances thereto in fee simple.

And Grantor, for itself and for its successors and assigns, will warrant and forever defend the right and title to the Property unto Grantee against the claims of any persons owning, holding or claiming by, through or under Grantor or Grantor's successors and assigns, but not otherwise.

IN WITNESS WHEREOF, Grantor has caused these presents to be executed in its name,
by its proper officer thereunto duly authorized, this ____ day of _____, 2022.

Signed, Sealed and Delivered
in the presence of:

GRANTOR:

TOTAL SYSTEM SERVICES LLC,
a Delaware limited liability company

By: _____

Name: _____

Title: _____

Name: _____

Unofficial Witness

(COMPANY SEAL)

Notary Public

My Commission Expires: _____

(NOTARY SEAL)

Exhibit "A"**Legal Description**

1000 – 5th Avenue
Columbus, Muscogee County, Georgia

Parcel ID Number: 018 021 001

All that lot, tract or parcel of land situate, lying and being in Columbus, Muscogee County, Georgia, and being known and distinguished in the plan of said Columbus, Georgia as all of CITY LOTS Numbered FIVE HUNDRED SIXTY-THREE (563), FIVE HUNDRED SIXTY-FOUR (564), FIVE HUNDRED SIXTY-FIVE (565) and FIVE HUNDRED SIXTY-SIX (566), said tract or parcel of land being the same property that was acquired under the following deeds: (i) Deed from James E. Fuller, L. A. Fuller, Jr., and E. B. Cartledge, Jr., as Executors of the Last Will and Testament of Mrs. Cogee Hunnicutt Fuller, deceased, dated November 30, 1973, and recorded in Deed Book 1481, Folio 270 of the records of the Office of the Clerk of the Superior Court of Muscogee County, Georgia; (ii) Warranty Deed from Mrs. Mamie Louise Fuller Hulsey, of the State of Alabama, County of Lee, and L. A. Fuller, Jr., and James E. Fuller, of the State of Georgia, County of Muscogee, dated October 19, 1966, and recorded in Deed Book 1090, Folio 55 of the records of the aforesaid Clerk's Office; (iii) Deed from The First National Bank of Columbus, Columbus, Georgia, as Trustee under Item VII of the Will of Marie D. Needham, deceased, dated January 11, 1974, and recorded in Deed Book 1486, Folio 400 of the records of the aforesaid Clerk's Office; (iv) Warranty Deed from Sidney Shapiro, Max Shapiro, Morris Shapiro and Irene Shapiro Rainbow, dated January 9, 1974, and recorded in Deed Book 1486, Folio 321 of the records of the aforesaid Clerk's Office; and (v) Warranty Deed from James E. Fuller, dated October 19, 1966, and recorded in Deed Book 1090, Folio 58 of the records of the aforesaid Clerk's Office.

This conveyance is made subject to all enforceable easements and zoning ordinances, regulations and restrictions of record and applicable to the above described property, including without limitation the matters set forth on Exhibit B attached hereto and made a part hereof.

Exhibit “B”

Permitted Exceptions

File Attachments for Item:

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

Approval is requested to purchase 1546th 9th Ave Columbus, Georgia 31901 from Conservative Investment Inc. for the amount of \$80,246.90 to expand Metra Transit System services.

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #3.

| | |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Acquisition of Property at 1546 9th Ave from Conservative Investment Inc |
| AGENDA SUMMARY: | Approval is requested to purchase 1546 th 9 th Ave Columbus, Georgia 31901 from Conservative Investment Inc. for the amount of \$80,246.90 to expand Metra Transit System services. |
| INITIATED BY: | Community Reinvestment |

Recommendation: Approval is requested to purchase the property at 1546 9th Ave Columbus, Georgia 31901 from Conservative Investment Inc. for \$80,246.90 to be used to the expansion of METRA services.

Background: METRA Transit System is seeking an opportunity to further enhance campus operations and increase intermodal accessibility and/or existing transit services in Columbus with the purchase of 1546 9th Ave, Columbus, Georgia 31901, a vacant property that is adjacent to METRA's campus.

The owner of 1546 9th Ave has agreed to sell the property to the City for \$80,246.90 and the source of funding is TIA/TSPLOST funding. Currently, the property is sitting vacant, and the proposed plan would put the property back into productive use.

If acquired, METRA would like to construct a multimodal facility dedicated to enhancing METRA's existing services and/or connecting public transit in Columbus with other existing modes of transportation, such as intercity buses, biking, and rideshares. The location would also provide electric vehicle charging spots, encouraging EV owners to park and charge while using METRA and other transportation modes to travel around Columbus.

Analysis: The property is currently vacant with no future development plans. Since the property is adjacent to METRA's campus, the acquisition would allow for meaningful expansion to METRA's services.

Financial Considerations: The funding to purchase and develop the property will come from TIA/TSPLOST funds.

Legal Considerations: Any entry into a purchase and sale agreement involving City of Columbus property acquisitions requires Council approval.

Recommendation/Action: Approval is requested to enter into a sale agreement with Conservative Investment Inc. to acquire the property at 1546 9th Ave Columbus, Georgia 31901 for \$80,246.90 plus any applicable closing costs.

NO.

Item #3.

A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A SALE AGREEMENT WITH CONSERVATIVE INVESTMENT INC. FOR THE PROPERTY AT 1546 9TH AVE FOR THE EXPANSION OF METRA TRANSIT SERVICES.

WHEREAS, the above mentioned property is owned exclusively by Conservative Investment Inc. and a contingency offer of \$80,246.90 was made and the seller has accepted;

WHEREAS, METRA Transit will use the property to expand transit services; and,

WHEREAS, the funds used to acquire and develop the property will come from TIA/TSPLOST funds.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA HERBY RESOLVES:

That the City Manager is hereby authorized to enter into a purchase and sale agreement with Conservative Investment Inc. to purchase the property of 1546 9th Ave Columbus, Georgia 31901 for \$80,246.90 with TIA/TSPLOST funds for the use of METRA Transit.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF COLUMBUS, GEORGIA, AS FOLLOWS:

Introduced at a regular meeting of the Council of Columbus, Georgia held on the _____ day of _____ 2022 and adopted at said meeting by the affirmative vote of ten 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

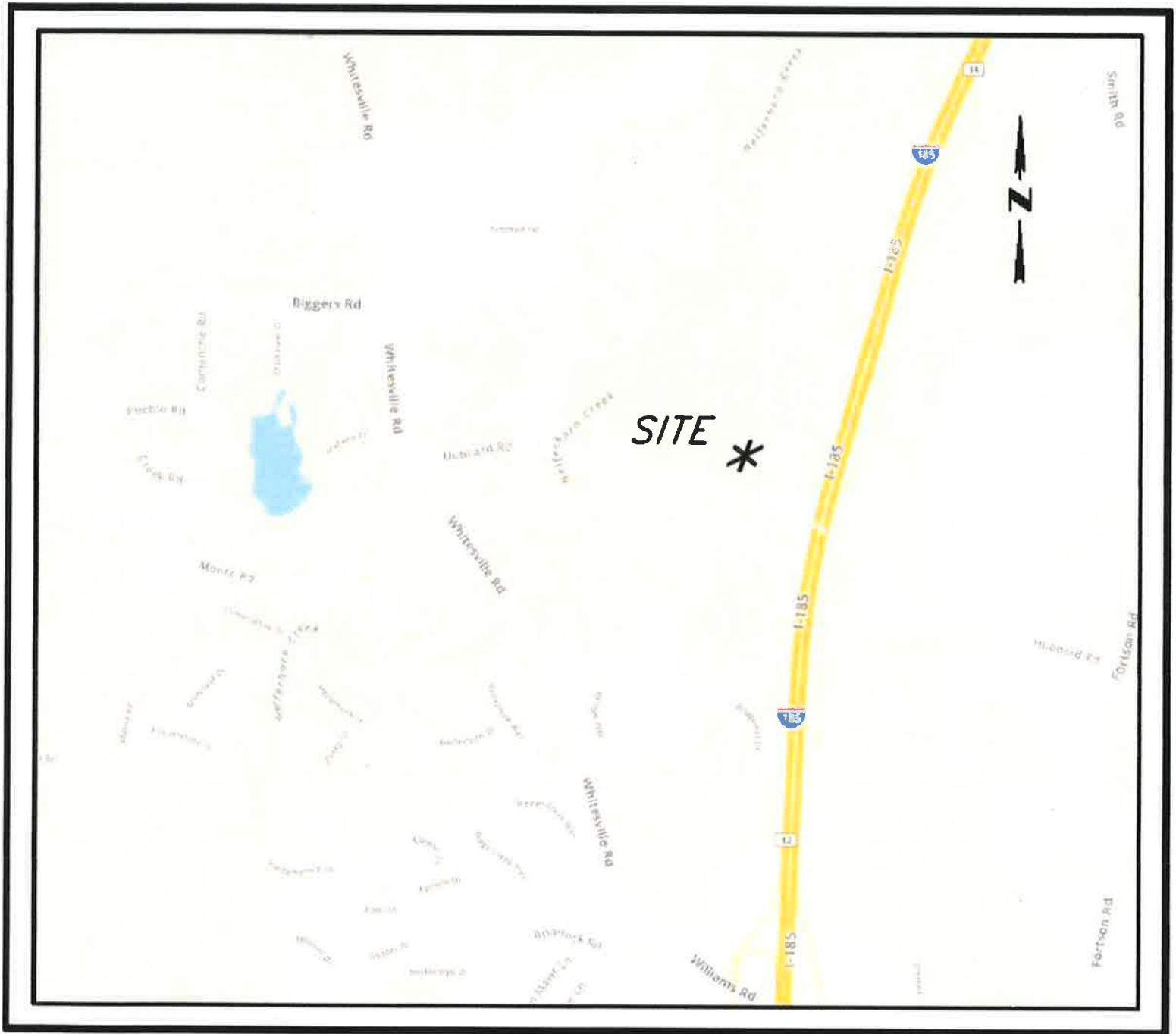
B.H. "Skip" Henderson, Mayor

File Attachments for Item:

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.

Approval is requested for the acceptance of That portion of Hayfields Road, that portion of Kadie Way and Katie Court located in Phase One, Section Two Part B, Heiferhorn Farms.

HEIFERHORN FARMS



VICINITY MAP
SCALE: NTS

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #4.

| | |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | 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. |
| AGENDA SUMMARY: | Approval is requested for the acceptance of That portion of Hayfields Road, that portion of Kadie Way and Katie Court located in Phase One, Section Two Part B, Heiferhorn Farms. |
| INITIATED BY: | Engineering Department |

Recommendation: Approve the acceptance of That portion of Hayfields Road, that portion of Kadie Way, and Kadie Court located in Phase One, Section Two Part B, Heiferhorn Farms.

Background. That portion of Hayfields Road, that portion of Kadie Way, and Kadie Court located in Phase One, Section Two B, Heiferhorn Farms has (38) Thirty-eight residential lots. The streets have been improved and meet the required specifications for acceptance by the City.

Analysis: A deed has been conveyed to the City conveying That portion of Hayfields Road, that portion of Kadie Way, and Kadie Court located in Phase One, Section Two B, Heiferhorn Farms. A description of property is as follows: The above described roads and right-of-ways are shown on the map or plat entitled “Final Plat for Phase One, Section Two, Part B, Heiferhorn Farms, Part of Land Lots 238, 19th Land District, Columbus, Muscogee County, Georgia, dated July 7, 2022, prepared by Stroz^ozi’er” Services LLC and recorded at Plat Book 167, Page 132, in the Office of the Clerk of the Superior Court of Muscogee County, Georgia.

Financial Considerations: No City funds are involved until maintenance is assumed after the two-year warranty.

Legal Considerations: In accordance with Section 18-3 of the Columbus Code, all dedicated right-of-way must be accepted by Council.

Recommendation/Action: Approve the acceptance That portion of Hayfields Road, that portion of Kadie Way, and Kadie Court located in Phase One, Section Two Part B, Heiferhorn Farms.

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.

WHEREAS, Columbus, Georgia has been submitted a deed That portion of Hayfields Road, that portion of Kadie Way, and Kadie Court located in Phase One, Section Two Part B, Heiferhorn Farms, a full description of property on said deed; and,

WHEREAS, said streets have been improved and meet the required specifications for acceptance by the City; and,

WHEREAS, the Engineering Department has inspected said streets and recommends acceptance by same.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF COLUMBUS, GEORGIA, AS FOLLOWS:

That certain deed dated August 11, 2022, conveying to Columbus, Georgia That portion of Hayfields Road, that portion of Kadie Way, and Kadie Court located in Phase One, Section Two, Phase B Heiferhorn Farms, and the same is hereby accepted. The Clerk of Council is hereby authorized to have said deed recorded in the Deed Records in the Office of the Clerk of Superior Court of Muscogee County. A copy of deed is hereto attached and by this reference mad a part of this resolution.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the _____ day of June 2022 and adopted at said meeting by the affirmative vote of ten 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, Mayor

File Attachments for Item:

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

Approval is requested for granting a variance to Section 7.10.1-Required Sidewalk of the Unified Development Ordinance (UDO) excusing the requirement to install sidewalks in all residential, commercial and industrial developments along 8140 Fortson Rd.

© 2020 FRENCH & ASSOCIATES, LANDSCAPE ARCHITECTS
1425 3rd AVE, COLUMBUS, GA 31901 PH: 706-324-6457 FAX: 706-324-4097
THESE DRAWINGS HAVE BEEN PREPARED AS INSTRUMENTS OF SERVICE FOR A PARTICULAR PROJECT SITE AND REMAIN THE PROPERTY OF FRENCH & ASSOCIATES. ANY ALTERATIONS, CHANGES, OMISSIONS, REPRODUCTION OR OTHER USE WITHOUT WRITTEN CONSENT BY FRENCH & ASSOCIATES IS STRICTLY PROHIBITED.

NEW BUILDING FOR NG SALON
8140 FORTSON ROAD
1 FOUNTAIN RIDGE BUSINESS PARK
COLUMBUS, MUSCOGEE COUNTY, GEORGIA

CASE PLAN NO. SPNR-12-19-008

| DESIGNED | DATE | REVISIONS |
|----------|---------------|-----------------------------|
| ELF | 01/20/2023 | 1. REVISED PER CCG COMMENTS |
| ELF | 2 August 2022 | 2. Define city sidewalk |
| ELF | AS NOTED | |
| ELF | 4/17/2022 | |

SHEET TITLE
Site and Irrigation
Sleeving Plan

FRENCH & ASSOCIATES
LANDSCAPE ARCHITECTURE
1425 THIRD AVENUE
COLUMBUS, GA 31901
PH: (706) 324-6457
FAX: (706) 324-4097



QASWCC CERT NO. 000000159
SHEET NO. C2.0

Irrigation Sleeving Detail and Notes

2 IN. X 4 IN. WOOD STAKE W/ TOP PAINTED AND MARKED AS SPECIFIED BELOW.
CURB, GUTTER, OR EDGE OF PAVEMENT
PAVEMENT / PAVING / WITH BASE BENEATH

CLASS 200 PVC SLEEVE - SEE PLANS FOR SIZE AND LOCATION - SET TOP OF PIPE 18 IN. MIN. / 24 IN. MAX. BELOW FINISH GRADE
CAP ENDS OF SLEEVE WITH DUCT TAPE
PAINT EACH END OF SLEEVE USING THE COLOR-CODING DESIGNATED BELOW TO INDICATE EACH SPECIFIC USE.

DETECTION TAPE - AS SPECIFIED - SET END IN SLEEVE AND SECURE WITH DUCT TAPE. EXTEND TAPE ABOVE GRADE AND WRAP AROUND MARKING STAKE - BOTH ENDS OF SLEEVE.

Sleeve Symbol Description

Number of Sleeves - 2 6" Sleeve Diameter
Sleeve shall be designated for IRRIGATION - Fluorescent Pink

NOTES:

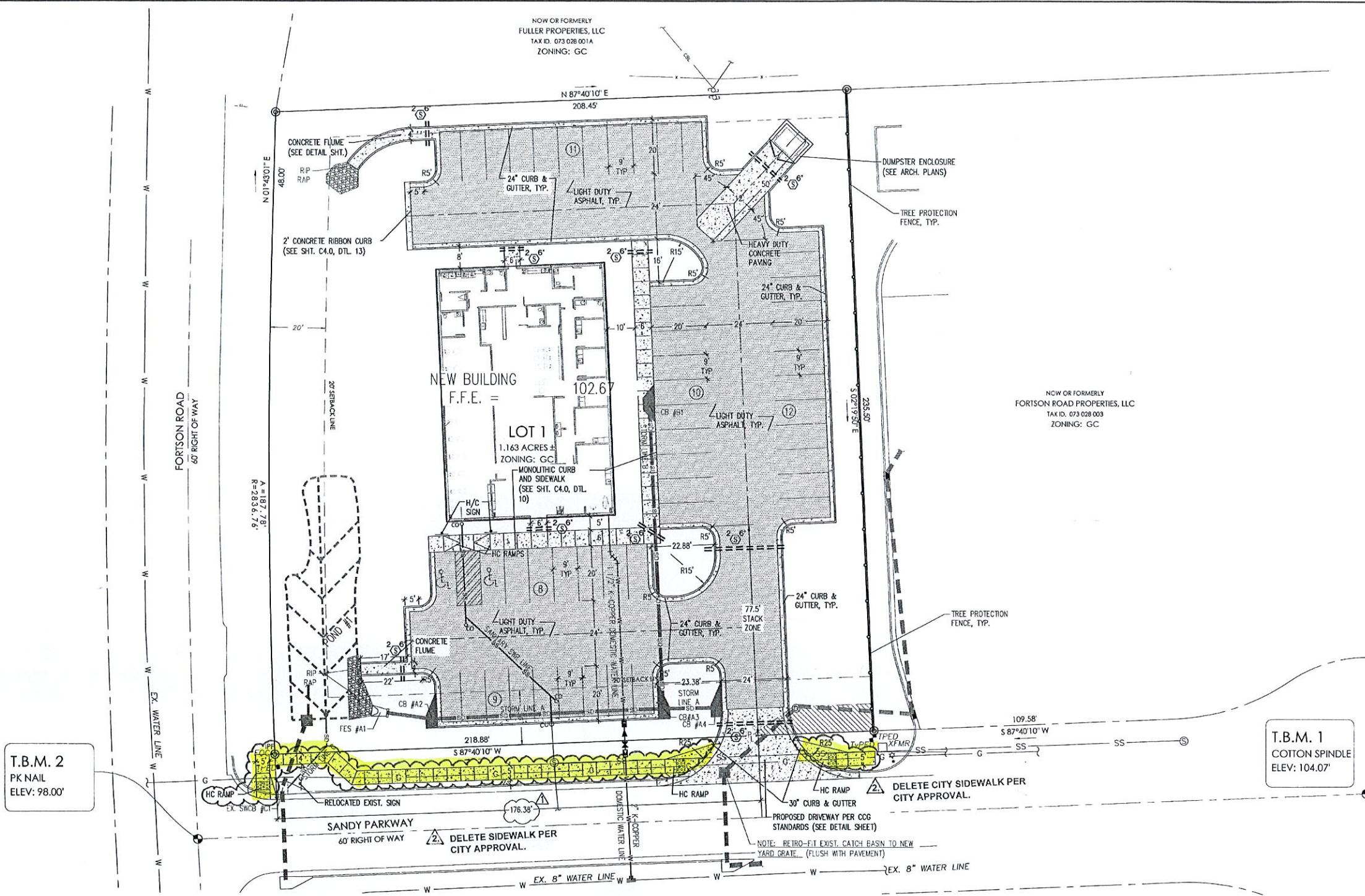
SLEEVES SHALL BE USED ONLY FOR THE TRADE DESIGNATED ON PLANS. SUBCONTRACTORS WHO USE SLEEVES MARKED FOR OTHER TRADES SHALL BE RESPONSIBLE FOR JACKING AND BORING ADDITIONAL SLEEVES FOR THE TRADE DESIGNATED.

ADJUSTMENTS TO THE LOCATIONS OF SLEEVES MAY BE MADE TO AVOID UTILITIES OR OTHER OBSTACLES.

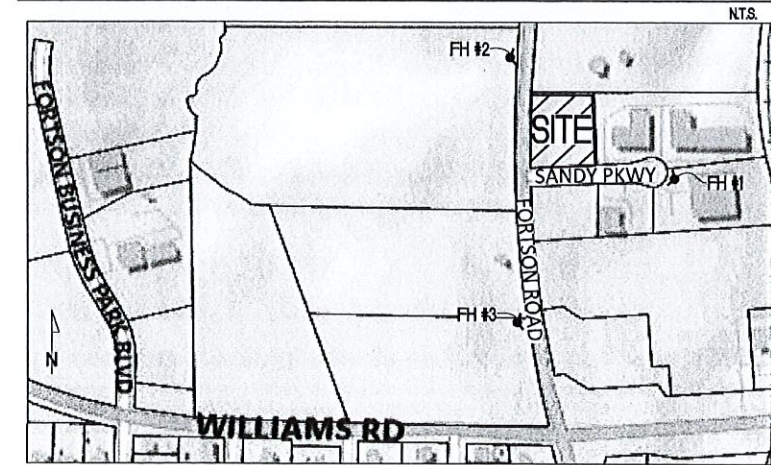
ALL SLEEVES SHALL BE CLASS 200 PVC.

SLEEVE LOCATIONS SHALL BE PERMANENTLY MARKED USING A SMALL, SAW-CUT "X" ON THE TOP EDGE OF THE CURB OR SIDEWALK.

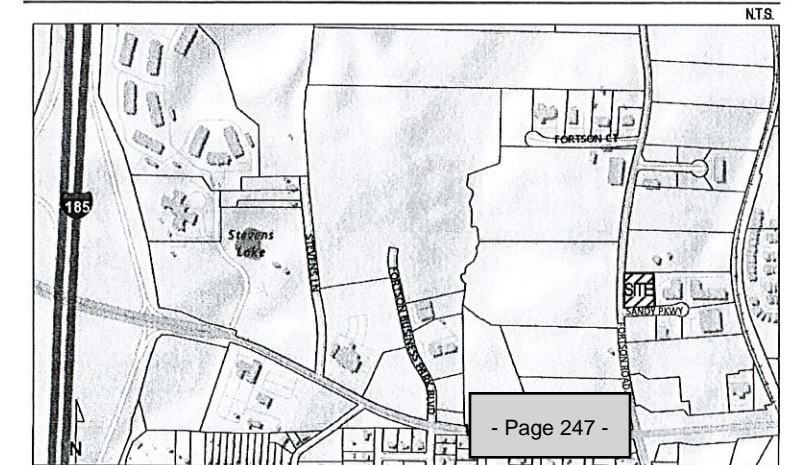
THIS PLAN DOES NOT SHOW THE LOCATIONS FOR PROPOSED CONDUIT, WATER, GAS, CITY ELECTRICAL LINES, OR OTHER UNDERGROUND UTILITIES.



FIRE HYDRANT MAP



VICINITY MAP



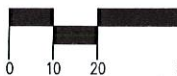
| PARKING REQUIREMENTS | |
|-----------------------------------------|-----------|
| ZONING CLASSIFICATION | GC |
| PARKING REQUIREMENTS (PERSONAL SERVICE) | 1/250 GSF |
| TOTAL SQUARE FOOTAGE | 5704 SF |
| REQUIRED PARKING BY CODE | 23 SPACES |
| REQUIRED H.C. SPACES (26-50) | 2 SPACES |
| ZONING ORD. VARIANCE (BZA-07-19-006061) | 50 SPACES |
| TOTAL SPACES PROVIDED INCLUDING HC | 50 SPACES |

Site and Irrigation Sleeving Plan

SCALE: 1" = 20'



GRAPHIC SCALE: FEET





French & Associates

1425 Third Avenue Columbus, Georgia 31901

Phone: (706) 324-6457 Fax: (706) – 324-4097

4 August 2022

Columbus Consolidated Government
Department of Engineering
Attn: Mrs. Donna Newman, P.E.
City Engineer
Columbus, Georgia

SUBJECT: **NG SALON – CITY PROJECT NUMBER: SPNR-04-22-0793,
8140 Fortson Road, Columbus, Muscogee County, Georgia
Variance Request for Removal of Required Sidewalk**

Dear Donna:

On behalf of the Owner of NG Salon, I hereby request a waiver/variance of **ARTICLE 10, Section 7.10.1, Required Sidewalks**, for the proposed construction project located at 8140 Fortson Road and referred to as NG Salon. The request for this waiver is based on the following existing conditions:

1. The project is located at the intersection of Fortson Road and Sandy Parkway. Fortson Road is a collector street without curb & gutter and as such meets Exemption (1) No Curb & Gutter. (Our plans do not call for a sidewalk along the Fortson Road frontage.
2. Sandy Parkway is a short street approximately 460 feet in length ending in a cul de sac. There are only two (2) vacant lots remaining in this development. Currently no other sidewalks have been constructed along Sandy Parkway.

Since the Sandy Parkway Development is nearly built out and no sidewalks exists along Sandy Parkway, we respectfully request that a waiver/variance of sidewalk construction along the Sandy Parkway frontage of the NG Salon Project be granted.

As always, if you have any questions or require further information concerning this matter, please do not hesitate to contact me.

Respectfully yours,
FRENCH & ASSOCIATES

Edward L. French, RLA, CLARB

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #5.

| | |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | NG Salon -Variance for Sidewalk Installation at 8140 Fortson Road |
| AGENDA SUMMARY: | Approval is requested for granting a variance to Section 7.10.1-Required Sidewalk of the Unified Development Ordinance (UDO) excusing the requirement to install sidewalks in all residential, commercial and industrial developments along 8140 Fortson Rd. . |
| INITIATED BY: | Department of Engineering |

Recommendation: Approval is requested for granting a variance to Section 7.10.1. Required Sidewalks of the Unified Development Ordinance (UDO) excusing the requirements to install sidewalk in all residential, commercial and industrial developments.

Background: The owner of NG Salon, represented by Larry French, has requested a variance to the sidewalk requirement. The development is located at the intersection of Fortson Road and Sandy Parkway.

Analysis: Fortson Road is a rural collector with no sidewalk. Sandy Parkway is a short Cul-de-Sac approximately 460 ft in length and currently has no sidewalk constructed. The NG Salon lot would be the only lot with sidewalk.

Financial Considerations: The City or others would be required to construct sidewalk if added in the future.

Legal Considerations: Council has the authority to grant variances to Design Standards.

Recommendation/Action: Approval is requested for granting a variance to Section 7.10.1.- Required Sidewalks of the Unified Development Ordinance (UDO) excusing the requirements to install sidewalk in all residential, commercial and industrial developments.

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.

WHEREAS, the owner of NG Salon is constructing a business at 8140 Fortson Road; and,

WHEREAS, the owner has requested a variance to the UDO requirement to construct sidewalk along the street frontage; and,

WHEREAS, the location of the property is at the intersection of Fortson Road and Sandy Parkway; and,

WHEREAS, Fortson Road has no curb and gutter and no other frontage along Sandy Parkway currently has sidewalk.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF COLUMBUS, GEORGIA, AS FOLLOWS:

That a variance be granted to the UDO requiring sidewalks as part of a development of residential, commercial, and industrial developments.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the _____ day of _____, 2022, and adopted at said meeting by the affirmative vote of ten 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, Mayor

File Attachments for Item:

6. Columbus Police Department: Donation Motor Squad.

Approval is requested to accept one donation in the amount of \$1,500 given in support of the Columbus Police Department Motor Squad

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #6.

| | |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Columbus Police Department: Donation Motor Squad. |
| AGENDA SUMMARY: | Approval is requested to accept one donation in the amount of \$1,500 given in support of the Columbus Police Department Motor Squad |
| INITIATED BY: | Columbus Police Department |

Recommendation: Approval is requested to accept one donation in the amount of \$1,500 given in support of the Columbus Police Department Motor Squad.

Background: Ms. Lindsay Doggett of Country Financial wishes to donate \$1,500 to the Columbus Police Department Motor Squad. She selected our department in recognition of Operation Hometown Hero. She further stated she would like this donation to be used by the Motor Squad how they deem appropriate, whether it is for equipment, a luncheon or something else.

Analysis: The Columbus Police Department will deposit the check in accordance with policy and maintain records and receipts accordingly.

Financial Considerations: The donated funds are for the Columbus Police Department Motor Squad and will be placed within the Department's designated Donation fund.

Legal Considerations: The Consolidated Government of Columbus is eligible to receive the funds.

Recommendation/Action: Approval is requested to accept one financial donation in the amount of \$1,500 given in support of the Columbus Police Department Motor Squad.

A RESOLUTION

NO.

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.

WHEREAS, the Columbus Police Department is requesting the acceptance of these donated funds for use within the Department; and,

Item #6.

WHEREAS, Ms. Lindsay Doggett of Country Financial, donated \$1,500.00 to the Columbus Police Department Motor Squad, and,

WHEREAS, this generous donation expresses her appreciation by recognizing the Motor Squad as her Operation Hometown Hero; and

WHEREAS the Columbus Police Department 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 accept donated funds for the Columbus Police Department's use as designated by the grantor.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the _____ day of _____ 2022 and adopted at said meeting by the affirmative vote of ten 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, Mayor

File Attachments for Item:

7. Donation of three marked Chevrolet Tahoe's from the Columbus

Police Department to Columbus State University

Approval is requested to allow the Columbus Police Department to donate three (3) police marked Chevrolet Tahoe's with all police equipment other than computers to Columbus State University to assist them with their daily functions providing security for their students. These marked police vehicles are scheduled to be turned into the shop for auction based on the city criteria. In most cases these vehicles will be 2012 models.

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #7.

| | |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Donation of three marked Chevrolet Tahoe's from the Columbus Police Department to Columbus State University |
| AGENDA SUMMARY: | Approval is requested to allow the Columbus Police Department to donate three (3) police marked Chevrolet Tahoe's with all police equipment other than computers to Columbus State University to assist them with their daily functions providing security for their students. These marked police vehicles are scheduled to be turned into the shop for auction based on the city criteria. In most cases these vehicles will be 2012 models. |
| INITIATED BY: | Columbus Police Department |

Recommendation: Approval is requested to allow the Columbus Police Department to donate three (3) police marked Chevrolet Tahoe's with all police equipment other than computers to Columbus State University to assist them with their daily functions providing security for their students. These marked police vehicles are scheduled to be turned into the shop for auction based on the city criteria. In most cases these vehicles will be 2012 models.

Background: Members of Columbus State University have reached out to the Columbus Police Department in need of marked patrol vehicles. They currently have a small number of vehicles available for their officers to patrol with and have to "hot seat" them to cover all shifts. This is causing extreme wear and tear on the vehicles. These vehicle are older and having to have additional repairs allowing them even fewer vehicles available for duty. The university has purchased new vehicles but have been waiting more than eight months for them to arrive. They are requesting our assistance so that they may provide proper security to their students and our community. The vehicles being requested to donate are 2012 model Chevrolet Tahoe's that are scheduled to be turned in for auction based on the year and mileage standard set by the Columbus Consolidated Government.

Analysis: There is no cost to the city involved in this donation and CSU has agreed to strip the current decals and repaint the vehicles to match their package. CSU has agreed to accept these vehicles as is with no warranty.

Financial Considerations: The only financial consideration in this donation is the value of the vehicles at auction.

Legal Considerations: The Consolidated Government of Columbus is able to donate items upon the approval of Council and Mayor.

Recommendation/Action Approval is requested to allow the Columbus Police Department to donate three (3) police marked Chevrolet Tahoe's with all police equipment other than computers to Columbus State University to assist them with their daily functions providing security for their students.

A RESOLUTION

NO.

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.

WHEREAS, these vehicles will be used by CSU to provide police patrol and security for their students within the City of Columbus, Muscogee County; and,

WHEREAS, the Columbus Police Department would be taking these vehicles out of service prior to the donation based on the cities turn in criteria; and,

WHEREAS, the donation of these vehicles would help provide additional security and police presence within the city of Columbus, Muscogee County to not only our students but citizens within the jurisdiction of the University properties; and,

WHEREAS, there are no financial responsibilities or obligations attached to these vehicles.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA HERBY RESOLVES:

- 1) That the Columbus Police Department is hereby authorized to donate three (3) police marked Chevrolet Tahoe's with all police equipment other than computers to Columbus State University.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF COLUMBUS, GEORGIA, AS FOLLOWS:

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

File Attachments for Item:**8. FY2023 5303 Grant Application for Planning Assistance**

Approval is requested to authorize the Department of Transportation/METRA to restate and amend Resolution 157-22 to add lines six and seven to the Resolution that has already been approved by council on 6/21/22. Line 6 and 7 are listed below.

(6)

That the applicant while making application to or receiving grants from the Federal Transit Administration will comply with the FTA Circular 8100.1D, FTA Certifications and Assurances for Federal Assistance 2019 as listed in this grant application and General Operating Guidelines as illustrated in the Georgia State Management Plan.

(7)

That the applicant has or will have available the required non-federal funds to meet Introduced at a regular meeting of the Council of Columbus, Georgia held on the 21st day of June 2022 and adopted at said meeting by the affirmative vote of seven members of said Council.

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | FY2023 5303 Grant Application for Planning Assistance |
| AGENDA SUMMARY: | <p>Approval is requested to authorize the Department of Transportation/METRA to restate and amend Resolution 157-22 to add lines six and seven to the Resolution that has already been approved by council on 6/21/22. Line 6 and 7 are listed below.</p> <p style="text-align: center;">(6)</p> <p>That the applicant while making application to or receiving grants from the Federal Transit Administration will comply with the FTA Circular 8100.1D, FTA Certifications and Assurances for Federal Assistance 2019 as listed in this grant application and General Operating Guidelines as illustrated in the Georgia State Management Plan.</p> <p style="text-align: center;">(7)</p> <p>That the applicant has or will have available the required non-federal funds to meet Introduced at a regular meeting of the Council of Columbus, Georgia held on the 21st day of June 2022 and adopted at said meeting by the affirmative vote of seven members of said Council.</p> |
| INITIATED BY: | Department of Transportation/METRA |

Recommendation: Approval is requested to authorize the Department of Transportation/METRA to restate and amend Resolution 157-22 to add lines six and seven to the Resolution that has already been approved by council on 6/21/22.

Background: The city has been applying for capital, planning, and operating grants to the Federal Transit Administration and the Georgia Department of Transportation since 1972. The Federal Transit Administration Grants are funded in the following manner.

| | CAPITAL | PLANNING | OPERATING |
|-------------------|----------------|-----------------|------------------|
| State 5303 | 0% | 90% | 0% |
| Local 5303 | 0% | 10% | 0% |

The Georgia Department of Transportation provides planning assistance in the amount of 10% of the total planning grants to the Federal Transit Administration. The city government has provided the required match on grants to FTA and GDOT since 1972. Funding from GDOT may be curtailed based on State Budget issues.

Analysis:

**Title 49 U.S.C. Section 5303
(Formerly Section 8)**

| GRANT 5303 | GDOT | CITY | FTA | TOTAL |
|-------------------|---------------------|--------------------|------------|---------------------|
| PLANNING | \$130,159.00 | \$14,462.00 | \$0 | \$144,621.00 |

Financial Considerations: If the City does not apply for the grants, Columbus would be turning down \$130,159.00 in state funds to support public transportation in our local community. A ten percent match from the City is required.

Projected Annual Fiscal Impact Statement: These planning funds are designated for the Columbus, Metra Transit office for the performance of transit planning activities.

Legal Considerations: The intent to apply for a Federal Transit Grant listing the program of projects must be advertised in the local paper. A resolution must be submitted with the application from the City Council authorizing application for a grant, authorizing the City Manager to accept the grant and enter into a contract with the Federal Transit Administration and the Georgia Department of Transportation.

Recommendations/Actions: Authorize a resolution to approve the City to submit an application for planning from the Georgia Department of Transportation in the total amount of \$130,159.00 and further authorizing the City Manager to accept the grant, if approved, and enter into a contract with the Federal Transit Administration and the Georgia Department of Transportation. A ten percent match from the City is required.

A RESOLUTION

No. _____

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.

WHEREAS, the Secretary of the US Department of Transportation and the Commissioner of the Georgia Department of Transportation are authorized to make grants for mass transportation projects; and,

WHEREAS, the FY2023 UPWP indicates the amount of the Section 5303 funds and the state share by the Georgia Department of Transportation as **\$130,159.00**; and,

WHEREAS, the contract for financial assistance will impose certain obligations upon the applicant, including the provision of the City share of the project costs, **\$14,462.00**; and,

WHEREAS, it is required by the U.S. Department of Transportation in accord with the provisions of Title VI of the Civil Rights Act of 1964, that in connection with the filing of an application for assistance under Title 49 U.S.C. the Applicant gives an assurance that it will comply with Title VI of the Civil Rights Act of 1964 and other pertinent directives and the U.S. Department of Transportation requirements there under; and,

WHEREAS, it is the goal of the Applicant that Minority Business Enterprise (Disadvantaged Business Enterprise and Women's Business Enterprise) be utilized to the fullest extent possible in connection with this project, and that definitive procedures shall be established and administered to ensure that minority business shall have the maximum feasible opportunity to compete for contracts and purchase orders when procuring construction contracts, supplies equipment contracts, or consultant and other services.

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

(1)

That the City Manager or his designee, herein referred to as the Official, are authorized to execute and file an application on behalf of the Consolidated Government of Columbus, Georgia with the Georgia Department of Transportation, to aid in the financing of a technical study grant to implement specific items of the FY2023 Unified Planning Work Program;

(2)

That the Official is authorized to execute and file with such application and assurance, or any other document required by the U.S. Department of Transportation and the Georgia Department of Transportation effectuating the purposes of this grant;

(3)

That the Official is authorized to furnish such additional information as the U.S. Department of Transportation and the Georgia Department of Transportation may require in connection with the application or the project;

(4)

That the Official is authorized to set forth and execute Minority Business Enterprise, DBE (Disadvantaged Business Enterprise) and WBE (Women Business Enterprise) policies and procedures in connection with the project's procurement needs; and,

(5)

That the Official is authorized to execute a grant agreement on behalf of the Consolidated Government of Columbus, Georgia with the Georgia Department of Transportation to aid in the financing of a technical study grant to implement specific items of the Columbus, Georgia Unified Planning Work Program.

(6)

That the applicant while making application to or receiving grants from the Federal Transit Administration will comply with the FTA Circular 8100.1D, FTA Certifications and Assurances for Federal Assistance 2019 as listed in this grant application and General Operating Guidelines as illustrated in the Georgia State Management Plan.

(7)

That the applicant has or will have available the required non-federal funds to meet Introduced at a regular meeting of the Council of Columbus, Georgia held on the 21st day of June 2022 and adopted at said meeting by the affirmative vote of seven members of said Council.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the _____ day
of _____ 2022 and adopted at said meeting by the affirmative vote of ten 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, Mayor

File Attachments for Item:

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

Approval is requested to apply for a grant and, if awarded, accept a grant valued at approximately \$238,000.00 or the amount awarded. The funds provide assistance to the City in administering programs to keep youth productively engaged and off the streets.

Columbus Consolidated Government
Council Meeting Agenda Item

| | |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Georgia Statewide Afterschool Network BOOST grant 2022-2023. “Building Opportunities for Out of School Time” |
| AGENDA SUMMARY: | Approval is requested to apply for a grant and, if awarded, accept a grant valued at approximately \$238,000.00 or the amount awarded. The funds provide assistance to the City in administering programs to keep youth productively engaged and off the streets. |
| INITIATED BY: | Parks and Recreation Department |

Recommendation: Approval is requested to apply for a second year of funding and, if awarded, accept a grant in the amount of \$238,000.00 with no local match requirement. The funds will provide additional opportunities to provide expanded and improved support for all students in the After School Programs run by the City and amend the Multi-governmental Fund by the amount awarded.

Background: The Georgia Statewide Afterschool Network BOOST grant 2022-2023 was developed with the motto, “Building Opportunities for Out Of School Time”. It is an enhancement to the time-proven programs for youth to help keep them productive, engaged and away from negative influences while out of school.

Analysis: In its first year, the BOOST grant provided necessary grant funding for an expanded after school program.

Financial Considerations: This will be at little to no cost to the City as it is a significant grant.

Legal Considerations: Council is the approving authority for all resolutions.

Recommendation/Actions: Approval is requested to apply for and, if awarded, accept a grant in the amount of \$238,000.00 or the amount awarded by the Georgia Statewide Afterschool Network BOOST Grant 2022-2023.

**A RESOLUTION
NO. _____**

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.

WHEREAS, it is known Columbus Parks & Recreation After School Programs have proven to keep at-risk youth off the streets and away from negative behavior patterns; and,

WHEREAS, having appropriate funding for after school programs is necessary to keep these programs open and the children off the street and away from negative influences; and,

WHEREAS, the Georgia Statewide Network After School BOOST grant gives additional funds to Local Education Agencies, Non-Local Education Agencies, Charter Schools, Non-Profit, City or County government agencies, and for-profit corporations; and,

WHEREAS, that the Multi Governmental Fund is amended by the amount of the grant that is awarded; and,

WHEREAS, this grant will be of no cost to the City unless minor, mild expenditures paid out of Parks and Recreation Community Schools Division’s budget occur.

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

That the City Manager or his designee is hereby authorized to apply for a grant and if awarded, accept a grant valued at approximately \$238,000.00 or the amount awarded, given by the Georgia statewide Afterschool Network BOOST grant 2022-2023.

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|----------------------------|------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Trees for Planting on City Right-of Ways (Annual Contract) – RFB No. 22-0040 |
| INITIATED BY: | Finance Department |

It is requested that Council approve 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), on an “as needed” basis. The Public Works Department budgets \$160,000 annually for purchases.

The initial contract period will be for two (2) years, with the option to renew for three (3) additional twelve-month periods. The Contract renewal will be contingent upon the mutual agreement of the City and the Contractor.

Bid specifications were posted on the web pages of the Purchasing Division, DemandStar and Georgia Procurement Registry. Three (3) bids were received on June 22, 2022. This bid has been advertised, opened and reviewed. The bidders are listed on the attached tab sheet.

Funds are budgeted each fiscal year for this ongoing expense: Paving Fund – Public Works – Right of Way Maintenance – ROWM – Horticulture/Landscaping Supplies; 0203-260-3120-ROWM-6727.

A RESOLUTION**NO. _____**

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.

WHEREAS, the trees will be purchased by the Public Works Department on an “as needed” basis; and,

WHEREAS, the initial contract period will be for two (2) years, with the option to renew for three (3) additional twelve-month periods. The Contract renewal will be contingent upon the mutual agreement of the City and the Contractor.

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

That the City Manager is hereby authorized to enter into an annual contract for the purchase of trees for planting on City right-of-ways from Thoms Trees and Plants (Fayetteville, GA). The Public Works Department budgets \$160,000 annually for purchases. Funds are budgeted each fiscal year for this ongoing expense: Paving Fund – Public Works – Right of Way Maintenance – ROWM – Horticulture/Landscaping Supplies; 0203-260-3120-ROWM-6727.

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|----------------------------|----------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Multiuse Paper, Carbonless Paper and Envelopes for the Print Shop (Annual Contract) – RFB No. 22-0039 |
| INITIATED BY: | Finance Department |

It is requested that Council approve 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 contract value of \$11,705.32.

The items will be used by the Print Shop for printing projects required by City Departments. The initial contract period will be for two (2) years, with the option to renew for three (3) additional twelve-month periods. The Contract renewal will be contingent upon the mutual agreement of the City and the Contractor.

Bid specifications were posted on the web pages of the Purchasing Division, DemandStar and Georgia Procurement Registry. One (1) bid was received on June 15, 2022. This bid has been advertised, opened and reviewed. The sole bidder was:

| | | | Jack's House of Paper* (Leesburg, GA) | | |
|---|----------------------------------------------------------------------|---------------------------------|--------------------------------------------------|------------------------------|---------------------------------------------|
| | DESCRIPTION | ANNUAL EST. QYT. | COST PER 1,000 SHEETS (M) | COST PER CASE | EXTENDED COST (PER CASE) |
| 1 | Size: 8.5" x 11" Sub 24 Offset Color: White 5,000 Sheets/Case | 20 cases | \$ 9.28 | \$ 46.40 | \$ 928.00 |
| 2 | Size: 8.5" x 14" Sub 24 Offset Color: White 4,000 Sheets/Case | 13 cases | \$ 13.44 | \$ 53.76 | \$ 698.88 |
| 3 | Size: 11" x 17" Sub 24 Offset Color: White 2,500 Sheets/Case | 5 cases | \$ 19.22 | \$ 48.05 | \$ 240.25 |
| 4 | Size: 8.5" x 11" Sub 28 Offset Color: White 4,000 Sheets/Case | 5 cases | \$ 11.05 | \$ 38.20 | \$ 191.00 |
| 5 | Size: 8.5" x 14" Sub 28 Offset Color: White 4,000 Sheets/Case | 6 cases | \$ 14.03 | \$ 56.12 | \$ 336.72 |
| 6 | Size: 11" x 17" Sub 28 Offset Color: White 2,000 Sheets/Case | 4 cases | \$ 20.24 | \$ 40.48 | \$ 161.92 |
| 7 | Size: 8.5" x 11" Sub 20 Multi Use Color: Colors 5,000 Sheets/Case | 2 cases | \$ 8.84 | \$ 44.20 | \$ 88.40 |
| 8 | Size: 8.5" x 14" Sub 20 Multi Use Color: Colors 5,000 Sheets/Case | 1 case | \$ 11.26 | \$ 56.30 | \$ 56.30 |

| | | | | | |
|----|-----------------------------------------------------------------------------------------------------|----------|-----------|-----------|-------------|
| 9 | Size: 11" x 17" Sub 20 Multi Use Color: Colors 2,500 Sheets/Case | 1 case | \$ 17.69 | \$ 44.23 | \$ 44.23 |
| 10 | Size: 8.5" x 11" Sub 24 Multi Use Color: Colors 5,000 Sheets/Case | 1 case | \$ 10.72 | \$ 53.60 | \$ 53.60 |
| 11 | Size: 11" x 17" Sub 24 Multi Use Color: Various 2,500 Sheets/Case | 1 case | \$ 19.94 | \$ 49.85 | \$ 49.85 |
| 12 | Size: 8.5" x 11" Sub 90 Index Smooth Color: White 2,000 Sheets/Case | 4 cases | \$ 21.13 | \$ 42.26 | \$ 169.04 |
| 13 | Size: 8.5" x 11" Sub 110 Index Smooth Color: White 2,000 Sheets/Case | 4 cases | \$ 23.97 | \$ 47.94 | \$ 191.76 |
| 14 | Size: 8.5" x 11" Sub 65 Smooth Cover Smooth Color: White 2,500 Sheets/Case | 8 cases | \$ 21.17 | \$ 52.93 | \$ 423.44 |
| 15 | Size: 8.5" x 11" Sub 80 Smooth Cover Color: White 2,000 Sheets/Case | 8 cases | \$ 25.64 | \$ 51.28 | \$ 410.24 |
| 16 | Size: 8.5" x 11" Sub 20 Carbonless 2 Part Rev Precollated 5,000 Sheets/Case | 10 cases | \$ 22.24 | \$ 111.20 | \$ 1,112.00 |
| 17 | Size 8.5" x 11" Sub 20 Carbonless 3 Part Rev Precollated 5,000 Sheets/Case | 10 cases | \$ 24.92 | \$ 124.60 | \$ 1,246.00 |
| 18 | Size 8.5" x 11" Sub 20 Carbonless 4 Part Rev Precollated 5,000 Sheets/Case | 1 case | \$ 26.19 | \$ 130.95 | \$ 130.95 |
| 19 | Size: 8.5" x 11" Sub 20 Carbonless 5 Part Rev Precollated 5,000 Sheets/Case | 1 cases | \$ 29.97 | \$ 149.85 | \$ 149.85 |
| 20 | Size: 8.5" x 14" Sub 20 Carbonless 2 Part Rev Precollated 5,000 Sheets/Case | 2 cases | \$ 28.67 | \$ 143.35 | \$ 286.70 |
| 21 | Size: 8.5" x 14" Sub 20 Carbonless 3 Part Rev Precollated 5,000 Sheets/Case | 1 case | \$ 31.38 | \$ 156.90 | \$ 156.90 |
| 22 | Size: 8.5" x 11" Sub 60 Offset White Pressure Sensitive 1,000 Sheets/Case | 5 cases | \$ 124.36 | \$ 124.36 | \$ 621.80 |
| 23 | City Stationary Size: 8.5" x 11" Color: Ultra White Brightness 5,000 Sheets/Case | 5 cases | NB | | \$ - |
| 24 | Columbus Police Department Stationary Envelopes #10 Envelope Baronial Ivory 2,500 Envelopes/Case | 1 case | NB | | \$ - |
| 25 | Columbus Police Department Stationary 8.5" x 11" Writing, 25%, Baronial Ivory 5,000 Sheets/Case | 1 case | NB | | \$ - |
| 26 | General Purpose Envelopes (#9 Envelopes) No Window, Sub 24, White 2,500 Envelopes/Case | 3 cases | \$ 17.92 | \$ 44.80 | \$ 134.40 |
| 27 | General Purpose Envelopes (#10 Envelopes) Window, Sub 24, White 2,500 Envelopes/Case | 20 cases | \$ 19.92 | \$ 49.80 | \$ 996.00 |
| 28 | General Purpose Envelopes (#10 Envelopes) No Window, Sub 24, White 2,500 Envelopes/Case | 40 cases | \$ 17.92 | \$ 44.80 | \$ 1,792.00 |
| 29 | 8.5" x 11" 80# Natural Cover 2,500 Sheets/Case | 1 case | \$ 28.21 | \$ 56.42 | \$ 56.42 |
| 30 | For all Judges - 8.5" x 11" 24# 25% Natural White 5,000/Case | 2 cases | NB | | \$ - |
| 31 | For all Judges - 10# Envelopes, 24# 25% Natural White 2,500/Case | 4 cases | NB | | \$ - |
| 32 | 8.5" x 11" 100# White Gloss Text | 2 cases | NB | | \$ - |
| 33 | 8.5" x 11" 80# White Gloss Cover | 1 case | NB | | \$ - |
| 34 | 11" x 17" 100# White Gloss Text | 2 cases | \$ 39.98 | \$ 59.97 | \$ 119.94 |
| 35 | 11" x 17" 80# White Gloss Cover | 1 case | \$ 76.62 | \$ 38.31 | \$ 38.31 |
| 36 | 11" x 17" 90# White Index | 2 cases | \$ 48.84 | \$ 46.84 | \$ 93.68 |
| 37 | 11" x 17" 110# White Index | 2 cases | \$ 71.31 | \$ 71.31 | \$ 142.62 |
| 38 | A-2 White Envelopes | 4 cases | \$ 31.96 | \$ 31.96 | \$ 127.84 |
| 39 | A-2 Natural Envelopes | 1 case | \$ 34.28 | \$ 34.28 | \$ 34.28 |

| | | | | | |
|--------------|--------------------------------------------|----------|----------|----------|--------------------|
| 40 | Lees White Envelopes | 1 case | NB | | \$ - |
| 41 | Lees Natural Envelopes | 1 case | NB | | \$ - |
| 42 | 6" x 9" 24# White Booklet Envelopes | 5 cases | \$ 31.84 | \$ 15.92 | \$ 79.60 |
| 43 | 9" x 12" 24# Brown Kraft Catalog Envelopes | 10 cases | \$ 68.47 | \$ 34.24 | \$ 342.40 |
| TOTAL | | | | | \$11,705.32 |

**Jack's House of Paper was the only bid received for this solicitation. Per the bid specifications, Item #7 of the General Provisions 'Receipt of one sealed bid', the Purchasing Division performed due diligence by conducting a survey of vendors to garner additional competition. Five (5) additional vendors were contacted, but none were interested in bidding. Consequently, it was determined the one bid received is from the only responsive, responsible bidder.*

Funds are budgeted each fiscal year for this ongoing expense: Various Departments – Printing Services; 6631.

A RESOLUTION

NO. _____

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.

WHEREAS, the multi- use paper, carbonless paper and envelopes will be purchased by the Print Shop on an “as needed” basis; and,

WHEREAS, the items will be used by the Print Shop for printing projects required by City Departments; and,

WHEREAS, the initial contract period will be for one (1) year, with the option to renew for four (4) additional twelve-month periods. The Contract renewal will be contingent upon the mutual agreement of the City and the Contractor.

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

That the City Manager is hereby authorized to purchase multi-use paper, carbonless paper, and envelopes from Jack’s House of Paper (Leesburg, GA), for the estimated annual contract value of \$11,705.32. Funds are budgeted, as needed, for this ongoing expense: Various Departments – Printing Services; 6631.

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.

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| 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:

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|------------------------|-----------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Former Georgia State Farmers Market Phase II – Site Remediation – RFP No. 22-0030 |
| INITIATED BY: | Finance Department |

It is requested that Council authorize the execution of a construction contract with KAM, Inc. (Columbus, GA) for Phase II of the former Georgia State Farmers Market project.

KAM, Inc. will provide all labor, materials, equipment, permits, and incidentals necessary to complete all tasks associated with 1) removal of an underground storage tank system, soil removal, and placement of fill material, and 2) demolition of an old towing and recovery building.

RFP Advertisement and Receipt of Proposals:

RFP specifications were posted on the web pages of the Purchasing Division, the Georgia Procurement Registry and DemandStar on April 18, 2022. This RFP has been advertised, opened, and evaluated. One proposal was received on July 1, 2022, from the following vendor:

KAM, Inc. (Columbus, GA)

The following events took place after receipt of the proposal:

| RFP MEETINGS/EVENTS | | |
|----------------------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Description | Date | Agenda/Action |
| Combined Pre-Evaluation and 1 st Evaluation Meeting | 08/11/2022 | The Purchasing Manager advised evaluation committee members of the RFP rules and process, the using department representative provided an overview of the project, and the committee discussed the one proposal that was received; the committee determined that clarifications were necessary. |
| Clarification Requested | 08/12/2022 | Clarification was requested from the vendor. |
| Clarification Received | 08/16/2022 | Clarification responses were received and forwarded to the committee. |
| Evaluation Ballots | 08/12/2022 | Evaluation ballots were forwarded to the voting committee members. |
| Evaluation Results | 08/15/2022 | The voting committee members unanimously recommended award to the sole vendor of KAM, Inc. (Columbus, GA). |

Evaluation Committee:

The proposal was reviewed by members of the Evaluation Committee, which consisted of two voting members from the Community Reinvestment Department and one voting member from the Planning Department.

A representative from the Inspections and Code Enforcement Department served as an alternate voter.

An additional representative from the Community Reinvestment Department and a representative from the contracted consulting firm served as non-voting advisors.

Award Recommendation:

Based on the evaluation ballot results, the Committee unanimously recommends award to the sole responding contractor, KAM, Inc. (Columbus, GA).

Vendor Qualifications/Experience

- KAM, Inc. has been incorporated since 1988.
- The contractor is engaged fulltime as an environmental remediation contractor, with experience in the cleanup of overturned tankers, underground storage tank removal, petroleum in situ remediation systems, pond closures, and landfill construction, closure and maintenance.
- The firm will subcontract with W. T. Miller for the removal and demolition of the building and slab, along with asbestos abatement.
- Below are the three most recent entities for which KAM, Inc. has performed similar work:
 - *WestRock (Cottonton, AL)* *October 2021 – September 2022*
Excavation and disposal of approximately 320,000 cubic yards of ash that was generated by the boiler facility at Westrock. KAM, Inc. also performs the civil work for the onsite Ash Management Area.
 - *Terracon Consultants (Columbus, GA)* *June 2022*
KAM, Inc. was responsible for the removal, cleaning, and disposal of two 10,000-gallon underground storage tanks and all associated piping and pumps at the site. KAM, Inc. also managed all backfilling and site restoration.
 - *Stantec/Georgia Power* *May 2022*
KAM, Inc. was responsible for the removal, cleaning, and disposal of two 10,000-gallon underground storage tanks and all associated piping and pumps at the site. KAM, Inc. also managed all backfilling and site restoration.

The City's Procurement Ordinance, Article 3-110, (Competitive Sealed Proposals (Negotiations) 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 cost information has been submitted to the City Manager in a separate memo for informational purposes.

Funds are budgeted in the FY23 Budget: Multi-Government Project Fund – Community Reinvestment – Brownfields Cleanup Grant – Contractual Services; 0216-245-3492-BRWN-6319.

A RESOLUTION

Item #C.

NO. _____

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.

WHEREAS, an RFP was administered (RFP No. 22-0030) and one proposal was received; and,

WHEREAS, the proposal submitted by KAM, Inc. met all proposal requirements and was deemed responsive to the RFP.

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

That the City Manager is hereby authorized to execute a construction contract with KAM, Inc. (Columbus, GA) for Phase II of the former Georgia State Farmers Market project. Funds are budgeted in the FY23 Budget: Multi-Government Project Fund – Community Reinvestment – Brownfields Cleanup Grant – Contractual Services; 0216-245-3492-BRWN-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.

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| 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:

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|----------------------------|---------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Traffic Signal Contractor (Annual Contract) – RFP No. 22-0020 |
| INITIATED BY: | Finance Department |

It is requested that Council authorize the execution of an annual contract with Signal One Traffic Systems (Shiloh, GA), Primary Contractor, and Lumin8 Transportation Technologies (Newnan, GA), Secondary Contractor, to provide Traffic Signal Contractor Services on an “as needed” basis.

The vendor will provide the following services:

- Construction of new traffic signal installations.
- Upgrade/Repair of equipment at existing traffic signal locations.

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.

Annual Contract History:

The previous five-year contract was awarded, on February 28, 2017 (Resolution 60-17), to Signal One Traffic Systems, LLC (Shiloh, GA).

RFP Advertisement and Receipt of Proposals:

RFP specifications were posted on the web pages of the Purchasing Division, DemandStar and Georgia Procurement Registry on April 6, 2022. This RFP has been advertised, opened and evaluated. Two proposals were received on May 6, 2022.

**Signal One Traffic Systems, LLC (Shiloh, GA)
Lumin8 Transportation Technologies (Newnan, GA)**

The following events took place after receipt of the proposals:

| RFP MEETINGS/EVENTS | | |
|----------------------------|-------------|--------------------------------------------------------------------------------------|
| Description | Date | Agenda/Action |
| Pre-Evaluation | 06/16/22 | The Purchasing Manager advised evaluation committee of the RFP rules and process and |

| | | |
|------------------------------------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | the Project Manager provided an overview. The proposals were distributed to committee members for review. |
| 1 st Evaluation | 07/12/22 | Committee members discussed the proposals. The Committee determined the needs of the City would be best served by awarding the contract to both a Primary and Secondary Contractor. No additional clarifications were requested. |
| Vendor Notification | 07/14/22 | Vendors were notified in writing of Committee's decision to award contract to both a Primary and Secondary Contractor, which is a change to the specifications. |
| Vendor Response Received | 07/18/22 | Both vendors indicated their acceptance of the specification change. The responses were forwarded to the Committee, who stated they were ready to evaluate. |
| Evaluation Ballots Sent to Committee | 07/19/22 | Evaluation ballots forwarded to voting committee members. |
| Evaluation Ballots Completed | 07/25/22 | Voting committee members completed and returned their evaluation ballots to Purchasing. |
| Evaluation Results and Final Ballot forwarded to Committee | 07/28/22 | The Evaluation Results were compiled and forwarded to Committee members for review. Voters were asked to submit their recommendation for Primary and Secondary via a final ballot. |
| Final Ballot Received | 08/05/22 | The committee members unanimously voted to recommend award to Signal One Traffic Systems, LLC (Shiloh, GA), Primary Contractor, and Lumin8 Transportation Technologies (Newnan, GA), Secondary Contractor. |

Evaluation Committee:

The proposals were reviewed by the Evaluation Committee, which consisted of two (2) voting members from Engineering and one (1) voting member from Planning.

One (1) additional representative from Engineering/Traffic Engineering served as an alternate voter.

One (1) representative from Engineering/Traffic Engineering served as a non-voting advisor.

Award Recommendation:

- Based on the final ballot results, the voting Committee members unanimously recommended award to Signal One Traffic Systems, LLC (Shiloh, GA), Primary Contractor, and Lumin8 Transportation Technologies (Newnan, GA), Secondary Contractor.

Signal One Traffic Systems, LLC (Primary Contractor)

Vendor Experience/Qualifications:

- Signal One Traffic Systems has been in business since 2007.
- Signal One Traffic Systems specializes in installation and maintenance of traffic systems.
- Signal One Traffic Systems has been awarded contracts with the Columbus Consolidated Government since June, 2011.
- Below are the three most recent entities for which Signal One Traffic Systems, LLC, has performed similar work:
 - *Columbus Consolidated Government (Columbus, GA)* *2016 – Present*
Installation and maintenance of traffic systems.
 - *City of LaGrange (LaGrange, GA)*
2007 - Present
Installation and maintenance of traffic systems.
 - *City of West Point (West Point, GA)*
2007 – Present
Installation and maintenance of traffic systems.

Lumin8 Transportation Technologies (Secondary Contractor)

Vendor Experience/Qualifications:

- Lumin8 Transportation Technologies has over 22 years of experience providing comprehensive installation and maintenance solutions.
- Lumin8 Transportation Technologies delivers innovative traffic signal, lighting and Intelligent services and solutions across the country.
- Lumin8 Transportation Technologies maintains close partnerships with leading traffic signal and ITS device manufacturers.
- Below are the three most recent entities for which Lumin8 Traffic Technologies has performed similar work:
 - *Georgia Department of Transportation (GDOT) (Atlanta, GA)* *2013 – 2021*

As subcontractor to AECOM, Lumin8 provided traffic signal analysis, timing, maintenance, repair and active signal management services for GDOT's Regional Traffic Operations (RTOP) program, which was a multi-jurisdictional signal optimization with the goal of improving traffic flow and reducing vehicle emissions through improved signal timing on select corridors.

- *Cobb County (Marietta, GA)*
2021 - 2023
Lashed and installed new fiber optic cable, CCTV's, and power services in various locations throughout Cobb County. The project includes installing approximately 200,000 linear feet of fiber, new steel support strand, underground conduit, and associated pull boxes.
- *Georgia Department of Transportation (GDOT) (Atlanta, GA)*
2021 - 2026
Lumin8 won a Task Order for maintenance services on the new GDOT Signal Operations (SigOps), previously know as RTOP, which proactively manages the traffic signals in the assigned region to include the morning and evening peak periods of traffic. Includes optimizing traffic signal timing, maintaining traffic signal timing, conducting traffic engineering studies, collecting intersection movement counts, verifying intersection inventory, and software installation/configuration.

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 are budgeted each fiscal year for this ongoing service: General Fund – Engineering – Traffic Engineering – Operating Materials, 0101-250-2100-TRAF-6728; Special Project-Capital Project Fund – Capital Projects – Paving Fund Supported Capital Project – Various, 0508-660-3000-CPPF-Variou; Various – CIP Project.

A RESOLUTION

NO. _____

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.

WHEREAS, an RFP was administered (RFP No. 22-0020) and two proposals were received; and,

WHEREAS, the proposals submitted by Signal One Traffic Systems, LLC, and Lumin8 Transportation Technologies were deemed 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 execute 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. Funds are budgeted each fiscal year for this ongoing expense: General Fund – Engineering – Traffic Engineering – Operating Materials, 0101-250-2100-TRAF-6728; Special Project-Capital Project Fund – Capital Projects – Paving Fund Supported Capital Project – Various, 0508-660-3000-CPPF-Variou; Various – CIP Project.

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.

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| 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:

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|----------------------------|-----------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Practice Ammunition for Sheriff's Department – Georgia State Contract Cooperative Contract |
| INITIATED BY: | Finance Department |

It is requested that Council approve 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-SPD0000157-0004.

The ammunition will be used by Sheriff's officers for training and certification purposes.

Funds are budgeted in the FY23 Budget: General Fund – Sheriff – Training – Operating Materials; 0101 – 550 – 2300 – STRN – 6728.

A RESOLUTION

NO. _____

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-SPD0000157-0004.

WHEREAS, the ammunition will be used by Sheriff's officers for training and certification purposes.

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

That the City Manager is hereby authorized to purchase practice ammunition from Gulf States Distributors (Montgomery, AL), in the amount of \$47,800.00, by Cooperative Purchase via Georgia Statewide Contract # 99999-001-SPD0000157-0004. Funds are budgeted in the FY23 Budget: General Fund – Sheriff – Training – Operating Materials; 0101 – 550 – 2300 – STRN – 6728.

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:

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Ten (10) 2022 Utility Police Interceptors (SUV's) for Columbus Police Department – Georgia Statewide Contract Cooperative Purchase |
| INITIATED BY: | Finance Department |

It is requested that Council approve 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-SPD0000183-0006, at a unit price of \$38,866.00, and a total cost of \$388,660.00.

Georgia Statewide Contract #99999-001-SPD0000183-0006 is a cooperative contract available for use by any Georgia governmental entity. The City's Procurement Ordinance, Article 9-101, authorizes the use of cooperative purchasing.

The vehicles were approved in the FY23 Budget and will be used by police officers to patrol the streets of Columbus, Georgia. These are replacement vehicles.

Funds are budgeted in the FY23 Budget: LOST-Public Safety Fund – Police – Public Safety-LOST – Automobiles; 0102-400-9900-LOST-7721.

A RESOLUTION

NO. _____

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-SPD0000183-0006, AT A UNIT PRICE OF \$38,866.00, AND A TOTAL COST OF \$388,660.00.

WHEREAS, the vehicles were approved in the FY23 Budget and will be used by police officers to patrol the streets of Columbus, Georgia. These are replacement vehicles; and,

WHEREAS, Georgia Statewide Contract #99999-001-SPD0000183-0006 is a cooperative contract available for use by any Georgia governmental entity. The City's Procurement Ordinance, Article 9-101, authorizes the use of cooperative purchasing.

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

That the City Manager is hereby authorized to purchase 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-SPD0000183-0006, at a unit price of \$38,866.00, and a total cost of \$388,660.00. Funds are budgeted in the FY23 Budget: LOST – Public Safety Fund – Police – Public Safety-LOST – Automobiles; 0102-400-9900-LOST-7721.

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.

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| 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:

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|----------------------------|-----------------------------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Geotechnical and Environmental Materials Testing Services (Annual Contract) – RFP No. 22-0002 |
| INITIATED BY: | Finance Department |

It is requested that Council authorize 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.

The services will be utilized during the development or design of various construction projects and consists of providing the City with the necessary personnel, equipment and laboratory testing for the geotechnical-environmental areas of soil, concrete, asphalt, aggregates, brick, block, mortar and soil-cement. The services also include remediation consultation for leaking fuel tanks.

The initial term of the contracts will be for two years with the option to renew for three additional twelve-month periods. Contract renewal will be contingent upon the mutual agreement of the City and the Contractors.

Annual Contract History:

The previous 5-year contracts were awarded to ATC Group Services, LLC (Columbus, GA), Building and Earth Sciences, Inc. (Columbus, GA), MC Squared, Inc. (Kennesaw, GA) and Terracon Consultants, Inc. (Kennesaw, GA) on March 8, 2016, per Resolution No. 66-16. At the request of the Engineering Department and in accordance with Article 3-109 (Annual Contracts: Price Agreement and Service Contracts) of the Procurement Ordinance, the contract was extended for one year, through May 18, 2022.

RFP Advertisement and Receipt of Proposals:

RFP specifications were posted on the web pages of the Purchasing Division, the Georgia Procurement Registry and DemandStar on December 15, 2021. This RFP has been advertised, opened, and evaluated. Four proposals were received on January 21, 2022, from the following vendors:

Building & Earth Sciences, Inc. (Columbus, GA)
MC Squared, Inc. (Kennesaw, GA)
Terracon Consultants, Inc. (Columbus, GA)
United Consulting Group, Ltd. (Norcross, GA)

The following events took place after receipt of the proposals:

| RFP MEETINGS/EVENTS | | |
|------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Description | Date | Agenda/Action |
| Pre-Evaluation Meeting | 05/24/22 | The Purchasing Manager advised evaluation committee members of the RFP rules and process, and the using department representative provided an overview. Proposals were then forwarded to each committee member to review. |
| 1 st Evaluation Meeting | 06/07/22 | The Evaluation Committee discussed each proposal and determined clarifications were not required. |
| Evaluation Forms Sent | 06/10/22 | Evaluation forms were forwarded to the voting committee members. |
| Evaluation Forms Returned | 08/02/22 | The last set of evaluation forms were returned to the Purchasing Division and the evaluation results were forwarded to the committee. |
| Evaluation Results | 8/03/22 | The voting committee members unanimously recommended award to the four responding vendors, Building & Earth Sciences, Inc. (Columbus, GA), MC Squared, Inc. (Kennesaw, GA), Terracon Consultants, Inc. (Columbus, GA), and United Consulting Group, Ltd. (Norcross, GA). |

Evaluation Committee:

The proposals were reviewed by members of the Evaluation Committee, which consisted of two voting members from the Engineering Department and one voting member from the Community Reinvestment Department.

Two additional representatives from the Engineering Department served as non-voting advisors.

Award Recommendation:

Based on the evaluation results, the Committee unanimously recommends award to the four responding vendors, Building & Earth Sciences, Inc. (Columbus, GA), MC Squared, Inc. (Kennesaw, GA), Terracon Consultants, Inc. (Columbus, GA), and United Consulting Group, Ltd. (Norcross, GA).

Vendor Qualifications/Experience

- **Building & Earth Sciences, Inc.**
 - The firm was founded in December 1998, and specializes in geotechnical engineering, environmental consulting, materials testing, and special inspection services.
 - The firm has 220+ employees with 18 full-service offices throughout the southeast and lower Midwest.
 - The firm has provided services to the cities of Columbus, GA, Phenix City, AL, Auburn, AL, and Birmingham, AL.

- State universities and college clients include Columbus State University, LaGrange College, Georgia Southern University, Auburn University, University of Alabama, University of North Alabama, and University of Alabama at Birmingham.
- Federal clients include the US Army Corps of Engineers and Naval Facilities Engineering Systems Command (NAVFAC), including projects at Fort Benning and other bases, the FBI Training Complex – Redstone Arsenal-Huntsville, AL/FAA-large air carrier and smaller general aviation airports.
- Below are the last five entities for which similar work has been performed:
 - *W. C. Bradley (Columbus, GA)* *June 2017 – June 2019*
 Provided construction materials testing services for the Rapids at Riverfront Place project, which consisted of a 414,000 square foot mixed-use building. Also provided geotechnical engineering services.
 - *US Federal Properties Co., LLC* *August 2020 – July 2021*
 Provided geotechnical engineering and construction materials testing services.
 - *DMK Development Group (Louisville, KY)* *February 2019 – January 2020*
 Provided geotechnical engineering and construction materials testing for “The Atlas” /Legacy Reserve Assisted Living Facility.
 - *Pratt & Whitney (Midland, GA)* *2018 - Ongoing*
 Provides geotechnical engineering and construction materials testing services for multiple buildings, presses, and piping projects.
 - *Warr Grading (Smiths, AL)* *2019 - Ongoing*
 Provides geotechnical engineering and construction materials testing services throughout Georgia and Alabama for Warr Grading projects.
- **MC Squared, Inc.**
 - The firm was founded as an S-corporation in 2001 and provides services for geotechnical, geo-environmental, and construction inspection.
 - The firm has a team of 100 professionals, 36 engineers, 17 professional engineers (PEs) and 27 field inspectors.
 - The firm is part of the Fulton County on-call contract for architectural and engineering, the Fulton County standby contract for environmental engineering and testing services, and the Gwinnett County on-call contract for comprehensive materials and field testing.
 - The firm is currently prequalified by Georgia Department of Transportation in all areas of Class 6 – Soils, Foundation & Material Testing Services, in Section 8.01

– Construction Supervision, and in all areas of Class 9 – Erosion and Sedimentation Control.

- The firm is currently accredited by the American Association of State Highway and Transportation Officials (AASHTO).
- Below are the last five entities for which similar work has been performed:
 - *Gwinnett County (Lawrenceville, GA)* *2021 - Ongoing*
Geotechnical engineering services for underground overflow storage tanks at the Alcovy pump station.
 - *Georgia Department of Transportation/Atkins (Atlanta, GA)* *2016 - Ongoing*
Geotechnical and geo-environmental services, including phases I & II environmental site assessments and GDOT soil survey.
 - *C & M Equipment, Inc. (Watkinsville, GA)* *2019 - Ongoing*
Maxis, a subconsultant of MC Squared, Inc., provides geo-environmental services.
 - *Columbus Spiderweb Project/Wolverton (Columbus, GA)* *2015 - 2017*
Geotechnical and geo-environmental services under GDOT area classes 6.04a, 6.04b, and 6.05.
 - *Quitman County GA (Alpharetta, GA)* *2019 - Ongoing*
Geotechnical and geo-environmental (pavement evaluations) and phases I & II environmental site assessments.
- **Terracon Consultants, Inc.**
 - The firm was founded in 1965 and is an employee-owned engineering firm that is headquartered in Olathe, KS and incorporated in the state of Delaware.
 - The firm provides geotechnical, environmental, construction materials, special inspections, building envelope, roofing, and waterproofing services.
 - The firm has more than 5,000 employees, including engineering professionals, scientists and technicians, from more than 150 offices nationwide. More than 275 professional and support staff are from their Georgia offices.
 - Terracon Consultants, Inc. has been awarded on-call contracts with several Georgia entities, to include Gwinnett County, City of Duluth, Henry County, Rockdale County Water Resources, City of Norcross, Columbus Consolidated Government, City of Johns Creek, Athens-Clarke County SPLOST, and Atlanta Public Schools.
 - The firm is currently qualified by Georgia Department of Transportation in some areas of Class 1 – Transportation Planning and in all areas of Class 6 – Soils, Foundations & Materials Testing.

- The firm is currently accredited by the American Association of State Highway and Transportation Officials (AASHTO).
- Below are the last five entities for which similar work has been performed:
 - *Columbus Consolidated Government* *January 2018 – January 2023*
Geotechnical Environmental Consulting Services, a subcontractor of Terracon Consultants, Inc., is part of the on-call contract for lead-based paint/asbestos & clearance testing services for the housing rehabilitation, rental assistance program, and supportive services/operations programs.
 - *Columbus Consolidated Government* *May 2016 – May 2022*
On-call geotechnical and environmental materials testing services. Recent projects include the Riverwalk to Martin Luther King, Jr. Connector, Reese Road Bridge Replacement, Benning Drive Culvert and Claradon Avenue Culvert projects.
 - *Housing Authority of Columbus, GA* *2019 – As needed*
The most recent project is the former Chase Homes property, for which Terracon provided asbestos sampling and abatement monitoring, lead-based paint and mold surveys, Phases I & II environmental site assessments and geotechnical services. Terracon is currently providing materials testing services for the new apartments being constructed on the property,
 - *Gwinnett County (Lawrenceville, GA)* *2012 - 2025*
On-call construction materials testing, geotechnical engineering and environmental services for county-wide road, highways and public facilities projects.
 - *City of Duluth, GA* *2018 - 2023*
On-call construction materials testing, geotechnical engineering and environmental services for city-wide projects.
- **United Consulting Group, Ltd.**
 - The firm was incorporated in Georgia in 1990 and is a privately owned multidiscipline engineering consulting firm headquartered in Norcross, GA.
 - The firm specializes in environmental services, geotechnical engineering, special inspections, and construction materials testing. Additionally, the firm provides geophysical services, including subsurface utility engineering (SUE) and automated instrumentation.
 - The firm has over 180 employees; their environmental services department has 3 professional geologists, an industrial hygienist, a certified hazardous materials manager, an EPA-certified lead inspector, 4 certified lead-based paint inspectors, and 7 certified asbestos-in-buildings inspectors.

- The firm has over 30 years of experience with environmental permitting services, including Brownfield redevelopments, environmental assessment, and remediation and redevelopment plans.
- The firm is currently licensed as Lead-Based Paint Certified by the Georgia Department of Natural Resources/Environmental Protection Division.
- The firm is currently qualified by Georgia Department of Transportation in one area of Class 5 – Topography, in all areas of Class 6 – Soils, Foundations & Materials Testing, in Class 8.01 – Construction Supervision, and in some areas of Class 9 – Erosion and Sedimentation Control.
- The firm is currently accredited by the American Association of State Highway and Transportation Officials (AASHTO).
- Below are the last five entities for which similar work has been performed:
 - *Gwinnett County (Lawrenceville, GA) September 2021 – October 2022 (4 renewal options)*
Comprehensive materials, field testing and miscellaneous services.
 - *City of Norcross, GA March 2021 – March 2023*
On-call professional engineering and design services.
 - *Fulton County (Atlanta, GA) August 2021 – December 2022 (2 renewal options)*
Standby professional services for environmental engineering and testing services.
 - *Forsyth County (Cumming, GA) January 2022 – December 2023 (3 renewal options)*
Geotechnical services as needed for various projects.
 - *City of Tucker, GA 2018 - 2023*
Geotechnical engineering and materials testing, environmental engineering, and construction engineering & inspection services.

The City's Procurement Ordinance, Article 3-110, (Competitive Sealed Proposals (Negotiations)) 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 cost information has been submitted to the City Manager in a separate memo for informational purposes.

Funding will be allocated in the budget for specific projects through the CIP, SPLOST, Bond, etc.

A RESOLUTION

NO. _____

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.

WHEREAS, an RFP was administered (RFP No. 22-0002) and four proposals were received; and,

WHEREAS, the proposals submitted by Building & Earth Sciences, Inc., MC Squared, Inc., Terracon Consultants, Inc., and United Consulting Group, Ltd., met all proposal requirements and were deemed responsive to the RFP; and,

WHEREAS, the initial term of the contracts will be for two (2) years with the option to renew for three (3) additional twelve-month periods. Contract renewal will be contingent upon the mutual agreement of the City and the Contractors.

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

That the City Manager is hereby authorized to execute 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), to provide geotechnical and environmental materials testing services on an as-needed basis for the Engineering Department. As projects arise, 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. Funding will be allocated in the budget for specific projects through the CIP, SPLOST, Bond, etc.

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:

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|------------------------|------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Side Loader Refuse Truck Bodies (Re-Bid) – RFB No. 22-0042 |
| INITIATED BY: | Finance Department |

It is requested that Council approve the purchase of forty (40) side loader refuse truck bodies from Sansom Equipment Company (Stonecrest, GA) at a unit price of \$159,741.77, and a total price of \$6,389,670.80.

The refuse will be used by the Public Works Department to pick up refuse. This is replacement equipment.

Bid specifications were posted on the web page of the Purchasing Division, the Georgia Procurement Registry, and DemandStar. Five (5) bid responses were received on July 20, 2022. Equipment demonstrations were held on August 3, 2022, at 1400 Cusseta Road, Columbus, Georgia. This RFB has been advertised, opened, and reviewed. The bidders were:

| Vendors | Sansom Equipment Company (Stonecrest, GA) | Environmental Products Group, Inc.¹ (Atlanta, GA) | Amrep Manufacturing Company, LLC² (Ontario, CA) | McNeilus Truck & Manufacturing³ (Villa Rica, GA) | Carolina Environmental Systems, Inc. (Austell, GA) |
|------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------|
| Manufacturer/Model | New Way 31YD Sidewinder ASL | Labrie Automizer | Amrep Manufacturing Company LLC AMHASLTP019 | McNeilus Zero Radius Model 314B | Heil Environmental Industries DP Python 28 Cubic Yard |
| Deliver to Fleet within # of days after receipt of cab & chassis | 90-120 DAYS | 120 DAYS | 90 DAYS | 120 DAYS | 120-150 DAYS |
| (Form 2) Pricing Page / UNIT PRICE | \$159,741.77 | \$138,838.70 | \$138,962.00 | \$157,581.00 | \$169,989.00 |
| TOTAL PRICE (40 UNITS) | \$6,389,670.80 | \$5,553,548.00 | \$5,558,480.00 | \$6,303,240.00 | \$6,799,560.00 |
| Equipment Demonstration Scores | 13.6 | 10.6 | 7.3 | <i>Did not participate</i> | <i>Did not participate</i> |

Per Addendum No. Four, dated July 11, 2022, the lowest, responsible, responsive bidder with the highest demonstration score would be recommended for award. Scoring criteria consisted of the following: shaking of the body by cylinder lifting mechanism, functionality of the arm during operation, and overall vehicle response when the arm is engaged. Scoring was based on the performance of the equipment with each criterion receiving a score between 1 and 5 per the following scale: 1) Omitted something essential; 2) Did not meet expectations; 3) Met expectations; 4) Above expectations; and 5) Outstanding.

¹Environmental Products Group, Inc. (the lowest bidder) failed to meet the specifications for a chassis mounted arm system. Additionally, the vendor did not receive the highest score during the equipment demonstration.

²Amrep Manufacturing Company, LLC (the second lowest bidder) failed to meet the specifications for a chassis mounted arm system. Additionally, the vendor did not receive the highest score during the equipment demonstration.

³*McNeilus Truck & Manufacturing (the third lowest bidder) failed to meet the specifications for a chassis mounted arm system. Vendor did not participate in the Equipment Demonstration.*

Funds are budgeted in the FY23 Budget as follows: American Rescue Plan-Fiscal Recovery Funds – Federal ARP – Federal Public Health & Safety H&W – Heavy Trucks – Automation of Garbage Collection-Trucks; 0218-691-1000-ARPH-7723-40301-20220.

A RESOLUTION**NO. _____**

A RESOLUTION AUTHORIZING THE PURCHASE OF FORTY (40) SIDE LOADER REFUSE TRUCK BODIES FROM SAMSOM EQUIPMENT COMPANY (STONECREST, GA) AT A UNIT PRICE OF \$159,741.77, AND A TOTAL PRICE OF \$6,389,670.80.

WHEREAS, the side loader refuse truck bodies are replacement equipment.

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

That the City Manager is hereby authorized to purchase forty (40) Side Loader Refuse Truck Bodies from Sansom Equipment Company (Stonecrest, GA), at a unit price of \$159,741.77, and a total price of \$6,389,670.80. Funds are budgeted in the FY23 Budget as follows: American Rescue Plan-Fiscal Recovery Funds – Federal ARP – Federal Public Health & Safety H&W – Heavy Trucks – Automation of Garbage Collection-Trucks; 0218-691-1000-ARPH-7723-40301-20220.

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:

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

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|----------------------------|----------------------------------------------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Two (2) 2022 Ford F-150 Police Responder Vehicles for the Sheriff's Office |
| INITIATED BY: | Finance Department |

It is requested that Council approve the purchase of two (2) Ford F-150 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).

On December 30, 2021, the City Manager approved the emergency purchase of six (6) 2022 Ford F-150 Police Responder vehicles for the Sheriff's Office. The emergency purchase was needed because, due to supply chain issues, Ford Motor Company was closing their order bank on January 7, 2022.

The City was recently informed that four (4) of the six vehicles will be built as 2022 at the quoted price of \$42,019 per vehicle. However, two (2) of the vehicles would have to be built as 2023, with an increased cost of \$51,959.00 per unit (a \$9,940.00 increase per unit).

The Sheriff's Office was able to source two (2) 2022 Ford F-150 responder vehicles readily available at Rivertown Ford, at a lower cost. Consequently, the order will be cancelled for the two remaining vehicles from the original purchase, and those funds will be repurposed to purchase the vehicles from Rivertown Ford.

Funds are available in the FY23 Budget: LOST-Public Safety Fund – Sheriff – Public Safety-LOST – Light Trucks; 0102-550-9900-LOST-7722.

A RESOLUTION

NO. _____

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).

WHEREAS, on December 30, 2021, the City Manager approved the emergency purchase of six (6) 2022 Ford F-150 Police Responder vehicles for the Sheriff's Office. The emergency purchase was needed because, due to supply chain issues, Ford Motor Company was closing their order bank on January 7, 2022; and,

WHEREAS, the City was recently informed that four (4) of the six vehicles will be built as 2022 at the quoted price of \$42,019 per vehicle. However, two (2) of the vehicles would have to be built as 2023, with an increased cost of \$51,959.00 per unit (a \$9,940.00 increase per unit); and,

WHEREAS, the Sheriff's Office was able to source two (2) 2022 Ford F-150 responder vehicles readily available at Rivertown Ford, at a lower cost. Consequently, the order will be cancelled for the two remaining vehicles from the original purchase, and those funds will be repurposed to purchase the vehicles from Rivertown Ford.

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

That the City Manager is hereby authorized to purchase 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). Funds are available in the FY23 Budget: LOST-Public Safety Fund – Sheriff – Public Safety-LOST – Light Trucks; 0102-550-9900-LOST-7722.

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:

1. Emergency Purchase – Information Only

**Columbus Consolidated Government
Council Meeting Agenda Item**

| | |
|----------------------------|---------------------------------------|
| TO: | Mayor and Councilors |
| AGENDA SUBJECT: | Emergency Purchase – Information Only |
| INITIATED BY: | Finance Department |

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.

File Attachments for Item:

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

Columbus Consolidated Government Compensation and Classification Study Presentation of Results



**Presented by:
Mark Holcombe**



August 23, 2022

Overview

Item #A.

- Evergreen Overview
- Study Goals
- Project Phases
- Employee Meetings
- Current System Findings
- Market Results
- Recommendations
- Costs & Methodology



- **National Public Sector Consulting Experience**
 - Based in Tallahassee, FL
 - Work in 46 States
 - Extensive Experience with Cities and Counties
 - Over 600 Compensation and/or Classification Studies
 - Full-service Human Resources Consulting Practice

- **Human Resources Clients**
 - Local Governments
 - Colleges and Universities
 - School Districts
 - Quasi-Governmental Organizations
 - Non-Profits



Study Goals

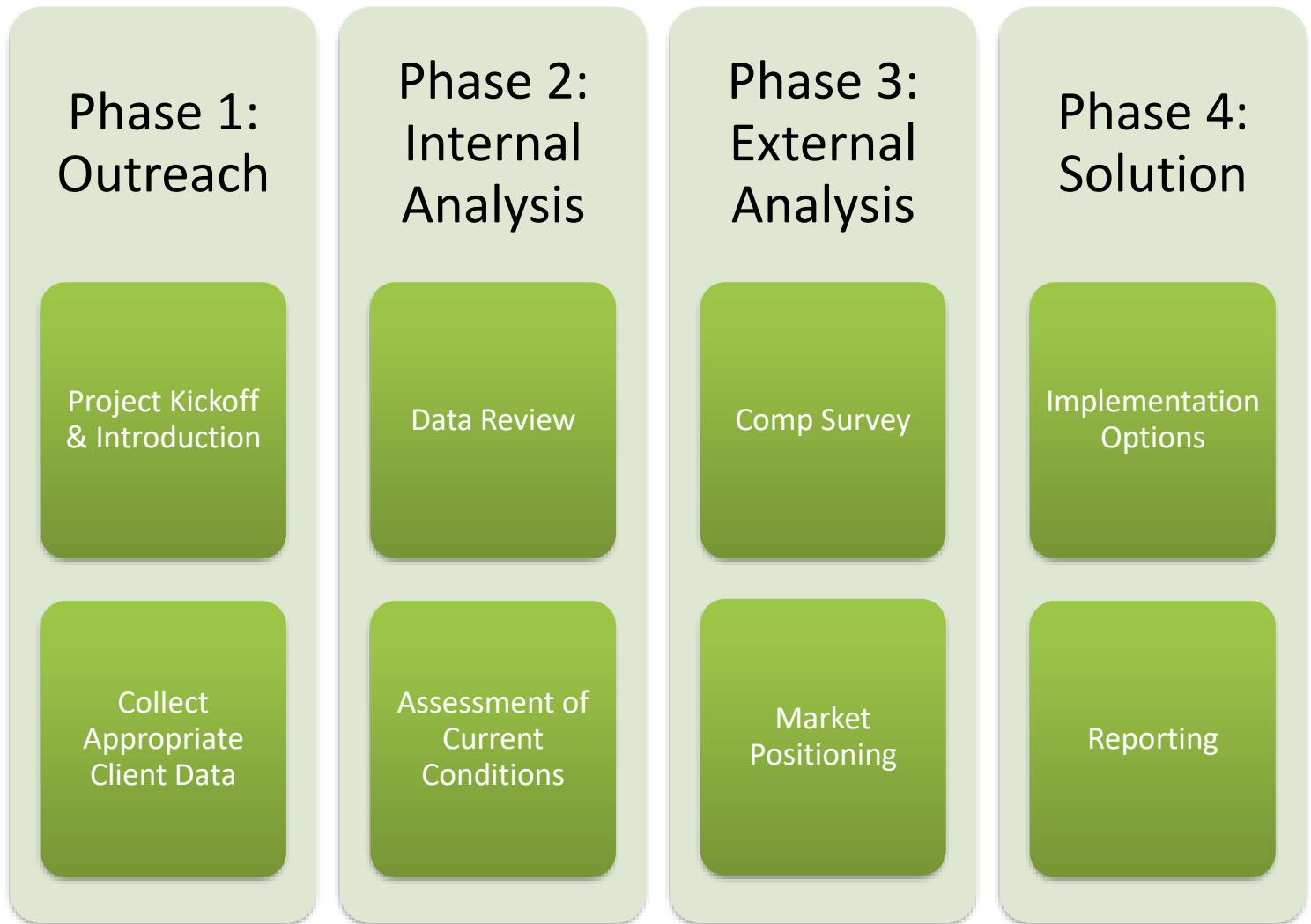
Item #A.

- Review current compensation system to ensure internal equity.
- Survey peer organizations to ensure external equity.
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally.



Project Phases

Item #A.



Employee Meetings

Item #A.

Positive Comments

- **Benefits** – The City's employees expressed that the benefits package played a positive role in affecting morale. Specific benefits mentioned were the time off, health care, and work-life balance.
- **Culture** – Several employees described the quality of people they work with and others mentioned the service-oriented mission of the City.
- **Schedule** – With a few exceptions, employees expressed their satisfaction with the hours worked leading to a greater work life balance.

Concerns

- **External Equity** – Employees expressed concerns with the external equity at the City compared to market peers.
- **Internal Equity** – There was lots of concern among employees about compression, specifically that employees weren't advancing steps and that was causing them to be paid the same amount as new hires when they have significantly more experience.
- **Workload** – Some employees referenced staffing levels, others said they were doing things not captured by their job descriptions.



Current System Findings

Item #A.

- **Strength:**

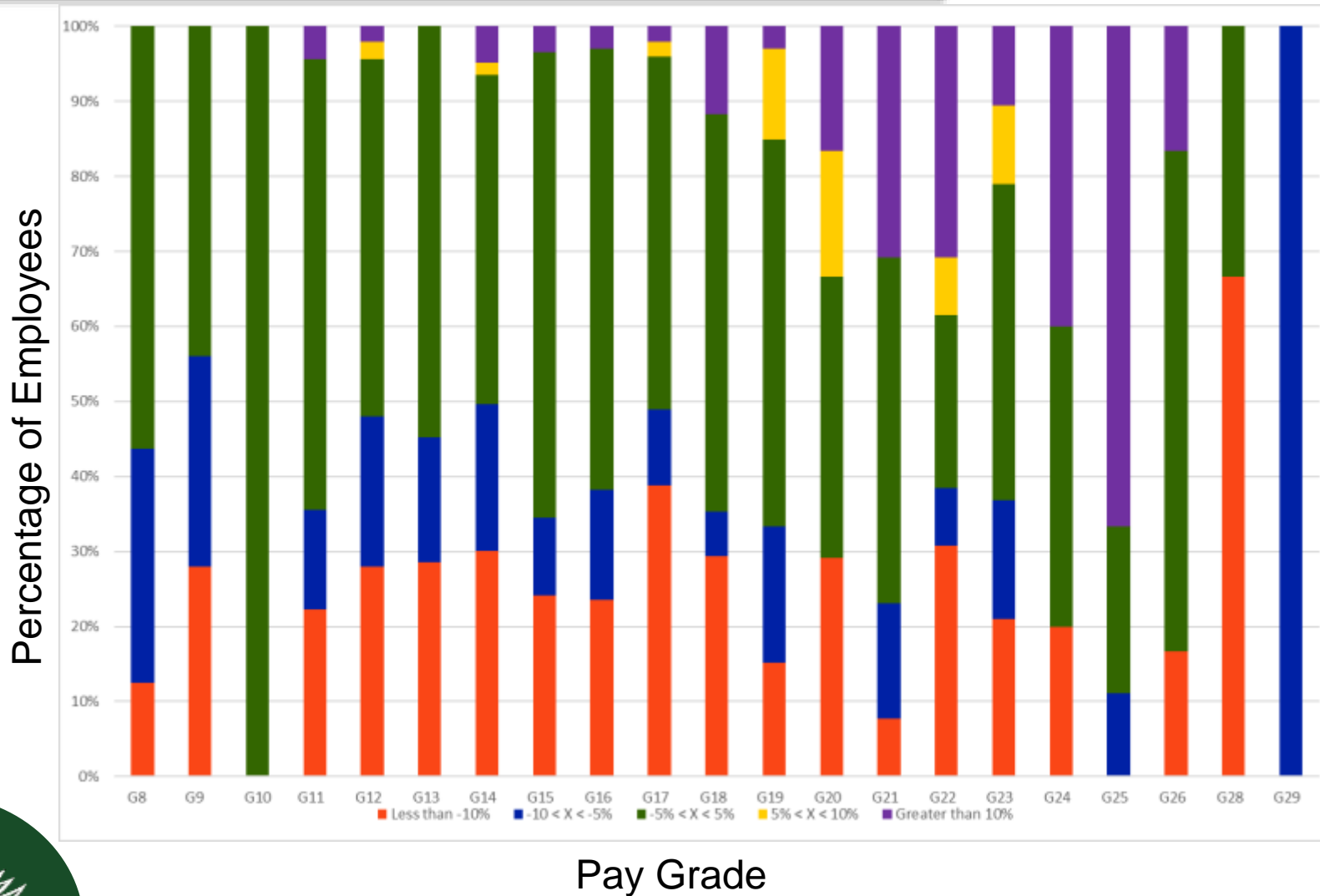
- The City possesses a simple and easy to understand pay structure.
- The City's pay plan has a high degree of consistency between grades.

- **Weakness:**

- The City has not advanced employees through their pay ranges at a rate consistent with expected progression.
- More than 80 percent of employees are below midpoint of their pay grade. More than 50 percent of employees are in Quartile 1 of their pay grade.
- There is compression between employees and supervisors and between highly-tenured employees and new hires.

Expected Pay Analysis

Item #A.



Market Targets

Item #A.

- Salary survey resulted in responses from nineteen peers.
- All responses are adjusted for cost of living differentials.
- More than 125 positions were benchmarked vs. the market, and the survey returned 7.0 matches per position.

| Target Organization | Population | COLI | Per Capita Income |
|---------------------------------------------|----------------|--------------|--------------------|
| Columbus Consolidated Government, GA | 206,922 | 93.77 | \$26,097.00 |
| Georgia Cities and Counties | | | |
| Albany, GA | 69,647 | 89.41 | \$20,313.00 |
| Savannah, GA | 147,780 | 95.80 | \$25,664.00 |
| Cobb County, GA | 766,149 | 104.45 | \$40,031.00 |
| DeKalb County, GA | 764,382 | 103.00 | \$36,077.00 |
| Forsyth County, GA | 251,283 | 103.93 | \$43,832.00 |
| Fulton County, GA | 1,066,710 | 112.87 | \$47,163.00 |
| Gwinnett County, GA | 957,062 | 97.53 | \$30,636.00 |
| Hall County, GA | 203,136 | 95.69 | \$29,680.00 |
| Henry County, GA | 240,712 | 92.92 | \$29,889.00 |
| Athens-Clarke County, GA (Consolidated) | 127,315 | 92.91 | \$23,726.00 |
| Augusta-Richmond County, GA (Consolidated) | 202,081 | 90.54 | \$22,709.00 |
| Macon-Bibb County, GA (Consolidated) | 157,346 | 92.64 | \$25,640.00 |
| Alabama Cities and Counties | | | |
| Auburn, AL | 76,143 | 93.06 | \$28,510.00 |
| Phenix City, AL | 38,816 | 91.45 | \$23,397.00 |
| Other | | | |
| Chattanooga, TN | 181,099 | 95.88 | \$30,592.00 |
| Fayetteville, NC | 208,564 | 93.58 | \$24,823.00 |
| Jacksonville, FL | 949,611 | 103.32 | \$30,064.00 |
| Knoxville, TN | 190,740 | 96.71 | \$26,340.00 |
| Muscogee County School District | - | 93.77 | - |
| Private Sector Databases | - | - | - |

Market Results

Item #A.

| Unadjusted Results (no cost-of-living adjustment) | | | Adjusted Results (cost-of-living adjusted) | | |
|------------------------------------------------------|----------|---------|-----------------------------------------------|----------|---------|
| Minimum | Midpoint | Maximum | Minimum | Midpoint | Maximum |
| -8.0% | -7.3% | -6.5% | -4.6% | -3.7% | -2.9% |

- A negative differential indicates the City is behind at that market position on average.
- The results show the importance of cost-of-living adjustments when comparing to the market. The City is close to ten percent behind market when comparing at the minimum without an adjustment, but only half as far behind when adjusting for cost of living.



Key Recommendations

Item #A.

1. Adopt an adjusted pay plan with a reformatted step system. The newly recommended pay plan has consistent range spreads, consistent progression between grades, and 1.0% between steps.
2. Reassign pay grades to positions based on internal equity and the market results. Some positions will see larger adjustments than others due to the market response.
3. Place employees within their newly recommended pay grades. Select an implementation methodology that aligns with the compensation philosophy and financial means of the City. Methodologies detailed on the next page (**Class Parity** for General Government and **Longevity** for Public Safety) w/a 25% cap.



1. Zone based approach moves employees based on their time in classification. Zone 1 is 0-3 years in classification, Zone 2 is 3-6 years, etc. Employees in each zone are all moved to the same place in their new pay grade (e.g., employees in Zone 1 are near the minimum, Zone 2 employees are progressed slightly further, etc.).
No salaries are reduced as a result of this study.
2. Longevity based approach also moves employees based on time in classification. Employees receive a step for each year in rank and then are adjusted using the same zones as listed above. Going forward, Public Safety employees will receive an additional step at each longevity “milestone” (after years 3, 5, 7, 10, 15, 20, etc.).
No salaries are reduced as a result of this study.



Methodology Details Cont.

Item #A.

- Public Safety positions are being moved to pay ranges “above and beyond” projected market placement based on the significant recruitment and retention concerns as well as significant projected market movement. Salaries are detailed further on the next slide.
- Classifications requiring a CDL will also be moved above and beyond market to a starting rate of \$21.00/hour based on an internal equity scale placing certain positions (e.g., Bus Driver, Fleet Tech II, Motor Equipment Operator III, etc.) at a rate starting at \$21.00/hour. Other positions with CDL’s will move similarly with some coming in slightly below and some coming in slightly higher.
- **With the addition of the 25% cap, many of the CDL positions will have their increases capped at 25%**



Public Safety - Above and Beyond

Item #A.

- Recommended starting pay grade placement of the Police Officer, Sheriff Deputy, and Firefighter classification at \$45,000.
- Public Safety would continue to receive the OLOST supplement. Police Officer starting pay with supplement would start at \$50,121 and the other classifications would start at \$48,121.
- Pay Reform is factored into the new pay structure, so all employees would keep their current Pay Reform. There is a new Longevity adjustment for Public Safety employees going forward.

| Recommended Classification | Recommended Grade | Recommended Minimum | Recommended Midpoint | Recommended Maximum |
|----------------------------|-------------------|---------------------|----------------------|---------------------|
| POLICE OFFICER | PS1 | \$ 45,000.00 | \$ 57,359.65 | \$ 69,719.29 |
| DPTY SHERIFF | PS1 | \$ 45,000.00 | \$ 57,359.65 | \$ 69,719.29 |
| FIREFIGHTER/ EMT | F1 | \$ 45,000.00 | \$ 57,359.65 | \$ 69,719.29 |
| CORRECTIONAL OFFICER | C1 | \$ 42,500.00 | \$ 54,173.00 | \$ 65,846.00 |

Public Safety “Above and Beyond” & CDLs to \$21/Hour Capped at 25% Increases

| 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% |



Employee Increases

Item #A.

Total Increases Above “X” Percent

| Increase | # | % |
|----------|------|--------|
| 0.0% | 2207 | 100.0% |
| 5.0% | 1875 | 85.0% |
| 10.0% | 1475 | 66.8% |
| 15.0% | 1097 | 49.7% |
| 20.0% | 792 | 35.9% |
| 25.0% | 493 | 22.3% |

Increases Between “X” and “Y” Percent

| Increase | # | % |
|----------|-----|-------|
| 0-5% | 332 | 15.0% |
| 5-10% | 400 | 18.1% |
| 10-15% | 378 | 17.1% |
| 15-20% | 305 | 13.8% |
| 20-25% | 299 | 13.5% |
| >25% | 493 | 22.3% |



Thank you

Item #A.

Mark Holcombe, Project Manager Evergreen Solutions, LLC

2878 Remington Green Circle

Tallahassee, Florida 32308

850.383.0111 ph

850.383.1511 fax

www.ConsultEvergreen.com



Evergreen Solutions, LLC



We do amazing.

Classification and Compensation Plan

Pay Plan Summary

Classification and Compensation Plan Overview

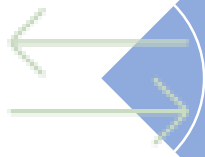
- The current UGA Pay Plan was implemented 16 years ago
- Individual positions have been reviewed and reclassified over the years
- The Pay Scale has been adjusted when the budget allowed and approved by Council
- Other pay adjustments for Public Safety include Pay Reform, Recruitment and Retention adjustments, enhanced sign-on bonuses

Classification and Compensation Plan

Key Goals and Objectives

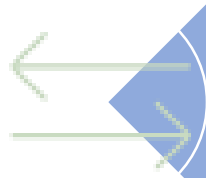
Item #A.

- 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 Teams Virtual Meeting | High-level briefing on Class & Comp Study |
| July 26, 2022 | Council Meeting - Presentation by Evergreen Solutions | Presentation on Class & Comp Study Full Report and Recommendations |
| 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 Class & Comp Report, Pay Plan Ordinance |
| August 30, 2022 | Council Meeting | 2nd Reading Council vote Adopt and Implement Class & Comp Pay Plan Ordinance |



Classification and Compensation Study Timeline – Plan Implementation

Item #A.

| | Human Resources – Finance – Information Technology Departments |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| September – November 2022 | 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 with 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**

Implementation Cost Adjustment

- A 25% cap to individual increases has been implemented to ensure financial viability
- 25% cap impacts 343 General Government employees
- 25% cap impacts 123 Public Safety employees

What this means:

- Employees receiving greater than 25% adjustment are capped at 25%. Example:
 - Employee current pay \$38,500
 - New recommended pay \$52,000 30% increase or \$13,500
 - Adjusted recommended pay \$49,500 25% increase or \$11,000

COLUMBUS

GEORGIA



We do amazing.

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 & 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 | 2208.00 | \$ 6,122.37 | 14.5% |

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:

- Minimum \$1.50 monthly increase in garbage fee beginning July 1, 2023 (FY24).
 - This fee increase only covers pay adjustments related to implementation of the pay study.
 - 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.)

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 23, 2022

TO: Mayor and Councilors

FROM: Finance Department

SUBJECT: Advertised Bids/RFPs/RFOs

August 24, 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.

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

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

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

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

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 23, 2022

TO: Mayor and Councilors

FROM: Finance Department

SUBJECT: Advertised Bids/RFPs/RFQs

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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.

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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. RESOLUTION - A resolution changing the August 30, 2022 Consent Agenda / Work Session to a Regular Meeting / Work Session.

RESOLUTION**NO. _____**

A Resolution changing the meeting type for the August 30, 2022 Council Meeting.

WHEREAS, regular Council meetings shall commence at the time or times as set forth in the rules of procedures by the Council of Columbus, Georgia; and,

WHEREAS, in accordance with Section 2-2 of the Charter, which reads “In any month with a fifth Tuesday, a consent agenda shall be considered and a work session meeting shall be held on said fifth Tuesday at 9:00 a.m.”. However, the Council desires to make a change to the meeting type by holding a regular meeting / work session, at 9:00 a.m.;

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

To change the meeting type of the August 30, 2022 Council Meeting from a consent agenda / work session to a regular meeting / work session, at 9:00 a.m.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd 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:

2. RESOLUTION - A resolution cancelling the September 6, 2022 and October 4, 2022 Proclamation Sessions.

RESOLUTION**NO.** _____

A Resolution cancelling the September 6, 2022 and October 4, 2022 Proclamation Sessions.

WHEREAS, regular Council meetings shall commence at the time or times as set forth in the rules of procedures by the Council of Columbus, Georgia; and,

WHEREAS, the Council desires to cancel the September 6, 2022 and October 4, 2022 Proclamation Sessions; and,

WHEREAS, in accordance with Section 3-103 of the Charter, the Council may, by majority vote of the Council at least seven days prior to the meeting, cancel a regularly scheduled meeting.

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

The September 6, 2022 and October 4, 2022 Proclamation Sessions are hereby cancelled.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd 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:

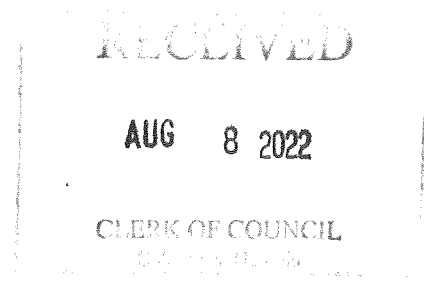
3. Letter from Susan McWhirter- Chairperson advising that the Medical Center Hospital Authority has voted to elect Dr. John Bucholtz to fill the unexpired term of Dr. Robert Wright. *(The Council may confirm this appointment.)*

The Medical Center Hospital Authority

Item #3.

July 28, 2022

Ms. Sandra Davis
Clerk of Council
Columbus Consolidated Government
P. O. Box 1340
Columbus, Georgia 31902-1340



Dear Ms. Davis:

Thank you for your letter of May 6, 2022 forwarding the names of the nominees to fill the position held by Dr. Robert Wright who resigned effective March 1, 2021. Pursuant to the Hospital Authorities Law, we are notifying you that at its quarterly meeting on Wednesday, July 27, 2022, The Medical Center Hospital Authority Board of Trustees voted to elect Dr. John Bucholtz to fill Dr. Wright's unexpired term ending December 31, 2023.

We will appreciate you notifying Council of the decision of the Board of Trustees of The Medical Center Hospital Authority. Also, enclosed is the Oath as stated by and in the Hospital Authorities Act of Georgia, which needs to be administered to Dr. Bucholtz. We will appreciate it if you will ask the Mayor to administer this Oath while administering the one required by the Charter. After the Oath has been administered, please return the original to me at P.O. Box 790, Columbus, Georgia 31902-0790.

Thank you for your assistance in this matter. Please extend our appreciation to the Council and Mayor for their cooperation and assistance.

Sincerely,

A handwritten signature in dark ink, appearing to read "Susan McWhirter".

Susan McWhirter, M.D.
Chairman, Board of Trustees

SM/te

Enclosure

File Attachments for Item:

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



Columbus, Georgia, Board of Tax Assessors

GEORGIA'S FIRST CONSOLIDATED GOVERNMENT

Item #4.

City Services Center
3111 Citizens Way
Columbus, GA 31906

Mailing Address:
PO Box 1340
Columbus, GA 31902

Telephone (706) 653-4398, 4402
Fax (706) 225-3800

Board Members

Jayne Govar
Chairman

Lanitra Sandifer Hicks
Assessor

Kathy J. Jones
Assessor

Todd A. Hammonds
Assessor

Trey Carmack
Vice Chairman

Chief Appraiser
Suzanne Widenhouse

RECEIVED

AUG 16 2022

CLERK OF COUNCIL

MINUTES #24-22

CALL TO ORDER: Chairman Jayne Govar calls the Columbus, Georgia Board of Assessors' meeting to order on Monday, August 1, 2022, at 9:00 A.M.

PRESENT ARE:

Chairman Jayne Govar
Vice Chairman Trey Carmack
Assessor Lanitra Sandifer Hicks
Assessor Kathy Jones
Assessor Todd Hammonds
Chief Appraiser Suzanne Widenhouse – by phone
Deputy Chief Appraiser Glen Thomason
Recording Secretary Katrina Culpepper

APPROVAL OF AGENDA: Assessor Sandifer Hicks motions to accept agenda with stated changes. Assessor Jones seconds and the motion carries.

APPROVAL OF MINUTES: Vice Chairman Carmack motions to accept Minutes #23-22. Assessor Hammonds seconds and the motion carries.

MISCELLANEOUS: Reminder that meeting on August 8th will be a work session for policy review. Vice Chairman Carmack motions to excuse Chairman Jayne Govar on August 15th. Assessor Hammonds seconds and the motion carries.

At 9:06, Deputy Chief Appraiser Glen Thomason presents for Administrative Manager Leilani Floyd to the Board:

- Homestead – #177 002 001 - Signed & Approved.

At 9:08, Personal Property Manager Stacy Pollard presents to the Board:

- Motor Vehicle Appeals – Signed & Approved.

At 9:13, Residential Property Manager Heidi Flanagan presents to the Board;

- CUVA Continuation – #158 001 009 – Signed & Approved.

At 9:23, Commercial Property Manager Jeff Milam presents to the Board:

- AR Agenda – #048 002 023 & #111 014 034 - Signed & Approved.

"An Equal Opportunity / Affirmative Action Organization"

MEMBERS: Georgia Association of Assessors / National Association of Assessing Officials

At 9:33, Deputy Chief Appraiser Glen Thomason presents to the Board:

- Map Splits - # 019 017 025, 023, 024, 026 - Signed & Approved.
- Map Splits - # 023 010 003; 023 010 007 – Vice Chairman Trey Carmack recused himself from both parcels – Signed & Approved.
- Map Splits - # 089 041 008 – pull until corrected deed can be supplied to us.

At 9:50, Chief Appraiser Suzanne Widenhouse presents to the Board:

- Vendor Contract – Executive Session – Vice Chairman Carmack motions to accept. Assessor Hammonds seconds and the motion carries.

At 10:07, Chairman Jayne Govar adjourns the meeting without any objections.

Suzanne Widenhouse
Chief Appraiser/Secretary

APPROVED: _____

MIN# 25 - 22 AUG 15 2022

Absent

J. GOVAR
CHAIRMAN

L. Sandifer Hicks
L. SANDIFER HICKS
ASSESSOR

K. Jones
K. JONES
ASSESSOR

T.A. Hammonds
T.A. HAMMONDS
ASSESSOR

T. Carmack
T. CARMACK
VICE CHAIRMAN

**MINUTES OF THE
EMPLOYEE BENEFITS COMMITTEE
Special-Called Microsoft Teams Meeting
Thursday, April 21, 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: Vanessa Stephens, Tammi Starkey - NFP
Keisha Johnson and Sheila Risper**

CALL TO ORDER: REATHER HOLLOWELL – EX-OFFICIO (10:00AM)

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- No meeting minutes were reviewed or approved.
- Reather Hollowell - reviewed purpose of the meeting. The Employee Benefits Committee “special-called” meeting’s purpose was to provide, update, and give an overview of CCG’s healthcare plan, as well as review recommended changes for the FY23 budget.
- Small plan design changes mentioned: There will be an increase of \$10.00 to co-pays for the silver plan and the gold plan (primary care physician and specialists).
- Tammi Starkey, NFP – reviewed “claims experience” on the plan. Regarding CCG’s claims experience, in 2020 CCG saw a slight increase of about 7% in paid claims (right in line with national trends affected by the rising cost of care and COVID -19). By 2021, 45% of clients were attributed to high-cost claims (\$2.1 million) due to COVID-19). Claims costs on a per employee, per year average has increased because of a decline in enrollment due to CCG staffing shortages and fewer new hires electing the plan. With the decline in enrollment, there has also been a decline in employee contributions, warranting an 11% increase in the funding of the plan

needed. Recommendations to manage the increase would be effective. January 1st (2023), accompanied by a slight plan design change of a \$10.00 copay increase.

- Although the cost of healthcare continues to trend upward, Administration determined this is not a good time to pass on the additional healthcare costs to employees; therefore, Administration determined to absorb the increased cost of healthcare for FY23. This will allow medical premiums to remain the same as they have for the past six years.

Note:

**** Employees will need to complete the personal health assessment to complete coaching if considered “high risk”. Once completed, employees will receive a discount. Differentials will continue for active 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. **(11:00AM)**

Next Committee Meeting: Wednesday, June 22, 2022, 10:00AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant

3585

THE HOUSING AUTHORITY OF COLUMBUS, GEORGIA

Regular Meeting

June 15, 2022

9:00 AM

Columbus, Georgia

**Meeting was Held by Both Telephone Conferencing and In-Person
Due to the COVID-19 Virus**

The Commissioners of the Housing Authority of Columbus, Georgia met in a regular session in Columbus, Georgia.

Chairman Cardin called the meeting to order, and the following Commissioners were present:

Ed Burdeshaw
John Greenman
Linda Hadley
Jeanelle Pendleton
John Sheftall
Tiffani Stacy

In attendance from the Housing Authority staff was Lisa Walters, Chief Executive Officer, Sabrina Richards, Chief of Property Management, John Casteel, Chief Assisted Housing Officer, Sheila Crisp, Human Resources Specialist Jana McGuire, Chief Financial Officer, Carla Godwin, MTW Coordinator and Resident Services Administrator, Denise L. Thompson-Mosley, Executive Assistant, and Attorney Jim Clark.

INVOCATION:

Chairman Cardin offered the invocation.

ADOPTION OF AGENDA:

Chairman Cardin called for approval of the agenda.

Motion for approval of the agenda was made by Commissioner Burdeshaw, seconded by Commissioner Hadley. Motion carried.

3586

APPROVAL OF THE MAY 25, 2022 BOARD MEETING MINUTES:

Chairman Cardin called for a motion to approve the minutes of the May 25, 2022 Board meeting.

Motion for approval was made by Commissioner Pendleton, seconded by Commissioner Greenman. The motion carried.

FINANCIAL REPORT:

Sheila Crisp, CFO, provided a report of agency finances month-to-date and year-to-date actual to budget results and the explanation of the top factors of the variances. In summary, we are tracking ahead of budget by about \$1.5 million.

The top factors for both MTD and YTD variances for excess of revenue before Capitalized Expenditures and Transfers:

- Developer fees, loan fees, and attorney reimbursement from Warm Springs Senior Village received – \$275K.
- Disbursement from CAHS received – \$418K.
- Hiring for the second Community Resource Officer position is on hold.
- The warehouse project is on hold.
- Housing Choice Voucher (Section 8) underutilization results in more payments received from HUD than are being paid to landlords.

CONSIDER A RESOLUTION APPROVING THE FY23 BUDGETS FOR ALL HACG PROPERTIES:

The following Resolution was introduced and duly considered:

RESOLUTION NO. 3418

Vice-chair Greenman presented the FY23 HACG budgets that were approved at Audit and Finance Committee meeting May 26, 2022. He highlighted two initiatives for next year: hiring of an additional Community Resource Coordinator and reopening the warehouse.

Chairman Cardin stated the motion for approval was brought forward by the Audit and Finance Committee. All approved, the motion carried.

3587

**CHARGE-OFF OF FORMER RESIDENT ACCOUNT BALANCES
FOR MONTH ENDING MAY 31, 2022:**

The following Resolution was introduced and duly considered:

RESOLUTION NO. 3419

**RESOLUTION AUTHORIZING THE CHARGE-OFF OF FORMER
RESIDENT ACCOUNT BALANCES TO COLLECTION LOSS FOR
THE AUTHORITY'S HOUSING DEVELOPMENTS
FOR THE MONTH ENDING MAY 31, 2022**

Motion for approval was made by Commissioner Burdeshaw, seconded by Commissioner Hadley. Motion carried.

**REPORT ABOUT COMMUNITY RESOURCE COORDINATOR
PROGRAM**

Sabrina Richards, Chief Property Manager, presented about the work the Community Resource Coordinator, Toney Blackmon, as been doing since he was hired October 2021. Mr. Blackmon serves as a liaison to both the local fire and police departments as well as to the Federal Bureau of Investigation (FBI). Through attending Public Safety meetings, he has forged relationships with residents that assist with crime watching efforts. Mr. Blackmon identifies youth on the properties that could benefit from mentorship programs and help them avoid the pitfalls of poor choices and gang affiliation.

REPORT FROM THE GOVERNANCE COMMITTEE:

Commissioner Pendleton, Chair of the Governance Committee, announced the committee met Monday, June 13, 2022 to consider the CEO Performance Review due by June 30, 2022.

REPORT FROM THE AUDIT AND FINANCE COMMITTEE:

Commissioner Greenman, Chair of the Audit and Finance Committee, stated the committee met Thursday, May 26, 2022 to approve the budgets for fiscal year 2023.

REPORT FROM THE REAL ESTATE COMMITTEE:

No report.

3588

PUBLIC SAFETY TASK FORCE:

Commissioner Stacy presented a summary of the Public Safety Task Force meeting on May 25, 2022. She stated the Assistant Columbus Chief of Police, Joyce Dent-Fitzpatrick, answered questions posed by residents from each property. Assistant Chief Dent-Fitzpatrick also instructed residents about what happens when an incident is reported, and officers come out to the scene to investigate.

Commissioner Stacy described a shooting that took place at the basketball courts at Elizabeth Cnty Homes on Sunday, June 5, 2022. She praised the prompt response by the Columbus Police Department. Commissioner Stacy also spoke about the care and attention she received from HACG employees, in particular Sabrina Richards, Chief Property Manager.

MOVING TO WORK (MTW) CORRECTIVE ACTION PLAN UPDATE:

Lisa Walters gave an update on the MTW Corrective Action Plan. Public Housing lease up rates did not meet the goal of 95% - 98%. The team will work to increase Elizabeth Cnty occupancy rates to raise the overall percentage.

The Housing Choice Voucher 95% utilization goal was met. To maintain 95% utilization through December 31, 2027, 53 vouchers, net of attrition, must be added every six months. This goal will be reviewed at 6-month intervals, adjusted as necessary, and reported to the board.

EXECUTIVE DIRECTOR'S REPORT:

Mrs. Walters reported the BTW South tax credit application was submitted one day before the deadline earlier this month.

HUD asked questions about the HACG FY2023 MTW Plan. Carla Godwin, MTW and Resident Services, responded to the inquiry June 10, 2022, well before the deadline.

There will be a virtual MTW site visit 1:30 PM – 3:30 PM on Wednesday, June 29, 2022. An in-person Affordable Housing Accreditation Board (AHAB) site visit is scheduled for Wednesday, July 6, 2022 – Thursday, July 7, 2022.

The 2022 Board Commissioner's Retreat in November will focus on the next 5-year Strategic Plan.

EXECUTIVE SESSION:

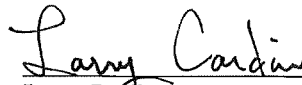
An Executive Session was held to discuss personnel and real estate matters as provided by O.C.G.A. section 50-14-3(4). Commissioner Hadley motioned to close the Board meeting so the Executive Session could be entered. Commissioner Hadley seconded the motion. Executive session was then entered.

Commissioner Stacy motion to close the Executive Session and Commissioner Hadley seconded the motion. Executive Session was closed.

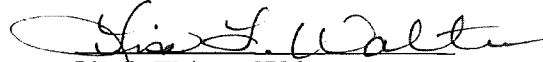
3589

ADJOURN:

There being no further business, Chairman Cardin asked for a motion to adjourn the meeting. A motion to adjourn was made by Commissioner Stacy and seconded by Commissioner Burdeshaw. The motion carried and the meeting was adjourned.



Larry Cardin
Chairman



Lisa L. Walters, CPM
Secretary-Treasurer

AFFIDAVIT

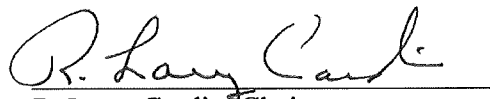
I, the undersigned R. Larry Cardin, first being duly sworn on oath state that I am the Chairman of The Housing Authority of Columbus, Georgia; that as such officer, I presided at a meeting of the Commissioners of said Housing Authority duly scheduled or called, and held on the 15th day of June 2022 a quorum of said Commissioners present.

That during the meeting, said Commissioners voted to go into executive session and close the meeting to the public, for consideration of the subject matter hereinafter specified.

That the subject matter of the meeting or the closed portion thereof was devoted to matters within the following exceptions provided by law, the specific relevant exception being identified by checkmark below:

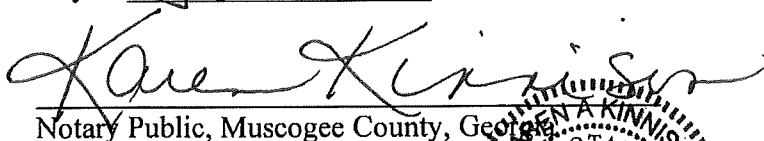
- ☐ Consultation with legal counsel pertaining to pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought or to be brought by or against this Housing Authority or any officer or employee, or in which this Housing Authority or any officer or employee may be directly involved, as provided in O.C.G.A. Section 50-14-2 (1).
- ☒ Discussion of the future acquisition of real estate, as provided by O.C.G.A. Section 50-14-3(4).
- ☒ Discussion or deliberation upon the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of an officer or employee, as provided in O.C.G.A. Section 50-14-3(6).

This affidavit is executed and ordered filed with the official minutes of said meeting in compliance with O.C.G.A. Section 50-14-4(b).

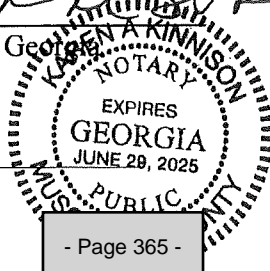


R. Larry Cardin, Chairman
Housing Authority of Columbus, Georgia

Sworn to and subscribed before me this 15
Day of JUNE, 2022.


Notary Public, Muscogee County, Georgia

My Commission Expires _____





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TDY (706)256-2944

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Fax (229) 931-2917

Item #4.

Toll Free (877)819-6348

RIVER VALLEY REGIONAL COUNCIL MEETING

Buena Vista, GA

June 22, 2022

10:30 A.M.

Meeting Minutes

Council Members

(Counties Represented: 14)

Albert King, Vienna
Bryon Hickey, Columbus
Carvel Lewis, Georgetown-Quitman, RVRC
Secretary
Charles Coffey, Chattahoochee
Chip Jones, Stewart
James Davenport, Clay
Jayson Griffin, Macon
Joe Lee Williams, Stewart
Joshua Deriso, Cordele

Kenneth Sumpter, Fort Gaines
Lee Kinnamon, Americus
Melvin Crimes, Webster
Rebecca White, Randolph
Richard Dowdy, Crisp
Rob Grant, Harris
Tameka Harris, Taylor, RVRC Vice-Chair
Tom Queen, Taylor
Tony Lamar, Talbotton

Members Not Attending

Barry Whitley, Butler
Bill McClellan, Schley
Bobby Jenkins, Cuthbert
Bruce Hill, Oglethorpe
Carl Oliver, Macon
Danny Blackmon, Georgetown-Quitman
Darrell Holbrook, Webster
Doug Ethridge, Harris
Eddie Moore, Georgetown-Quitman
Dr. Edward Lee, Chattahoochee
Eugene Cason, Dooly
Greg Dominy, Schley
James R. "Bump" Welch, Marion
Jerry "Pops" Barnes, Muscogee, RVRC Chair

Jimmy Babb, Lumpkin
Kevin Brown, Buena Vista
Maggie McGruther, Sumter
Mark Waddell, Sumter
Matt Gunnels, Marion
Pam Jordan, Talbot
Patrick Shivers, Clay
Randy Howard, Sumter
Richard McCorkle, Marion
Sher'Londa Walker, Talbot
Skip Henderson, Columbus
Terrell Hudson, Dooly
Tim Biddle, Chattahoochee
Wesley Williams, Randolph

Others Present

Diadra Powell, City of Americus
 Paul Farr, SGTC
 Shonda Blair, Taylor County Development
 Authority
 Natalie Bradley, DCA

Christy Bozeman, GA Dept. of Economic
 Development
 Laura Gower, Office of Drew Ferguson
 Brenda Williams, Office of Senator Warnock

Welcome and Recognition of Visitors

Tameka Harris, Vice-Chair, brought the meeting to order. She welcomed visitors to the meeting. Carvel Lewis, Secretary, led the council in prayer and Tameka Harris led the council in the Pledge of Allegiance.

APPROVAL OF APRIL 27, 2022 MINUTES*

Council reviewed the April 27, 2022 meeting minutes which were emailed to members the previous week for their review. The minutes were also included in the council packets that were available at the meeting. There being no additions or changes Tameka Harris requested a motion to approve the April 27, 2022 council minutes as presented. Joe Lee Williams, Stewart County made the motion to approve the April 27, 2022 minutes as presented; Melvin Crimes, Webster County seconded the motion. The motion passed with no opposition.

APPROVAL OF MAY, 25, 2022 MINUTES*

Council reviewed the May 25, 2022 meeting minutes which were emailed to members the previous week for their review. The minutes were also included in the council packets that were available at the meeting. There being no additions or changes Tameka Harris requested a motion to approve the May 25, 2022 council minutes as presented. Albert King, Vienna made the motion to approve the May 25, 2022 minutes as presented; Carvel Lewis, Georgetown/ Quitman seconded the motion. The motion passed with no opposition.

MEET THE NEW DIVISION OF AGING SERVICES DIRECTOR

MaryLea Boatwright Quinn, Georgia Department of Human Services Aging Services Director spoke on how she has worked in private for-profit industry; government agencies and nonprofit agencies and she believes that the work she has done in all these agencies has led her to understand that not one of these agencies can serve our aging adults. She hopes to forge strong partnerships between all these agencies to provide places that people will want to live out their golden years.

DCA REGIONAL UPDATE

Natalie Bradley, DCA Regional Director spoke about the various programs that are on-going. Ms. Bradley gave an update on the Georgia Rental Assistance program. The state has already awarded around \$500 million through that program and there is still about \$500 million left to award. If our communities have people that are not able to pay their rent or utilities, let them know about the program. They may be a qualified applicant.

Ms. Bradley also reported that \$80 million in HOME ARP Funding has been approved and this is mainly for Homeless or Transitional Housing.

ADOPT REGIONAL PLAN ANNUAL IMPLEMENTATION REPORT FY 2022*

Gerald Mixon presented a sample resolution for adoption of the Regional Plan Annual Implementation Report FY 2022.

Chattahoochee | Clay | Crisp | Dooly | Harris | Macon | Marion | Muscogee
 Quitman | Randolph | Schley | Stewart | Sumter | Talbot | Taylor | Webster

Tameka Harris requested a motion to approve the Regional Plan Annual Implementation Report. Tom Q Taylor County made the motion to approve the Regional Plan Annual Implementation Report as presented. Albert King Vienna seconded the motion. The motion was passed with no opposition.

REGIONAL PLAN 5-YEAR UPDATE

Allison Slocum, RVRC Regional Planner gave an update on the 5-Year Plan. Allison reported, we are beginning the process for the Regional Plan. It is similar to a comprehensive plan that a local government would develop. It covers the same elements: Population, Housing, Economic Development, Community Facilities and Services, Health and Human Services, Transportation, Natural and Cultural Resources, and Land Use. The final document will also include the Regional Work Program or the list of programs and projects that RVRC intends to undertake for the next 5 years. A steering committee will be created that consists of at least 1 representative from each county. This group will meet every month prior to the regional commission's council meeting. A list of stakeholders from each county is needed to assist with garnering community participation and reviewing the document. By state law there are 2 required public hearings and 3 required workshops/listening sessions. The steering committee and stakeholders will assist in determining locations, dates, and times for these meetings. The first draft is scheduled to be submitted to DCA March 1, 2023. The final draft should be ready for adoption by the regional council at the June, 2023 council meeting.

REVIEW AND APPROVAL OF FY23 BUDGET*

The FY23 Budget was approved on June 22, 2022 by the Executive Committee for presentation to the full Council. The budget estimates a \$25 thousand increase in fund balance in the General Fund and an increase in net position in the enterprise funds of almost \$19 thousand. The budget includes all state and federal contracts that are known at this time, with conservative revenue estimates for local contracts and projects. The budget accounts for a two percent cost of living increase plus \$40,000 in merit increases for all employees.

Tameka Harris requested a motion to approve the FY23 Budget. Tony Lamar, Talbotton made the motion to approve the FY 23 Budget as presented. Albert King, Vienna seconded the motion. The motion was passed with no opposition.

REVIEW AND APPROVAL OF FY23 CALENDAR*

Jim Livingston, RVRC Executive Director, presented the River Valley Regional Council Calendar for FY23. He said the meeting dates mirror FY22 but with a couple of changes. He proposed moving the November meeting date to the first Wednesday of December. The meeting dates were proposed as follows:

July 2022 - No meeting will be held in July.
 August 24, 2022
 September 28, 2022
 October 26, 2022
 December 7, 2022
 January 25, 2023

February 22, 2023
 March 22, 2023
 April 26, 2023
 May 24, 2023 - Legislative Lunch
 June 28, 2023

Tameka Harris requested a motion to approve the FY23 Calendar. Carvel Lewis, Georgetown-Quitman made the motion to approve the FY23 Calendar as presented and Charles Coffey seconded the motion. The motion was passed with no opposition.

STAFF REPORTS

Emily Chambers, Finance Officer reported, through April 30, 2022 there was an increase in fund balance in the General Fund of \$74,000, leaving unassigned fund balance of \$980,696 in that fund with cash on hand of \$743,000. The enterprise funds had an increase in net position of \$859,138, of which \$819,000 is loan revenue in the EDA CARES RLF that has been loaned out to loan recipients. Total net position in the enterprise funds was \$2,044,000 on April 30, 2022, with \$1.1 million cash available for loans.

Janice West, WIOA Director reported, as of June 8th WIOA enrollments totaled 92 individuals enrolled in various training activities. Enrollments may continue to increase until June 30th 2022. July 1, 2022 begins the new Program Year 2022. Individuals who haven't completed their WIOA training services by June 30th will be carried over into the new upcoming year to finish their training. WIOA will have an average of 10% decrease in federal/state funds for the upcoming program year. Middle Flint WIOA has a decrease of \$100,218.00 in available funding for PY 22 because of federal/state budget cuts. It is anticipated that due to the decrease in WIOA funds there will be a decrease in enrollments for PY 2022. Georgia unemployment rates for April 2022 was 3.5% for the region. Unemployment rates have continued to decrease over the past 12 months. The Middle Flint WIOA area is currently exceeding local performance measures for the 3rd quarter of PY 2021.

Katie Howard, AAA Director reported on special events that happened during the month of May. Older Americans Month was discussed as well as the new contracts with the West Central GA Public Health Department. These two (2) contracts will provide funding to hire nutritionists to provide counseling services to address obesity in our region as well as purchasing a mobile unit to be used for vaccinations and booster shots.

Gerald Mixon, Planning Director reported, the three local comprehensive plans are in play; one in the process of being adopted, one approaching adoption and the third is being developed for adoption in the fall. Zoning technical assistance continues to be provided in some shape, form or fashion. Four pre-disaster mitigation plans are in play; one being closed out, another in FEMA review and drafts of two being prepared for review in late summer/early fall. Work continues under our contract with the Department of Transportation supplementing/updating the department's data base with locations of school zones, sidewalks, traffic control devices, etc. Work continues on the regional brownfield project, progressing toward Phase 2 environmental assessments of ten sites, and leading ultimately to an application for brownfield remediation of a reduced list of sites. The Department of Natural Resources is the primary sponsor of the state's regional water plans. Located in two of the state's major river basins, the Middle Chattahoochee and Upper Flint, River Valley staff is attending the five-year water plan updates. Staff continues to assist the City of Columbus with reviews of proposed property improvements in historic districts. Staff assisted/facilitated regular cycling activities, meetings, and ride events. "Irregular" events included the annual Bike Ride Across Georgia and the Juneteenth Historic Sites Family Bicycle Tour, both in Columbus.

ADJOURN

As there was no further business, Vice-Chair Tameka Harris requested a motion for the meeting to be adjourned. Motion was made by Melvin Crimes, Webster County and seconded by Albert King, Vienna. Meeting was adjourned.

August 24, 2022

Jerry “Pops” Barnes, Chair

Carvel Lewis, Secretary

File Attachments for Item:

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

COLUMBUS IRONWORKS CONVENTION & TRADE CENTER AUTHORITY:

Craig Burgess- Interested in serving another term *(Mayor's Appointment)*

Eligible to succeed

Term Expires: October 24, 2022

Lauren Chambers *(Mayor's Appointment)*

Not eligible to succeed

Term Expires: October 24, 2022

These are three-year terms. Board meets monthly.

Women: 2

Senatorial District 15: 1

Senatorial District 29: 4

CRIME PREVENTION BOARD:

Joseph M. LaBranche *(Mayor's Appointment)*

(Fort Benning Liaison)

Not Eligible to succeed

Term Expired: March 31, 2022

Mayor Henderson is nominating Dr. Rocky Marsh to succeed Joseph M. LaBranche.

These are three-year terms. Board meets monthly.

Women: 4

Senatorial District 15: 2

Senatorial District 29: 5

PENSION FUND, EMPLOYEES' BOARD OF TRUSTEES:

Renee McAneny

(Mayor's Appointment)

(Retired City Employee)

*Currently serving on another board*Term Expired: June 30, 2022

Mayor Henderson is nominating Mr. Ricky Boren to succeed Ms. Renee McAneny.

PUBLIC SAFETY ADVISORY COMMISSION:

Pete Temesgen

(Mayor's Appointment)

Accepted a judgeship

Term Expires: October 31, 2023

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

PUBLIC SAFETY ADVISORY COMMISSION:

Bryon Hickey

(Council District 1- Barnes)

Not eligible to succeed

Term Expires: October 31, 2022

Friar Noel Danielewicz

(Council District 3- Huff)

Seat Declared Vacant

Term Expires: October 31, 2022

Donald Watkins

(Council District 5- Crabb)

Not eligible to succeed

Term Expires: October 31, 2022

Lisa Branchcomb

(Council District 7- Woodson)

Does not request reappointment

Term Expires: October 31, 2022

Scott Taft

(Council District 9- Thomas)

Eligible to succeed

Term Expires: October 31, 2022

These are three-year terms. Board meets monthly.

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

ANIMAL CONTROL ADVISORY BOARD:

Julie Fryer- Interested in serving another term

Open for Nominations

Eligible to succeed

(Council's Appointment)

Term Expires: October 15, 2022

Channon Emery- Interested in serving another term **Open for Nominations**

Eligible to succeed **(Council's Appointment)**

Term Expires: October 15, 2022

Dr. Jean Waguespack **Open for Nominations**

Veterinary Association Representative **(Council's Confirmation)**

Eligible to succeed

Term Expires: October 15, 2022

These are two-year terms. Board meets as needed.

Women: 7

Senatorial District 15: 2

Senatorial District 29: 6

BOARD OF HONOR:

John E. Wells- Interested in serving another term **Open for Nominations**

Eligible to succeed **(Council's Appointment)**

Term Expires: October 31, 2022

Bob Hydrick **Open for Nominations**

(passed away) **(Council's Appointment)**

Term Expires: October 31, 2022

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

These are four-year terms. Board meets as needed.

Women: 3

Senatorial District 15: 4

Senatorial District 29: 2

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

Rose Spencer

Open for Nominations

Not Eligible to serve another term

(Council's Appointment)

Term Expired: March 1, 2021

Councilor Barnes is nominating Natasha Banks to succeed Rose Spencer.

These are four-year terms. Board meets monthly.

Women: 6

Senatorial District 15: 5

Senatorial District 29: 5

LAND BANK AUTHORITY:

Deidre Tilley - Interested in serving another term

Open for Nominations

Eligible to succeed

(Council's Appointment)

Term Expires: October 31, 2022

Tyler Pritchard

Open for Nominations

Does not request reappointment

(Council's Appointment)

Term Expires: October 31, 2022

Patrick Coleman

Open for Nominations

Not eligible to succeed

(Council's Appointment)

Term Expires: October 31, 2022

Councilor Crabb is nominating Mr. Christopher Phillips to succeed Mr. Patrick Coleman.

These are four-year terms. Board meets as needed.

Women: 3

Senatorial District 15: 5

Senatorial District 29: 2

PERSONNEL REVIEW BOARD:

Darlene Small

Open for Nominations

(Alternate Member 3)

(Council's Appointment)

Not Eligible to succeed

Term Expired: December 31, 2021

Dr. Shanita Pettaway

(Alternate Member 5)

Resigned

Term Expires: December 31, 2022

Open for Nominations

(Council's Appointment)

Mayor Pro Tem Allen is nominating Ms. Donna Baker to succeed Ms. Darlene Small.

The terms are three years. Board meets monthly.

Women: 3

Senatorial District 15: 5

Senatorial District 29: 3

**Columbus Consolidated Government
Board Appointments – Action Requested**

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

A. COLUMBUS IRONWORKS CONVENTION & TRADE CENTER AUTHORITY:

Craig Burgess- Interested in serving another term *(Mayor's Appointment)*

Eligible to succeed

Term Expires: October 24, 2022

Lauren Chambers *(Mayor's Appointment)*

Not eligible to succeed

Term Expires: October 24, 2022

These are three-year terms. Board meets monthly.

Women: 2

Senatorial District 15: 1

Senatorial District 29: 4

B. CRIME PREVENTION BOARD:

Joseph M. LaBranche *(Mayor's Appointment)*

(Fort Benning Liaison)

Not Eligible to succeed

Term Expired: March 31, 2022

Mayor Henderson is nominating Dr. Rocky Marsh to succeed Joseph M. LaBranche.

These are three-year terms. Board meets monthly.

Women: 4

Senatorial District 15: 2

Senatorial District 29: 5

C. PENSION FUND, EMPLOYEES' BOARD OF TRUSTEES:**Renee McAneny***(Mayor's Appointment)***(Retired City Employee)***Currently serving on another board*

Term Expired: June 30, 2022

Mayor Henderson is nominating Mr. Ricky Boren to succeed Ms. Renee McAneny.**D. PUBLIC SAFETY ADVISORY COMMISSION:****Pete Temesgen***(Mayor's Appointment)**Accepted a judgeship*

Term Expires: October 31, 2023

6. COUNCIL'S DISTRICT SEAT APPOINTMENT- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:**A. PUBLIC SAFETY ADVISORY COMMISSION:****Bryon Hickey****(Council District 1- Barnes)***Not eligible to succeed*

Term Expires: October 31, 2022

Friar Noel Danielewicz**(Council District 3- Huff)***Seat Declared Vacant*

Term Expires: October 31, 2022

Donald Watkins**(Council District 5- Crabb)***Not eligible to succeed*

Term Expires: October 31, 2022

Lisa Branchcomb**(Council District 7- Woodson)***Does not request reappointment*

Term Expires: October 31, 2022

Scott Taft**(Council District 9- Thomas)***Eligible to succeed*

Term Expires: October 31, 2022

These are three-year terms. Board meets monthly.

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

A. ANIMAL CONTROL ADVISORY BOARD:

Julee Fryer- Interested in serving another term
Eligible to succeed
 Term Expires: October 15, 2022

Open for Nominations
(Council's Appointment)

Channon Emery- Interested in serving another term
Eligible to succeed
 Term Expires: October 15, 2022

Open for Nominations
(Council's Appointment)

Dr. Jean Waguespack
Veterinary Association Representative
Eligible to succeed
 Term Expires: October 15, 2022

Open for Nominations
(Council's Confirmation)

These are two-year terms. Board meets as needed.

Women: 7
Senatorial District 15: 2
Senatorial District 29: 6

B. BOARD OF HONOR:

John E. Wells- Interested in serving another term
Eligible to succeed
 Term Expires: October 31, 2022

Open for Nominations
(Council's Appointment)

Bob Hydrick
(passed away)
 Term Expires: October 31, 2022

Open for Nominations
(Council's Appointment)

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

These are four-year terms. Board meets as needed.

Women: 3

Senatorial District 15: 4

Senatorial District 29: 2

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

Rose Spencer

Not Eligible to serve another term

Term Expired: March 1, 2021

Open for Nominations

(Council's Appointment)

Councilor Barnes is nominating Natasha Banks to succeed Rose Spencer.

These are four-year terms. Board meets monthly.

Women: 6

Senatorial District 15: 5

Senatorial District 29: 5

D. LAND BANK AUTHORITY:

Deidre Tilley - Interested in serving another term

Eligible to succeed

Term Expires: October 31, 2022

Open for Nominations

(Council's Appointment)

Tyler Pritchard

Does not request reappointment

Term Expires: October 31, 2022

Open for Nominations

(Council's Appointment)

Patrick Coleman

Not eligible to succeed

Term Expires: October 31, 2022

Open for Nominations

(Council's Appointment)

Councilor Crabb is nominating Mr. Christopher Phillips to succeed Mr. Patrick Coleman.

These are four-year terms. Board meets as needed.

Women: 3

Senatorial District 15: 5

Senatorial District 29: 2

E. PERSONNEL REVIEW BOARD:

Darlene Small

(Alternate Member 3)

Not Eligible to succeed

Term Expired: December 31, 2021

Open for Nominations

(Council's Appointment)

Dr. Shanita Pettaway

(Alternate Member 5)

Resigned

Term Expires: December 31, 2022

Open for Nominations

(Council's Appointment)

Mayor Pro Tem Allen is nominating Ms. Donna Baker to succeed Ms. Darlene Small.

The terms are three years. Board meets monthly.

Women: 3

Senatorial District 15: 5

Senatorial District 29: 3