

Council Members

R. Gary Allen
Charmaine Crabb

Travis L. Chambers
Glenn Davis

Byron Hickey
Bruce Huff

R. Walker Garrett
Toyia Tucker

John Anker
Joanne Cogle

Clerk of Council
Lindsey G. McLemore



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

November 18, 2025
5:30 PM
Regular Meeting

MAYOR'S AGENDA

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

INVOCATION: Offered by Karen Connally- Tri City Prayer Initiative

PLEDGE OF ALLEGIANCE: Led by Mayor Skip Henderson

MINUTES:

- [1.](#) Approval of minutes for the November 4, 2025, Council Meeting and Executive Session.

PROCLAMATIONS:

- Proclamation:** National Family Engagement and Family Literacy Month
Receiving: Denise Cambridge

PRESENTATIONS:

- Drone First Responder Program
Presented by: Columbus Police Department

4. Operational Audit Report for Human Resources

Presented by: Donna McGinnis, Internal Auditor/Compliance Officer

CITY ATTORNEY'S AGENDA

ORDINANCES

1. **2nd Reading-** An Ordinance approving a policy concerning the governance and use of Artificial Intelligence (AI) Technologies as Addendum 6 to the Acceptable and Supportable use of Technology Policy Number 210-1000-004. (Mayor Pro-Tem and Councilor Tucker)

RESOLUTIONS

2. A Resolution appointing Ms. Altovise D. Filmore as an additional Recorder Pro-Tem. (Mayor Pro-Tem)
3. A Resolution amending and restating the Columbus Consolidated Government 457(b) Deferred Compensation Plan to be consistent with current provisions of federal law. (Mayor Pro-Tem)

PUBLIC AGENDA

1. Ms. Theresa El-Amin, representing Southern Anti-Racism Network, Re: Homeless Must Be Heard on Solutions.
2. Mr. Nicholas Yancey, Re: RedSpeed Georgia, LLC and Potential Liability
3. Mr. Val McGowan, Re: PSA Request, Training of Personnel Dealing with the Public & HR Appraisals
4. Mr. Jason Patterson, Re: Easement of Right-of-Way.
5. Dr. Natalie Nicole, representing Role Model Academy of Arts, Re: The Charter affirms that professionalism is not discretionary conduct but a constitutional duty.
6. Ms. Juanita Talor, representing Oakland Park Neighborhood Association, Re: Appreciation for the Participation of Public Safety. Opposition to the Rezoning of 2361 South Lumpkin Road.
7. Ms. Denise Cambridge, representing Columbus Family Connection and Literacy Alliance, Re: Informational Awareness Highlighting National Family Engagement and National Family Literacy Month.

8. Mr. Mark Lawrence, representing IMA, Re: Doing What We Do in Good Faith.
9. Mr. Danny Arencibia, Re: Clarification of Official Zoning Procedures for Columbus, Georgia.

CITY MANAGER'S AGENDA

1. Annual Unused Sick Leave Payment

Approval is requested to authorize payment to employees for unused sick leave in accordance with 16B-15-6(2) of the Columbus Code of Ordinances.

2. Georgia Trauma Commission – Georgia Trauma Care Network Grant

Approval is requested to apply for and accept a grant in the amount of \$10,662.66 or as otherwise awarded, from the Georgia Trauma Commission – Georgia Trauma Care Network Commission, with no local match required, and to amend the Multi-Government Fund by the award amount. The grant funds will be used to purchase equipment that will be used to better equip the Columbus Fire and EMS in the treatment of trauma patients.

3. UPDATES AND PRESENTATIONS

A. Finance Update - Angelica Alexander, Director. Finance

BID ADVERTISEMENT

DATE: November 18, 2025
TO: Mayor and Councilors
FROM: Finance Department
SUBJECT: Advertised Bids/RFPs/RFQs

November 19, 2025

1. Dragonfly Trail – Midtown Connector Phase I - RFB No. 26-0003

Scope of Bid

This project consists of constructing a connection from the existing trail at the intersection of Warren Road and Wynnton Road following Bradley Street and Warren Williams Road to Dinglewood Park. The trail also travels through Dinglewood Park to the intersection of 18th Avenue and 13th Street. The project is within the City of Columbus property and public right of

way. The project length is approximately 4,956 LF and includes a 10' wide concrete trail, landscape improvements, stormwater improvements, and trail amenities. Additional work associated with the project includes minor demolition and clearing, erosion control, grading, and signage.

2. Construction Manager as General Contractor Services for Public Safety Building – RFP No. 26-0016

Scope of RFP

Columbus Consolidated Government (the City) is requesting proposals from qualified contractors to engage for Construction Manager as General Contractor (GC) services to construct renovations to the existing Public Safety Building located at 510 10th Street. The renovations will consist of mechanical, electrical, plumbing system upgrades, interior alterations, interior finish upgrades, and exterior shell maintenance and replacement. The estimated construction budget for this project is \$4,500,000.

The selected vendor will be responsible for providing preconstruction services to assist the City and the design team with review and selection of the final scope of work to accommodate the funds available. Following finalization of the scope of work, the vendor will serve as the GC to construct the improvements.

November 21, 2025

1. Course Instructors for the HR Department/The Learning Center (Annual Contact) – RFP No. 26-0015

Scope of RFP

The Department of HR/The Learning Center is seeking multiple contractors to provide instructors in various training modules to employees interested in growing and developing their skills within the Columbus Consolidated Government. Training will be conducted on an 'as needed' basis.

December 10, 2025

1. Bus Shelters (Annual Contact) – RFP No. 26-0019

Scope of RFB

The Columbus Consolidated Government of Columbus, Georgia (the City) is seeking qualified vendors to provide bus shelters to METRA on an "as needed" basis. The contract term will be for three years.

CLERK OF COUNCIL'S AGENDA

ENCLOSURES - INFORMATION ONLY

- [1.](#) Memo: Status of Minutes and Meeting Compliance for Boards, Commissions & Authorities
- [2.](#) Animal Control Advisory Board: 2025 Meetings Summary

ENCLOSURES - ACTION REQUESTED

- [3.](#) Resignation – Email correspondence from Toney Johnson, resigning as the Historic District Preservation Society Representative on the Historic & Architectural Review Board (BHAR).
- [4.](#) Resolution – A Resolution excusing the absence of Councilor Toyia Tucker from the November 18, 2025, Regular Council Meeting.

- [5.](#) **Minutes of the following boards:**

457 Deferred Compensation Board 08-07-25

Board of Tax Assessors #38-25

Board of Zoning Appeals 08-06-25

Board of Zoning Appeals 10-01-25

Columbus Golf Authority 09-23-25

Columbus Sports & Entertainment Authority 10-20-25

Columbus Sports & Entertainment Authority 11-10-25

Hospital Authority 07-29-25

Hospital Authority 08-28-25

Hospital Authority 09-30-25

Keep Columbus Beautiful Commission 02-05-25

Keep Columbus Beautiful Commission 04-16-25

Land Bank Authority 02-12-25

Land Bank Authority 03-12-25

Land Bank Authority 05-14-25

Planning Advisory Commission 10-01-25

BOARD APPOINTMENTS - ACTION REQUESTED

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

A. BUILDING AUTHORITY OF COLUMBUS:

Vacant

Term Expired: March 24, 2025

Open for Nominations
(Mayor's Appointment)

Terms are two years. Meets as needed.

Women:	1
Senatorial District 15:	0
Senatorial District 29:	3
Vacancies:	2

B. PENSION FUND, EMPLOYEES' BOARD OF TRUSTEES:

Vacant

(Business Community)

Term Expires: June 30, 2026

Open for Nominations
(Mayor's Appointment)

The terms are four years. Meets monthly.

Women: 4

Senatorial District 15: 9

Senatorial District 29: 2

Vacancies: 1

7. COUNCIL APPOINTMENTS – READY FOR CONFIRMATION:

A. ANIMAL CONTROL ADVISORY BOARD: Elizabeth Kirven Boyce was renominated to serve another term. *(Councilor Crabb's nominee)* Term expires: October 15, 2027

B. ANIMAL CONTROL ADVISORY BOARD: Elizabeth Kirven Boyce was renominated to serve another term. *(Councilor Crabb's nominee)* Term expires: October 15, 2027

- C. **BOARD OF TAX ASSESSORS:** Douglas M. Jefcoat was renominated to serve another term. *(Councilor Crabb's nominee)* Term Expires: December 31, 2031.

NOTE: Upon confirmation of Douglas M. Jefcoat to the Board of Tax Assessors, a resolution will be listed for approval for December 9, 2025, Regular Council Meeting.

8. **APPOINTMENTS – CONFIRMED BY COUNCIL:**

A. **AIRPORT COMMISSION:**

Art Guin

Eligible

Term Expires: December 31, 2025

****The Airport Commission is renominating Art Guin.***

Open for Nominations

(Commission's Nominee/Confirmed by Council)

The Commission submits one (1) nominee for consideration and confirmation. Ordinance No. 11-23 removes the two-term limit previously in place for board members.

Terms are five years. Meets monthly.

Women: 1

Senatorial District 15: 3

Senatorial District 29: 2

Vacancies: 0

9. **COUNCIL DISTRICT SEAT APPOINTMENTS- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:**

A. **COMMUNITY DEVELOPMENT ADVISORY COUNCIL:**

Vacant

Term Expires: March 27, 2026

****Councilor Davis is nominating Paul Wildes***

Open for Nominations

(District 2 – Davis)

Open for Nominations

Vacant

(District 8 – Garrett)

Term Expires: March 27, 2026

***NOTE: Nominee confirmed on November 4, 2025, does not reside in District 8.**

The terms for the Mayor's Appointments are three years and Council's Appointments are two years. Meets quarterly.

Women: 4

Senatorial District 15: 7

Senatorial District 29: 1

Vacancies: 3

B. PUBLIC SAFETY ADVISORY COMMISSION:

Paul T. Berry, III

Eligible

Term Expires: October 31, 2025

****Not interested in serving another term.***

Open for Nominations
(District 5 – Crabb)

Scott Taft

Not Eligible

Term Expires: October 31, 2025

Open for Nominations
(District 9 – Anker)

The terms are three years. Meets monthly.

Women: 3

Senatorial District 15: 4

Senatorial District 29: 3

Vacancies: 0

C. YOUTH ADVISORY COUNCIL:

District 9 Nominee: _____

10. COUNCIL APPOINTMENTS – ANY NOMINATIONS WOULD BE LISTED FOR THE NEXT MEETING:

A. ANIMAL CONTROL ADVISORY BOARD:

Vacant
(Georgia Veterinary Technician)
Term Expires: October 15, 2025

Open for Nominations
(Council's Appointment)

Vacant
(Animal Rescue Shelter Representative)
Term Expires: October 15, 2025

Open for Nominations
(Council's Appointment)

The terms are two years. Meet as needed.

Women: 7
Senatorial District 15: 3
Senatorial District 29: 4
Vacancies: 3

B. BOARD OF HEALTH:

Yasmine Cathright
Not Eligible
Term Expires: December 31, 2025

Open for Nominations
(Council's Appointment)

The terms are five years. Meets monthly.

Women: 4
Senatorial District 15: 0
Senatorial District 29: 5
Vacancies: 1

C. BOARD OF WATER COMMISSIONERS:

Wes Kelley
Does not desire reappointment
Term Expires: December 31, 2025

Open for Nominations
(Council's Appointment)

****Councilor Anker is nominating Brooks Yancey***
****Councilor Cogle is nominating Ernie Smallman***

The terms are four years. Meets monthly.

Women: 1
Senatorial District 15: 2
Senatorial District 29: 2
Vacancies: 0

D. LIBERTY THEATRE & CULTURAL ARTS CENTER ADVISORY BOARD:

Vacant
Term Expired: August 14, 2025

Open for Nominations
(Council's Appointment)

Vacant
Term Expired: August 14, 2026

Open for Nominations
(Council's Appointment)

The terms are four years. Meets every other month.

Women: 5
Senatorial District 15: 7
Senatorial District 29: 4
Vacancies: 2

E. NEW HORIZONS BEHAVIORAL HEALTH – MENTAL HEALTH, ADDICTIVE DISEASES AND DEVELOPMENTAL DISABILITIES- COMMUNITY SERVICE BOARD:

Judge David Ranieri
Does not desire reappointment
Term Expired: June 30, 2025

Open for Nominations
(Council's Appointment)

The terms are three years. Meets every other month.

Women: 2
Senatorial District 15: 3
Senatorial District 29: 1
Vacancies: 0

F. PERSONNEL REVIEW BOARD:

Willie Butler

Not Eligible

(Regular Member 1)

Term Expires: December 31, 2025

Open for Nominations
(Council's Appointment)

Yolanda Sumbry Sewell

Not Eligible

(Regular Member 4)

Term Expires: December 31, 2025

Term Expires: December 31, 2025

Open for Nominations
(Council's Appointment)

Vacant

(Alternate Member 1)

Term expires: December 31, 2027

Open for Nominations
(Council's Appointment)

Vacant

(Alternate Member 2)

Term expires: December 31, 2027

Open for Nominations
(Council's Appointment)

Vacant

(Alternate Member 3)

Term expires: December 31, 2027

Open for Nominations
(Council's Appointment)

Delano Leftwich

Not Eligible

(Alternate Member 4)

Open for Nominations
(Council's Appointment)

Vacant

(Alternate Member 5)

Term expires: December 31, 2025

Open for Nominations
(Council's Appointment)

The terms are three years. Meets monthly.

Women: 3

Senatorial District 15: 3

Senatorial District 29: 3

Vacancies: 4

G. UPTOWN FACADE BOARD:

Vacant
(Uptown Business Improvement District)
Term Expires: October 31, 2026

Open for Nominations
(Council's Appointment)

Vacant
(Uptown Columbus)
Term Expires: October 31, 2026

Open for Nominations
(Council's Appointment)

Terms are five years. Meets monthly.

Women: 6
Senatorial District 15: 3
Senatorial District 29: 4
Vacancies: 2

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 November 4, 2025, Council Meeting and Executive Session.

COUNCIL OF COLUMBUS, GEORGIA

CITY COUNCIL MEETING **MINUTES**

Muscogee County School Board Chambers
C. E. “Red” McDaniel City Services Center- Second Floor
2960 Macon Road, Columbus, GA 31906

November 4, 2025
9:00 AM
Regular Meeting

MAYOR’S A G E N D A

PRESENT: Mayor B. H. “Skip” Henderson, III, Mayor Pro Tem R. Gary Allen and Councilors John Anker, Travis L. Chambers, Joanne Cogle, Charmaine Crabb, Glenn Davis, R. Walker Garrett, Byron Hickey, Bruce Huff and Toyia Tucker (arrived at 9:22 a.m.). Deputy City Manager Pam Hodge, Deputy City Manager Lisa Goodwin, City Attorney Clifton Fay, Assistant City Attorney Lucy Sheftall, Clerk of Council Lindsey G. McLemore and Deputy Clerk of Council Tameka Colbert.

ABSENT: N/A

The following documents have been included as a part of the electronic Agenda Packet: (1) MA#4 – Columbus Regional Housing Study Housing Market Analysis + Workforce Housing Needs Assessment; (2) MA#5 – Transitional Audit of the Clerk of Council’s Office October 28, 2025; (3) CM#9(A) – Homeowner Accessibility Rehabilitation Program

The following documents were distributed around the Council table: (1) PA#3 Transnational Repression; (2) PA#5 Photos of Culvert on City Owned Property; (3) PA#7 Acknowledgement of the Community Dinner in The Mill District Community; (4) PA#8 Document, Re: Practicing Leadership Without Accountability. A Call for Codified Ethics & Responsive Governance

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

INVOCATION: Offered by Reverend Thad Haygood, St. Luke Church of Columbus, Georgia

PLEDGE OF ALLEGIANCE: Led by Mayor Skip Henderson

MINUTES:

1. Approval of minutes for October 28, 2025, Council Meeting and Executive Session. Mayor Pro Tem Allen made a motion to approve the minutes, seconded by Councilor Cogle and carried unanimously by the nine members present, with Councilor Tucker being absent for the vote.

PROCLAMATIONS:

2. **Proclamation:** Bee Smart Building, LLC

Receiving: Taylor and Trent Griffin of Bee Smart Building

Councilor Bruce Huff read the proclamation into the record proclaiming November 7, 2025, as *Bee Smart Building, LLC Day*, honoring Bee Smart Building LLC and St. Jude Children's Research Hospital for supporting childhood cancer research.

PRESENTATIONS:

3. Fountain City Classic – Presented by Calvin Smyre

Mayor B. H. "Skip" Henderson informed the council that the scheduled presentation had been canceled. He noted that Mr. Smiley plans to return on November 18th to provide a follow-up report on the event's success.

4. GA Tech Housing Study – Presented by Alan Durham

United Way Vice President Pat Frey came forward to introduce Allan Durham from Georgia Tech, who led a comprehensive housing assessment project in partnership with Columbus State University (CSU), Georgia Tech, and Troy University. She explained that the study analyzed current and future housing needs for Columbus and the surrounding region.

Senior Project Manager Alan Durham presented findings from a Regional Housing Market Analysis and Workforce Housing Needs Assessment covering eight counties. He explained that the study focused on workforce housing. He highlighted key findings, including declining populations in several counties, rising housing costs, and limited availability of homes under \$155,000, making ownership unattainable for many working families. He emphasized the need to plan proactively for economic growth, suggesting updates to zoning ordinances.

REFERRAL(S):**FOR UNITED WAY:**

- A request was made for the findings of the new regional housing assessment to be compared to the City's previous comprehensive plan. (*Councilor Cogle*)

FOR UNITED WAY:

- A request was made for a full copy of the housing study presentation. (*Councilor Cogle*)

CITY ATTORNEY’S AGENDA

ORDINANCES

1. An Ordinance approving a policy concerning the governance and use of Artificial Intelligence (AI) Technologies as Addendum 6 to the Acceptable and Supportable use of Technology Policy Number 210-1000-004. (Mayor Pro-Tem and Councilor Tucker).

Information Technology Director Forrest Toelle explained that the city’s Artificial Intelligence (AI) Policy serves as a reminder for all employees to use AI responsibly and safely, emphasizing that AI should be treated as any other work tool, governed by existing privacy, security, and acceptable-use policies.

2. **Resolution (377-25)** - A Resolution approving execution of real estate documents implementing the recreational use of the former Columbus State Farmer’s Market property located at 318 10th Avenue, Columbus, Georgia 31901. (Mayor Pro-Tem) Mayor Pro Tem Allen made a motion to adopt the ordinance, seconded by Councilor Cogle and carried unanimously by the ten members present.

Councilor Anker made a motion to allow Ken Henson to come forward and address the Council, seconded by Councilor Crabb and carried unanimously by the ten members present.

Mr. Ken Henson came forward and expressed his appreciation to Councilors, City Attorney and Assistant City Attorney for their efforts to address redevelopment challenges associated with the Farmers Market property. He stated that he was grateful for the decision to bring soccer to the site, as it represents an exciting opportunity to create a positive and valuable development for the community.

PUBLIC AGENDA

1. Dr. Marvin Broadwater, Sr., Re: Let’s Help Those Families Receiving SNAP Benefits, “The Plan”.
2. Ms. Theresa El-Amin, representing Southern Anti-Racism Network, Re: Ordinance or Resolution to Compensate Small Businesses Impacted by Road Project.

3. Mr. Matthew Bolin, Re: Public Safety in Downtown Parking Garages. ***Not Present***
4. Dr. Natalie Nicole, representing Role Model Academy of Arts, Re: Ethics & Leadership: The Responsibility of Speech in Public Office.

REFERRAL(S):

FOR DEPUTY CITY MANAGER HODGE:

- A request was made for the administration to explore establishing a structured policy or formal procedure to guide how the City assists small businesses impacted by construction or development projects. (*Councilor Chambers*)

Deputy City Manager Pam Hodge explained that when evaluating road projects, the City focuses strictly on the defined project boundaries and parameters. She clarified that her earlier statement referring to a business being “about a mile away” from a project was meant only to illustrate that the business in question fell outside the project limits, not that there was any “one-mile rule.”

CITY MANAGER'S AGENDA

1. Lease Agreement – Former Railroad Right of Way adjacent to 3020 Warm Springs Road – Milner Family, LLLP

Resolution (378-25) - A resolution authorizing the Mayor or his designee to execute a lease to the Milner Family, LLLP for the former railroad right of way adjacent to 3020 Warm Springs Road for tenant parking. Councilor Crabb made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the ten members present.

2. Acceptance of Donation and approval of MOU with Midtown Inc.

Resolution (379-25) A resolution accepting the donation of the construction of a Children’s Bicycle Park in Dinglewood Park and authorizing the Mayor or his designee to enter into an MOU with Midtown, Inc. Councilor Cogle made a motion to approve the resolution, seconded by Councilor Huff and carried unanimously by the ten members present.

3. 2026 Legislative Agenda Items – Additional Proposed Items

3(1). ATTORNEY FEES:

Resolution (380-25) – A resolution requesting that the local legislative delegation introduce statewide legislation to require review by a Superior Court of any attorney’s fees awarded pursuant to Boswell

v. Bramlett, 274 ga. 50, (2001). Councilor Anker made a motion to approve the resolution, seconded by Councilor Crabb and carried unanimously by the ten members present.

3(2). STATE LEVEL FUNDING FOR RIVERCENTER:

Resolution (381-25) – A resolution requesting that the local legislative delegation to the Georgia General Assembly support any legislation which would provide funding at the state level for the *Re-investing in the Arts: RiverCenter at 25* project. Councilor Garrett made a motion to approve the resolution, seconded by Councilor Huff and carried unanimously by the ten members present.

4. PURCHASES

A. Used & Confiscated Firearms for Credit or Swap RFB No. 26-0005

Resolution (382-25) - A resolution authorizing the swap of one thousand two hundred ninety-eight (1,298) used and confiscated firearms from the Columbus Police Department for two hundred twenty (220) Heckler & Koch VP9A1F 9mm semi-automatic pistol and accessories provided by Dana Safety Supply (Jacksonville, FL). There will be no cost to the City for the swap of firearms. Councilor Garrett made a motion to approve the resolution, seconded by Councilor Cogle and carried unanimously by the ten members present.

B. Contract Extension for HVAC Preventative Maintenance Services RFB No. 19-0014

Resolution (383-25) - A resolution authorizing the extension of an annual contract for HVAC Preventative Maintenance Services through February 28, 2026, with 1st Mechanical Services, INC., (Columbus, GA, to provide HVAC Maintenance and Repairs. The City spends approximately \$1,230,000.00 annually for HVAC Maintenance. Councilor Garrett made a motion to approve the resolution, seconded by Councilor Cogle and carried unanimously by the ten members present.

5. UPDATES AND PRESENTATIONS

A. Heritage Park Update – Elizabeth Walden, Historic Columbus

B. Solicitor Update – Shevon Thomas, Solicitor General

C. Landfill Update - Drale Short, Director, Public Works

D. City Hall Update - Ryan Pruett, Director, Building Inspections and Code Enforcement

BID ADVERTISEMENT

DATE: October 28, 2025
TO: Mayor and Councilors
FROM: Finance Department
SUBJECT: Advertised Bids/RFPs/RFQs

October 31, 2025

1. **Course Instructors for the HR Department/The Learning Center (Annual Contract) – RFP No. 26-0015**

Scope of RFP

The Department of HR/The Learning Center is seeking multiple contractors to provide instructors in various training modules to employees interested in growing and developing their skills within the Columbus Consolidated Government. Training will be conducted on an ‘as needed’ basis.

November 5, 2025

1. **Plumbing and Irrigation Supplies (Annual Contract) – RFB No. 26-0002**

Scope of Bid

Provide plumbing & irrigation supplies on an “as needed basis” to be picked up or delivered to Columbus Consolidated Government. The contract term will be for two (2) years with the option to renew for three (3) additional twelve-month periods.

November 14, 2025

1. **Construction Manager as General Contractor Services for Public Safety Building – RFP No. 26-0016**

Scope of RFP

Columbus Consolidated Government (the City) is requesting proposals from qualified contractors to engage for Construction Manager as General Contractor (GC) services to construct renovations to the existing Public Safety Building located at 510 10th Street. The renovations will consist of mechanical, electrical, plumbing system upgrades, interior alterations, interior finish upgrades, and exterior shell maintenance and replacement. The estimated construction budget for this project is \$4,500,000.

The selected vendor will be responsible for providing preconstruction services to assist the City and the design team with review and selection of the final scope of work to accommodate the funds available. Following finalization of the scope of work, the vendor will serve as the GC to construct the improvements.

November 19, 2025

1. Dragonfly Trail – Midtown Connector Phase I - RFB No. 26-0003

Scope of Bid

This project consists of constructing a connection from the existing trail at the intersection of Warren Road and Wynnton Road following Bradley Street and Warren Williams Road to Dinglewood Park. The trail also travels through Dinglewood Park to the intersection of 18th Avenue and 13th Street. The project is within the City of Columbus property and public right of way. The project length is approximately 4,956 LF and includes a 10' wide concrete trail, landscape improvements, stormwater improvements, and trail amenities. Additional work associated with the project includes minor demolition and clearing, erosion control, grading, and signage.

CLERK OF COUNCIL'S AGENDA

ENCLOSURES - ACTION REQUESTED

1. Minutes of the following boards

Animal Control Advisory Board, 04-10-2025

Animal Control Advisory Board, 08-28-2025

Animal Control Advisory Board, 09-11-2025

Animal Control Advisory Board, 09-25-2025

Animal Control Advisory Board, 10-09-2025

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

BOARD APPOINTMENTS - ACTION REQUESTED

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

A. BUILDING AUTHORITY OF COLUMBUS:

A nominee for a vacant seat with a term expiring on March 24, 2025, on the Building Authority of Columbus, (*Mayor's Appointment*). There were none.

B. HOUSING AUTHORITY OF COLUMBUS:

A nominee for the seat of Tiffany N. Stacy (*Eligible to serve another term*) who served in the Resident Position for a term that expires on November 16, 2025, on the Housing Authority of Columbus (*Mayor's Appointment*). Clerk of Council McLemore announced Mayor Henderson is renominating Tiffany N. Stacy. Mayor Pro Tem Allen made a motion for confirmation, seconded by Councilor Huff and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote.

C. PENSION FUND, EMPLOYEES' BOARD OF TRUSTEES:

A nominee for a vacant seat with a term that expired on June 30, 2025, as a representative of the Business Community on the Pension Fund, Employees' Board of Trustees (*Mayor's Appointment*). There were none.

3. COUNCIL APPOINTMENTS – READY FOR CONFIRMATION:

- A. PERSONNEL REVIEW BOARD:** Natalie N. McDowell was renominated to serve another term as Regular Member 5. (*Councilor Crabb's nominee*) Term expires: December 31, 2027. Councilor Crabb made a motion for confirmation, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote.
- B. RECREATION ADVISORY BOARD:** Lawrence R. Stanford was renominated to serve another term in an At-Large Position. (*Councilors Crabb & Huff's nominee*) Term expires: December 31, 2029. Councilor Crabb made a motion for confirmation, seconded by Councilor Huff and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote.
- C. RECREATION ADVISORY BOARD:** Lane Ogletree-Battle was renominated to serve another term in an At-Large Position. (*Councilors Crabb & Huff's nominee*) Term expires: December 31, 2029. Councilor Crabb made a motion for confirmation, seconded by Councilor Huff and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote.
- D. RECREATION ADVISORY BOARD:** Rodney Lawrence was renominated to serve another term in a Senatorial District 15 seat. (*Councilors Crabb & Huff's nominee*) Term expires: December 31, 2029. Councilor Crabb made a motion for confirmation, seconded by

Councilor Huff and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote.

- E. **RECREATION ADVISORY BOARD:** Brantley Pittman was renominated to serve another term in a Senatorial District 15 seat. *(Councilors Crabb & Huff's nominee)* Term expires: December 31, 2029. Councilor Crabb made a motion for confirmation, seconded by Councilor Huff and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote.

4. **APPOINTMENTS – CONFIRMED BY COUNCIL:**

A. **AIRPORT COMMISSION:**

A nominee for the seat of Art Guin *(Eligible to serve another term)* for a term that expires on December 31, 2025 on the Airport Commission *(Commission's Nominee/Confirmed by Council)*. There were none.

Clerk of Council Lindsey G. McLemore explained information listed on the agenda for the nomination process for the Airport Commission is incorrect. She clarified stating the Airport Commission submits one nominee to Council for confirmation.

5. **COUNCIL DISTRICT SEAT APPOINTMENTS- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:**

A. **COMMUNITY DEVELOPMENT ADVISORY COUNCIL:**

A nominee for the vacant seat of the District 2 Representative for a term expiring on March 27, 2026, on the Community Development Advisory Council *(District 2 – Davis)*. There were none.

A nominee for the vacant seat of the District 6 Representative for a term expiring on March 27, 2026, on the Community Development Advisory Council *(District 6 – Allen)*. Clerk of Council McLemore announced Mayor Pro Tem Allen is nominating Shannon Rowe. Mayor Pro Tem Allen made a motion for confirmation, seconded by Councilor Garret and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote.

A nominee for the vacant seat of the District 8 Representative for a term expiring on March 27, 2026, on the Community Development Advisory Council *(District 8 – Garrett)*. Clerk of Council

McLemore announced Councilor Garrett is nominating Jack Schley. Mayor Pro Tem Allen made a motion for confirmation, seconded by Councilor Garret and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote.

B. PUBLIC SAFETY ADVISORY COMMISSION:

A nominee for the seat of Paul T. Berry, III (*Not interested in serving another term*) for a term expiring on October 31, 2025, on the Public Safety Advisory Commission (*District 5 – Crabb*). There were none.

A nominee for the seat of Scott Taft (*Not Eligible*) for a term expiring on October 31, 2025, on the Public Safety Advisory Commission (*District 9 – Anker*). There were none.

C. YOUTH ADVISORY COUNCIL:

A nominee for the District 9 Representative on the Youth Advisory Council (*District 9 – Anker*). There were none.

6. COUNCIL APPOINTMENTS – ANY NOMINATIONS WOULD BE LISTED FOR THE NEXT MEETING:

A. ANIMAL CONTROL ADVISORY BOARD:

A nominee for the seat of Elizabeth Kirven Boyce (*Eligible to serve another term*) for a term that expired on October 15, 2025 (*Council's Appointment*). Councilor renominated Elizabeth Kirven Boyce.

A nominee for the seat of Matthew Franklin Gilbert (*Eligible to serve another term*) for a term that expired on October 15, 2025 (*Council's Appointment*). Councilor renominated Matthew Franklin Gilbert.

A nominee for the vacant seat of the Georgia Veterinary Technician with a term expiring on October 15, 2026, on the Animal Control Advisory Board (*Council's Appointment*). There were none.

A nominee for the vacant seat of the Animal Rescue Shelter Representative with a term expiring on October 15, 2026, on the Animal Control Advisory Board (*Council's Appointment*). There were none.

B. BOARD OF HEALTH:

A nominee for the seat of Yasmine Cathright (*Not Eligible*) with the term expiring on December 31, 2025, on the Board of Health (*Council's Appointment*). There were none.

C. BOARD OF TAX ASSESSORS:

A nominee for the seat of Douglas M. Jefcoat (*Eligible to serve another term*) with a term expiring on December 31, 2025 (*Council's Appointment*). Clerk of Council McLemore announced Councilor Crabb is renominating Douglas M. Jefcoat.

D. BOARD OF WATER COMMISSIONERS:

A nominee for the seat of Wes Kelley (*Eligible to serve another term*) with a term that expired on December 31, 2025, on the Board of Water Commissioners (*Council's Appointment*). There were none.

E. LIBERTY THEATRE & CULTURAL ARTS CENTER ADVISORY BOARD:

A nominee for a vacant seat for a term that expired on August 14, 2025, on the Personnel Review Board (*Council's Appointment*). There were none.

A nominee for a vacant seat for a term that expires on August 14, 2026, on the Personnel Review Board (*Council's Appointment*). There were none.

F. NEW HORIZONS BEHAVIORAL HEALTH – MENTAL HEALTH, ADDICTIVE DISEASES AND DEVELOPMENTAL DISABILITIES- COMMUNITY SERVICE BOARD:

A nominee for the seat of Judge David Ranieri (*Does not desire reappointment*) for a term that expired on June 30, 2025, on the New Horizons Behavioral Health – Mental Health, Addictive Diseases and Developmental Disabilities – Community Service Board (*Council's Appointment*). There were none.

G. PERSONNEL REVIEW BOARD:

A nominee for the seat of Willie Butler (*Not Eligible*) for a term that expires on December 31, 2025, on the Personnel Review Board (*Council's Appointment*). There were none.

A nominee for the seat of Yolanda Sumbry Sewell (*Not Eligible*) for a term that expires on December 31, 2025, on the Personnel Review Board (*Council's Appointment*). There were none.

A nominee for the seat of Delano Leftwich (*Not Eligible*) for a term that expires on December 31, 2025, on the Personnel Review Board (*Council's Appointment*). There were none.

A nominee for a vacant seat (*Alternate Member 1*) for a term that expires on December 31, 2025, on the Personnel Review Board (*Council's Appointment*). There were none.

A nominee for a vacant seat (*Alternate Member 2*) for a term that expires on December 31, 2025, on the Personnel Review Board (*Council's Appointment*). There were none.

A nominee for a vacant seat (*Alternate Member 3*) for a term that expires on December 31, 2025, on the Personnel Review Board (*Council's Appointment*). There were none.

A nominee for a vacant seat (*Alternate Member 5*) for a term that expires on December 31, 2025, on the Personnel Review Board (*Council's Appointment*). There were none.

H. UPTOWN FAÇADE BOARD:

A nominee for the vacant seat of the Uptown Business Improvement District Representative with a term expiring on October 31, 2026, on the Uptown Façade Board (*Council's Appointment*). There were none.

PUBLIC AGENDA (continued):

2. Ms. Theresa El-Amin, representing Southern Anti-Racism Network, Re: Ordinance or Resolution to Compensate Small Businesses Impacted by Road Project. **No Action Taken**

EXECUTIVE SESSION:

Mayor Henderson entertained a motion to go into Executive Session to discuss property acquisition and disposal as requested by City Attorney Fay. Mayor Pro Tem Allen made a motion to go into Executive Session, seconded by Councilor Huff and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote and the time being 12:57 p.m.

The Regular Meeting was reconvened at 1:09 p.m., at which time, Mayor Henderson announced that the Council did meet in Executive Session to discuss property acquisition and disposal; however, there were no votes taken.

With there being no further business to discuss, Mayor Henderson entertained a motion for adjournment. Motion by Councilor Garrett to adjourn the November 4, 2025, Regular Council Meeting, seconded by Councilor Davis and carried unanimously by the nine members present, with Councilor Hickey being absent for the vote and the time being 1:10 p.m.

Lindsey G. McLemore
Clerk of Council
Council of Columbus, Georgia

File Attachments for Item:

4.

Operational Audit Report for Human Resources

Presented by: Donna McGinnis, Internal Auditor/Compliance Officer



Columbus Consolidated Government

Georgia's First Consolidated Government

Post Office Box 1340
Columbus, Georgia 31902-1340

Item #4.

Donna L. McGinnis, CPA, CFE
Internal Auditor / Compliance Officer

706 225-3119
FAX: 706 225-4447
McGinnis.Donna@columbusga.org

HUMAN RESOURCES OPERATIONAL INTERNAL AUDIT

November 18, 2025

AUDIT AUTHORIZATION

This operational departmental audit was authorized by the City Council on July 25, 2023. Fieldwork began on February 8, 2024, with the audit completed by Internal Auditor Donna McGinnis, accompanied by Forensic Auditors Jonathan Smith, Benjamin Meadow & Grant Conaway.

BACKGROUND

The Human Resources Department strives to improve employment opportunities, advancement opportunities, employee relations and employee performance through better communications, cultivation of a diverse workforce and through the development and implementation of proactive policies, procedures, programs and training. The divisional structure includes Administration, Risk Management, Benefits Administration, Employee Relations, Affirmative Action, Training, Compensation and Recruitment.

THE TEAM

Human Resources Director Reather Hollowell leads the department, accompanied by Assistant Human Resources Director/Affirmative Action Officer Sheila Risper. The team also includes Destiny Chisolm in Administration; Cynthia Holliman, Tammy Birris-Mayo & Keisha Johnson in Benefits Administration; Tanika McClain, Taniesja Mitchell, Tasheonna Shade, Nekia Sinkler, Joy Wells & Derrick Wells in Compensation; Laddia King in Employee Relations; Kelly Denham, George Marshbanks, Kyle Wampler & Raven Williams in Recruiting/Onboarding; Lauren Vance, Sherry Evans & Donna Miller in Risk Management; and Bobbee Zorra & Sharon Jegede in Training.

AUDIT SCOPE

The Audit Scope is intended to address all material aspects of the Human Resources Department. Material aspects included, but were not limited to organizational structure, policies and procedures, compliance reporting, strategic planning, payroll, budgetary control, operations, and training.

AUDIT PROCESS

The Audit Process began with the authorization of the audit. An audit program was developed to address the material aspects of the operational audit, followed by the entrance conference with the Human Resources Director Reather Hollowell and Assistant Human Resources/Affirmative Action Officer Sheila Risper along with the Internal Auditor and Forensic Auditors Jonathan Smith and Benjamin Meadow. During the conference, those present discussed the preliminary audit program items and were invited to suggest additional areas for inclusion in audit fieldwork.

The audit techniques included reviews of documents and manuals, physical verification of employees and assets, examination of reports prepared by the department and others from independent sources, reviews of strategic planning, interviews, meeting observations, independent verifications, and other appropriate techniques.

During the audit, management was briefed on findings and potential recommendations. Following the audit, a draft report is presented to department management for review and response. A final report including the departmental response is then prepared and distributed to department management, the Mayor and Council, concurrently. A presentation to Council is scheduled to address any questions or concerns that they may have and to avail it to the public. The auditor provides follow-up later to ensure that agreed-to recommendations have been implemented and are properly implemented.

FIELDWORK ACTIVITIES

Fieldwork began with an introductory meeting, which included a budget performance review for FY21-December 31, 2023. Fieldwork continued in Risk Management where insurance policies were reviewed, worker's compensation volume and workflow were covered, along with the activities of the Risk Management incident team, who respond to accidents involving CCG assets. We also explored risk prevention initiatives involving AED technology.

In our next visit, the Benefits Administration team shared their workflow activities and challenges in Open Enrollment activities, Pension and Deferred Compensation Administration, Employee Assistance Plan referrals, Life Insurance claims, DROP program management and Tobacco Cessation programming, including surcharges and compliance. Throughout the fieldwork period, we also had many opportunities to observe Laddia King in action in her Employee Relations role-through her email outreach and interaction with Wellness Challenge participants. In the Fall of 2024, we completed payroll testing for the Human Resources team for the time periods ending 9-20-24, 10-4-24 and 10-18-24.

With scheduling impacted by a couple of special audit projects, we reached out to the Compensation team in August of 2025. We had an opportunity to review the detailed activities of the role, along with the challenges imposed by tight deadlines. Working in collaboration with Finance-Payroll and Information Technology we were able to identify the volume of transactional activity for the period January 1, 2024 – 10/27/2025. We then had an opportunity to visit with the Training team. We reviewed the utilization of the NeoGov training platform and discussed volume of participation by department. This was also an opportunity to look at the most popular course offerings as well as new training opportunities that have been identified. This visit led to participation in a Virtual Orientation Class in September of 2025.

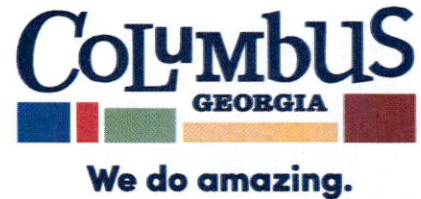
Last month, in October of 2025, we wrapped up field visits that focused on Affirmative Action and Recruiting. In Recruiting, we discussed the impact of the revised job posting policy, reviewed participation in the three available Recruiting Plans, and also received statistical results from the NeoGov platform for the period FY22-FY25. We additionally discussed the utilization of Attract and Spark Hire tools. We learned of our partnership with the University of Georgia in May of 2025, bringing the Spring Practicum for MPA students to Columbus, to develop a new exit survey for our use. Retention is an important focus area which impacts the volume of recruiting activity.

FINDINGS

1. In Budgetary Performance Review, budgets were well managed, with variances in Office Supplies, Copier Charges and Special Event Supplies.
2. In Risk Management, it was identified that AED units on city property were effective in saving lives and were also utilized successfully in neighboring communities.
3. In Benefits Administration, we reviewed volume statistics for the period 4-1-23 – 3-31-24. During that time, 641 new hires were set up for benefits and 1,133 employees participated in Open Enrollment. Additionally, 111 participated in Tobacco Cessation Classes in this same time period. There were 209 retirements in that 12-month period, along with 124 new deferred compensation accounts.
4. In Training, activities were reviewed for the period 2022-2025, and in the four-year time period there were 16,681 course enrollments, or approximately 4,173 per year, with a course completion rate for the period of 72.8 percent. Sixty-five percent of the instruction was delivered remotely, and 37 percent of the training was mandatory instruction, with an additional 24 percent in Business Skills. Other training is available via the Learning Center or in customized departmental training.
5. In Compensation, we reviewed calendar year 2024, and YTD 2025 through October 27, 2025, to identify the volume of transactions processed by the team. In 2024, 12,103 TIMEG transactions were processed, along with 883 Pension transactions and 64,462 leave transactions. Comparatively, for the 10-month period in 2025, 9,882 TIMEG transactions were processed, along with 839 Pension transactions and 51,466 leave transactions.
6. In Recruiting, we learned that the Job Posting Policy revision of August 19, 2025, has dramatically reduced positions that remain posted but unfilled for extended time periods. We also discussed the limited utility of ATTRACT and Spark Hire. ATTRACT has been used to provide QR codes at job fairs and Spark Hire provides and facilitates video interviewing of job candidates. We additionally discussed the 3 levels of Recruiting Plans, with most departments using the Basic Recruiting Plan.
7. In Recruiting, NeoGov statistics were additionally reviewed for the Fiscal Years 23-25 . Total postings were 358 in FY23, 355 in FY24 and 430 for FY25. Comparatively, the hires were 779 in FY23, 991 in FY24 and 1,143 in FY25.
8. While working in Recruiting, we learned of the partnership with the University of Georgia's Spring Practicum in May of 2025. Graduate students in the MPA program worked on an Exit Survey Project, revising our survey. Such survey information allows us to best address retention of our employees, and provides insight into any areas that warrant additional attention.

RECOMMENDATIONS

1. Recommend the placement of AED units along the Dragon Fly Trail, benefiting the community and saving lives.
2. Recommend pursuing the development of a “tech bridge” between the NeoGov and Advantage platforms. Such a bridge would result in process efficiencies not just in Human Resources-Compensation but also in the Finance-Payroll unit. The cost of such a project is estimated at approximately \$50,000, and would likely fall within the existing CGI support contract.
3. Recommend a re-evaluation of the compensation rates for our position opportunities in the skilled trades. It is difficult to hire or even retain employees who have such trade backgrounds as we are not providing competitive compensation. Key departments such as Public Works are managing this challenge.



To: Donna McGinnis, Internal Auditor

From: Reather Hollowell, Director

Date: November 12, 2025

Subject: Internal Audit of the Human Resources Department

Human Resources Department

This is in response to the Internal Audit of the Human Resources Department conducted by the City's Internal Auditor, Donna McGinnis.

Audit Recommendations:

1. Recommend the placement of AED units along the Dragon Fly Trail, benefiting the community and saving lives.

Response: Human Resources agrees with this recommendation. The Risk Management Compliance Officer is working with Parks and Rec, Fire/EMS, and the GIS division to determine the best placement of AEDs in public spaces where they are most beneficial. A small number of external AEDs have been purchased, and Risk Management is exploring other funding sources, including grants. The AEDs will initially be placed in Parks, along the Riverwalk, and on the Dragonfly Trail.

2. Recommend pursuing the development of a "tech bridge" between the NeoGov and Advantage platforms. Such a bridge would result in process efficiencies not just in Human Resources- Compensation but also in the Finance-Payroll unit. The cost of such a project is estimated at approximately \$50,000, and would likely fall within the existing CGI support contract.

Response: Human Resources agrees with this recommendation. This has been on our radar for several years now. The IT and Finance Departments play a pivotal role, and their involvement is essential to connecting all the dots needed to bridge the HRM Advantage system and the Neogov platforms. Human Resources will continue to work with these departments and the Administration to bring this to fruition.

3. Recommend a re-evaluation of the compensation rates for our position opportunities in the skilled trades. It is difficult to hire or even retain employees who have such trade backgrounds as we are not providing competitive compensation. Key departments such as Public Works are managing this challenge.

Response: Human Resources agrees with this recommendation. HR has been in ongoing discussions with the Public Works Director and Administration to address the shortage of skilled trades personnel. Although some progress has been made, the upcoming FY27 budget offers an opportunity to review the pay for these skilled trade positions.

RDH

C: Mayor Skip Henderson
DCM Lisa Goodwin
DCM Pam Hodge

Operational Audit of the Human Resources Department November 18, 2025

Presented by: Donna L.
McGinnis, CPA, CFE
Internal Auditor/Compliance
Officer, Jonathan Smith,
Benjamin Meadow & Grant
Conaway, Forensic Auditors

2

Audit Authorization

The audit was authorized by
City Council on July 25, 2023.

3

Audit Process

Authorization of Audit

Development of Audit Program

Entrance Conference With
Auditee

Conduct of Fieldwork

4

Audit Process (Continued)



5

Audit Scope

Organizational Structure of
the Human Resources
Department

Operations.

Assessment of Equipment &
Facilities.

Financial Position.



Recommend the placement of AED units along the Dragon Fly Trail, benefiting the community and saving lives.



Recommend pursuing the development of a “tech bridge” between the NeoGov and Advantage platforms. Such a bridge would result in process efficiencies befitting not just Human Resources-Compensation but also the Finance-Payroll team.



Recommend a re-evaluation of the compensation rates for our position opportunities in the skilled trades. Hiring and retention in skilled trade positions is very challenging at the current rates, with several departments struggling.

Our University of Georgia Practicum Team



8

Our Human Resources Team in action



9 Questions

Are there any questions from City Council or Executive Management regarding this report?

File Attachments for Item:

1. 2nd Reading- An Ordinance approving a policy concerning the governance and use of Artificial Intelligence (AI) Technologies as Addendum 6 to the Acceptable and Supportable use of Technology Policy Number 210-1000-004. (Mayor Pro-Tem and Councilor Tucker)

AN ORDINANCE
NO. _____

An Ordinance approving a policy concerning the governance and use of Artificial Intelligence (AI) Technologies as Addendum 6 to the Acceptable and Supportable use of Technology Policy Number 210-1000-004.

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS:

SECTION 1.

The policy *Governance and Use of Artificial Intelligence (AI) Technologies* attached hereto as Exhibit A is hereby adopted and will be executed by the City Manager as Addendum 6 to the Acceptable and Supportable Use of Technology Policy Number 210-1000-004.

SECTION 3.

This revised policy will become effective upon signature by the Mayor.

SECTION 4.

All Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia, held on the 4th day of November 2025, introduced a second time at a regular meeting held on the ____ day of _____ 2025 and adopted at said meeting by affirmative vote of ____ members of said Council.

Councilor Allen	voting _____
Councilor Anker	voting _____
Councilor Chambers	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Hickey	voting _____
Councilor Huff	voting _____
Councilor Tucker	voting _____

Lindsey G. McLemore, Clerk of Council

B.H. "Skip" Henderson, III, Mayor

Addendum to Acceptable and Supportable Use of Technology

POLICY NUMBER: 210-1000-004

ADDENDUM NUMBER: 6

ADDENDUM TITLE: Governance and Use of Artificial Intelligence (AI) Technologies

EFFECTIVE DATE: December 1, 2025

REVISION DATE: [Insert Date]

APPROVED BY:

Ordinance No. _____

Dated the ____ day of _____, 2025

STATEMENT OF ADDENDUM

The Columbus Consolidated Government (CCG) acknowledges the growing integration and utility of Artificial Intelligence (AI) technologies in improving productivity, efficiency, and decision-making. This addendum defines acceptable and supportable use of AI tools, systems, and applications, and establishes safeguards for transparency, security, privacy, and accountability in their deployment.

SCOPE

This addendum applies to all AI-related systems, software, and tools used on any CCG-owned, leased, or managed technology, or accessed using CCG credentials or networks. This includes but is not limited to: machine learning applications, predictive analytics tools, generative AI (e.g., chatbots, image generators), and AI-integrated platforms.

AI USE REQUIREMENTS

Acceptable Use

- a. Use of AI tools must comply with all components of the CCG Acceptable and Supportable Use of Technology and its Addendums and all other CCG policies.
- b. Use AI tools only for their intended purpose and use in accordance with applicable laws and regulations.
- c. Ensure that AI tools are used in a manner consistent with the mission, values, and business objectives of the applicable department and CCG by regularly consulting with supervisors, department heads, and relevant stakeholders to align AI-generated outputs with organizational goals.

- d. Exercise due diligence and critical thinking when using AI-generated outputs to ensure accuracy, appropriateness, and alignment with CCG policies outlined in the Acceptable and Supportable Use of Technology and its Addendums and other CCG policies.

Authorization

- a. Acquiring AI solutions for any CCG-related task must be reviewed and authorized by the Department of Information Technology (IT).
- b. AI tools not expressly approved by IT are prohibited from being installed or accessed on CCG networks or devices.

Confidentiality and Data Integrity

- a. Confidential or sensitive information shall not be entered into publicly accessible AI systems (e.g., ChatGPT, Bard, Public Copilot) unless approved by IT and the City Attorney.
- b. AI systems that store or process sensitive CCG data must comply with all applicable federal, state, and local data privacy laws and IT security protocols.

Bias and Ethics

- a. AI tools must be evaluated by IT for potential bias or discriminatory outcomes before deployment.
- b. Users are responsible for verifying the accuracy of AI outputs and ensuring they align with CCG's ethical standards.

Prohibited Use of AI

- a. Automated decision-making tools shall not be used to take adverse employment, legal, or financial actions without human oversight.
- b. AI shall not be used to generate official records or documents without human oversight.

TECHNOLOGY SUPPORT

The Director of the Department of Information Technology reserves the right to approve, limit, or deny support for any AI system that poses a security risk, lacks transparency, was implemented without proper authorization, or is deemed non-compliant with this policy.

DISCIPLINARY ACTIONS

Violations of this policy may result in disciplinary actions in accordance with the CCG Disciplinary Policies which may include removal of access privileges, termination of employment and/or criminal prosecution.

REPORTING RESPONSIBILITIES

Any and all violation(s) of this policy will be reported to the department head or elected official that oversees the involved personnel, unless the department head or elected official is considered involved in the violation, at which time the Mayor, City Manager

and the Director of Human Resources shall be notified. The Director of Information Technology or designee will also be notified by the department head or elected official of all reported violations.

DISCIPLINARY RESPONSIBILITIES

It is the responsibility of the department head or elected official of involved personnel to administer necessary disciplinary actions and related sanctions; however, the Director of the Department of Information Technology or designee, after consultation with the City Attorney, reserves the right to revoke, invalidate, or remove a user's usernames, passwords, passphrases, PINs, operator IDs, or any other login-type or related information, access or permissions at any time for any reason without notification of any user.

RETALIATION PROHIBITED:

CCG prohibits taking negative action against any employee for reporting a possible deviation from this policy or for cooperating in an investigation. Any employee who retaliates against another employee for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

File Attachments for Item:

2. A Resolution appointing Ms. Altovise D. Filmore as an additional Recorder Pro-Tem. (Mayor Pro-Tem)

RESOLUTION

No. _____

WHEREAS, the Columbus Council is charged with appointment of Recorders and the Recorders Pro-Tem for efficient operations of the Recorder's Court of Columbus, Georgia.

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

This Council hereby appoints **Altovise D. Filmore** as an additional Recorder Pro-Tern for the Recorder's Court of Columbus, Georgia for a four-year term beginning as of December 1, 2025, to be paid on a per session basis as scheduled by the Chief Judge (Senior Recorder) of the Recorder's Court.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 18th day of November 2025 and adopted at said meeting by the affirmative vote of _____ members of Council.

Councilor Allen	voting _____
Councilor Anker	voting _____
Councilor Chambers	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Hickey	voting _____
Councilor Huff	voting _____
Councilor Tucker	voting _____

Lindsey G. McLemore, Clerk of Council

B.H. "Skip" Henderson, Mayor

File Attachments for Item:

3. A Resolution amending and restating the Columbus Consolidated Government 457(b) Deferred Compensation Plan to be consistent with current provisions of federal law. (Mayor Pro-Tem)

RESOLUTION

No. _____

WHEREAS, Columbus, Georgia Consolidated Government (hereinafter, the "Plan Sponsor") established the Columbus Consolidated Government Deferred Compensation Plan (hereinafter, the "Plan"), effective January 19, 1996, for the exclusive benefit of its employees and their beneficiaries; and

WHEREAS, in order to implement a new Service Provider Contract for the Plan and make necessary updates to comply with federal tax law, the Plan was restated effective May 13, 2016; and

WHEREAS, the Plan was further amended by Resolution Nos. 448-18 and 097-20; and

WHEREAS, federal legislation known as Secure 2.0 has necessitated further amendments to the Plan, and it is recommended that the entire plan include all amendments since the 2016 restatement be adopted as restated.

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

The Mayor, on behalf of the Plan Sponsor, is hereby authorized to execute the attached Plan Restatement to become effective December 1, 2025.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 18th day of November 2025 and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen	voting _____
Councilor Anker	voting _____
Councilor Chambers	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Hickey	voting _____
Councilor Huff	voting _____
Councilor Tucker	voting _____

Lindsey G. McLemore
Clerk of Council

B.H. "Skip" Henderson, III
Mayor

COLUMBUS CONSOLIDATED GOVERNMENT
457 DEFERRED COMPENSATION PLAN

As Restated Effective December 1, 2025

TABLE OF CONTENTS

	Page
INTRODUCTION	1
ARTICLE I DEFINITIONS	2
ARTICLE II ELIGIBILITY AND PARTICIPATION	5
ARTICLE III CONTRIBUTIONS AND LIMITATIONS	7
ARTICLE IV ADMINISTRATION AND ACCOUNTING	12
ARTICLE V VESTING AND DISTRIBUTIONS	13
ARTICLE VI IN-SERVICE WITHDRAWALS AND LOANS	26
ARTICLE VII MISCELLANEOUS	31

INTRODUCTION

Effective January 19, 1996, the Columbus Consolidated Government (“Columbus”) adopted the Columbus Consolidated Government 457 Deferred Compensation Plan (the “Plan”). The Plan is promulgated in accordance with Section 457 of the Internal Revenue Code. This document is an amendment and restatement of the Plan effective December 1, 2025. Prior to this amendment and restatement, the Plan was most recently restated effect May 13, 2016, and there after amended by the First Amendment and Second Amendment.

The purpose of this Plan is to extend to Employees of the Columbus certain benefits which ordinarily accrue from participation in a deferred compensation plan.

ARTICLE I DEFINITIONS

As used herein, the following terms shall have the meanings indicated.

- 1.01. Account means the sum of the balances of the following accounts of a Participant under the Plan as of the most recent valuation date (or as otherwise provided herein):
- (a) Pre-Tax Contribution Account means the account established pursuant to Section 4.04 to which there is credited the Participant's Pre-tax Contributions made pursuant to Section 3.01(a) or 3.01(c), together with any interest, dividends, gains or losses thereon.
 - (b) Roth Contribution Account means the account established pursuant to Section 4.04 to which there is credited the Participant's Designated Roth Contributions made pursuant to Section 3.01(b) or 3.01(c), together with any interest, dividends, gains or losses thereon.
 - (c) Rollover Account means the account established pursuant to Section 4.04 to which there is credited the Participant's rollovers and direct transfers received pursuant to Section 3.01(d), together with any interest, dividends, gains or losses thereon. The Service Provider shall separately track Rollover Contributions that are made to the Plan from qualified plans described in IRC Section 401(a) or 403(a) and from annuity contracts described in IRC Section 403(b) so that proper tax reporting may be made upon distribution.
- 1.02. Applicable Age means (i) age 70 1/2 for a Participant who attains age 70 1/2 before January 1, 2020, (ii) age 72 for a Participant who attains age 70 1/2 after December 31, 2019 but attains age 72 before January 1, 2022, or (iii) age 73 for a Participant who attains age 72 after December 31, 2022.
- 1.03. Beneficiary means any person designated by the Participant on a Participation Agreement to receive a benefit, annuity death benefit, or any other type of benefit. The Participant shall file with the Service Provider a written Beneficiary designation designating the person or persons who shall receive the benefits payable under this Plan in the event of the Participant's death. The form for this purpose shall be provided by the Service Provider. It shall not be binding on the Employer until it is signed, filed with the Service Provider by the Participant, and accepted by the Service Provider. If the Participant dies without an accepted Beneficiary on file, the payments shall be made to the properly appointed fiduciary of the Participant's probate estate. However, if a fiduciary has not qualified within one hundred twenty (120) days after the Participant's death, the payment shall be made first to a surviving spouse and, if there is none, second, to a surviving child or children, and if there are none, third, to a surviving parent or parents, and if there are none, fourth, to the Participant's estate.
- 1.04. Compensation for any Plan Year means all wages or salaries and shall include any special items of pay such as overtime and bonuses. Compensation shall include any amounts deferred pursuant to Sections 125 (flexible benefit plans), 132(f) (qualified transportation

fringe benefit), amounts otherwise excludable under Section 457 of the Code or any other amounts excluded from gross income such as contributions to a 403(b) plan. Compensation shall also include accrued vacation pay (referred to as “post-employment compensation”) that is payable within the later of two and one-half (2-1/2) months following severance from employment or the end of the calendar year in which the severance from employment occurred. Compensation shall not include any “back pay.”

- 1.05. Deferred Compensation means that portion of an Employee’s Compensation which a Participant has elected to defer in accordance with the provisions of this Plan. Deferred Compensation includes both Pre-Tax Contributions and Designated Roth Contributions made after May 13, 2016.
- 1.06. Deferred Compensation Board means the board designated by Council in the Resolution approving this Plan to oversee the Plan and make such discretionary decisions as may be required for the administration of the Plan.
- 1.07. Designated Roth Contribution means Deferred Compensation that is:
 - (a) Designated irrevocably by the Participant at the time of the applicable Participation Agreement as a Roth Contribution that is being made in lieu of all or portion of the pre-tax elective deferrals the Participant would otherwise be entitled to make under the Plan;
 - (b) Treated by the Employer as includable in the Participant income at the time the Participant would have received that amount in cash if the participant had not made the deferral election; and
 - (c) Directed by the Participant to an account held with a Service Provider that has agreed with the Employer to accept Designated Roth Contributions.
- 1.08. Employee means any Full-time Employee or officer of the Employer, subject to the following:
 - (a) The term “Employee” shall exclude any person who is a Leased Employee.
 - (b) The term “Employee” shall exclude any person who is classified by the Employer as an independent contractor.

When used with an initial lower-case letter, the term “employee” shall mean a person employed by the Employer, as the context requires, without regard to the limitations contained in this section.

- 1.09. Employer means the Columbus Consolidated Government and all entities for which the Columbus Consolidated Government administers the payroll.
- 1.10. Full-time Employee means an employee who is classified as a full-time employee under the Employer’s personnel policies and procedures (excluding policies and procedures

related to the provision of group health care) or as otherwise defined in the applicable pension plan.

- 1.11. Includible Compensation means the amount of the Participant's Compensation that is "includible compensation" within the meaning of Section 457(e)(5) of the Code and that is currently includible in the Participant's gross income, plus amounts otherwise excludable under Section 457 of the Code or any other amounts excluded from gross income such as contributions to a 403(b) plan, a cafeteria plan under Section 125 of the Code or a qualified transportation fringe benefit plan under Section 132(f)(4) of the Code. Includible Compensation is determined without regard to any community property laws. Includible Compensation shall also include accrued vacation and sick pay and back pay (referred to as "post-employment compensation") all payable within the later of two and one-half (2-1/2) months following severance from employment or the end of the calendar year in which the severance from employment occurred.
- 1.12. IRC means the Internal Revenue Code of 1986, as amended.
- 1.13. Participant means any Employee eligible to participate who voluntarily elects to participate in this Plan by filing a duly executed Participation Agreement with the Service Provider as described in ARTICLE II.
- 1.14. Participation Agreement means the contract by which the Employee and Employer agree that some of the Employee's Compensation will be deferred under the terms of this Plan, on such forms as may be designated from time to time by the applicable Service Provider.
- 1.15. Plan Administrator means the Human Resources Director or Director of Finance of the Plan Sponsor or other designated employees or outside consultants.
- 1.16. Plan Sponsor means Columbus Consolidated Government.
- 1.17. Plan Year means each twelve-month period beginning on January 1 and ending on December 31.
- 1.18. Pre-tax Contribution means Deferred Compensation that is not a Designated Roth Contribution.
- 1.19. Service Provider means the third-party administrator(s) selected by the Plan Sponsor to administer the investment of the Accounts. For all new Participants entering the Plan on or after May 13, 2016, Corebridge (f/k/a VALIC) shall be the Service Provider. For Participants electing to participate prior to May 13, 2016, Corebridge, Nationwide, Mass Mutual or Empower (f/k/a Great West) shall continue to serve as the Service Provider with respect to Accounts invested in a Trust Fund for which such entity maintains and administers the records.
- 1.20. Trustee means the independent fiduciary(ies) serving in connection with a Service Provider contract with Plan Sponsor to hold, administer and distribute the Trust Fund.

- 1.21. Trust Fund means the trust account or accounts established by the Plan Sponsor pursuant to each applicable Service Provider contract to receive, hold, invest and distribute all amounts contributed to the Participants' Accounts.

ARTICLE II ELIGIBILITY AND PARTICIPATION

- 2.01. Eligibility and Participation. An Employee is eligible to participate in the Plan as of the first day of first pay period that begins on or after the first of the month following his date of hire with the Employer.

- (a) Each Employee who is a Participant on the Effective Date of this Restatement of the Plan shall remain a Participant.
- (b) Thereafter, an eligible Employee may elect to become a Participant, by executing and filing a written Participation Agreement in the manner set forth in Section 2.04 hereof at any time after becoming an Employee.

- 2.02. Subsequent Enrollment Periods.

- (a) Any Employee who does not file an initial election, pursuant to 2.01(b) above, shall have the continuing right to elect or change the terms of their participation by filing a properly executed Participation Agreement. Any such election will be effective as soon as administratively possible following acceptance of the Participation Agreement by the Service Provider.
- (b) Notwithstanding anything contained in this Plan to the contrary, no Employee may elect to defer all or any portion of any compensation with respect to services rendered prior to the date of the election.

- 2.03. Participating Agreement. The Service Provider shall establish a Participation Agreement which shall contain the following provisions:

- (a) The Participant shall specify the dollar amount of his or her Compensation which is to be deferred and whether such contribution shall be a Designated Roth Contribution;
- (b) In the case of an Employee who was a Participant prior to May 13, 2016, the Participant (i) may, but is not required to, indicate that future contributions shall be directed to the Service Provider designated by the Plan Sponsor as the sole provider for current contributions by new Participants (ii) may, but is not required to, direct that his entire benefit held with one Service Provider be transferred to the Service Provider designated by the Plan Sponsor as the sole provider for current contributions by new Participants, and (iii) will direct the investment of his funds among the investment options made available under the Service Provider's contract with the Plan Sponsor;

- (c) In the case of an Employee who becomes a Participant on or after May 13, 2016, the Participant will direct the investment of his or her funds among the investment options made available under the Service Provider's contract with the Plan Sponsor;
- (d) The Participant shall designate or confirm the prior designation of a Beneficiary or Beneficiaries, including one or more contingent Beneficiaries or his or her estate, to receive any benefits which may be payable under this Plan in the event of the death of the Participant or a Beneficiary;
- (e) The Participant shall acknowledge that he or she, together with his or her heirs, successors, and assigns, hold harmless the Plan Sponsor from any liability hereunder for all acts performed in good faith, including acts relating to the investment of deferred amounts; and
- (f) Such other provisions as the Service Provider or Plan Administrator shall deem necessary and appropriate.

2.04. Revocation and Amendment of Participation Agreements. The Participant may prospectively revoke an election to participate at any time by filing with the Service Provider written notice thereof. Such revocation shall become effective for the first pay date following acceptance by the Service Provider of the revocation, provided that such revocation shall not become effective sooner than seven (7) days following such acceptance.

A Participant may resume participation in the Plan only by filing with the Service Provider a new Participation Agreement, to become effective the first pay period beginning during the first month after the acceptance of the Participation Agreement by the Service Provider.

A Participant may prospectively increase or decrease the amount of Compensation to be deferred by signing and filing with the Service Provider a new Participation Agreement. Any such change shall be effective the first pay period beginning during the first month after the acceptance of the Participation Agreement by the Service Provider.

A Participant may prospectively change an investment direction previously selected by making a new election with the Service Provider or its designee. Generally, any such change shall be effective as of the next business day.

All contracts and other evidence of the investment of all assets under this Plan shall be held in the Trust Funds for the exclusive benefit of Participants and their Beneficiaries.

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revocation shall not become effective sooner than seven (7) days following such acceptance.

A Participant may resume participation in the Plan only by filing with the Service Provider a new Participation Agreement, to become effective the first pay period beginning during the first month after the acceptance of the Participation Agreement by the Service Provider.

A Participant may prospectively increase or decrease the amount of Compensation to be deferred by signing and filing with the Service Provider a new Participation Agreement. Any such change shall be effective the first pay period beginning during the first month after the acceptance of the Participation Agreement by the Service Provider.

A Participant may prospectively change an investment direction previously selected by making a new election with the Service Provider or its designee. Generally, any such change shall be effective as of the next business day.

All contracts and other evidence of the investment of all assets under this Plan shall be held in the Trust Funds for the exclusive benefit of Participants and their Beneficiaries.

ARTICLE III CONTRIBUTIONS AND LIMITATIONS

3.01. Permissible Employee Contributions.

- (a) Pre-tax Contributions. The Plan will accept Pre-tax Contributions by Participants, provided however, that a Participant shall not make a Pre-tax Contribution to the Plan for any Plan Year to the extent that such contribution would, together with Designated Roth Contributions made by the Participant for the same Plan Year, exceed the limitations of Section 3.04. The Pre-tax Contribution shall be allocated to the Participant's Pre-tax Contribution Account.
- (b) Designated Roth Contributions. The Plan will accept as a Designated Roth Contribution by Participants made after May 13, 2016, provided however, that a Participant shall not make a Designated Roth Contribution to the Plan for any Plan Year to the extent that such contribution would, together with Pre-tax Contributions made by the Participant for the same Plan Year, exceed the limitations of Section 3.04. The Designated Roth Contribution shall be allocated to the Participant's Roth Contribution Account.
- (c) Participant Catch-Up Contributions. Each Participant who has attained age fifty (50) before the close of the Plan Year may make a Catch-Up Contribution in accordance with, and subject to the limitations of Section 414(v) of the Code, excluding, effective January 1, 2025, the adjusted annual limitation under Section 414(v)(2)(E) of the Code for a Participant who attains age 60, 61, 62 or 63 during a calendar year. An election to make a Catch-Up Contribution shall be made in accordance with procedures prescribed by the Service Provider and shall be subject to the coordination limitation described in Subsection 3.03(e) of the Plan. The Catch-Up Contribution may be made in the form of a Pre-tax Contribution which

shall be allocated to the Participant's Pre-tax Contribution Account or a Designated Roth Contribution which shall be allocated to the Participant's Roth Contribution Account.

- (d) Rollover Contributions. The Plan will accept as a Rollover Contribution by Participant contribution, or by direct rollover an eligible rollover distribution made after December 31, 2001 or as otherwise stated below from the following types of plans:
- (i) A qualified plan described in IRC Section 401(a) or 403(a), excluding after-tax employee contributions;
 - (ii) An annuity contract described in IRC Section 403(b), excluding after-tax employee contributions;
 - (iii) An eligible plan under IRC Section 457 (b) which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivisions of a states, and
 - (iv) An individual retirement account or annuity described in IRC Section 408(a) or 408(b), but only portion of the distribution that is eligible to be rolled over and would otherwise be includible in gross income.

A Participant's Rollover Contribution shall be credited at fair market value to the rollover subdivision of the Participant's Contribution Account as of the date made. Any subsequent distributions of Rollover Contributions shall be subject to the terms of Article V and Article VI.

3.02. Special Rules for Reemployed Veterans.

- (a) Notwithstanding any other provision of the Plan, a Reemployed Veteran shall be entitled to make Deferred Compensation contributions for the period of his Qualified Military Service following his return to the Employer's service as follows:
- (i) Such contributions must be made during the period which begins on the date of reemployment with the Employer following such Qualified Military Service and ends on the earlier of (A) the Reemployed Veteran's severance from employment with the Employer or (B) at the end of the period equal to the lesser of (I) three times the Reemployed Veteran's period of Qualified Military Service or (II) five (5) years.
 - (ii) The amount of such contributions shall be determined by the Reemployed Veteran but shall not exceed the maximum amount which the Reemployed Veteran could have made during the period of his Qualified Military Service in accordance with the applicable limitations and rules of the Plan as though the Reemployed Veteran had continued to be employed by the Employer

and received the Compensation during such period in the amount determined pursuant to this paragraph.

- (iii) The maximum amount of such contributions determined in clause (ii) above shall be reduced by the amount of any such contributions actually made during the Reemployed Veteran's period of Qualified Military Service.
 - (iv) The Plan Administrator shall adopt procedures relating to the Reemployed Veteran's right to make Deferred Compensation contribution, for the period of his Qualified Military Service following his return to the Employer's service. Such procedures shall describe the sequencing and attribution of missed contributions to Plan Years and to types of contributions.
- (b) For purposes of the Plan, Compensation (but only to the extent the Differential Wage Payments to the individual in question, if an Employee, would otherwise be included in Compensation) and Maximum Compensation includes Differential Wage Payments and a person receiving a Differential Wage Payment from an Employer shall be considered an Employee of that Employer. A "Differential Wage Payment" is any payment which is made to an individual by an Employer with respect to any period during which the individual is performing Qualified Military Service while on active duty for a period of more than thirty (30) days and which represents all or a portion of the wages the individual would have received from an Employer if the individual were performing services for the Employer.
- (c) For purposes of this section, the following terms have the following meanings:
- (i) "Qualified Military Service" means any service in the uniformed services (as defined under USERRA) by any individual if such individual is entitled to reemployment rights under USERRA with respect to such service and to the Employer.
 - (ii) "Reemployed Veteran" means a person who is or, but for his Qualified Military Service, would have been a Participant at some time during his Qualified Military Service and who is entitled to the restoration benefits and protections of USERRA with respect to his Qualified Military Service and the Plan.
 - (iii) "USERRA" means the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended, and the final regulations and any other applicable guidance issued thereunder.

3.03. Limitations on Contributions.

- (a) The maximum amount of Deferred Compensation which may be deferred (on an elective and non-elective basis) under this Plan and to any other eligible deferred compensation plan within the meaning of Section 457(b) of the Code shall not exceed the lesser of (i) the Applicable Dollar Amount or (ii) 100 percent (100%) of the Participant's Includible Compensation (the "Contribution Limitation"). To the

extent that such maximum is exceeded, the excess shall be considered to have been made to any other eligible deferred compensation plan within the meaning of Section 457(b) of the Code first, before any corrective distribution as described in Section 3.03(f) is made from this Plan.

- (b) 457 Catch-Up Limitation. Notwithstanding anything contained in Section 3.03(a) to the contrary, for one (1) or more of the Participant's last three (3) taxable years ending before he attains his Normal Retirement Age, the annual limitation shall be increased but it shall not exceed the lesser of;
- (i) Two (2) times the Applicable Dollar Amount, or
 - (ii) The sum of:
 - (A) The Contribution Limitation established pursuant to Subsection 3.03(a) for the taxable year determined without regard to this subsection, plus
 - (B) So much of the Contribution Limitation established for purposes of Subsection 3.03(a) for the taxable years before the taxable year as has not theretofore been used under Subsection 3.04(a) or this subsection.

Notwithstanding the foregoing, a Participant may not elect to have the limited 457 catch-up provisions of this subparagraph apply more than once, whether or not the limited 457 catch-up is utilized less than all three (3) taxable years ending before a Participant attains Normal Retirement Age, and whether or not the Participant continues to participate in the Plan after his Normal Retirement Age, rejoins the Plan, or participates in another eligible deferred compensation plan (within the meaning of Section 457 of the Code) after retirement.

For purposes of determining the amount in Subsections 3.03(a) and (b) for years prior to 2002, the limitations are reduced by amounts excluded from the Participant's income for any prior taxable year by reason of a salary reduction or elective contribution under any other eligible Code Section 457(b) plan, Code Section 401(k) qualified cash or deferred arrangement, Code Section 402(h)(1)(B) simplified employee pension (SARSEP), Code Section 403(b) annuity contract, and Code Section 408(p) simple retirement account, or under any plan for which a deduction is allowed because of a contribution to an organization described in Section 501(c)(18) of the Code. In addition, for purposes of applying the Section 457(b)(2)(B) limitation for Includible Compensation for years prior to 2002, the limitation shall be thirty-three and one-third percent (33 1/3%) of the Participant's Compensation includible in gross income. Such limitations apply to the plans of all employers for whom a Participant has performed services, not just those of the Employer. However, if a Participant, although eligible, did

not defer any compensation under the Plan in any given year before 2002, the limitations described above shall not apply, even though the Participant may have deferred compensation under one of the other plans described.

For Plan Years beginning on or after January 1, 2002, if the Participant is or has been a Participant in one or more eligible deferred compensation plan(s) within the meaning of Section 457(b) of the Code, this Plan and all such other plans shall be considered as one plan for purposes of applying the foregoing limitations of Subsections 3.03(a) and (b).

- (c) Limitation on the Years Taken into Account for the 457 Catch-Up Limitation. In applying Subsection 3.03(b), a prior taxable year shall only be taken into account if (i) it begins after December 31, 1978, (ii) the Participant was eligible to participate in the Plan during all or a portion of the taxable year, and (iii) Compensation deferred, if any, under the Plan during the taxable year was subject to the Contribution Limitation described in Subsection 3.03(a) or any other “plan ceiling” required by Section 457 of the Code.
- (d) Special Definitions. For purposes of the limitation provisions of this paragraph, the following terms have the following meanings:
 - (i) “Applicable Dollar Amount”: The amount established under Section 457(e)(15) of the Code applicable to a taxable year of the Participant. Effective for years beginning after 2006, the \$15,000 amount shall be adjusted in \$500 increments at the same time and in the same manner as under Section 415(d) of the Code but on the basis of a base period of the calendar quarter beginning July 1, 2005;
 - (ii) “Normal Retirement Age”: The age or range of ages beginning no earlier than the earliest age at which the Participant has the right to file for and receive from the Plan Sponsor’s basic pension plan applicable to the Participant, immediate retirement benefits without any actuarial or similar reduction because of retirement before some later specified age in such basic pension plan; and ending no later than age seventy and one-half (70-Y2). If the Participant works beyond the dates specified in the range, the Normal Retirement Age shall be the date or age designated by the Participant, but such date shall not be later than any applicable mandatory retirement age or the date or age at which the Participant actually retires.
- (e) Coordination of Catch-Up Contributions and the 457 Catch-Up Limitation. A Participant who is eligible to make Catch-Up Contributions under Section 3.01(c) of the Plan and who is also subject to the increased 457 Catch-Up Limitation for the same year is entitled to make Deferred Compensation Contributions equal to the larger of:

- (i) The Contribution Limitation established pursuant to Subsection 3.03(a) of the Plan plus the applicable Catch-Up Contributions under Section 3.01(c) of the Plan; or
- (ii) The Contribution Limitation established pursuant to Subsection 3.03(a) of the Plan increased as provided in subsection 3.03(b), and disregarding the Catch-Up Contribution provision in Section 3.01(c).

The amount determined above shall be subject to adjustment, if applicable, pursuant to Treas. Reg. § 1.457-5(c).

- (f) Corrective Distribution. If the Deferred Compensation Contributions made by a Participant exceed the limitations described above, then a distribution shall be made to remedy a violation or correct a potential violation of the limitations, in the following manner:

- (i) There shall be returned to the Participant, first, the Designated Roth Contribution made by the Participant,
- (ii) Then the Pre-tax Contribution made by the Participant,
if any, (adjusted for any income or loss in value, if any, allocable thereto) to the extent necessary to achieve compliance with the limitations described above.

A Corrective Distribution made pursuant to this paragraph cannot be counted as a required distribution for the purposes of applying the minimum distribution requirements of Section 5.06 or otherwise under Section 401(a)(9) of the Code.

ARTICLE IV ADMINISTRATION AND ACCOUNTING

- 4.01. Administration by Plan Sponsor. This Deferred Compensation Plan shall be administered by the Plan Sponsor. The Plan Sponsor or Service Provider shall prescribe such forms, and adopt such rules and regulations as are necessary or convenient to carry out the administration of the Plan. The Plan Sponsor shall direct each Service Provider to establish a trust for the purpose of receiving holding and investing all amounts contributed to the Participant's Account under the Plan.

The Plan Sponsor may designate an Employee of the Plan Sponsor, or contract with independent administrators to administer and coordinate the Plan under the direction of the Plan Sponsor. Notwithstanding any other provisions of this Plan to the contrary, the individual or firm performing such services shall be solely responsible to the Plan Sponsor for any and all services performed. Further, no such Employee, as designated to administer and coordinate the Plan, is entitled to make decisions solely with regard to his or her own specific Account in the Plan.

- 4.02. Investment of the Deferred Amount. The Participant's Accounts shall be held in trust, to be paid to the Employee pursuant to Article V and invested in the Employee's selection of investment options offered from time to time by the applicable Service Provider, including income, equity or combination options.

Elections among the investment options shall be in increments permitted by the Service Provider. Employees may change the investment allocations on a daily basis, subject to any restrictions imposed by the investment option, and or the Service Provider.

- 4.03. Ownership of Deferred Amounts. Each Service Provider shall establish and maintain a trust fund in order to fund its respective future obligations under this Plan. All amounts held in the trust fund shall be used for the exclusive benefit of Participants and their Beneficiaries. No assets contained in the trust will revert to the Employer except in the event of a termination of the Plan; provided that all liabilities to all Participants and their Beneficiaries have been satisfied.

- 4.04. Participant Accounts. A separate account shall be maintained for each Participant and for each type of contribution. Each Account shall reflect all contributions allocated to it, the investment of the deferrals, and the current value of the investment. For convenience, and to facilitate an orderly administration of the Plan, individual Participant Accounts for all Participants will be maintained by the Service Provider showing the Participant's name with all applicable debit and credit balances: A written report of the status of the Participant Account shall be furnished to Participants at least quarterly. All interest, dividends, expense deductions, investment gains or losses, whether realized or unrealized, applicable to each Participant Account shall be credited or debited to the account as of each business day. Credits to the Participant's account shall be subject to the Participant's then effective investment preference. All reports to the Participant shall be based on the net fair market value of the assets as of the reporting date in accordance with the investment preference elected by the Participant.

- 4.05. Administrative Costs. Each Trustee is directed to pay from the Trust Fund all costs associated with making investments or administering or implementing the Plan with respect to the Participants and assets administered by the applicable Service Provider. Periodic statements of accounts distributed to Participants shall specify any amounts deducted from the Participants' Accounts or any income derived therefrom for administrative costs.

ARTICLE V VESTING AND DISTRIBUTIONS

- 5.01. Vesting. A Participant has a 100% non-forfeitable interest at all times in his Accounts.

- 5.02. Time of Payment.

- (a) Except as provided in clause (ii) below, the Participant's Account shall become payable to the Participant, if then alive, or otherwise to his Beneficiary, at the time elected by the Participant. Such time may be:

- (i) No earlier than his severance from employment with the Employer (including a severance from employment by reason of disability); and
- (ii) No later than the April 1 (sometimes referred to as the “Required Beginning Date”) following the calendar year in which occurs the later of the date the Participant attains the Applicable Age, or the date the Participant retires from the service of the Employer or otherwise ceases to be employed by the Employer. If the Participant has not begun payments by the Required Beginning Date, payments will automatically commence at that time.

As an alternative to the foregoing, a Participant who is employed by the Employer may elect to begin to receive his Account at any time on or after the January 1 of the calendar year in which he will attain the Applicable Age.

- (b) The Account of a Participant who is deceased before such Account commences to be paid to him shall become payable to his Beneficiary at the time elected by such Beneficiary. Such payments may commence as soon as possible after the date of the Participant’s death but no later than the time described in clauses (ii) or (iii) of Subsection 5.02(c). If the Beneficiary has not begun receiving payments by the date described in clauses (ii) or (iii) of Subsection 5.02(c), payments will automatically commence at the applicable latest time.
- (c) Notwithstanding the foregoing provisions of this section, a Participant, or the Beneficiary of a Participant who dies before his Account becomes payable, may elect a later date on which such Account shall become payable. Such later date shall not be later than:
 - (i) In the case of an election by a Participant, the latest time for payment under clause (ii) of Subsection 5.02(a);
 - (ii) In the case of an election by a Beneficiary who is the Participant’s spouse, the later of:
 - (A) The end of the fifth (5th) calendar year (disregarding 2020) following the calendar year in which the Participant’s death occurs, or
 - (B) The end of the calendar year in which the Participant would have attained the Applicable Age; and
 - (iii) In the case of an election by a Beneficiary who is not the Participant’s spouse, the end of the fifth (5th) calendar year (disregarding 2020) following the calendar year in which the Participant’s death occurs.

Such election shall be in writing, executed and filed with the Service Provider at least thirty (30) days (or such shorter period as the Service Provider may permit on a uniform and non-discriminatory basis) before the date such Account otherwise becomes payable, and it shall set forth and

shall be conditioned upon the payment of such Account in a form provided herein. Any such election may be revoked or modified at any time.

- (d) Notwithstanding the foregoing provisions of this section, payment may be delayed for a reasonable period in the event the recipient cannot be located or is not competent to receive the benefit payment, there is a dispute as to the proper recipient of such benefit payment, additional time is needed to complete the Plan valuation adjustments and allocations, or additional time is necessary to properly explain the recipient's options.
- (e) Notwithstanding the foregoing, if the total market value of the Participant's Account(s) under the Plan is not greater than one thousand dollars (\$1,000), the Plan Administrator shall direct that a single lump sum be made to the Participant or, if applicable, the Beneficiary, in the last month of the Plan Year during which the Participant's termination of employment, death or retirement occurs. Such lump sum payment shall be subject to applicable rollover provisions.

5.03. Form of Payment When Participant Is the Initial Recipient.

- (a) The Participant shall elect in writing the form in which such Account is to be paid to him from the forms of distribution available through the applicable Service Provider. Payments continuing after a Participant's death shall be made to his Beneficiary. If the Participant elects a periodic installment, such installments shall not extend over a term certain not extending beyond:
 - (i) The life expectancy of the Participant, or
 - (ii) The joint life and last survivor expectancy of the Participant and his designated.
- (b) If the Participant fails to elect a form of distribution, the Participant shall receive a cash lump sum of the amount or the cash value of the Participant's Account, subject to applicable rollover rights.

5.04. Form of Payment When Beneficiary Is the Initial Recipient.

- (a) In the event of a Participant's death before his Account commences to be paid to him, the Participant's Account payable pursuant to Section 4.01 shall be paid to his Beneficiary in the applicable manner described in this section.
- (b) The Beneficiary shall elect in writing the form in which such Account is to be paid to him from the forms of distribution available under the applicable Plan investments or that is otherwise provided by the Service Provider. If the Beneficiary elects a periodic installment, such installments shall not extend over a term certain not extending beyond the end of the fifth (5th) calendar year (disregarding 2020) following the calendar year in which the Participant's death occurs unless:

- (i) Such term certain does not extend beyond the life expectancy of the Beneficiary and the Beneficiary is an individual, and
- (ii) Such installments commence not later than (A) the end of the first (1st) calendar year following the calendar year in which the Participant's death occurs in the case such individual Beneficiary is not the Participant's spouse or (B) the later of the end of the calendar year in which the Participant would have attained the Applicable Age; or the end of the first (1st) calendar year following the calendar year in which the Participant's death occurs in the case such individual Beneficiary is the Participant's spouse.
- (c) If the Beneficiary fails to elect a form of distribution, the Beneficiary shall receive a cash lump sum of the amount or the cash value of the Participant's Accrued Benefit, subject to applicable rollover rights.

5.05. Minimum Distribution.

- (a) General Rules.
 - (i) Effective Date. The provisions of this section will apply for purposes of determining required minimum distributions for calendar years beginning with the 2003 calendar year.
 - (ii) Precedence. The requirements of this section will take precedence over any inconsistent provisions of the Plan.
 - (iii) Requirements of Treasury Regulations Incorporated. All distributions required under this section will be determined and made in accordance with the Treasury Regulations under Section 401(a)(9) of the Code.

Notwithstanding anything to the contrary in this paragraph or elsewhere in the Plan, the Plan shall be operated on the basis that required minimum distributions are waived, and there are no required minimum distributions, for calendar year 2020 as provided in Section 401(a)(9)(I) of the Code.

- (b) Time and Manner of Distribution.
 - (i) Required Beginning Date. The Participant's entire interest will be distributed, or begin to be distributed, to the Participant no later than the Participant's Required Beginning Date.
 - (ii) Death of Participant Before Distributions Begin. If the Participant dies before distributions begin, the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:
 - (A) If the Participant's surviving spouse is the Participant's sole Beneficiary, then distributions to the surviving spouse will begin by December 31 of the calendar year immediately following the

calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained seventy and one-half (70-1/2) and, in the case of distributions otherwise required to be made after December 31, 2019 with respect to individuals who attain age 70-1/2 after such date, age seventy-two (72), if later.

- (B) If the Participant's surviving spouse is not the Participant's sole Beneficiary, then distributions to the Beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died.
- (C) If there is no Beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire interest will be distributed by December 31 of the calendar year containing the fifth (5th) anniversary (disregarding 2020) of the Participant's death.
- (D) If the Participant's surviving spouse is the Participant's sole Beneficiary and the surviving spouse dies after the Participant but before distributions to the surviving spouse begin, this clause (ii), other than subclause (ii)(A), will apply as if the surviving spouse were the Participant.

For purposes of this (ii) and 5.05(d), unless clause (ii)(D) applies, distributions are considered to begin on the Participant's Required Beginning Date. If clause (ii)(D) applies, distributions are considered to begin on the date distributions are required to begin to the surviving spouse under clause (ii)(A). If distributions under an annuity purchased from an insurance company irrevocably commence to the Participant before the Participant's Required Beginning Date (or to the Participant's surviving spouse before the date distributions are required to begin to the surviving spouse under clause (ii)(A), the date distributions are considered to begin is the date distributions actually commence.

- (iii) Forms of Distribution. Unless the Participant's interest is distributed in the form of an annuity purchased from an insurance company or in a single sum on or before the Required Beginning Date, as of the first Distribution Calendar Year distributions will be made in accordance with 5.05(c) and 5.05(d). If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of Section, 401(a)(9) of the Code and the Treasury Regulations.

- (c) Required Minimum Distributions During Participant's Lifetime.

- (i) Amount of Required Minimum Distribution For Each Distribution Calendar Year. During the Participant's lifetime, the minimum amount that will be distributed for each Distribution Calendar Year is the lesser of:
 - (A) the quotient obtained by dividing the Participant's Account Balance by the distribution period in the Uniform Lifetime Table set forth in Section 1.401(a)(9)-9 of the Treasury Regulations, using the Participant's age as of the Participant's birthday in the Distribution Calendar Year; or
 - (B) if the Participant's sole Beneficiary for the Distribution Calendar Year is the Participant's spouse, the quotient obtained by dividing the Participant's Account Balance by the number in the Joint and Last Survivor Table set forth in Section 1.401(a)(9)-9 of the Treasury Regulations, using the Participant's and spouse's attained ages as of the Participant's and spouse's birthdays in the Distribution Calendar Year.
- (ii) Lifetime Required Minimum Distributions Continue Through Year of Participant's Death. Required minimum distributions will be determined under this clause Section 5.05(c) beginning with the first Distribution Calendar Year and up to and including the Distribution Calendar Year that includes the Participant's date of death.
- (d) Required Minimum Distributions After Participant's Death.
 - (i) Death On or After Date Distributions Begin.
 - (A) Participant Survived by Beneficiary. If the Participant dies on or after the date distributions begin and there is a Beneficiary, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the longer of the remaining Life Expectancy of the Participant or the remaining Life Expectancy of the Participant's Beneficiary, determined as follows:
 - (I) The Participant's remaining Life Expectancy is calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.
 - (II) If the Participant's surviving spouse is the Participant's sole Beneficiary, the remaining Life Expectancy of the surviving spouse is calculated for each Distribution Calendar Year after the year of the Participant's death using the surviving spouse's age as of the spouse's birthday in that year. For Distribution Calendar Years after the year of the surviving spouse's death, the remaining Life Expectancy of the

surviving spouse is calculated using the age of the surviving spouse as of the spouse's birthday in the calendar year of the spouse's death, reduced by one for each subsequent calendar year.

- (III) If the Participant's surviving spouse is not the Participant's sole Beneficiary, the Beneficiary's remaining Life Expectancy is calculated using the age of the Beneficiary in the year following the year of the Participant's death, reduced by one for each subsequent year.
- (B) No Beneficiary. If the Participant dies on or after the date distributions begin and there is no Beneficiary as of September 30 of the year after the year of the Participant's death, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the Participant's remaining Life Expectancy calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.
- (ii) Death Before Date Distributions Begin.
 - (A) Participant Survived by Beneficiary. If the Participant dies before the date distributions begin and there is a Beneficiary, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the remaining Life Expectancy of the Participant's Beneficiary, determined as provided in clause (i) of Subsection 5.05(d).
 - (B) No Beneficiary. If the Participant dies before the date distributions begin and there is no Beneficiary as of September 30 of the year following the year of the Participant's death, distribution of the Participant's entire interest will be completed by December 31 of the calendar year containing the fifth (5th) anniversary of the Participant's death.
 - (C) Death of Surviving Spouse Before Distributions to Surviving Spouse Are Required to Begin. If the Participant dies before the date distributions begin, the Participant's surviving spouse is the Participant's sole Beneficiary, and the surviving spouse dies before distributions are required to begin to the surviving spouse under clause (ii)(A) of Subsection 5.05(b), this Section 5.05(d)(iii) will apply as if the surviving spouse were the Participant.

(e) Definitions. For purposes of this section, the follow terms shall have the meaning set forth below:

- (i) “Beneficiary” shall mean the individual who is designated as the Beneficiary under the Plan in accordance with Section 401(a)(9) of the Internal Revenue Code and Section 1.401(a)(9)-1, Q&A-4, of the Treasury Regulations.
- (ii) “Distribution Calendar Year” shall mean a calendar year for which a minimum distribution is required. For distributions beginning before the Participant’s death, the first Distribution Calendar Year is the calendar year immediately preceding the calendar year which contains the Participant’s Required Beginning Date. For distributions beginning after the Participant’s death, the first Distribution Calendar Year is the calendar year in which distributions are required to begin under clause (ii)(B) of Subsection 4.04(b). The required minimum distribution for the Participant’s first Distribution Calendar Year will be made on or before the Participant’s Required Beginning Date. The required minimum distribution for other Distribution Calendar Years, including the required minimum distribution for the Distribution Calendar Year in which the Participant’s Required Beginning Date occurs, will be made on or before December 31 of that Distribution Calendar Year.
- (iii) “Life Expectancy” shall mean the life expectancy as computed by use of the Single Life Table in Section 1.401(a)(9)-9 of the Treasury Regulations.
- (iv) “Participant’s Account Balance” shall mean the account balance as of the last valuation date in the calendar year immediately preceding the Distribution Calendar Year (valuation calendar year) increased by the amount of any contributions made and allocated or forfeitures allocated to the account balance as of dates in the valuation calendar year after the valuation date and decreased by distributions made in the valuation calendar year after the valuation date. The account balance for the valuation calendar year includes any amounts rolled over or transferred to the Plan either in the valuation calendar year or in the Distribution Calendar Year if distributed or transferred in the valuation calendar year.
- (v) “Required Beginning Date” shall mean the date specified in Subsection 5.02(a) of the Plan.

5.06. Advance on or Acceleration of Deferred Payment or Change to Periodic Installments. If distribution of a Participant’s Account has been deferred or is being made from the Plan in the form of periodic installments, advances or changes to the scheduled time or the periodic installments may be made in accordance with the procedures established by the Service Provider, which may limit the changes made in any calendar year and or apply an administrative fee for such change.

5.07. Plan to Plan Direct Rollover as a Distribution Option.

- (a) Notwithstanding any contrary provision of the Plan, but subject to any de minimis or other exceptions or limitations provided for under IRC Section 401(a)(31):
 - (i) Any prospective recipient (whether a Participant, a surviving spouse, a current or former spouse who is an alternate payee under a qualified domestic relations order or any other person eligible to make a rollover) of a distribution from the Plan which constitutes an “eligible rollover distribution” (to the extent otherwise includible in the recipient’s gross income) may direct the Trustee to pay the distribution directly to an “eligible retirement plan”; and
 - (ii) If the total market value of the Participant’s Account(s) under the Plan payable to a Participant who has not attained the later of his Normal Retirement Age or the age of sixty-two (62) exceeds \$1,000 but does not exceed \$7,000 or any other maximum amount under IRC Section 401(a)(31)(B) (determined under IRC Section 411(a)(11) at the time of the distribution) and the Participant does not either consent in writing to a distribution to him (as opposed to a rollover to an “eligible retirement plan”) or direct in writing the distribution be made to a specified “eligible retirement plan” or plans, then any “eligible rollover distribution” to him shall be made by the Trustee’s paying the distribution directly to an “eligible retirement plan” which is an individual retirement plan in a direct rollover to the individual retirement plan on behalf of the recipient (an “automatic rollover”). This clause does not apply to payment made to a person who is not a Participant: and;
 - (iii) Effective for distributions made in Plan Years beginning on or after January 1, 2010, any non-spouse designated Beneficiary within the meaning of Section 401(a)(9)(E) of the Code who is a prospective recipient of an eligible rollover distribution from the Plan may direct the Trustee to pay the distribution directly to an “inherited IRA.”
- (b) For purposes hereof, the following terms have the meanings assigned to them in IRC Section 401(a)(31) and, to the extent not inconsistent therewith, shall have the following meanings:
 - (i) The term “eligible retirement plan” means:
 - (A) A defined contribution plan which is either an individual retirement account described in IRC Section 408(a), an individual retirement annuity described in IRC Section 408(b) (other than an endowment contract), an annuity plan described in IRC Section 403(a), or a qualified trust described in IRC Section 401(a), that accepts the prospective recipient’s eligible rollover distribution.

- (B) An eligible retirement plan shall also mean an annuity contract described in IRC Section 403(b) and an eligible plan under IRC Section 457(b) which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state and which agrees to separately account for amounts transferred into such plan from this Plan.
 - (C) The definition of eligible retirement plan applicable to a Participant shall also apply in the case of a distribution to a Participant's surviving spouse and to a Participant's spouse or former spouse who is the alternate payee under a QDRO.
 - (D) An individual retirement plan described in Section 408A of the Code (sometimes referred to as a Roth IRA) provided that for tax years beginning before January 1, 2010, the recipient Participant does not have modified adjusted gross income in excess of \$100,000 and is not married filing a separate return, both as determined under Section 408A(c)(3)(Bb) of the Code.
 - (E) For distributions made in Plan Years beginning on or after January 1, 2010, in the case of an eligible rollover distribution payable to a non-spouse designated Beneficiary within the meaning of Section 401(a)(9)(E) of the Code, an "eligible retirement plan" means only an "inherited" IRA.
- (ii) The term "eligible rollover distribution" means any distribution made other than:
- (A) A distribution which is one of a series of substantially equal periodic payments (not less frequently than annually) made either for the life (or life expectancy) of the recipient or the joint lives (or joint life expectancies) of the recipient and his beneficiary who is an individual or for a specified period of ten (10) or more years,
 - (B) A distribution to the extent it is required under the minimum distribution requirement of Section 401(a)(9) of the Code; provided, however, that if an amount would have been a required minimum distribution for calendar year 2020 but for the waiver of required minimum distributions for calendar year 2020, then the Administrator may offer the recipient of such distribution a direct rollover to an eligible retirement plan, but the distribution is not subject to federal mandatory income tax withholding if the recipient declines the direct rollover,
 - (C) If there is no Beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire interest will be distributed by December 31 of the calendar year containing

the fifth (5th) anniversary (disregarding 2020) of the Participant's death,

- (D) Any amount that is distributed on account of hardship (whether or not subject to the withdrawal restrictions of Section 401(k)(2)(B)(i)(IV) of the Code),
- (E) Any amount distributed pursuant to Section 6.03 of the Plan; or
- (F) Any other amount which is not considered an eligible rollover distribution for purposes of IRC Section 402(c)(4) with respect to the Plan.

A portion of a distribution shall not fail to be an eligible rollover distribution merely because the portion consists of after-tax employee contributions which are not includible in gross income. However, such portion may be paid only to an individual retirement account or annuity described in IRC Section 408(a) or (b), or to a qualified defined contribution plan described in IRC Section 401(a) or 403(a) that agrees to separately account for amounts so transferred, including separately accounting for the portion of such distribution which is includible in gross income and the portion of such distribution which is not so includible. Such portion may also be paid to an annuity contract described in IRC Section 403(b) that agrees to separately account for amounts so transferred, including separately accounting for the portion of such distribution which is includible in gross income and the portion of such distribution which is not so includible.

- (iii) The term "inherited IRA" means an individual retirement account described in Section 408(a) of the Code, an individual retirement annuity described in Section 408(b) of the Code (other than an endowment contract) or, for Plan Years beginning in or after 2010, an individual retirement plan described in Section 408A of the Code (sometimes referred to as a Roth IRA) established for the purpose of receiving the distribution where the individual retirement account or annuity or Roth IRA is treated as an inherited individual retirement account or annuity within the meaning of Section 408(d)(3)(C) or, as applicable, Section 409A(d)(3)(B) of the Code.
- (c) Any such direction shall be filed with the Service Provider in such form and at such time as the Service Provider may require and shall adequately specify the eligible retirement plan to which the payment shall be made.
- (d) The Trustee shall make payment as directed only if the proposed transferee plan will accept the payment.
- (e) Any such plan-to-plan transfer shall be considered a distribution option under this Plan and shall be subject to all the usual distribution rules of this Plan (including but not limited to the requirement an advance explanation of the option).

- (f) The Service Provider is authorized in its discretion, applied on a uniform and non-discriminatory basis, to apply any discretionary de minimis or other discretionary exceptions or limitations provided for under IRC Section 401(a)(31) in effecting or declining to effect plan to plan transfers hereunder.
- (g) Within a reasonable time before the benefit payment date of a prospective recipient of an eligible rollover distribution from the Plan, the Service Provider shall provide the prospective recipient with a written explanation of the rollover and tax rules required by IRC Section 402(f). In addition, where the prospective distribution is described in clause (ii) of subparagraph 5.07(a), the Administrator shall provide the written notice to the prospective recipient required by Sections 401(a)(31)(B)(i) of the Code (either separately or at the time the notice under Section 402(f) of the Code is provided) that the automatic rollover to an individual retirement plan pursuant to clause (ii) of Subsection 5.07(a) may be transferred to another individual retirement plan.

5.08. Notice and Election Procedures Regarding Payment.

- (a) Any election authorized and any designation of a date of payment by a Participant or Beneficiary shall be in writing, shall clearly indicate the election or designation being made, and shall be filed with the Service Provider and in accordance with the procedures provided in the following subsections to this section.
- (b) Within a reasonable time before a Participant's Account is to be paid to him, the Service Provider shall by mail or personal delivery provide the Participant with a written explanation of:
 - (i) The terms and conditions of the applicable forms of payment, including the financial effects of the applicable forms of payment.
 - (ii) The Participant's right to delay receipt of his Account until such later date allowed under Section 5.02, including the right to modify or revoke any election thereunder.
 - (iii) The Participant's right to obtain an advance on or acceleration of payment of his Account or to change any periodic installments as provided under Section 5.06.
- (c) Within a reasonable time before the Account of a Participant who died prior to commencement of payment of his Account is to be paid, the Service Provider shall by mail or personal delivery provide the Participant's Beneficiary with a written explanation of:
 - (i) The terms and conditions of the applicable forms of payment.
 - (ii) The Beneficiary's right to delay receipt of the Participant's Account until such later date allowed under Section 5.02, including the right to modify or revoke any election thereunder.

- (iii) The Beneficiary's right to obtain an advance on or acceleration of payment of the Participant's Account or to change any periodic installments under Section 5.06.

5.09. Benefit Determination and Payment Procedure.

- (a) The Plan Administrator shall make all determinations concerning eligibility to participate in the Plan. The Service Provider shall make all determinations concerning the time or terms of payment, and the forms or manner of payment to the Participant or the Participant's Beneficiary, in the event of the death of a Participant. The Service Provider shall promptly notify the appropriate Trustee of each such determination that benefit payments are due or should cease to be made and provide to the Trustee all other information necessary to allow the Trustees to carry out said determination, whereupon the Trustee shall pay or cease to pay such benefits in accordance with the Service Provider's determination.
- (b) To the extent the payment provisions of the Plan are inconsistent with and violative of the requirements of Section 401(a)(9) of the Code, the provisions of Section 401(a)(9) of the Code are hereby incorporated by reference and shall control.

5.10. Payments to Minors and Incompetents. In case any person entitled to receive payment under the Plan shall be a minor, the Service Provider in its discretion, may dispose of such amount in any one or more of the following ways:

- (a) By payment thereof directly to such minor;
- (b) By application thereof for the benefit of the minor; or
- (c) By payment thereof to either parent of the minor or to any adult person with whom such minor may at the time be living or to any person who shall be legally qualified and shall be acting as guardian of the person or the property of such minor; provided only that the parent or adult person to whom any amount shall be paid shall have advised the Service Provider in writing that he will hold or use such amount for the benefit of such minor.

In the event that it shall be found that a person entitled to receive payment under the Plan is physically or mentally incapable of personally receiving and giving valid receipt for any payment due (unless prior claim therefor shall have been made by a duly qualified committee or other legal representative), such payment may be made to the spouse, son, daughter, parent, brother, sister or other person deemed by the Service Provider to have incurred expense for such person otherwise entitled to payment.

Such payments shall be considered a payment to such Participant or Beneficiary and shall, to the extent made, be deemed a complete discharge of any liability for such payments under the Plan.

5.11. Distribution of Benefit When Distributee Cannot Be Located. The Service Provider shall make all reasonable attempts to determine the identity and/or whereabouts of a Participant

or Participant's spouse or a Participant's Beneficiary entitled to benefits under the Plan, including the mailing by certified mail of a notice to the last known address shown on the Employer's, the Service Provider's or the Trustee's records. If the Service Provider is unable to locate such a person entitled to benefits hereunder, or if there has been no claim made for such benefits, the Trustee shall continue to hold the benefit due such person, subject to any applicable statute of escheats.

ARTICLE VI IN-SERVICE WITHDRAWALS AND LOANS

- 6.01. Unforeseeable Emergency Distributions. Notwithstanding any other provisions contained herein, in the case of an "Unforeseeable Emergency", a Participant may apply to the Service Provider to withdraw, in whole or in part, his or her Participant's Pre-Tax and/or Roth Contribution Account necessary to meet the emergency situation constituting the Unforeseeable Emergency. Such amount may be withdrawn, subject to the approval of the Service Provider, prior to severance from employment with the Employer. If the Service Provider approves the application for withdrawal, the withdrawal shall be effected within thirty (30) days following such approval.
- (a) Any remaining benefits to which the Participant may be entitled following an Unforeseeable Emergency Distribution shall be paid upon severance from employment, disability or death in accordance with Article V above.
 - (b) An unforeseeable emergency shall be defined in a manner consistent with the meaning ascribed thereto under Section 457 of the Code and the applicable regulations as severe financial hardship to the Participant resulting from an illness or accident of the Participant, the spouse, a dependent (as defined in Section 152(a) of the Code), or in the case of a distribution made after April 1, 2010, a Beneficiary of the Participant, loss of the Participant's property due to casualty (including the need to rebuild a home following damage to a home not otherwise covered by homeowner's insurance, e.g., resulting from a natural disaster), the need to pay funeral expenses of the Participant's spouse, dependent (as defined in Section 152(a) of the Code), or in the case of a distribution made after April 1, 2010, a Beneficiary of the Participant, or any other similar extraordinary and unforeseeable circumstance arising as a result of events beyond the control of the Participant. The imminent foreclosure of or eviction from the Participant's primary residence may constitute an unforeseen emergency. In addition, the need to pay for medical expenses, including non-refundable deductibles, as well as for the cost of prescription drug medication, may constitute an unforeseen emergency.
 - (c) The existence of an unforeseeable emergency shall be determined on the basis of the facts and circumstances of each case, but, in any event, payment may not be made to the extent that the hardship is or may be relieved:
 - (i) Through reimbursement or compensation by insurance or otherwise,

- (ii) By liquidation of the Participant's assets, to the extent such liquidation would not itself cause a severe hardship, or
 - (iii) By cessation of deferrals under the Plan.
 - (d) Examples of what are not considered unforeseeable emergencies include the need to send a Participant's child to college or the desire to purchase a home.
 - (e) In order for an unforeseeable emergency hardship withdrawal to be permitted as a result of an event related to a Beneficiary, the Beneficiary must be a primary Beneficiary designated by the Participant on a form that is on file with the Service Provider on both the date the application for the hardship is submitted and the date the distribution is made.
- 6.02. Loans. Loans may be available if provided for in the contract between the Plan Sponsor and Service Provider. If available, the terms and conditions of the loans shall be governed by the requirements of Section 72(p) of the Code and the Service Provider loan policy as approved by the Plan Administrator.
- 6.03. Domestic Abuse Victim Distributions. A Participant may withdraw all or any portion of the Participant's Account in a Domestic Abuse Victim Distribution in accordance with, and subject to, the provisions of this Section, provided that (i) the Participant certifies the Participant is eligible for a Domestic Abuse Victim Distribution to the Service Provider and (ii) the Domestic Abuse Victim Distribution is made during the one-year period beginning on any date on which the Participant is a victim of Domestic Abuse.
- (a) Amount of Domestic Abuse Distributions. The aggregate amount of a Domestic Abuse Victim Distribution cannot exceed the lesser of (i) \$10,000 (indexed for inflation in accordance with the Code) or (b) 50% of the Participant's vested Account(s) under the Plan.
 - (b) Recontribution of Domestic Abuse Victim Distribution. A Participant who receives a Domestic Abuse Victim Distribution under this Section and who is eligible to make a Rollover Contribution to the Plan may recontribute the Domestic Abuse Victim Distribution to the Plan (not to exceed the amount of the Domestic Abuse Victim Distribution) at any time during the three-year period beginning on the day after the date on which the Participant received the Domestic Abuse Victim Distribution. A Participant who recontributes a Domestic Abuse Victim Distribution to the Plan will be treated as having received the Domestic Abuse Victim Distribution in an eligible rollover distribution and as having transferred the amount to the Plan in a direct trustee-to-trustee transfer within 60 days of the distribution.
 - (c) Definitions. For purposes of this Section, the following terms shall have the following meanings:
 - (i) "Domestic Abuse" means physical, psychological, sexual, emotional, or economic abuse, including efforts to control, isolate, humiliate, or

intimidate the victim, or to undermine the victim's ability to reason independently, including by means of abuse of the victim's child or another family member living in the household.

- (ii) "Domestic Abuse Victim Distribution" means a withdrawal from the Plan that satisfies each of the requirements of this Section.

6.04. Long-Term Care Insurance Distributions. Effective December 29, 2025, a Participant may withdraw all or a portion of the Participant's Account(s) in a Long-Term Care Insurance Distribution provided the Participant furnishes a Long-Term Care Premium Statement to the Service Provider.

- (a) Amount of Long-Term Care Insurance Distributions. The aggregate amount of a Long-Term Care Insurance Distribution for a taxable year cannot exceed the least of:
 - (i) The amount paid by or assessed to the Participant during the taxable year for or with respect to Certified Long-Term Care Insurance for the Participant or the Participant's spouse (or other family member of the Participant as provided by the Secretary of the Treasury by regulation);
 - (ii) An amount equal to 10 percent of the Participant's vested Account; or
 - (iii) \$2,500 (as such amount may be adjusted from time to time pursuant to guidance issued by the Secretary of the Treasury).
- (b) Eligible Rollover Distribution. For purposes of Code Sections 401(a)(31), 402(f), and 3405, a Long-Term Care Distribution shall not be treated as an eligible rollover distribution.
- (c) Definitions. For purposes of this Section, the following terms shall have the following meanings:
 - (i) "Certified Long-Term Care Insurance" means any of the following:
 - (A) A qualified long-term care insurance contract (as defined in Code Section 7702B(b)) covering qualified long-term care services (as defined in Code Section 7702B(c));
 - (B) Coverage of the risk that an insured individual would become a chronically ill individual (within the meaning of Code Section 101(g)(4)(B)) under a rider or other provision of a life insurance contract which satisfies the requirements of Code Section 101(g)(3) (determined without regard to subparagraph (D) thereof); or
 - (C) Coverage of qualified long-term care services (as so defined) under a rider or other provision of an insurance or annuity contract which is treated as a separate contract under Code Section 7702B(e) and

satisfies the requirements of Code Section 7702B(g), if such coverage provides meaningful financial assistance in the event the insured needs home-based or nursing home care. For purposes of the preceding sentence, coverage shall not be deemed to provide meaningful financial assistance unless benefits are adjusted for inflation and consumer protections are provided, including protection in the event the coverage is terminated.

- (ii) “Long-Term Care Distribution” means a withdrawal from the Plan that satisfies each of the requirements of this Section.
- (iii) “Long-Term Care Premium Statement” means a statement provided by the issuer of long-term care coverage, upon request by the owner of such coverage, which includes all of the following:
 - (A) the name and taxpayer identification number of such issuer;
 - (B) a statement that the coverage is certified long-term care insurance;
 - (C) identification of the Participant as the owner of such coverage;
 - (D) identification of the individual covered and such individual’s relationship to the Participant;
 - (E) the premiums owed for the coverage for the calendar year; and
 - (F) such other information as the Secretary may require.

Filing with Secretary. A Long-Term Care Premium Statement will be accepted only if the issuer has completed a disclosure to the Secretary for the specific coverage product to which the Long-Term Care Premium Statement relates. Such disclosure shall identify the issuer, type of coverage, and such other information as the Secretary may require which is included in the filing of the product with the applicable state authority.

6.05. Emergency Expense Distributions. A Participant may withdraw all or a portion of the Participant’s Account in an Emergency Expense Distribution provided the Participant furnishes a written certification the Participant meets the requirements of an Emergency Expense Distribution to the Service Provider.

- (a) Amount of Emergency Expense Distribution. The Emergency Expense Distribution shall be limited to the lesser of:
 - (i) \$1,000; or
 - (ii) an amount equal to the Participant’s vested Account as of the date of distribution that exceeds \$1,000.

- (b) Limitations.
- (i) The Participant is limited to one Emergency Expense Distribution each calendar year.
 - (ii) If the Participant receives an Emergency Expense Distribution, then the Participant is ineligible to receive an Emergency Expense Distribution in the immediately following three years unless:
 - (A) the previous Emergency Expense Distribution is recontributed to the Plan (as described below); or
 - (B) the Participant's aggregate Pre-Tax Contributions and/or Designated Roth Contributions following the Emergency Expense Distribution is at least equal to the prior Emergency Expense Distribution that has not yet been recontributed.
- (c) **Recontribution of Emergency Expense Distribution.** A Participant who receives an Emergency Expense Distribution under this Section and who is eligible to make a Rollover Contribution to the Plan may recontribute the Emergency Expense Distribution to the Plan (not to exceed the amount of the Emergency Expense Distribution) at any time during the three-year period beginning on the day after the date on which the Participant received the Emergency Expense Distribution. A Participant who recontributes an Emergency Expense Distribution to the Plan will be treated as having received the Emergency Expense Distribution in an eligible rollover distribution and as having transferred the amount to the Plan in a direct trustee-to-trustee transfer within 60 days of the distribution.
- (d) **Definitions.** For purposes of this Section, the following terms shall have the following meanings:
- (i) "Emergency Expense Distribution" means a distribution for purposes of meeting an unforeseeable or immediate financial need relating to expenses incurred for a necessary personal or family emergency.
- 6.06. Non-Hardship Withdrawal for Inactive Participant. Consistent with Section 457(e)(9)(A) of the Code prior to a severance from employment, a Participant (but not a Beneficiary or Alternate Payee) may elect to receive a Non-Hardship Withdrawal if the total market value of the Participant's Account(s) under the Plan does not exceed the de minimis amount described in Section 457(e)(9)(A) of the Code (currently \$7,000) and the Participant has not made and the Participant's Account has not received any Deferred Compensation Contributions during the two year period that ends on the date of the Non-Hardship Withdrawal and the Participant has not previously received any Non-Hardship Withdrawal under this Plan.
- 6.07. Withdrawal of Rollover Contributions. Upon written notice to the Service Provider or its designee, a Participant may request a withdrawal of all or a portion of the value of the Rollover Account (and the proportionate share of the earnings of the Trust Fund

attributable thereto). The withdrawal shall be made on a pro-rata basis from the investment Trust Funds. Payment of such amount shall be in a lump sum as soon as reasonably possible following the date the Plan Service Provider or its designee receives the withdrawal request. Amounts withdrawn pursuant to this section may not be repaid to the Trust Fund.

- 6.08. In-Plan Roth Conversions. Effective May 13, 2016, a Participant, a surviving spouse beneficiary or an alternate payee (as defined in Section 414(p) of the Code), whose benefit is not immediately distributable pursuant to Article V, may elect to convert all or a portion of his Accounts (including contribution and earnings thereon) to a Roth Conversion Account, if such accounts are offered by the applicable Service Provider.
- (a) General Requirements. Any portion of a Participant's Accounts that the Participant elects to convert to a Roth Conversion Account pursuant to this Section 6.06 must (i) qualify as an eligible rollover distribution as defined in Code Section 402(c)(4), (ii) shall be rolled over or transferred within the Plan to the Participant's Roth Conversion Account, and (iii) shall not be distributed from the Plan. Any such transfer shall be known as a "Roth Conversion."
 - (b) Irrevocable Designation. Any election of a Roth conversion shall be irrevocable.
 - (c) Administration. The Service Provider may establish and maintain procedures for administering Roth Conversions as it deems necessary or appropriate.
 - (d) Roth Conversion Account. A Roth Conversion shall be credited to a Roth Conversion Account maintained for each eligible Participant, spouse Beneficiary or alternate payee electing to make a Roth Conversion. Roth Conversion Accounts shall be one hundred percent vested and shall share in the allocation of earnings or losses, as the case may be, but shall not share in any other allocations. Any such Roth Conversion Account may include subaccounts to preserve the pre-conversion source of funds, tax basis and distribution rights as applicable.
 - (e) Distributions of Roth Conversion Accounts. Any amounts and the applicable earnings thereon transferred in a Roth Conversion shall remain subject to the distribution restrictions that were applicable to the amount before the Roth Conversion. For this purpose, a Participant's Roth Conversion Account shall consist of subaccounts to identify the pre-conversion source of funds.
- 6.09. COVID-Related Distributions. Effective for the calendar year 2020, COVID-Related Distributions shall be available under the Plan in accordance with Section 2202(a) of the CARES Act.

ARTICLE VII MISCELLANEOUS

- 7.01. Amendment. This Plan may be amended or terminated by the Council of Columbus, Georgia, or its designee at any time. No amendment or termination of the Plan shall reduce or impair the rights of any Participant or Beneficiary which have already accrued. Upon the termination of the Plan, the Trustee shall distribute all amounts credited to each

Participant's Account in accordance with Article IV hereof; provided that the Trustee may distribute non-lump sum benefits in the form of an annuity contract from an insurance company selected by the Plan Administrator.

Notwithstanding the foregoing, the Plan Sponsor hereby delegates to the Deferred Compensation Board, or in the event that such Board is not actively serving, Plan Administrator, the right to modify, alter, or amend the Plan in whole or in part to make any technical modification, alteration or amendment which in the opinion of counsel for the Plan Sponsor is required by law and is deemed advisable by the Deferred Compensation Board or Plan Administrator and to make any other modification, alteration or amendment which does not, in Deferred Compensation Board or Plan Administrator's view, substantially increase costs, contributions or benefits and does not materially affect the eligibility, vesting or benefit accrual or allocation provisions of the Plan.

- 7.02. Assignment. A Participant may not assign, transfer, sell, hypothecate, or otherwise dispose of any or all of his or her Participant's Account or any right which he or she may have under this Plan, and any attempt to do so shall be null and void.
- 7.03. Employment. Participation in the Plan shall not be construed as giving any Participant any right to continue his or her employment with the Employer.
- 7.04. Successors and Assigns. The Plan shall be binding upon and shall inure to the benefit of the Employer, its successors and assigns, all Participants and Beneficiaries and their heirs and legal representatives.
- 7.05. Written Notices.
 - (a) Except as provided in subsection 7.05(c), any notice or other communication required or permitted under the Plan shall be in writing, and, if directed to the Employer, shall be sent to the Department of Human Resources of the Columbus Consolidated Government, and, if directed to a Participant or to a Beneficiary, shall be sent to such Participant or Beneficiary at his or her last known address.
 - (b) Except as provided in subsection 7.05(c), all notices required to be given in writing and all elections, consents, applications and the like required to be made in writing, under any provision of the Plan, shall be invalid unless made on such forms as may be provided or approved by the Service Provider and, in the case of a notice, election, consent or application by a Participant or Beneficiary, unless executed by the Participant or Beneficiary giving such notice or making such election, consent or application.
 - (c) Subject to limitations under applicable provisions of the Code and applicable state law, the Service Provider is authorized in its discretion to accept other means for receipt of effective notices, elections, consent and/or application by Participants and/or Beneficiaries, and to use other means for providing required notices to Participants and Beneficiaries, including but not limited to electronic transmissions through e-mail, voice mail, recorded messages on electronic telephone systems, and

other permissible methods, on such basis and for such purposes as it determines from time to time.

- 7.06. Total Agreement. This Plan, the Trust Agreement and the Participation Agreement, and any subsequently adopted amendments thereof, shall constitute the total agreement or contract between the Employer and the Participant regarding the Plan. No oral statement regarding the Plan may be relied upon by any Participant.
- 7.07. Gender. As used herein the masculine shall include the neuter and the feminine where appropriate.
- 7.08. Controlling Law. This Plan is created and shall be interpreted under the laws of the State of Georgia and IRC §457.

ADOPTION OF RESTATEMENT OF PLAN

Pursuant to Resolution No. __-25, the Columbus Council authorizes this instrument to be signed by the Mayor and attested and sealed by its Clerk of Council this ____ day of _____ 2025, to be effective December 1, 2025.

B.H. "Skip" Henderson, III, Mayor

Lindsey G. McLemore, Clerk of Council

SEAL

2025 Governmental 457(b) Plan Changes (as of 11/6/2025)

***Rows highlighted in yellow are items that will be incorporate in a separate amendment after receipt of IRS guidance and model language.**

	Legal Change	Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
1.	<u>Changes to RMD Rules</u> – Allows plan to increase the required beginning age from 70½ to 72 for participants who reach age 70½ after 12/31/2019 73 for participants who turn 72 after Dec. 31, 2022, and age 73 before Jan. 1, 2033 75 for participants who turn 74 after Dec. 31, 2032.¹	SECURE Act/SECURE 2.0 Act	Optional	Y	Y	Age 72 included in Second Amendment. Add age 73 to 2025 restatement. Age 75 not yet adopted. 12/31/29 amendment deadline Effective for distributions required to be made after 12/31/22 ² , then distributions required to be made after 12/31/32.
2.	<u>Changes to RMD Rules</u> – For deaths after 12/31/2019, distributions after the participant's death generally must be made by the end of the 10 th calendar year after the year of death; however, payments may be made over the beneficiary's life expectancy if the beneficiary is (1) a surviving spouse; (2) a disabled or chronically ill individual (or a trust for same); (3) a beneficiary no more than 10 years younger than the participant or (4) a minor child.	SECURE Act	Required ³	Y	Y	Final and proposed regulations are effective for distributions for calendar years beginning on and after 1/1/2025 12/31/29 amendment deadline IRS model RMD language provided to date appears to contain errors/inconsistencies that the IRS needs to address. Given that an amendment is not required until 12/31/2029, Troutman recommends waiting until updated model language is issued to amend for this change
3.	<u>In-Service Withdrawal for Birth or Adoption Expenses</u> – Withdrawals of up to \$5,000 after 12/31/2019 for eligible childcare and adoption expenses are permissible, not subject to the early 10% withdrawal penalty, ⁴ may be	SECURE Act	Optional	N	N/A	Not adopted. Columbus recently implemented maternity and adoption policy.

¹ An error in SECURE 2.0 made it unclear when individuals who were born in 1959 are required to commence RMDs. Proposed RMD regulations indicate that the applicable age for an employee who was born in 1959 is age 73.

² Notice 2023-44 provides that a plan administrator will not be considered to have failed to satisfy the requirements of §§ 401(a)(31) and 402(f) merely because of a failure to treat distributions made from a plan between Jan 1, 2023 and July 31, 2023 to a participant born in 1951 that would have been an RMD but for the change in the required beginning date under § 107 of SECURE 2.0

³ CARES Act waived this for 2020 → the 5-year period and 10-year period, as applicable, for death benefit RMDs will be determined without regard to 2020. This essentially allows an extra year for such RMDs.

⁴ Governmental 457(b) plans are not subject to the 10% tax penalty on early distributions under Code Section 72(t). Therefore, any reference to 10% penalty in chart is inapplicable.

2025 Governmental 457(b) Plan Changes (as of 11/6/2025)

Legal Change		Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
	recontributed back to the plan, are not eligible for rollover and are not subject to 20% mandatory withholding.					12/31/29 amendment deadline
4.	<u>In-Service Distribution Rules</u> – 457(b) Plans may permit non-hardship in-service distributions as early as age 59-1/2 (reduced from age 70-1/2).	SECURE Act	Optional	N	N	Not adopted. May revisit later. 12/31/29 amendment deadline
5.	<u>Coronavirus-Related Distributions (CRDs)</u> – For distributions from 1/1/2020 through 12/30/2020, a qualified individual can take a CRD of up to \$100,000 which is not subject to the 10% early withdrawal penalty, not subject to 20% mandatory withholding, not treated as an eligible rollover distribution, taxed pro-rata over a 3-year period (unless the individual elects otherwise), and is eligible for re-contribution back to the plan within 3 years from the date of distribution.	CARES Act	Optional	Y	N	Included in Second Amendment. 12/31/29 amendment deadline
6.	<u>Coronavirus-Related Increased Loan Limits</u> – Code Section 72(p) was amended to replace \$50,000 and 50% of account balance with \$100,000 and 100% of account balance for loans made from 3/27/2020 through 9/22/2020, which was still an aggregate limit taking into account other outstanding loan balances.	CARES Act	Optional	N	N	Not adopted. 12/31/29 amendment deadline
7.	<u>Coronavirus-Related Delayed Loan Repayments</u> – Loan payments due between 3/27/2020 and 12/31/2020 can be suspended for a year; there is a safe harbor that results in the loan being re-amortized on 1/1/2021 including the suspension period and payment restarting on such date.	CARES Act	Optional	N	N	Not adopted. 12/31/29 amendment deadline

2025 Governmental 457(b) Plan Changes (as of 11/6/2025)

Legal Change		Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
8.	<u>RMD Waiver</u> – Required minimum distributions were waived for 2020 ⁵ . This means that the following RMD payments did not need to be made: (1) 2020 RMD payments for individuals already receiving them; (2) 2020 RMD payments for individuals who turned age 70½ or retired in 2019, along with the 2019 RMD payment to the extent not already made in 2019; and (3) 2020 RMD payments for participants who have an RBD of 4/1/2021 as a result of a 2020 retirement.	CARES Act	Optional	Y	N	Included in Second Amendment at Section 5.05(a). 12/31/26 amendment deadline
9.	<u>Qualified Disaster Distribution</u> – A participant who lives in a qualified disaster area and has sustained an economic loss can treat up to \$100,000 of a plan distribution as a qualified disaster distribution (QDD). Distributions prior to June 25, 2021 can qualify and impacted participants can take up to a \$100,000 distribution or a loan (with no 10% early withdrawal penalty), which can be recontributed within 3 years; participants have 180 days after the end of the disaster to take advantage of the relief.	Taxpayer Certainty and Disaster Tax Relief Act of 2020	Optional	N	N	Not adopted. 12/31/26 amendment deadline
10.	<u>Difficulty of Care Payment</u> – The SECURE Act adds Code Section 415(c)(8) to the Code to increase the annual additions limit for retirement plans to take into account difficulty of care payments (i.e., a qualified foster care payment under Code Section 131). Plans maintained by employers that provided difficulty of care payments must be amended by 12/31/26 to account for this change. Thereafter, employers that begin making difficulty of care payments must amend their plans by the end of the second calendar year after the calendar year in which the difficulty of care payments begin.	SECURE Act	Required for Employers that Make Difficulty of Care Payments	N	N	Not adopted. The later of (i) 12/31/26 and (ii) the end of the second calendar year after the calendar year in which the difficulty of care payments begin

⁵ Appendix to Notice 2020-51 includes a sample amendment that may be used to amend plans to provide for the RMD waiver.

2025 Governmental 457(b) Plan Changes (as of 11/6/2025)

Legal Change		Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
11.	<u>De Minimis Financial Incentives</u> . Prior to SECURE 2.0, any financial incentives to encourage plan participation violated the contingent benefit rule. Under SECURE 2.0, employers now have the ability to offer eligible employees <i>de minimis</i> financial incentives to encourage participation in the company's 401(k) plan. Incentives may include low-dollar gift cards, company "swag", etc. Plan assets may not be used to fund incentives. The incentive may not exceed \$250 in value.	SECURE 2.0 ⁶	Optional	N	N	Not adopted. Effective for plan years beginning after 12/29/22 12/31/29 amendment deadline
12.	<u>Election to Treat Employer Matching and Nonelective Contributions as Roth Contributions</u> . Plans may provide participants with a choice to receive matching and nonelective contributions as Roth contributions. The contributions are not excludable from the participant's gross income and must be 100% vested/nonforfeitable when made.	SECURE 2.0	Optional	N/A	N/A	Plan only provides for employee deferrals. Effective for contributions made after 12/29/22 12/31/29 amendment deadline
13.	<u>Reliance on employees' self-certification for hardship distributions</u> . Plan administrators can rely on a participant's self-certification that – - a hardship distribution is for an immediate and heavy financial need (based on one of seven safe harbor reasons) and does not exceed the amount required to satisfy the need; and - the participant has no alternative means reasonably available to satisfy the need.	SECURE 2.0	Optional	N	N	<i>Board did not adopt per 11/6/2025 meeting.</i> Effective for plan years beginning after 12/29/22 12/31/29 amendment deadline
14.	<u>Penalty-free Withdrawals for Terminal Illness</u> . No 10% early withdrawal penalty for participants certified by a physician as having a condition reasonably expected to result in death within 84 or fewer months after the date of certification. Distributions can be repaid within 3 years and participant must furnish sufficient evidence of condition. ⁷	SECURE 2.0	Optional	N/A	N/A	Adopted per Board minutes of 5/1/25 meeting. Board agreed inapplicable per meeting on 11/6/25. <i>Although the Board approved this change, the addition of penalty-free withdrawals for terminal illness is not permitted for governmental 457(b) plans.</i>

⁶ Note, the SECURE 2.0 also touches on the following topics, which do not require plan amendments: reductions of penalties for failure to take RMDs, tax credits, auto-portability prohibited transaction exemption requirements, disclosure and notice provisions, requirement to use paper statements without affirmative opt outs, agency directives, EPCRS expansion, elimination of RMD barriers for life annuities, increased flexibility for qualifying longevity annuity contracts, elimination of RMD penalties on partial annuities, auto-enrollment and auto-escalation requirements for new plans and retirement savings "lost and found."

⁷ Note: Withdrawals due to terminal illness are not permitted under governmental 457(b) plans. See Notice 2024-02, Q&A-F2.

2025 Governmental 457(b) Plan Changes (as of 11/6/2025)

Legal Change		Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
15.	<u>Three-year repayment limit on qualified birth or adoption distribution (QBADs).</u> The SECURE Act permitted plans to allow participants to take a distribution of up to \$5,000 upon a qualified birth or adoption and to repay such distribution to the plan. SECURE 2.0 limits the repayment period to 3 years following the distribution for participants who wish to repay the QBAD.	SECURE 2.0	Required (to the extent a plan provides for the QBAD option)	N	N	Effective for distributions made after 12/29/22 12/31/29 amendment deadline
16.	<u>Disaster Relief.</u> Plans can offer the following relief to participants affected by federally declared disasters: ○ distributions up to \$22,000 per disaster, with no 10% early withdrawal penalty and option to repay within 3 years; ○ repayment of unused hardship distributions taken to purchase principal residence in disaster area; ○ temporary increase in plan loan cap up to \$100,000; and ○ 180-day suspension of plan loan repayments and corresponding extension of the loan term	SECURE 2.0	Optional	N	N	Not adopted per email from R. Hollowell dated 8/7/2025. Applicable to disasters on or after January 26, 2021 12/31/29 amendment deadline
17.	<u>Recovery of Overpayments.</u> Plans may be amended to grant plan fiduciaries the authority to not recoup overpayments.	SECURE 2.0	Optional	N	N	Revisit at later date Effective 12/31/22 12/31/26 amendment deadline
18.	<u>Matching Contributions on Student Loan Repayments.</u> Employers may provide matching contributions on an employee's qualifying student loan repayments as if such repayments were elective deferrals for purposes of matching contributions, subject to various requirements.	SECURE 2.0	Optional	N/A	N/A	Not applicable. Plan only provides for employee deferrals.

2025 Governmental 457(b) Plan Changes (as of 11/6/2025)

Legal Change		Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
19.	<u>Roth-Only Catch-Up Contributions for “High Earners”</u> . If a participant who is at least age 50 as of year-end has wages exceeding \$145,000 (as indexed for inflation) in the prior year, any catch-up contributions made by the participant must be made on a Roth basis. Other participants must have the option to make Roth catch-up contributions if any participant is limited to Roth catch-up contributions.	SECURE 2.0	Required for plans that provide for catch-up contributions			Effective for tax years beginning after 12/31/23, implementation of provision delayed until 12/31/25 ⁸ 12/31/29 amendment deadline Given (i) the lack of guidance provided to date and (ii) the fact that an amendment is not required until 12/31/2029, Troutman recommends waiting until additional guidance is released to amend for this change . Alternatively, if Columbus wishes to amend now, we would propose a more general reference operating this requirement in accordance with applicable regulations and incorporate administrative procedures established by the plan administrator.
20.	<u>Modification of “first day of the month” requirement for governmental 457(b) plans</u> . Before SECURE 2.0, governmental 457(b) plan participants must make a deferral election in the month prior to the month in which compensation is paid. SECURE 2.0 changes this rule (aligning it with 401(k) and 403(b) plans) to permit participants to change their deferral rate any time before the compensation is paid. ⁹	SECURE 2.0	Optional	N	N	Not adopted. Effective for taxable years beginning after December 29, 2022
21.	<u>No Pre-Death RMDs for Roth Accounts</u> . Roth accounts are no longer subject to the pre-death RMD rules. However, plans must still pay pre-death RMDs from Roth accounts that relate to tax years before the effective date (e.g., 2023 RMD must be paid to a participant with April 1, 2024, required beginning date)	SECURE 2.0	Required			Effective for tax years beginning after 12/31/23 Final and proposed regulations are effective for distributions for calendar years beginning on and after 1/1/2025 12/31/29 amendment deadline

⁸ Per Notice 2023-62, the IRS in the Notice granted a two-year delay for the required implementation date (i.e., beginning after Dec. 31, 2025). In July 2025, the American Institute of CPAs (AICPA) submitted a letter to the Treasury and IRS requesting additional guidance on catch-up contributions for high-earners. Plan sponsors and recordkeepers remain hopeful that further guidance is forthcoming.

⁹ Does not apply to non-governmental 457(b) plans.

2025 Governmental 457(b) Plan Changes
(as of 11/6/2025)

Legal Change		Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
						IRS model RMD language provided to date appears to contain errors/inconsistencies that the IRS needs to address. Given that an amendment is not required until 12/31/2029, Troutman recommends waiting until updated model language is issued to amend for this change
22.	<u>Spousal Election for RMDs</u> . A surviving spouse can elect to be treated as the deceased employee for RMD purposes, if the distributions have not begun when employee dies.	SECURE 2.0	Required			Effective for calendar years beginning after 12/31/23 Final and proposed regulations are effective for distributions for calendar years beginning on and after 1/1/2025 12/31/29 amendment deadline IRS model RMD language provided to date appears to contain errors/inconsistencies that the IRS needs to address. Given that an amendment is not required until 12/31/2029, Troutman recommends waiting until updated model language is issued to amend for this change
23.	<u>Increase to Involuntary Cash-Out Threshold</u> . Increases the involuntary cash-out threshold from \$5,000 to \$7,000.	SECURE 2.0	Optional	Y	N	Adopted per Board minutes of 5/1/25 meeting. Plan language includes auto-increase in limit. "...exceeds \$1,000 but does not exceed \$5,000 or any other maximum amount under IRC Section 401(a)(31)(B) (determined under IRC Section 411(a)(11) at the time of the distribution)..." Effective for distributions after 12/31/23 12/31/29 amendment deadline

2025 Governmental 457(b) Plan Changes (as of 11/6/2025)

Legal Change		Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
24.	<u>Penalty-Free Withdrawals for Emergency Expenses.</u> Plans may offer participants the ability to withdraw amounts up to \$1,000 once per calendar year (without the 10% early withdrawal penalty) for “unforeseeable or immediate financial needs relating to necessary or personal family emergency expenses.” Participants can repay distributions within three years, and additional emergency distributions are prohibited during the three year repayment period unless the existing distribution is fully repaid or the amount the participant contributed after the distribution is at least as much as the amount not repaid.	SECURE 2.0	Optional	Y	Y	Adopted per Board minutes of 5/1/25 meeting. Effective for distributions after 12/31/23 12/31/29 amendment deadline
25.	<u>Penalty-Free Withdrawals Upon Event of Domestic Abuse.</u> Plans may offer participants who are the victims of domestic abuse the ability to take a distribution (without the 10% early withdrawal penalty), up to the lesser of \$10,000 (as adjusted) or 50% of participant’s vested account balance. Distributions must be taken within 1 year of domestic abuse event and participants may repay the distribution within 3 years.* <i>*Not available to plans subject to qualified joint and survivor annuity and/or pre-retirement survivor annuity requirements</i>	SECURE 2.0	Optional	Y	Y	Adopted per Board minutes of 5/1/25 meeting. Effective for distributions made after 12/31/23 12/31/29 amendment deadline
26.	<u>Pension-Linked Emergency Savings Accounts (PLESAs).</u> Employers may allow non-HCEs to contribute to an emergency savings account linked to their retirement plan, subject to various guidelines (e.g., contribution limits, withdrawal amounts, etc.) ¹⁰	SECURE 2.0	Optional	N	N	Effective for plan years beginning after 12/31/23 12/31/29 amendment deadline
27.	<u>Increased Catch-Up Contribution Limits.</u> Plans may permit participants ages 60-63 to make catch up contributions up to the greater of (A) \$10,000 (as adjusted for inflation), and (B) 150% of the regular catch-up contribution limit in 2024.	SECURE 2.0	Optional	N	Y	Not adopted per email from R. Hollowell dated 8/7/2025. Effective for taxable years beginning after 12/31/24

¹⁰ Not available for non-governmental 457(b) plans.

2025 Governmental 457(b) Plan Changes
(as of 11/6/2025)

Legal Change		Governing Authority	Optional or Required	Adopted (Y/N)	Amendment Needed (Y/N)	Comments/Questions
						12/31/29 amendment deadline
28.	Payment of Premiums for Certain Long Term Care Insurance Contracts. Plans may distribute up to \$2,500 per year for the payment of premiums for certain specified long-term care insurance contracts and such distributions are exempt from the 10% early withdrawal penalty.	SECURE 2.0	Optional	Y	Y	Adopted per Board minutes of 5/1/25 meeting. Earliest available effective date is 12/29/25 12/31/29 amendment deadline

File Attachments for Item:

1. Annual Unused Sick Leave Payment

Approval is requested to authorize payment to employees for unused sick leave in accordance with 16B-15-6(2) of the Columbus Code of Ordinances.

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #1.

TO:	Mayor and Councilors
AGENDA SUBJECT:	Annual Unused Sick Leave Payment
AGENDA SUMMARY:	Approval is requested to authorize payment to employees for unused sick leave in accordance with 16B-15-6(2) of the Columbus Code of Ordinances.
INITIATED BY:	Human Resources Department

Recommendation: Approval is requested to authorize payment to employees for unused sick leave in accordance with 16B-15-6(2) of the Columbus Code of Ordinances.

Background: It has been past practice that: When a City official or an employee shall have accumulated thirty (30) days of sick leave by the end of the last pay period in November, he/she may be paid in cash each year by December 25 for one fourth (1/4) of accumulated sick leave beyond the base thirty (30) days, not to exceed 13 days.

Analysis: As part of the FY2026 Budget, \$ 365,000.00 was allocated to pay for this benefit. Current projections indicate that the required expenditure will not exceed this amount based on historical data.

Financial Considerations: None, other than as noted in the analysis.

Legal Considerations: The requested expenditure requires Council approval.

Recommendations/Actions: Approval is requested to authorize payment to employees for unused sick leave in accordance with 16B-15-6(2) of the Columbus Code of Ordinances.

A RESOLUTION

Item #1.

NO.

A RESOLUTION AUTHORIZING PAYMENT TO EMPLOYEES FOR UNUSED SICK LEAVE IN ACCORDANCE WITH 16B-15-6 (2) OF THE COLUMBUS CODE OF ORDINANCES.

WHEREAS, Ordinance# 71-213, as amended by Ordinance# 72-255, and as codified in 16B-15-6 (2), provides as follows:

“When a City official or an employee shall have accumulated thirty (30) days of sick leave by the end of the last pay period in November, they may be paid in cash each year by December 25 for one fourth (1/4) of accumulated sick leave beyond the base thirty (30) days, and the other three fourths (3/4) above the thirty (30) days shall be added to their sick leave reserve accumulation until a maximum of sixty (60) days shall be attained in the reserve accumulation”; and,

WHEREAS, the last bi-weekly pay period in November will end on November 21, 2025, and the payment of unused sick leave has been provided for in the FY26 budget.

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

1. That the employees and officials of Columbus, Georgia, who are eligible for sick leave benefits shall be paid for 25% of unused sick leave in excess of 30 days’ base accumulation through November 21, 2025.

2. That the payments shall be calculated in accordance with the above recited Ordinance at the normal regular rate of compensation for each employee as of November 21, 2025.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the ____ day of ____, 2025 and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen voting	_____.
Councilor Anker voting	_____.
Councilor Chambers voting	_____.
Councilor Cogle voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor Hickey voting	_____.
Councilor Huff voting	_____.
Councilor Tucker voting	_____.

Lindsey G. McLemore, Clerk of Council

B.H. “Skip” Henderson, III, Mayor

File Attachments for Item:

2. Georgia Trauma Commission – Georgia Trauma Care Network Grant

Approval is requested to apply for and accept a grant in the amount of \$10,662.66 or as otherwise awarded, from the Georgia Trauma Commission – Georgia Trauma Care Network Commission, with no local match required, and to amend the Multi-Government Fund by the award amount. The grant funds will be used to purchase equipment that will be used to better equip the Columbus Fire and EMS in the treatment of trauma patients.

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	Georgia Trauma Commission – Georgia Trauma Care Network Grant
AGENDA SUMMARY:	Approval is requested to apply for and accept a grant in the amount of \$10,662.66 or as otherwise awarded, from the Georgia Trauma Commission – Georgia Trauma Care Network Commission, with no local match required, and to amend the Multi-Government Fund by the award amount. The grant funds will be used to purchase equipment that will be used to better equip the Columbus Fire and EMS in the treatment of trauma patients.
INITIATED BY:	Columbus Fire and EMS

Recommendation: Approval is requested to apply for and accept a grant in the amount of \$10,662.66 or as otherwise awarded, from the Georgia Trauma Commission – Georgia Trauma Care Network Commission, with no local match required, and to amend the Multi-Government Fund by the award amount. The grant funds will be used to purchase equipment to better equip the Columbus Fire and EMS in the treatment of trauma patients.

Background: Funds have been allocated to the Georgia Trauma Commission for the purchase of trauma equipment. In 2007, the Georgia Legislature established the Georgia Trauma Care Network Commission through Senate Bill 60. In 2012, the Georgia Legislature, through SB 489, amended SB 60 and thus O.C.G.A. 31-11-100 to require annual reporting of the Commission's activities to both House and Senate Committees on Health and Human Services. Trauma continues to be the leading cause of death between the ages of 1 -44. Overall, injury is the 4th leading cause of death in the United States, but life-years lost are greater from injury than from 3 other leading causes of death combined, which are heart disease, cancer, and stroke. The grant funds will be used to purchase equipment to better equip Columbus Fire and EMS in the treatment of trauma patients.

Analysis: The Department of Fire and Emergency Medical Services will purchase equipment with funds being reimbursed by the state.

Financial Considerations: The grant is for equipment that will enhance the treatment of the trauma patient, amounting to \$10,662.66, with no matching funds required.

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

Recommendation/Action: Approval is requested to apply for and accept a grant in the amount of \$10,662.66 or as otherwise awarded, from the Georgia Trauma Commission – Georgia Trauma Care Network Commission, with no local match required, and to amend the Multi-Government Fund by the award amount. The grant funds will be used to purchase equipment to better equip the Columbus Fire and EMS in the treatment of trauma patients.

A RESOLUTION
NO. _____

A RESOLUTION TO ACCEPT A GRANT OF \$10,662.66, OR AS OTHERWISE AWARDED, FROM THE GEORGIA TRAUMA COMMISSION - GEORGIA TRAUMA CARE NETWORK COMMISSION GRANT, WITH NO LOCAL MATCH REQUIREMENT AND TO AMEND THE MULTI-GOVERNMENTAL FUND BY THE AMOUNT AWARDED. FUNDS WILL BE UTILIZED FOR THE PURCHASE OF TRAUMA EQUIPMENT TO AID THE CITIZENS OF COLUMBUS AND SURROUNDING COUNTIES.

WHEREAS, trauma is the leading cause of death between the ages of 1 – 44. Overall, injury is the 4th leading cause of death in the United States, but life years lost are greater from injury than three other causes of death: heart disease, cancer, and stroke; and,

WHEREAS, the Columbus Fire and Emergency Medical Services has been approved by the Georgia Trauma Commission – Georgia Trauma Care Network Commission to receive \$10,662.66 of grant monies; and,

WHEREAS, the purchase of trauma equipment will enhance the delivery of trauma service by Columbus Fire and Emergency Medical Services; and,

WHEREAS, the funds have been allocated through the FY2026 Georgia Trauma Commission - Georgia Trauma Care Network Commission Grant; and,

WHEREAS, the equipment will be utilized to respond to trauma emergencies in Columbus and the surrounding counties; and,

WHEREAS, this grant proposal requires the purchase of equipment with state reimbursement of funds, with no matching funds required.

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

- 1) That the Mayor or his designee is hereby authorized to apply for and accept a Georgia Trauma Commission – Georgia Trauma Care Network Commission Grant of \$10,662.66, or as otherwise awarded.
- 2) Amend the Multi-Governmental Fund by \$10,662.66 or the actual amount funded.

Introduced at a regular meeting of the Council of Columbus, Georgia held the _____ day of _____, 2025 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____.
Councilor Anker voting	_____.
Councilor Chambers voting	_____.
Councilor Cogle voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor Hickey voting	_____.
Councilor Huff voting	_____.
Councilor Tucker voting	_____.

Lindsey G. McLemore, Clerk of Council

B.H. "Skip" Henderson III, Mayor

File Attachments for Item:

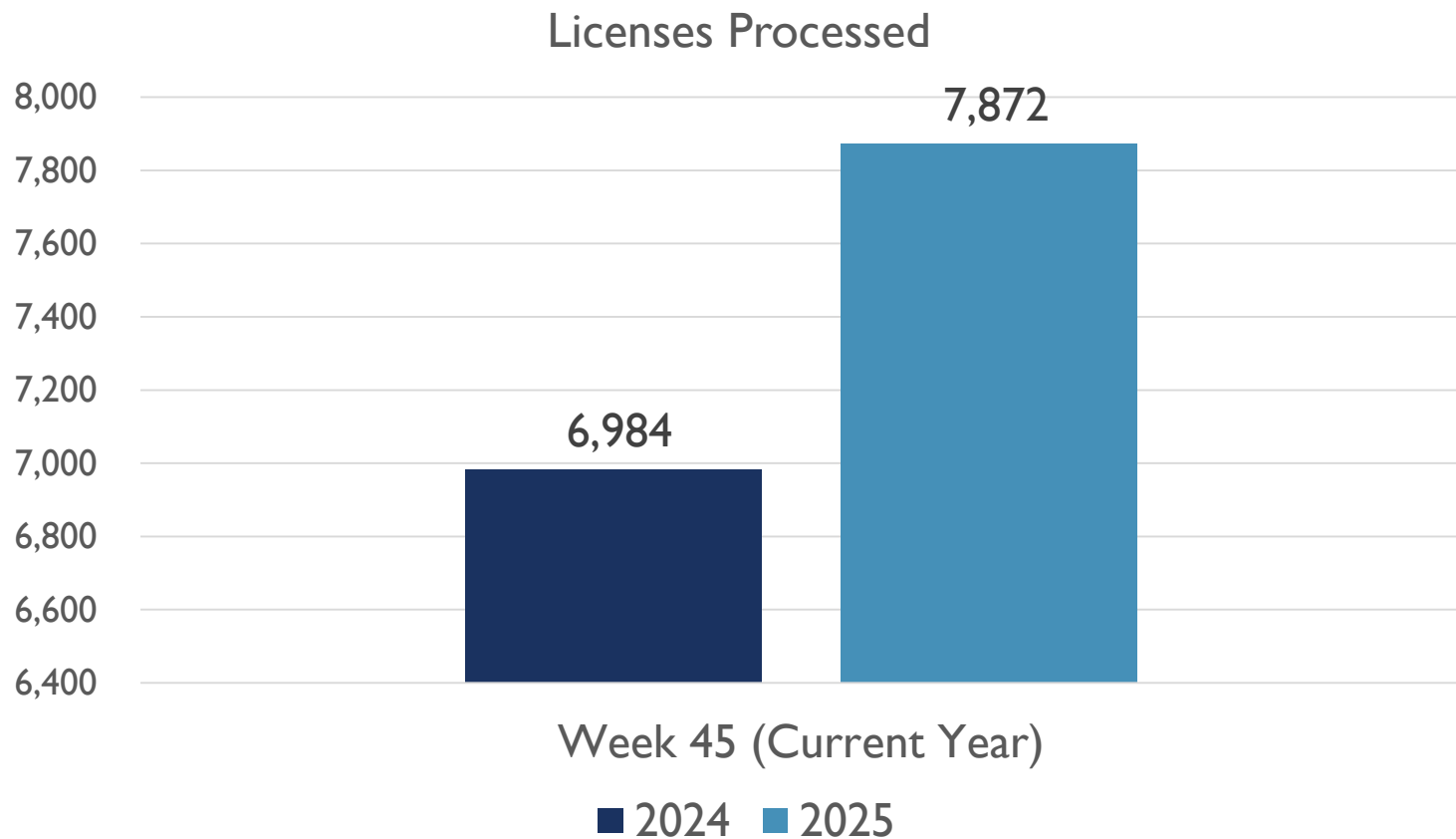
A. Finance Update - Angelica Alexander, Director. Finance

REVENUE DIVISION UPDATE

PRESENTED: NOVEMBER 18, 2025

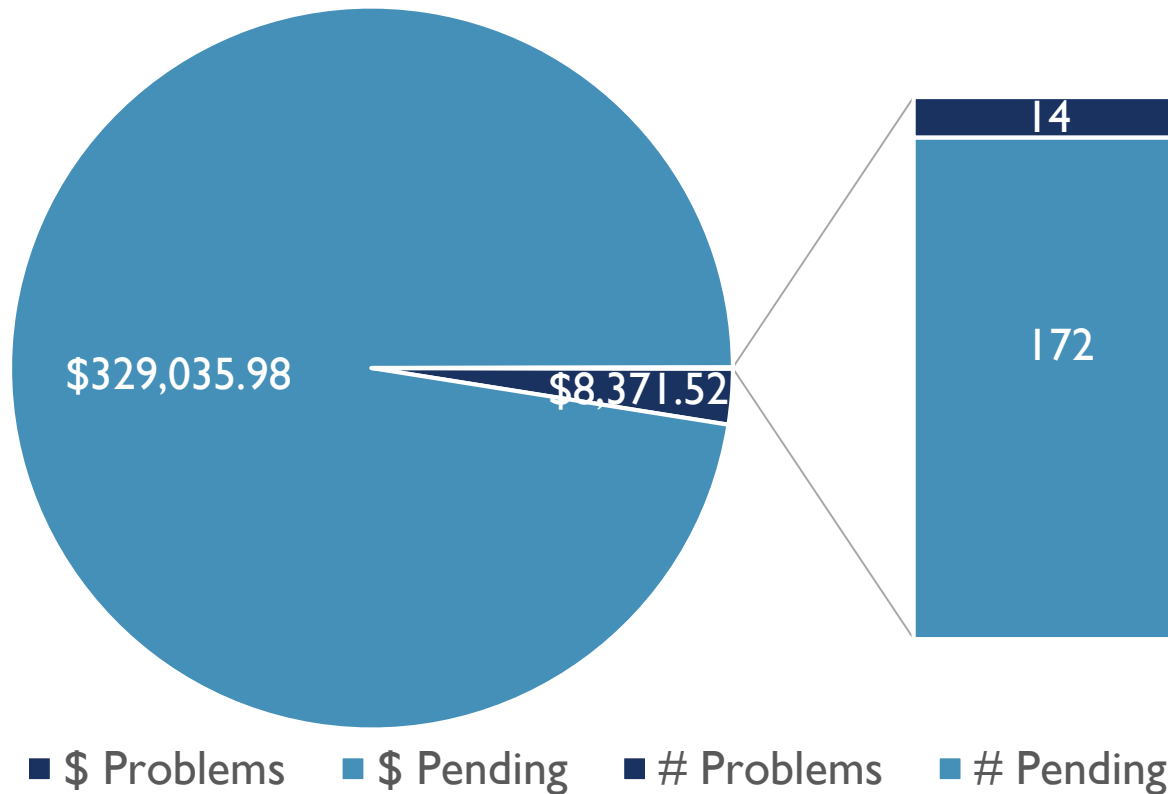


3RD QUARTER UPDATE



3RD QUARTER UPDATE

Lockbox



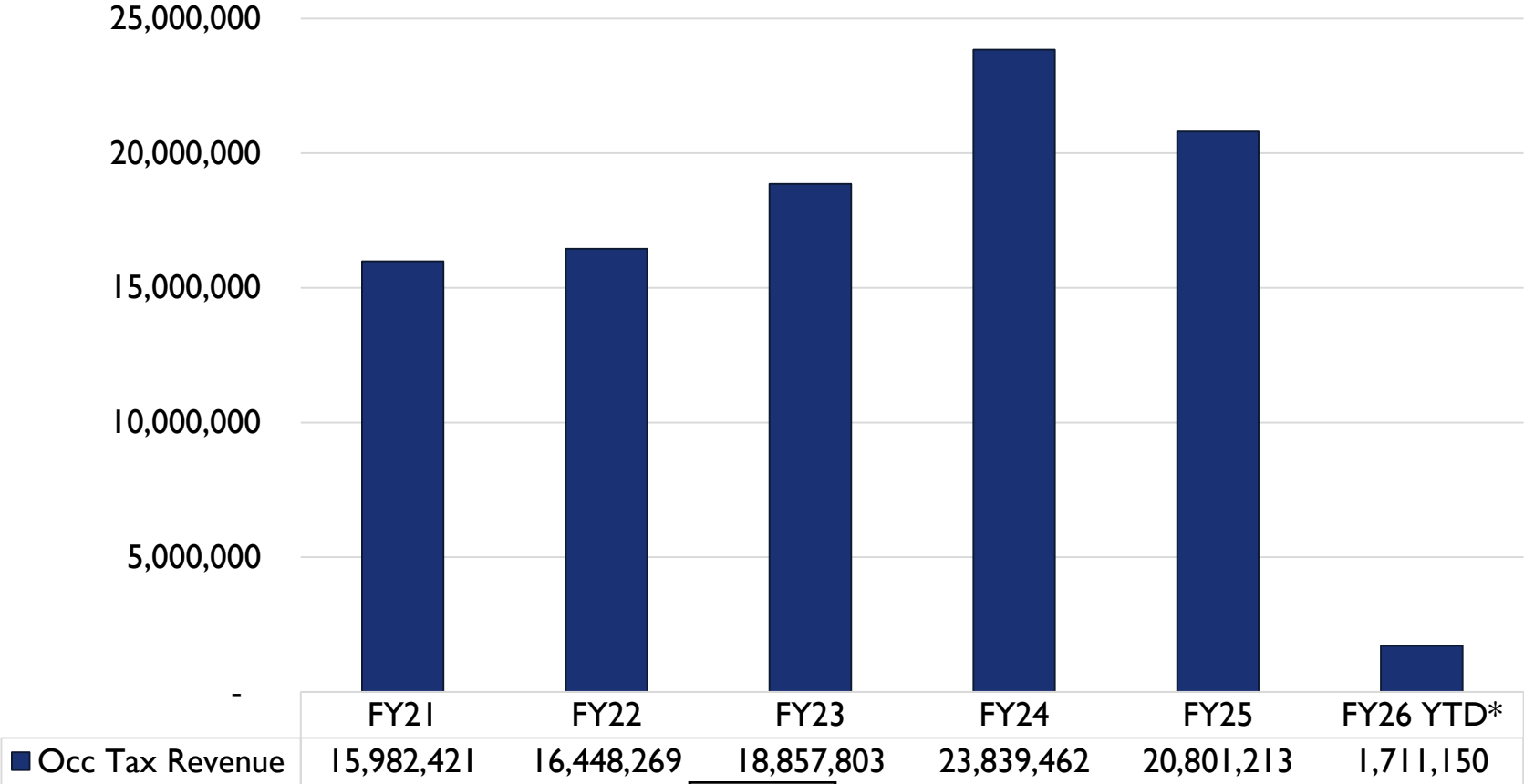
3RD QUARTER UPDATE

- 2025 license renewal processing is current.
- Secondary contact has been made for problem letters.
- Courtesy delinquency notice mailing process was completed ahead of schedule in July 2025.
- Delinquent accounts were turned over to Code Enforcement in August 2025.
- Code Enforcement has approx. 330 open cases remaining from the delinquency list.

3RD QUARTER UPDATE

- Civic Access Self Service (CASS) Portal is live and for public use.
- CASS Portal allows online reporting and remittance of Mixed Drinks (3% Liquor Tax), Hotel/Motel, Vehicle Rental and Alcohol Distributor excise taxes.
- QR code and web page references to CASS Portal have been created and posted in office and on-line.
- Conducting weekly system improvement/online migration meetings with staff from Information Technology, Inspections and Code, and Finance.

OCCUPATION TAX REVENUE



*Unaudited

3RD QUARTER UPDATE

- Personnel
 - Recruitment is challenging but ongoing.
 - Increased participation in job fairs.
 - Continuous review of staff duties and responsibilities as new processes are implemented.

2025 AND BEYOND

- Code Enforcement is an ongoing activity that requires constant communication between Finance and Inspections and Code.
- Collaboration with others to help improve licensing compliance.
- Continue working towards additional automations to improve efficiency.
- Continuously reviewing/updating of operational policies and procedures.
- Consider updating city code to eliminate quarter payments and estimated tax prepayments to assist with process improvements.

Questions?

File Attachments for Item:

DATE: November 18, 2025

TO: Mayor and Councilors

FROM: Finance Department

SUBJECT: Advertised Bids/RFPs/RFPs

November 19, 2025

Dragonfly Trail – Midtown Connector Phase I - RFB No. 26-0003

Scope of Bid

This project consists of constructing a connection from the existing trail at the intersection of Warren Road and Wynnton Road following Bradley Street and Warren Williams Road to Dinglewood Park. The trail also travels through Dinglewood Park to the intersection of 18th Avenue and 13th Street. The project is within the City of Columbus property and public right of way. The project length is approximately 4,956 LF and includes a 10' wide concrete trail, landscape improvements, stormwater improvements, and trail amenities. Additional work associated with the project includes minor demolition and clearing, erosion control, grading, and signage.

Construction Manager as General Contractor Services for Public Safety Building – RFP No. 26-0016

Scope of RFP

Columbus Consolidated Government (the City) is requesting proposals from qualified contractors to engage for Construction Manager as General Contractor (GC) services to construct renovations to the existing Public Safety Building located at 510 10th Street. The renovations will consist of mechanical, electrical, plumbing system upgrades, interior alterations, interior finish upgrades, and exterior shell maintenance and replacement. The estimated construction budget for this project is \$4,500,000.

The selected vendor will be responsible for providing preconstruction services to assist the City and the design team with review and selection of the final scope of work to accommodate the funds available. Following finalization of the scope of work, the vendor will serve as the GC to construct the improvements.

November 21, 2025

Course Instructors for the HR Department/The Learning Center (Annual Contact) – RFP No. 26-0015

Scope of RFP

The Department of HR/The Learning Center is seeking multiple contractors to provide instructors in various training modules to employees interested in growing and developing their skills within the Columbus Consolidated Government. Training will be conducted on an ‘as needed’ basis.

December 10, 2025

Bus Shelters (Annual Contact) – RFP No. 26-0019

Scope of RFB

The Columbus Consolidated Government of Columbus, Georgia (the City) is seeking qualified vendors to provide bus shelters to METRA on an “as needed” basis. The contract term will be for three years.

**Columbus Consolidated Government
Bid Advertisement - Agenda Item**

DATE: November 18, 2025

TO: Mayor and Councilors

FROM: Finance Department

SUBJECT: Advertised Bids/RFPs/RFQs

November 19, 2025

1. Dragonfly Trail – Midtown Connector Phase I - RFB No. 26-0003

Scope of Bid

This project consists of constructing a connection from the existing trail at the intersection of Warren Road and Wynnton Road following Bradley Street and Warren Williams Road to Dinglewood Park. The trail also travels through Dinglewood Park to the intersection of 18th Avenue and 13th Street. The project is within the City of Columbus property and public right of way. The project length is approximately 4,956 LF and includes a 10' wide concrete trail, landscape improvements, stormwater improvements, and trail amenities. Additional work associated with the project includes minor demolition and clearing, erosion control, grading, and signage.

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their skills within the Columbus Consolidated Government. Training will be conducted on an ‘as needed’ basis.

December 10, 2025

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Scope of RFB

The Columbus Consolidated Government of Columbus, Georgia (the City) is seeking qualified vendors to provide bus shelters to METRA on an “as needed” basis. The contract term will be for three years.

File Attachments for Item:

1. Memo: Status of Minutes and Meeting Compliance for Boards, Commissions & Authorities

COLUMBUS CONSOLIDATED GOVERNMENT

Georgia's First Consolidated Government

Post Office Box 1340
Columbus, Georgia 31902-340

Memorandum

To: City Council

From: Lindsey McLemore, Clerk of Council

Date: 11/18/2025

Re: Status of Minutes and Meeting Compliance for Boards, Commissions & Authorities

COMMENTS: Throughout this year, concerns have been raised regarding the forty-three boards, commissions, and authorities—particularly with respect to persistent vacancies and the ongoing inability of several bodies to convene due to lack of quorum. As the Clerk of Council, my office serves as the custodian of all minutes for these entities and oversees their member appointment processes.

All boards, commissions, and authorities are required to comply with the Georgia Open Meetings Act in the same manner as the Columbus Council. This includes the obligation to maintain and provide minutes for public inspection.

As reflected in the attached information, a significant number of boards have not submitted minutes, in some cases for multiple years. Several factors may contribute to these gaps, including turnover in staff or management, chronic quorum issues preventing official meetings, or inconsistent methods of submitting minutes to the Clerk's Office.

While recommendations have been provided to boards unable to convene—such as documenting attempts to meet to avoid any appearance of non-compliance, substantial discrepancies remain. In many cases, the number of minutes received does not align with the expected frequency of meetings required by ordinance or best practice.

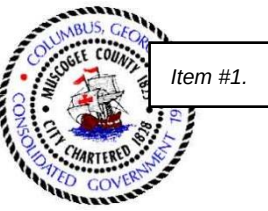
These gaps impact transparency, public confidence, and the ability of Council to monitor board activity and member engagement. Additional guidance or corrective measures may be required to ensure consistent compliance moving forward.

Attachment(s):

Meeting Schedules – Board, Commissions & Authorities
Boards, Commissions & Authorities – Commission Report



Clerk of Council's Office
Columbus Consolidated Government



Meeting Schedules - Boards, Commissions & Authorities

Board	Meeting Schedule	TIME	LOCATION
457 Deferred Compensation Board	Quarterly- 1 st Thursday	10:00 a.m.	City Hall, 1111 1st Ave., Columbus, GA 31901 (Bradley Building, Azaela Room)
Airport Commission	Monthly - 4th Wednesday	9:30 a.m.	Columbus Airport, 2nd Floor Conference Room
Animal Control Advisory Board	Semiannually	Varies	Columbus Library
Audit Committee	Meets as needed	Varies	City Hall, 1111 1st Avenue, Columbus, GA 31901 (1st Floor Conference Room)
Board of Elections & Registration	Monthly - 1st Thursday	2:00 p.m.	City Services Center, 3111 Citizens Way, Columbus GA 31906 (Office of Elections and Registration, 2nd Floor)
Board of Family & Children Services	Monthly - 4th Wednesday	11:30 a.m.	Family & Children Services Building, 2100 Comer Avenue Columbus, GA 31902 (3rd Floor)
Board of Health	Monthly - 4th Wednesday	1:00 p.m.	Health and Human Services Building, 2100 Comer Avenue, Columbus, GA 31904 (2 nd Floor)
Board of Honor	Meets as needed	Varies	City Hall, 1111 1st Avenue, Columbus, GA 31901 (1st Floor Conference Room)
Board of Tax Assessors	Weekly – Monday, excluding holidays	9:00 a.m.	City Services Center, 3111 Citizens Way, Columbus, GA 31906 (Tax Assessors Office, 2 nd Floor)
Board of Waters Commissioners	Monthly – 2 nd Monday	1:30 p.m.	Columbus Water Works, 1421 Veteran Pkwy, Columbus, GA 31901
Board of Zoning Appeals	Monthly – 1 st Wednesday	2:00 p.m.	CCG Annex Building, 420 10th St., Columbus, GA 31901 (1 st Floor Conference Room)
Building Authority of Columbus	Meets as needed	2:00 p.m.	CCG Annex Building, 420 10th St., Columbus, GA 31901 (Deputy City Manager's Conference Room)
CIRCLE	Monthly – 3rd Tuesday	5:15 p.m.	PENDING
Civic Center Advisory Board	Quarterly – 3rd Thursday (February, May, August & November)	10:30 a.m.	Civic Center, 400 4th Street, Columbus, GA 31901 (Conference Room)

Columbus Ironworks Convention & Trade Center Authority	Bi-monthly - 4th Thursday (Even months)	12:00 p.m.	Trade Center, 801 Front Avenue, Columbus, GA 31901 (2nd Level Board Room)	Item #1.
Columbus Sports & Entertainment Authority	PENDING	PENDING	Civic Center, 400 4th Street, Columbus, GA 31901 (Hospitality Suites)	
Community Development Advisory Council	Quarterly – 2 nd Thursday (March, June, September & December)	PENDING	CCG Annex Building, 420 10th Street, Columbus, GA 31901	
Convention & Visitors Board of Commissioners	Monthly – 3rd Wednesday	3:30 p.m.	900 Front Avenue, Columbus, GA 31901	
Cooperative Extension Advisory Board	To be determined	Quarterly - Specifics unknown	CCG Annex, 420 10th Street, Columbus, GA 31901 (Cooperative Extension Multipurpose Room)	
Crime Prevention Board	Quarterly – 3 rd Wednesday (February, April, July & November)	2:30 p.m.	Annex Building, 420 10th Street, Columbus, GA 31901 (Ground Floor Conference Room)	
Development Authority of Columbus	Monthly – 1 st Thursday	8:30 a.m.	Columbus Chamber of Commerce, 1200 6th Avenue, Columbus, GA 31901 (Saunders Boardroom)	
Downtown Development Authority	Meets as needed.	PENDING	PENDING	
Employee Benefits Committee	Bimonthly – 4 th Wednesday (Even months)	10:00 a.m.	PENDING	
Golf Course Authority	Monthly – 4 th Tuesday	4:00 p.m.	Bull Creek Golf Course, 7333 Lynch Road, Midland, GA 31820	
Historic & Architectural Review Board	Monthly – 2 nd Monday	3:30 p.m.	Annex Building, 420 10th Street, Columbus, GA 31901 (Ground Floor Conference Room)	
Hospital Authority of Columbus	Monthly – Last Wednesday, except November & December	11:00 a.m.	Orchard View, 8414 Whitesville Road, Columbus, GA 31909	
Housing Authority of Columbus	Monthly – 3 rd Wednesday	9:00 a.m.	Housing Authority, 1200 Wynnton Road, Columbus, GA 31906 (Executive Board Room)	
Keep Columbus Beautiful Commission	Bimonthly – 2 nd Tuesday (Even months)	12:00 p.m.	City Services Center, 3111 Citizens Way, Columbus, GA 31906	
Land Bank Authority	Monthly – 2 nd Wednesday	12:00 p.m.	Annex Building, 420 10th Street, Columbus, GA 31901	
Liberty District Advisory Committee	Bimonthly – 2 nd Thursday	4:00 p.m.	Civic Center, 400 4th Street, Columbus, GA 31901 (Hospitality Suites)	
New Horizons Community Service Board	Monthly – 2 nd Monday	1:00 p.m.	2100 Comer Avenue, Columbus, GA 31904	
Pension Fund, Employees' Board of Trustees	Monthly – 1 st Wednesday	2:00 p.m.	PENDING	
Personnel Review Board	Monthly – 3 rd Wednesday	1:30 p.m.	City Services Center, 3111 Citizens Way, Columbus, GA 31906 (Council Chambers, 2 nd Floor)	
Planning Advisory Commission	Twice a month – 1 st & 3 rd Wednesday	9:00 a.m.	City Services Center, 3111 Citizens Way, Columbus, GA 31906	

			(Council Chambers, 2 nd Floor)
Public Safety Advisory Commission	Monthly – 3 rd Thursday	Varies	Public Safety Building, 510 10th Street, Columbus, GA 31901
Recreation Advisory Board	Bimonthly – Last Wednesday, except November	12:00 p.m.	Varies
Region Six Advisory Council	Bimonthly – 2 nd Wednesday (Odd months)	1:00 p.m.	West Central GA Regional Hospital, 3000 Schatulga Road, Columbus, Georgia 31907 (Building 4)
Retirees' Health Benefits Committee	Monthly – 2 nd Wednesday	10:00 a.m.	City Services Center, 3111 Citizens Way, Columbus, GA 31906 (Council Chambers, 2 nd Floor)
River Valley Regional Commission	Monthly – 4 th Wednesday, except November & December	10:30 a.m.	116 Rogers Street, Buena Vista, GA 31803
The Medical Center Hospital Authority	Quarterly – 4 th Wednesday (January, April, July & October)	5:00 p.m.	Piedmont Columbus Regional, 707 Center Street, Columbus, GA 31901 (Corporate Center Boardroom, 4 th Floor)
Tree Board	Meets as needed	PENDING	PENDING
Uptown Façade Board	Monthly – 3 rd Monday	3:00 p.m.	Annex Building, 420 10th Street, Columbus, GA 31901 (Ground Floor Conference Room)
Valley Partnership Joint Development Authority	Bimonthly – 3 rd Thursday (Even months)	3:00 p.m.	Columbus Chamber of Commerce, 1200 6 th Avenue, Columbus, GA 31901



Clerk of Council's Office

Columbus Consolidated Government



Boards, Commissions & Authorities – Minute Submission Report

457 Deferred Compensation Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-16-2020	01-21-2021 07-15-2021	01-20-2022 02-15-2022 05-12-2022 10-20-2022	01-19-2023 04-20-2023 07-20-2023 10-19-2023	04-18-2024 10-17-2024	02-06-25 05-01-25

Airport Commission	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-24-20 02-26-20 04-22-20 05-20-20 05-27-20 10-28-20	01-27-21 03-03-21 03-24-21 06-30-21 11-17-21	02-02-22 02-23-22 03-23-22 05-04-22 05-16-22 05-25-22 06-22-22 07-29-22 08-24-22 09-28-22 10-26-22 11-16-22 11-29-22	01-25-23 02-22-23 03-22-23 04-26-23 05-22-23 06-21-23 08-03-23 08-23-23 10-25-23 11-17-23 12-06-23	01-31-24 02-28-24 03-27-24 04-24-24 05-22-24 06-26-24 08-28-24 10-01-24	03-06-25 04-23-25 05-28-25

Animal Control Advisory Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-07-20 06-18-20 10-07-20	02-08-21 03-09-21 05-10-21 06-08-21 08-03-21 09-14-21	01-12-22 06-23-22 09-13-22 10-31-22 12-13-22 03-08-22	01-17-23 02-03-23 03-14-23 06-13-23 08-29-23 11-09-23	01-18-24 03-14-24	04-10-25 08-28-25 09-11-25 09-25-25 10-09-25

Audit Committee	Board Minutes					
	2020	2021	2022	2023	2024	2025
	n/a	n/a	n/a	08-16-23 12-13-23	03-28-24 07-18-24 09-18-24 11-20-24	02-05-25

Board of Elections & Registration	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-16-20 03-05-20 05-07-20 06-09-20 08-11-20	03-04-21 04-01-21 05-06-21 06-03-21 09-02-21	01-06-22 03-17-22 08-18-22 11-15-22	02-02-23 04-13-23 07-06-23 08-03-23 10-05-23 11-02-23 12-07-23	02-08-24 08-20-24	02-06-25 03-06-25 04-03-25 08-07-25 09-04-25

Board of Family & Children Services	Board Minutes					
	2020	2021	2022	2023	2024	2025
	03-11-20	01-21-21 11-18-21	03-17-22 04-21-22 07-21-22 08-18-22 09-15-22 12-15-22		01-18-24 09-19-24	04-30-25

Board of Health	Board Minutes					
	2020	2021	2022	2023	2024	2025
	02-26-20 03-25-20 08-26-20 12-02-20	01-27-21 03-24-21 04-28-21 05-26-21 06-23-21 09-22-21 10-27-21	02-23-22 03-23-22 04-27-22 05-25-22 06-22-22 08-24-22 09-28-22 10-26-22 12-07-22	01-25-23 02-22-23 03-22-23 04-26-23 05-24-23 06-28-23 08-23-23 09-27-23 10-25-23 11-29-23	02-28-24 03-27-24 04-24-24	02-26-25 03-26-25 04-23-25

Board of Honor	Board Minutes					
	2020	2021	2022	2023	2024	2025
		03-26-21 12-09-21	07-27-22	05-24-23	07-03-24	

	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-20	01-21	01-22	01-23	01-24	01-25
Board of Tax Assessors	02-20	02-21	02-22	02-23	02-24	02-25
	03-20	03-21	03-22	03-23	03-24	03-25
	04-20	04-21	04-22	04-23	04-24	04-25
	05-20	05-21	05-22	05-23	05-24	05-25
	06-20	06-21	06-22	06-23	06-24	06-25
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	16-20	16-21	16-22	16-23	16-24	16-25
	17-20	17-21	17-22	17-23	17-24	17-25
	18-20	18-21	18-22	18-23	18-24	18-25
	19-20	19-21	19-22	19-23	19-24	19-25
	20-20	20-21	20-22	20-23	20-24	20-25
	21-20	21-21	21-22	21-23	21-24	21-25
	22-20	22-21	22-22	22-23	22-24	22-25
	23-20	23-21	23-22	23-23	23-24	23-25
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	25-20	25-21	25-22	25-23	25-24	25-25
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	32-20	32-21	32-22	32-23	32-24	
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	40-20	40-21		40-23	40-24	
	41-20	41-21		41-23	41-24	
	42-20	42-21		42-23	42-24	
	43-20	43-21		43-23		
	44-20	44-21				
	45-20					
	46-20					

	Board Minutes					
	2020	2021	2022	2023	2024	2025
	02-10-20	1-11-21	02-14-22	01-09-23	01-08-24	01-13-25
Board of Waters Commissioners	05-11-20		03-14-22	03-13-23	05-13-24	03-10-25
	08-10-20		04-11-22	04-10-23	06-17-24	05-12-25
	10-19-20		05-09-22	05-15-23	09-09-24	06-16-25
	11-16-20		07-11-22	06-19-23		
	12-14-20		11-14-22	09-11-23		
				10-16-23		
				11-13-23		
				12-11-23		

Board of Zoning Appeals	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-08-20 03-05-20 05-06-20 06-03-20 07-01-20 08-05-20 09-02-20 10-07-20	12-01-21	02-02-22 06-01-22 07-06-22 09-07-22 10-04-22 12-07-22	01-04-23 02-01-23 03-01-23 05-03-23 05-05-23 06-07-23 11-01-23 12-06-23	01-03-24 02-07-24 03-06-24 04-03-24 05-01-24 06-05-24 07-03-24 10-02-24 11-06-24 12-04-24	01-08-25 02-05-25 03-05-25 04-02-25

Building Authority of Columbus	Board Minutes					
	2020	2021	2022	2023	2024	2025
		10-13-21 11-04-21	06-29-22 10-25-22		03-27-24	

CIRCLE	Board Minutes					
	2020	2021	2022	2023	2024	2025
	05-19-20 06-16-20 09-15-20 10-20-20 11-17-20	01-19-21 02-16-21 03-16-21 04-20-21 06-15-21 07-20-21 08-17-21 10-19-21		07-18-23	02-20-24	

Civic Center Advisory Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-16-20		05-19-22 07-21-22 09-15-22 12-01-22	01-19-23 03-16-23 06-07-23 09-21-23 11-16-23	02-15-24	

Columbus Ironworks Convention & Trade Center Authority	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-23-20 02-27-20 03-26-20 04-23-20 05-28-20 06-25-20 09-24-20 10-09-20 10-22-20	01-28-21 02-23-21	01-27-22 02-24-22	02-23-23 04-27-23 06-29-23 08-24-23 10-19-23 12-14-23	02-22-24 04-25-24 06-27-24	02-28-25 03-27-25 05-22-25 06-20-25 08-28-25

Columbus Sports & Entertainment Authority <i>Created 2025</i>	Board Minutes					
	2020	2021	2022	2023	2024	2025
	n/a	n/a	n/a	n/a	n/a	10-20-25 11-10-25

Community Development Advisory Council	Board Minutes					
	2020	2021	2022	2023	2024	2025
	05-11-20 12-10-20	06-10-21 12-09-21	06-09-22 12-08-22 09-08-22	06-08-23 09-14-23 12-14-23	12-12-24	

Convention & Visitors Board of Commissioners	Board Minutes					
	2020	2021	2022	2023	2024	2025
	10-21-20 11-18-20	01-20-21 02-17-21 03-17-21 04-21-21 05-19-21 08-18-21 09-15-21 10-20-21 11-17-21	01-19-22 02-16-22 03-16-22 04-20-22 05-18-22 08-17-22 11-16-22	01-18-23 02-15-23 03-15-23 04-19-23 05-17-23 06-21-23 10-18-23	01-17-24 02-21-24 03-20-24 04-17-24 05-15-24 06-20-24 08-21-24 09-18-24 10-16-24 11-20-24	01-15-25 05-21-25 06-11-25 08-20-25

Cooperative Extension Advisory Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-29-20	04-19-21				

Crime Prevention Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	05-13-20 05-20-20 06-03-20	02-16-21 04-14-21 04-28-21 05-12-21 05-26-21 11-17-21 06-03-21	01-18-22 02-15-22 03-22-22 04-19-22 05-03-22 05-25-22 06-06-22	02-16-23 04-13-23 05-17-23	02-21-24 03-20-24 04-17-24 07-22-24 07-29-24	02-26-25 05-14-25 06-04-25 07-24-25

Development Authority of Columbus	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-09-20 02-06-20 03-05-20 04-02-20 05-07-20 06-04-20 07-09-20 08-06-20 09-10-20 11-05-20 12-03-20 12-17-20	01-07-21 01-19-21 02-04-21 03-04-21 04-08-21 05-06-21 06-03-21 07-01-21 09-02-21 09-23-21 11-04-21 12-02-21	01-13-22 02-10-22 03-03-22 04-07-22 06-02-22 08-04-22 09-01-22 10-13-22 12-01-22	01-05-23 02-02-23 03-02-23 04-13-23 05-04-23 06-01-23 06-15-23 07-13-23 09-07-23 10-05-23 11-02-23 12-07-23	03-07-24 04-04-24 06-06-24 07-18-24 08-01-24 09-12-24	03-06-25 04-03-25 05-01-25 06-05-25 06-17-25

Downtown Development Authority <i>Began meeting again in 2025</i>	Board Minutes					
	2020	2021	2022	2023	2024	2025
	n/a	n/a	n/a	n/a	n/a	07-10-25

Employee Benefits Committee	Board Minutes					
	2020	2021	2022	2023	2024	2025
	02-26-20 06-24-20 08-26-20 10-28-20	04-21-21 02-24-21 06-23-21 08-25-21	04-21-22 06-22-22 08-24-22 10-26-22	02-22-23 04-17-23 06-28-23 08-23-23 10-25-23	02-28-24 04-24-24 06-26-24 08-28-24	02-26-25 04-07-25

Golf Course Authority	Board Minutes					
	2020	2021	2022	2023	2024	2025
	05-26-20 06-23-20 07-21-20 08-25-20 09-15-20 11-17-20	01-26-21 06-22-21 07-27-21 08-17-21 10-26-21	01-25-22 04-28-22 06-28-22 09-27-22	02-28-23 03-28-23 05-23-23 07-18-23 09-26-23	02-27-24 03-26-24 04-22-24 06-04-24 06-25-24 07-23-24 08-20-24 09-24-24 10-22-24 11-19-24	01-14-25 01-22-25 03-25-25 04-22-25 05-28-25 09-23-25

Historic & Architectural Review Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
		05-10-21 06-14-21 07-12-21	02-14-22 01-09-22 03-14-22 04-11-22 09-12-22 10-11-22 11-14-22 12-12-22	08-14-23 02-13-23 03-13-23 04-13-23 05-08-23 06-12-23 07-10-23 09-11-23 10-10-23 11-13-23	01-08-24 02-12-24 03-11-24 04-08-24 05-13-24 06-10-24 08-12-24 9-09-24 11-12-24 12-09-24	01-13-25 02-10-25 03-10-25 04-14-25 05-12-25 06-23-25 07-23-25 08-11-25

Hospital Authority of Columbus	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-28-20	02-23-21	01-25-22	01-31-23	01-30-24	01-28-25
	02-25-20	04-27-21	03-01-22	02-28-23	02-27-24	02-25-25
	04-28-20	05-25-21	04-26-22	03-28-23	03-26-24	03-25-25
	05-26-20	06-29-21	05-31-22	04-25-23	04-30-24	04-29-25
	06-30-20	10-26-21	06-28-22	05-30-23	05-28-24	05-27-25
	07-28-20		07-26-22	06-27-23	06-25-24	06-23-25
	08-25-20		08-30-22	07-25-23	07-30-24	07-29-25
	09-29-20		10-25-22	08-29-23	08-27-24	08-28-25
	10-27-20		09-27-22	09-26-23	09-24-24	09-30-25
					10-29-24	

Housing Authority of Columbus	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-15-20	01-20-21	01-19-22	02-15-23	01-25-24	
	03-25-20	03-17-21	02-16-22	01-18-23	03-20-24	
	04-15-20	04-21-21	03-16-22	03-15-23	04-23-24	
	05-20-20	04-29-21	04-20-22	04-19-23	05-15-24	
	06-17-20	05-19-21	06-15-22	05-17-23	06-19-24	
	08-19-20	06-16-21	07-27-22	06-21-23	07-24-24	
	09-16-20	08-18-21	09-28-22	07-19-23	08-28-24	
	10-21-20	09-15-21	12-14-22	08-16-23	09-25-24	
	12-16-20	10-20-21	05-25-22	09-20-23	10-23-24	
		12-15-21		10-18-23	12-18-24	
				12-13-23		

Keep Columbus Beautiful Commission	Board Minutes					
	2020	2021	2022	2023	2024	2025
	02-06-20	02-04-21		01-11-23	04-11-24	02-05-25
	02-19-20	04-08-21		02-06-23		04-16-25
	05-19-20	06-03-21		03-08-23		
	06-04-20	04-20-21		10-25-23		
	06-09-20					
	08-06-20					
	10-08-20					
	10-13-20					
	12-03-20					
	12-08-20					

Land Bank Authority	Board Minutes					
	2020	2021	2022	2023	2024	2025
	02-27-20	02-04-21	04-13-22	02-08-23	01-10-24	01-08-25
	08-06-20	04-01-21	06-08-22	03-08-23	02-14-24	02-12-25
	10-01-20	07-01-21	08-03-22	04-12-23	03-13-24	03-12-25
	12-03-20	09-09-21	10-05-22	05-17-23	04-10-24	05-14-25
			12-07-22	06-14-23	05-08-24	
				07-12-23	06-12-24	
				08-09-23	07-10-24	
				09-21-23	08-14-24	
				10-11-23		
				12-13-23		
				11-08-23		

Liberty District Advisory Committee	Board Minutes					
	2020	2021	2022	2023	2024	2025
	n/a	n/a	n/a	11-15-23	01-10-24 03-14-24 05-09-24 07-19-24 10-16-24 11-20-24	03-13-25 05-21-25 07-10-25 09-11-25

New Horizons Community Service Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	09-14-20 08-10-20	01-11-21 02-08-21 04-12-21 05-10-21 06-14-21 08-09-21 08-25-21 09-13-21 10-11-21 12-13-21	01-10-22 02-14-22 03-14-22 05-09-22 06-13-22 08-15-22 09-12-22 10-10-22 12-12-22		02-12-24 03-11-24 05-13-24 06-17-24 08-12-24	02-10-25 03-10-25 05-12-25

Pension Fund, Employees' Board of Trustees	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-08-20 02-12-20 03-11-20 10-14-20 11-18-20	01-13-21 02-10-21 03-10-21 08-11-21	01-12-22 02-09-22 03-09-22 08-10-22 09-14-22 10-12-22 11-09-22	04-12-23 05-10-23 06-21-23 08-16-23 09-13-23	01-10-24 02-14-24 03-13-24 04-10-24 05-08-24 06-13-24 06-26-24 10-09-24 11-13-24	01-08-25 02-12-25 03-12-25 04-09-25 05-14-25 06-11-25

Personnel Review Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	06-18-20 09-17-20	01-27-21 05-19-21 06-23-21 11-19-21		01-19-23 05-24-23		06-02-25 07-16-25 05-21-25

Planning Advisory Commission	Board Minutes					
	2020	2021	2022	2023	2024	2025
	02-05-20 03-04-20 03-18-20 05-18-20 05-20-20 06-03-20 07-15-20 08-05-20 12-16-20	01-20-21 02-17-21 03-03-21 04-07-21 04-21-21 05-05-21 05-19-21 06-02-21 06-16-21 07-17-21 08-18-21 09-01-21 09-15-21 10-06-21 10-20-21 11-03-21 11-17-21 12-01-21 12-15-21	01-05-22 02-02-22 03-02-22 03-16-22 04-06-22 05-18-22 06-01-22 07-20-22 08-17-22 09-07-22 09-21-22 10-05-22 12-07-22	01-04-23 03-01-23 03-15-23 04-19-23 05-17-23 06-21-23 07-19-23 09-20-23 10-04-23 10-18-23 11-01-23 11-15-23 12-06-23	03-06-24 01-17-24 03-20-24 04-17-24 05-15-24 06-12-24 08-21-24 09-18-24 11-20-24 12-18-24 10-16-24 11-06-24	01-15-25 03-05-25 03-19-25 04-16-25 05-21-25 08-06-25 09-03-25

Public Safety Advisory Commission	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-23-20	01-21-21	01-20-22	09-21-23		
	02-20-20	02-18-21	02-17-22			
	03-20-20	03-18-21	03-17-22			
	04-16-20	07-15-21	04-21-22			
	05-21-20	08-19-21				
	06-18-20	09-16-21				
	07-16-20	11-18-21				
	08-20-20	12-16-21				
	09-17-20					
	10-06-20					
	10-15-20					
	10-20-20					
	11-02-20					
	11-19-20					

Recreation Advisory Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	01-29-20	03-31-21	03-23-22	03-22-23		
	05-27-20	08-25-21	09-28-22	05-24-23		
	07-29-20	09-29-21		07-26-23		
	09-30-20	11-17-21				

Region Six Advisory Council	Board Minutes					
	2020	2021	2022	2023	2024	2025
		11-10-21	03-10-22 05-11-22 09-14-22 11-09-22	05-10-23 07-12-23		

Retirees' Health Benefits Committee	Board Minutes					
	2020	2021	2022	2023	2024	2025
	02-19-20 08-19-20 11-18-20	02-17-21 05-19-21 08-18-21 11-17-21	02-16-22 05-18-22 08-17-22 11-16-22	02-15-23 08-16-23 11-15-23	02-21-24 05-15-24 08-21-24	05-21-25

River Valley Regional Commission	Board Minutes					
	2020	2021	2022	2023	2024	2025
		03-24-21 04-28-21 05-26-21 08-25-21 10-27-21 06-23-21 11-27-21	01-26-22 02-23-22 03-23-22 04-27-22 05-25-22 06-22-22 08-24-22 10-26-22 12-07-22	02-22-23 04-26-23 05-24-23 06-28-23 08-23-23 10-25-23 12-06-23	04-24-24 05-22-24 08-28-24 09-25-24 12-11-24	

The Medical Center Hospital Authority	Board Minutes					
	2020	2021	2022	2023	2024	2025
			01-26-22 04-27-22 07-27-22 10-26-22	01-25-23 04-26-23 07-26-23 10-25-23	01-24-24 04-24-24	

Tree Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
			08-22-22 10-24-22	02-09-23 10-05-23	06-20-24	

Uptown Façade Board	Board Minutes					
	2020	2021	2022	2023	2024	2025
	02-17-20	01-19-21	02-25-22	01-17-23	04-15-24	01-17-25
	05-18-20	01-29-21	03-21-22	03-20-23	05-20-24	
	07-20-20	02-15-21	04-21-22	04-17-23	07-23-24	
	09-21-20	03-15-21	05-16-22	05-22-23	08-19-24	
	10-19-20	04-19-21	06-15-22		09-16-24	
	11-16-20		07-18-22		10-21-24	
	12-15-20				11-18-24	

File Attachments for Item:

2. Animal Control Advisory Board: 2025 Meetings Summary

**THE NEXT MEETING of the ANIMAL SERVICES ADVISORY BOARD will be in
the Bety Van Cleave room in the Columbus Public Library on
MONDAY, NOVEMBER 17 AT 4:00.**

This is a summary of what the ANIMAL SERVICES ADVISORY BOARD has done thus far this year:

1. **January 2025** - There was no meeting due to the impending transition to PAWS\
2. **Feb. 24, 2025** – meeting 3:00 to 4:00 – PAWS Community Room
No quorum present. The purpose of this **working session** was for PAWS to update the Animal Services Advisory Board on the first three weeks of the transition of CACC to PASD (Paws Animal Services Division).
3. **March 6, 2025** – meeting 3:00 to 4:00 – PAWS Training Room
No quorum present. The purpose of this session was to familiarize ourselves with PAWS policies and procedures.

OFFICIAL MEETING

4. **April 10, 2025** – meeting 3:00 – 4:00 – Columbus Library, Synovus Room A
Formal Meeting since quorum was present. Many items relating to the transition were discussed – to include policies, volunteers, new hours. **Minutes attached**
5. **May 20, 2025** – meeting 3:00-4:00 - Columbus Library, Synovus Room A
No quorum present. The purpose of this meeting was to begin the task of updating the Columbus Consolidated Government Ordinances, Chapter 5: ANIMALS
6. **June 17, 2025** – meeting 3:00 – 4:00 – Columbus Library, Betty Van Cleave Meeting Room. No quorum present. We continued to work on ordinances.
7. **July 15, 2025** – meeting 4:30 – 5:30 – Columbus Library, Synovus Room A
No quorum present. We continued to work on ordinances.

OFFICIAL MEETING

8. **August 28, 2025** – meeting 4:30 – 5:30 – Columbus Library, Synovus Room A
Quorum present. We continued to work on ordinances. **Minutes attached**

OFFICIAL MEETING

9. **September 11, 2025** – meeting 4:00 – 5:30 – Columbus Library, Synovus Room A
Quorum was present. We continued to work on ordinances. **Minutes attached**

OFFICIAL MEETING

10. **September 25, 2025** – meeting 3:00 – 4:30 – Columbus Library, Synovus Room A
Quorum was present. We continued to work on ordinances. **Minutes attached**
11. **October 9, 2025** – meeting 4:00 – 5:30 – Columbus Library, Synovus Room A
No quorum present. We continued to work on ordinances. **Minutes attached**

File Attachments for Item:

3. Resignation – Email correspondence from Toney Johnson, resigning as the Historic District Preservation Society Representative on the Historic & Architectural Review Board (BHAR).

From: Toney Johnson <[REDACTED]>
Sent: Thursday, October 23, 2025 10:23 AM
To: Claire M Mitchell <Mitchell.Claire@columbusga.org>; Susan Berry
<[REDACTED]>
Subject: Re: [EXTERNAL] Procedure/Format for Resignation from BHAR

Claire,

Thanks for your response and please let this email serve as official notice of my resignation as 1 January 2026.

Thanks again

Toney Johnson

File Attachments for Item:

4. Resolution – A Resolution excusing the absence of Councilor Toyia Tucker from the November 18, 2025, Regular Council Meeting.

RESOLUTION**NO. ____**

A Resolution excusing Councilors absence.

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES:

Pursuant to Section 3-103(6) of the Charter of Columbus, Georgia, Councilor Toyia Tucker is hereby excused from attendance of the November 18, 2025, Council Meeting for the following reasons:

Personal Business:

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 18th day of November 2025 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Anker	voting _____
Councilor Chambers	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Hickey	voting _____
Councilor Huff	voting _____
Councilor Tucker	voting _____

Lindsey G. McLemore
 Clerk of Council

B. H. "Skip" Henderson, III
 Mayor

Form revised 11-1-79, Approved by Council 11-6-79

File Attachments for Item:

5. Minutes of the following boards:

457 Deferred Compensation Board 08-07-25

Board of Tax Assessors #38-25

Board of Zoning Appeals 08-06-25

Board of Zoning Appeals 10-01-25

Columbus Golf Authority 09-23-25

Columbus Sports & Entertainment Authority 10-20-25

Columbus Sports & Entertainment Authority 11-10-25

Hospital Authority 07-29-25

Hospital Authority 08-28-25

Hospital Authority 09-30-25

Keep Columbus Beautiful Commission 02-05-25

Keep Columbus Beautiful Commission 04-16-25

Land Bank Authority 02-12-25

Land Bank Authority 03-12-25

Land Bank Authority 05-14-25

Planning Advisory Commission 10-01-25

Columbus Consolidated Government
457 Deferred Compensation Plan Board

Meeting Minutes

August 7, 2025

Members Present: Steven Hord, Rhonda Davis, Reather Hollowell, Angelica Alexander, and Drale Short

Members Absent: N/A

Staff Present: Lucy Sheftall, Sheila Risper, Cynthia Holliman, Destiny Chisolm

Consultant: Jeff Kuchta, Jacqueline Corstange (Empower)

Corebridge Rep: Christine Bone, Krista Hill, Darryl Knox

Key Topics:

- **Approval of Minutes:** The minutes from the May 1, 2025, meeting were approved.
- **Empower Annual Review:** Empower consultant presented the annual plan review covering the two legacy 457 plans (Heritage Mass Mutual and Empower).
- **Highlights:** Total assets for Heritage Mass Mutual: \$5.7 million; 60 participants. Majority of participants have not registered online; digital engagement remains low.
- Empower offered to provide participant education materials and host virtual sessions to encourage online registration, beneficiary updates, and investment awareness. The Empower consultant(s) will provide educational materials for distribution, a beneficiary report for both plans, and coordinate with Cynthia Holliman (CCG Senior Pension Plan Administrator) on obtaining participant email addresses for targeted outreach.
- **Investment Report:** Jeff presented the Q2 2025 investment performance report. The Vanguard U.S. Growth Fund was replaced with a Large Cap Growth Index Fund in late June. American Funds target date series continues to perform well relative to benchmarks. Plan assets show consistent growth and strong participation among newer employees. It was agreed that future agendas will list the Investment Report as the final item, allowing entry into executive session if needed.
- The Committee confirmed the addition of the 2065 Target Date Fund to the lineup.
- **Corebridge Education Update:** 174 new hires received plan information during benefits orientation. Corebridge's Client Experience Representative continues her proactive outreach to participants to update beneficiaries and assist with logins. Three (3) financial workshops were hosted, including topics on financial wellness, retirement planning, and investing basics. Feedback indicated positive participant interaction and outreach effectiveness.
- **Administrative Discussion:** It was agreed that future agendas will list the Investment Report as the final item, allowing entry into executive session if needed. The Committee confirmed the addition of the 2065 Target Date Fund to the lineup.

- The Committee discussed the confidentiality of investment reports. Per legal counsel, performance reports may be treated as privileged during the most recent two quarters, with executive session procedures used for sensitive discussions.
- Future meetings may enter executive session during investment reviews if necessary.

Action Items:

- Empower to send printed and electronic education materials.
- Empower to schedule a virtual education/Webex session for participants.
- Cynthia Holliman to assist in providing participant email data.
- Jacqueline (Empower) to provide a beneficiary report for both plans.



Columbus, Georgia, Board of Tax Assessors

GEORGIA'S FIRST CONSOLIDATED GOVERNMENT

Item #5.

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

Kathy Jones
Assessor

Clay Hood
Assessor

Doug Jefcoat
Assessor

Lanitra Sandifer Hicks
Vice Chairman

Chief Appraiser
Suzanne Widenhouse

MINUTES #38-25

CALL TO ORDER: Chairman Jayne Govar calls the Columbus, Georgia Board of Assessors' meeting to order on Wednesday, Oct 22nd, 2025 at 9:00 A.M.

PRESENT ARE:

Chairman Jayne Govar
Vice Chairman Lanitra Sandifer Hicks
Assessor Kathy Jones
Assessor Doug Jefcoat
Assessor Clay Hood
Chief Appraiser/Secretary Suzanne Widenhouse
Deputy Chief Appraiser/Recording Secretary Sub. Glen Thomason

APPROVAL OF AGENDA: Assessor Hood motions to accept the agenda with noted changes. Assessor Jefcoat seconds and the motion carries.

APPROVAL OF MINUTES: Assessor Jones motions to accept the minutes as presented. Assessor Jefcoat seconds and the motion carries.

MISCELLANEOUS:

- Reminder that Chief Appraiser Widenhouse will be absent for the board meetings on the 29th and the 5th, due to surgery.

At 9:04, Chief Appraiser Widenhouse presents for Administrative Division to the Board:

- Homesteads - #185 020 013 - Signed & Approved.

At 9:10 Personal Property Manager Stacy Pollard presents to the Board:

- Audit Results - Signed & Approved. Assessor Jefcoat recused himself from Aores Medical Group parcels.
- No Change Audit Results - placed into record.

At 9:12, Residential Property Manager Jeff Milam presents for Residential Division to the Board:

- BOE Results - Signed & Approved.
- Waiver & Releases - Signed by Chairman Govar.

At 9:40, Commercial Property Manager Jeff Milam presents for Commercial Division to the Board:

- Waiver & Releases - Signed by Chairman Govar.

At 9:48, Chief Appraiser Suzanne Widenhouse presents to the Board:

- Settlement Agreement - Chairman Jayne Govar recused herself. Signed & Approved.
- Bond Update - discussion only.
- Executive Session - Personnel - Assessor Jones motions to enter into Executive Session @ 9:55. Assessor Jefcoat seconds and the motion carries.
- Assessor Jefcoat motions to end the Executive Session at 11:19. Assessor Jones seconds and the motion carries. No votes taken.

Vice Chairman Lanitra Sandifer Hicks motions to adjourn the meeting. Assessor Hood seconds and the motion carries. At 11:20, Chairman Jayne Govar adjourns the meeting without any objections.

Suzanne Widenhouse
Chief Appraiser/Secretary

APPROVED:  10/29/2025

MIN# 39-25 NOV 05 2025


J. GOVAR
CHAIRMAN


K. JONES
ASSESSOR


D. JEFCOAT
ASSESSOR


C. HOOD
ASSESSOR


L. SANDIFER HICKS
VICE CHAIRMAN

Call TO ORDER: Shaun Roberts calls the Board of Zoning Appeals to order on Wednesday, September 3rd, 2025, at 2:00 P.M.

PRESENT ARE:

Shaun Roberts

Angela Strange

Phillip Smith

Alissa Neal

CITY PERSONEL:

Will Johnson

BZA-08-25-001498

9307 Veterans Pkwy.

- Robert Alley present for Waffle House. To request for sign height to be raised from 6 feet to 10 feet due to a wall constructed by the Department of Transportation blocking it. Angela Strange motions to approve. Alissa Neal seconds. All vote to approve. Motion carries.

APPROVAL OF MINUTES: Neal motions to approve minutes. Strange seconds. All vote to approve and the motion carries.

Neal motions to approve Kathleen Mullins absence due to a realtor training. Strange seconds. All vote to approve. Motion carries.

Neal motions to approve Ernest Smallman IV's absence due to being on vacation. Strange seconds. All vote to approve. Motion carries.

Roberts adjourns meeting at 2:05 P.M.

Call TO ORDER: Shaun Roberts calls the Board of Zoning Appeals to order on Wednesday, October 1st, 2025, at 2:00 P.M.

PRESENT ARE:

Shaun Roberts

Angela Strange

Phillip Smith

Kathleen Mullins

APPROVAL OF MINUTES: Angela Strange motions to approve the minutes. Kathleen Mullins seconds. All vote to approve. Motion carries.

BZA-08-25-001545

524 Broadway.

- Kathryn Rizzo present to request a variance for side porch and stairs to be 3' off the property line. Rizzo presents a packet to the board. Molly Smith, chair of BHAR, and Emily Flournoy uptown representative are present and wanted to clarify they passes the structure but did not feel comfortable approving a setback change due to not being able to notify neighbors. Strange motions to approve. Mullins seconds. All vote to approve. Motion carries.

BZA-09-25-001701

3434 University Ave.

- Larry Finch present of Moon Meeks & Associates to request a variance to reduce the number of parking spaces to 21 spaces provided. Mullins motions to approve. Strange seconds. All vote to approve. Motion carries.

BZA-09-25-001704

5266 23rd Ave

- Jonathan Oliver present to request a variance to reduce side setback for an accessory structure from 5' required to 1' from property line. Strange motions to approve. Mullins seconds. All vote to approve. Motion carries.

BZA-09-25-001714

5996 Warm Springs Rd.

- Brad Smith present to request a variance from parking stall and bay dimensions requirements of 20' parking stall length for 90-degree parking. The request is to change this parking stall's length from 20' to 18'. Appellant also requests a reduction from 368 required parking spaces to 255. Mullins motions to approve. Strange seconds. All vote to approve. Motion carries.

BZA-09-25-001732

1409 Elmwood Dr.

- Katrin Meidell and James Meidell present to appeal the denial of a Certificate of Appropriateness for the installation of rooftop solar panels by the Board of Architectural and Historical Review. Molly Smith chair of BHAR is present in opposition and to support BHAR's decision. Phillis Gilbert present in support of the reconsideration of solar within historic districts. Claire Beddingfield present in opposition. Martha Ruth Watley present is opposition. Mullins motions to deny. Strange seconds. All vote to deny. Motion carries.

Roberts addresses a previous variance request that is asking for a reconsideration within a year of the vote. The address is 2122-1 Smith Rd and both parties are willing to return. Mullins motions to approve to hear the variance before the year time frame. Strange seconds. All vote to approve. Motion carries.

Mullins inquires with Phillip Smith if there will ever be more than 5 members of BZA, and if there will ever be an increase to 7 members due

to when board members are missing. Mullins then brings up that Molly Smith from BHAR called her and informed her that BZA and BHAR were names in a lawsuit regarding a roofing decision on a previous variance. Smith informed her he was unaware and that Ryan Pruett would have more information. She then inquires what the next steps would be if someone doesn't replace a denied variance for roofing. Smith replies saying they would be fined and need to go to environmental court. Mullins inquires about obtaining more clarity on hardships.

Mullins makes a motion to approve. Ernest Smallman IV and Alissa Neals absences. Strange seconds. All vote to approve. Motion carries.

Meeting adjourned 3:12 P.M.

COLUMBUS GOLF AUTHORITY MINUTES

SEPTEMBER 23, 2025

Chairman William Roundtree called the meeting to order.

Minutes of the August 21, 2025, meeting of the Authority were approved by unanimous vote upon a motion by Ken Crumpler, seconded by Gerald Miley.

Superintendent Steve Brown reported his crews have been working daily on mowing to keep pace with the prime growing season featuring warm nights. Work also is ongoing to maintain and repair problems with the aging irrigation system at Bull Creek Golf Course, which is more than 25 years old.

Pre-emerge and post-emerge herbicides also have been laid down and work will move tomorrow to Oxbow Creek Golf Course to promote healthy tees and fairways. Crews soon will be turning back to working on trees, bunkers and other problem areas.

Director of Golf Jim Arendt said bunkers throughout both Bull Creek courses are worn out and need to be renovated. With that in mind, he said he has been in contact with a company that features a rather new approach to bunker renovation, which includes relining bunkers with "capillary concrete" that serves to line the bunkers with material that allows proper drainage while preventing rock and gravel from seeping upward. The conversation included a proposal that could allow conversion of four or five "sample" applications at Bull Creek at a cost of \$25,000-\$50,000.

Arendt said he would like to see the process applied to some of the bunkers in most desperate need of repair. A determination could then be made whether the process is the correct one for a more thorough renovation of the courses' bunkers.

Stephanie Leohr made a motion, seconded by Alonzo Jones, to authorize spending up to \$50,000 for application on selected sample bunkers. The motion was unanimously approved.

Arendt reported that for the first two months of the new fiscal year, Oxbow Creek generated almost \$140,000 toward its annual budget of \$721,000.

During the same two-month period, Bull Creek revenues totaled more than \$282,000, and already has recorded more than \$505,000 toward its annual budget of \$2.41 million. When Godwin Creek Golf Course revenues are added, the total to date exceeds \$517,000.

September's first three weeks have also been great revenue producers at both Golf Courses, Arendt said, with Bull Creek recording more than \$177,000 and Oxbow generating more than \$60,000 during that period.

"We're off to a good start. As long as we keep exceeding revenue projections, life is good," he said.

Bull Creek now has a new grill manager, but still needs a part-time worker who could assume those duties two or three days a week. A search for someone to fill that position is under way, he said.

Cash reserves, as of Sept. 18, are \$548,716.76 for Bull Creek, and \$75,914.59 for Oxbow Creek.

Structural damage repairs have been approved by the city for buildings and cart paths damaged during the April 6 tornado that struck Bull Creek Golf Course. Arendt said an adjuster placed estimated costs at \$50,000 and the Risk Management division of the city authorized repairs to proceed.

A golf event for city officials and employees, replacing the former City Manager's Day of Golf, has been scheduled for Nov. 13 and will include more down-the-line city workers than previous events, the golf director said. The 9-hole event and lunch provides city workers with an opportunity to see what the city has to offer golfers.

The City Championship tournament will be on the weekend of Oct. 25-26 at Bull Creek Golf Course, Arendt said.

The golf director said a new work vehicle is needed for Oxbow Creek, and a new Yamaha utility vehicle with a cage will cost up to \$14,500. A motion to authorize purchase of the vehicle was made by Gerald Miley, seconded by Richard Mahone, and was passed by unanimous vote.

Arendt said a new emphasis on marketing and social media is planned to launch in October, which will include advertising, emails and other means of reaching out to the golfing public to promote public golf in Columbus. It will also be a feature on the new web site promoting Columbus' public courses, ColumbusGaGolf.com.

The fourth week of the season is under way for Columbus Junior Golf, and is already featuring its largest number of participants, Arendt reported.

It was noted that the city is emphasizing a requirement for regular employee evaluations, with Arendt reporting that employee evaluations are already a process required by the Golf Authority and that some are already under way this year.

A motion to adjourn the meeting, made by Ken Crumpler and seconded by Tommy Nobles, was passed unanimously.

Attending were Chairman William Roundtree, Ken Crumpler, Stephanie Leohr, Tommy Nobles, Alonzo Jones, Vice Chairman Richard Mahone, Gerald Miley and Secretary Jim Houston. Ken Davis was absent.

Columbus Sports & Entertainment Authority

Organizational Meeting

Minutes

*October 20, 2025 • 2:00 p.m.
Columbus Civic Center, Hospitality Suites
400 4th Street, Columbus, GA 31901*

ATTENDANCE:

Voting Members Present – Andy G. Luker (Chair), Robert L. Wadkins, Jr. (Vice-Chair), Ashley Wotenía (Secretary), Herman E. Lewis, Jr. (Treasurer), Charles J. Rutland, Mike Welch, Morgan Moore, and William A. Taylor

Voting Members Absent – Gerald Miley

Ex-Officio Members Present – Deputy City Manager Lisa Goodwin, Director Holli Browder, Director Ryan Pruett, Charles Auer, and Lt. Kelly Phillips

Ex-Officio Members Absent – Director Forrest Toelle and Jeff Croop

Visitor(s) Present: Mayor B.H. “Skip” Henderson, Mayor Pro Tem R. Gary Allen, Deputy City Manager Pam Hodge, Assistant City Attorney, Finance Director Angelica Alexander, HR Director Reather Hollowell, Interim Civic Center Director Kanise Wiggins, and Clerk of Council Lindsey G. McLemore

1. Call to Order

- Meeting called to order – Deputy City Manager Lisa Goodwin

Deputy City Manager Lisa Goodwin called the inaugural Organizational Meeting of the Columbus Sports & Entertainment Authority to order and welcomed all attendees. It was noted that the purpose of the meeting was to formally organize the Authority, administer the oath of office, and elect officers.

2. Roll Call / Introduction of Members

- Verification of appointments – Clerk of Council Lindsey G. McLemore
 - *Attachment: Member Roster*
- Introduction of members and CCG staff in attendance

At this time, each member and visitor introduced themselves, indicating the organization or department they were representing.

3. Oaths Administered

- Oaths administered to voting members – Mayor B. H. “Skip” Henderson

Mayor B. H. Skip Henderson administered the oath of office for those voting members in attendance. The oath read as follows:

I, <NAME>, do swear or affirm that I am a resident and qualified registered voter of Columbus, Georgia, and that I will faithfully and impartially demean myself as a member of the **Columbus Sports & Entertainment Authority** during my continuance in office; that I will discharge my duties to the best of my ability; that I will do so in accordance with the laws of the United States of America, the state of Georgia, and the Charter of Columbus, Georgia. So help me, God.

Upon completion, Mayor Henderson congratulated the members and expressed appreciation for their service and commitment to advancing sports and entertainment initiatives in the community.

5. Election of Officers

NOTE: Item #5 was called forward at the direction of Mayor Henderson.

- Chairperson

Mike Welch nominated Andy Luker to serve as the Chairperson of the Columbus Sports & Entertainment Authority. Mayor Henderson called for a motion to close nominations and approve the appointment of Andy Luker as Chair. Mike Welch made the motion, seconded by Charles J. Rutland and carried unanimously by the eight voting members present.

- Vice-Chairperson

Mike Welch nominated Robert Watkins, Jr., to serve as the Vice-Chair of the Columbus Sports & Entertainment Authority. Mayor Henderson called for a motion to close nominations and approve the appointment of Robert Watkins, Jr., as Vice-Chair. Mike Welch made the motion, seconded by Ashley Wotenia and carried unanimously by the eight voting members present.

- Secretary

Chairman Andy Luker nominated Ashley Wotenia to serve as the Secretary of the Columbus Sports & Entertainment Authority. Mayor Henderson called for a motion to close nominations and approve the appointment of Ashley Wotenia as Secretary. Mike Welch made the motion, seconded by Vice-Chair Robert Watkins, Jr. and carried unanimously by the eight voting members present.

- Treasurer (if applicable)

Secretary Ashley Wotenía nominated Herman E. Lewis, Jr., to serve as the Treasurer of the Columbus Sports & Entertainment Authority. Mayor Henderson called for a motion to close nominations and approve the appointment of Herman E. Lewis, Jr., as Treasurer. Mike Welch made the motion, seconded by Secretary Ashley Wotenía and carried unanimously by the eight voting members present.

4. Statement of Purpose

- Overview of the enabling legislation/ordinance
 - *Attachment: Ordinance No. 25-011*
- Brief description of the authority's purpose, powers, and responsibilities

Assistant City Attorney Lucy Sheftall referenced the establishing ordinance included in each member's meeting packet, outlining the creation, purpose, and operational framework of the Authority.

6. Adoption of Bylaws / Rules of Procedure

- Review and adoption of proposed bylaws
 - *Attachment: Proposed Bylaws*
- Establishment of regular meeting schedule

Authority Member Mike Welch requested additional time to review the proposed bylaws for discussion at the next meeting, to which the other members agreed.

7. Administrative Items

- Discussion of board orientation or training needs

Clerk of Council Lindsey G. McLemore referenced materials in the agenda packet, including the authority summary and training documents. She noted that the Clerk's Office offers training sessions for chairpersons and board secretaries and invited members to contact her office with any questions.

8. Discussion of Initial Priorities

- Identification of short-term and long-term goals
- Overview of Civic Center/Ice Rink Operations Booklet

Deputy City Manager Lisa Goodwin provided an overview of the booklet provided as part of the agenda packet detailing each division of the Columbus Civic Center and Ice Rink.

Finance Director Angelica Alexander shared information on the budget for the Columbus Civic Center and Ice Rink, to include the donation from Friends of Columbus. The budgetary process

for the Columbus Consolidated Government was outlined and referred members to review Columbus Code Section 2-303 as it pertains to the process outlined for the Authority.

9. Other Business

- Proposed Operational Change for discussion – Ticketless/Cashless System
- Open floor for additional items from members -*None*
- Facility Tour if time permits

Deputy City Manager Lisa Goodwin invited members to stay after the meeting adjourns to take a tour of the Civic Center and Ice Rink led by Interim Civic Center Director Kanise Wiggins.

The next meeting date was scheduled for Monday, November 10, 2025, at 2:00 p.m. in the same location.

10. Comment - *NONE*

11. Adjournment

Mike Welch made a motion to adjourn, seconded by Vice-Chair Robert L. Wadkins, Jr., and carried unanimously by the seven members present, with William A. Taylor being absent for the vote, and the time being 2:56 p.m.

Minutes Recorded by: Lindsey G. McLemore, Clerk of Council

Columbus Sports & Entertainment Authority
Organizational Meeting
Minutes

November 10, 2025 • 2:00 pm

Columbus Civic Center, Hospitality Suites

400 4th Street, Columbus, GA 31901

ATTENDANCE:

Voting Members Present – Andy G. Luker (Chair), Robert L. Wadkins, Jr. (Vice Chair), Ashley Wotenian (Secretary), Herman E. Lewis, Jr (Treasurer). Charles J. Rutland, Mike Welch, Morgan Moore and Gerald Miley

Voting Members Absent – Will Taylor

Ex-Officio Members Present – Deputy City Manager Lisa Goodwin, Director Holli Browder, Director Ryan Pruett, Lt. Kelly Phillips, Director Forrest Toelle, Charles Auer, and Jeff Croop

Ex-Officio Members Absent – NONE

Visitor(s) Present: Deputy City Manager Pam Hodge, Finance Director Angelica Alexander, HR Director Reather Hollowell and Assistant City Attorney Lucy Sheftall

1. Call to Order

Chair Andy Luker called the meeting to order at 2:02 PM.

2. Roll Call

- Authority Department Secretary – Zeanne Abano, Civic Center

3. Statement of Purpose (Organizational Structure Discussion)

- The Board discussed the need for clarity regarding the Executive Director’s responsibilities across all facilities, as well as defining the Authority’s oversight versus Parks & Recreation’s operational control. The relationship between the Sports Council and the Authority also requires clarification. Chair Luker requested that Council representatives attend the next meeting to address questions and provide clarity.

4. Review and Discussion of ByLaws

- The Board reviewed the proposed Bylaws. Further clarification from Council is required before approval. Copies have been distributed to all Authority members through email.

5. Discussion of Initial Priorities

- The Board will continue to refine short-term and long-term goals for the Authority.

6. Administrative Items (Facility Operations, South Commons Facility Status, and Budget & Revenue)

Facility Operations, South Commons Facility Status, and Budget & Revenue

Director Holli Browder distributed an informational booklet on A.J. McClung Stadium and the South Commons Softball Complex.

- Parks & Recreation currently manages maintenance, scheduling, and operations at South Commons.
- Both A.J. McClung Stadium and the Softball Complex require significant renovations, including locker rooms, concessions, seating, plumbing, and restrooms.
- There is no separate budget item for South Commons; it is funded through the Parks & Recreation general fund.
- Revenue is primarily supported by hotel taxes rather than direct facility income.

Establishment of Regular Meetings

- The Board approved a regular meeting schedule to be held on the **second Monday of each month at 2:00 PM** in the Columbus Civic Center Hospitality Suites. Alternate locations include the Columbus Convention & Trade Center and City Hall. Most meetings will be held at the Civic Center.

7. New Business (Civic Center Digital Initiatives)

- **Civic Center Digital Initiatives**
Interim Civic Center Director **Kanise Wiggins** presented a proposal to implement a **Ticketless/Cashless System** to address guest concerns about concession speed and food variety. The Board **approved** this system for box office ticketing and concessions, effective **January 1, 2026**.

Ms. Wiggins also presented an **Amazon “Just Walk Up”** concession concept requiring a **\$50,000 investment**. The Board requested further review before approval and discussion of renovation timelines.

- Future Reports from Division Managers (Civic Center and Parks & Rec) – to be discussed next meeting
- Open floor for additional items from members:

Andy Luker, Chair

- Email questions to compile for discussion at the next meetings.
- Provide general overview of the Ice Rink operations.
- Review Profit/Loss statements for the Civic Center and Ice Rink
- Review of tenant contracts for concession operations
- Schedule a tour of A.J. McClung Stadium and South Commons Softball Complex

8. Old Business – NONE

9. Public Comment – NONE

10. Adjournment – Meeting adjourned at 3:50 pm, Gerald Miley

Minutes Recorded by: Zeanne Abano, Civic Center, Authority Department Secretary

*Next meeting scheduled for **Monday, December 08, 2025, at 2:00 pm,***

Columbus Civic Center Hospitality Suites, 400 4th St Columbus, GA 31901

BOARD MINUTES
OF THE
HOSPITAL AUTHORITY OF COLUMBUS, GEORGIA
July 29, 2025

A regularly scheduled meeting of the Board of the Hospital Authority of Columbus, Georgia (HAC) was held at 11:00 AM on Tuesday, July 29, 2025. The meeting was held in the conference room at Orchard View on Whitesville Road in Columbus, Georgia. A notice was emailed to each member of the Board more than 48 hours prior to the meeting. A copy of the notice was posted more than 24 hours before the meeting on the door of the building in which the meeting was held.

Present at the meeting were Chairman Chuck Hecht, Vice Chairwoman Sarah Banks-Lang, and members Dr. John Kingsbury, Warner Kennon, Jr., Bob Jones, and Tony Floyd. Wayne Joiner was absent and excused.

Britt Hayes, CEO, Rick Alibozek, CFO, and Jack P. Schley, Secretary/Attorney, were present at the meeting. Dr. Sharen Kelly was present as a guest.

WELCOME AND INVOCATION

The meeting was called to order by Chuck and Britt opened the meeting with a prayer.

DETERMINATION OF QUORUM

It was determined that a quorum was present.

REVIEW OF MINUTES

The Minutes for the June 23, 2025, Board meeting were reviewed. Dr. Kingsbury moved for their approval and Bob seconded the motion. The June 2025 Board Minutes were unanimously approved.

BOARD BUSINESS

Jack reported that the formal nominations by Council for Dr. Sharen Kelly and Dr. Linn Storey had not been received, but he acknowledged Dr. Kelly's attendance at the meeting as a guest of the Board. Dr. Linn Storey was out of town and unable to attend the meeting. Chuck thanked the Board for participating in the Strategic Plan meeting last month, and Britt commented that the Board's attendance made a positive impression on HAC staff.

CFO'S REPORT

Rick presented the Statistical and Financial Reports:

Statistical Report: Attached to these Minutes is the FY 2025 YTD Statistical Report. Rick reported that the admissions in June 2025 totaled 43, and discharges equaled 34. According to Rick, the average admissions for the fiscal year equaled the average of discharges at 41.

Financial Report: Attached to these Minutes is the Hospital Authority of Columbus Consolidated Income Statement and Summary Report through June 30, 2025. Rick calculated HAC's total debts to be about \$39 million with current cash, repurchase agreements, and short-term investments totaling about \$23 million. Rick and Britt discussed the recently passed "One Big Beautiful Bill" and its potential impacts on HAC. According to Rick, staffing mandates have been delayed until 2034, and no changes are expected due to the provider tax freeze. The look-back period for Medicaid eligibility changed from 90 to 60 days. Bob asked how long it takes to get approved for Medicaid, and Rick responded saying 45 days. Also, Medicaid eligibility will now be reviewed every 6-months rather than annually effective December 31, 2026. Britt commented that most of the Medicaid cuts under the new law are expected to impact people ages 18-64 because of the new work requirement. Rick does not expect any changes to UPL payments.

Rick reported that HAC is working with Goodwill to train and place new CNAs into employment opportunities at HAC. Rick provided an update on the Employee Retention Credit appeal: the official ruling by the IRS has not been issued, but the IRS appeals officer informed HAC's tax accountant that the IRS is conceding the issue that initially led to the appeal. Rick estimates that 90% of HAC's claim is being granted and payment is expected to equal \$4.6 million. Finally, Rick reported that a new contract therapy provider, Broad River Rehab, will replace the current rehab provider on August 1.

Chuck commented that Rick's summary reports cover a full fiscal year, and pointed out that while HAC continues to operate at a loss, this is the first time in many years that Orchard View made a profit. Rick commented that the loss on the Home Office could be lessened if the service fee to each facility was raised.

PRESIDENT'S REPORT

Britt Hayes gave the President's report:

Strategic Plan: Britt commented on the results of the Strategic Plan work-session with the consultant. According the Britt, five criteria have been identified and specific members of staff have been assigned with leading the efforts in each facility to achieve the criteria, which are (i) Workforce, (ii) Quality Care, (iii) Customer/Residents, (iv) Financial Sustainability, and (v) Growth & Innovation.

Regarding Workforce, Britt indicated that new programs are being used to centralize the systems used by various departments. Significant improvements have already been made to the maintenance programs which were previously relying on paper forms and now have a digital platform for tracking maintenance requests and status reports. Britt is working to reduce HAC's reliance on agency nurses by increasing wages, benefits, and vacation days with the aim to

increase retention. Bob asked about the structure of the agency program, and Rick reported recent changes will allow agency nurses to be hired by HAC at any time. Chuck asked about the status of the nurses from the Philippines. Rick responded that originally eight participants signed up, but a few have since dropped out. Bob discussed generally the ability of training programs to supply a workforce if there is sufficient demand, and the importance of the trainees having a realistic perspective of their future job. Rick commented on the low retention rate being partially due to many new nurses prefer working in the hospitals. This discussion provided a transition into the Quality Care criteria, which Britt reported will be focused on improvements to training.

Under the Customer/Resident criteria, Britt indicated that more customer surveys will be conducted together with more community outreach to build the referral network. Britt summarized his recent interviews with WTVM and WRBL, his speaking engagement at the Kiwanis Club where he distributed about 30 of his business cards to attendees, and commented on the liaison visits to medical offices to grow referrals through discharge planners. Efforts are also underway to grow HAC's social media presence.

Financial Sustainability will be primary addressed through efforts to increase census. Britt reported that census is currently at 52% for HAC, and a goal has been set to grow census to 58% by June 2026. Britt explained this 6% growth can be achieved through 26 new admissions. Chuck commented on the low census rate but explained that is a national trend since the Covid-19 pandemic. Chuck reported selling excess properties will also play a role in achieving financial sustainability.

Britt and Chuck discussed plans to address Growth & Innovation through forming Board committees. Chuck asked that Britt's presentation be shared with the Board in a document format.

Britt commented that ongoing revisions to the Strategic Plan are being made by the consultant, and that the consultant wishes to attend the next Board meeting to discuss his work.

Miscellaneous: Chuck asked Britt to comment on the recent news regarding expected closures of nursing homes in Georgia under the One Big Beautiful Bill. Britt acknowledged a study conducted and release by Brown University around the time that Congress was voting on the Bill. The study indicated that Muscogee Manor, amongst numerous other nursing homes in Georgia, could potentially close if the Bill was passed. Britt reported the study was funded by Democrat leaders in the U.S. Senate and was intended to sway the vote regarding the Bill. Britt assured the Board that HAC does not expect to have to close any of its facilities now that the Bill has been adopted as law. Britt and Rick shared a joint statement released by the Georgia Health Care Association and Georgia Center for Assisted Living which criticized the study as “irresponsible” to suggest that specific facilities would close under the Bill. Rick distributed copies of the joint statement to the Board and asked that everyone review the statement to be able to address concerns in the community about the study.

NEXT MEETING

Pursuant to the Board’s decision, the next meeting on Tuesday, August 26, 2025, is rescheduled for Thursday, August 28, 2025, starting at 11:00 AM at Orchard View.

There being no further business the meeting was adjourned.

JACK P. SCHLEY
Secretary/Attorney

CHARLES K. HECHT, III
Chairman

HOSPITAL AUTHORITY OF COLUMBUS
FY 2025 YTD Statistical Report

	June	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sept	August	July	Average	Prior Year
Orchard View														
% Occupancy	58.05%	56.77%	58.87%	61.89%	65.13%	63.37%	67.61%	64.52%	65.00%	65.78%	65.81%	61.69%	62.87%	66.31%
Medicaid%	76.63%	76.85%	76.67%	76.88%	71.57%	76.94%	74.74%	77.11%	74.34%	74.16%	73.16%	76.52%	75.46%	73.18%
Medicare%	6.35%	6.05%	7.14%	7.45%	9.30%	6.72%	8.06%	8.32%	6.13%	6.13%	7.99%	4.26%	7.06%	7.10%
Private %	9.82%	9.12%	8.18%	8.16%	8.99%	9.47%	8.25%	8.19%	8.26%	10.26%	10.42%	9.46%	9.06%	10.00%
Hospice %	4.68%	4.20%	4.85%	5.66%	3.45%	2.49%	2.70%	2.48%	3.13%	3.85%	3.28%	4.63%	3.86%	5.34%
ADV %	2.53%	3.78%	1.90%	2.06%	6.69%	4.38%	6.25%	3.90%	7.37%	5.60%	5.15%	5.12%	4.56%	4.37%
Daily Medicare and ADV Census	10.30	11.16	11.00	11.39	20.82	14.06	19.35	15.76	18.55	15.43	17.29	11.58	14.72	15.32
Employment (Full Time Equivalents)	180.06	179.26	172.00	169.72	176.76	194.86	187.00	182.49	185.45	182.05	170.56	174.57	179.57	177.07
Ridgecrest														
% Occupancy	50.83%	50.69%	49.29%	46.77%	46.43%	45.43%	43.01%	43.29%	43.16%	42.78%	45.05%	45.28%	46.00%	35.71%
Medicaid%	60.11%	59.92%	58.13%	55.42%	53.94%	57.40%	53.84%	53.80%	61.03%	66.05%	63.43%	61.66%	58.73%	52.20%
Medicare%	13.90%	9.70%	2.17%	6.24%	9.52%	9.21%	10.98%	7.70%	8.01%	3.43%	8.10%	11.03%	8.33%	16.24%
Private %	15.30%	19.39%	19.81%	22.66%	21.61%	20.12%	21.16%	23.74%	24.82%	25.23%	25.40%	23.66%	21.91%	23.17%
Hospice %	7.42%	7.05%	8.05%	7.64%	9.34%	7.86%	9.38%	11.82%	4.72%	2.32%	0.00%	0.00%	6.30%	1.37%
ADV %	3.28%	3.94%	11.84%	8.05%	5.59%	5.41%	4.64%	2.93%	1.42%	2.97%	3.07%	3.65%	4.73%	7.01%
Daily Medicare and ADV Census	7.33	5.81	5.80	5.61	5.89	5.58	5.65	3.87	3.42	2.30	4.22	5.58	5.09	6.92
Employment (Full Time Equivalents)	53.33	51.62	50.89	47.67	46.18	48.44	49.45	40.20	39.52	41.21	39.01	38.83	45.53	34.69
Muscogee Manor														
% Occupancy	47.06%	48.03%	47.82%	48.06%	48.34%	48.91%	49.06%	49.32%	49.70%	50.41%	51.27%	51.40%	49.12%	50.73%
Medicaid%	91.11%	90.03%	89.62%	91.95%	91.48%	92.33%	91.11%	89.31%	91.03%	89.57%	88.12%	88.22%	90.32%	89.05%
Medicare%	0.87%	1.41%	3.02%	1.37%	1.06%	0.00%	1.61%	3.28%	1.42%	0.88%	1.77%	2.08%	1.56%	3.08%
Private %	1.08%	1.06%	1.60%	1.06%	1.05%	1.04%	1.04%	1.03%	1.03%	2.33%	4.75%	2.98%	1.67%	1.31%
Hospice %	6.94%	7.51%	5.76%	5.62%	5.84%	6.63%	6.24%	6.38%	6.26%	6.78%	5.36%	6.18%	6.29%	6.21%
ADV %	0.00%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%	0.00%	0.26%	0.44%	0.00%	0.54%	0.15%	0.35%
Daily Medicare and ADV Census	0.80	1.32	2.83	1.29	1.54	-	1.55	3.17	1.65	1.30	1.77	2.65	1.66	3.41
Employment (Full Time Equivalents)	150.02	137.54	140.04	136.52	136.41	146.61	153.48	135.27	128.49	136.42	133.74	142.35	139.74	136.54

HOSPITAL AUTHORITY OF COLUMBIAS
12 MONTH MOVING STATISTICAL REPORT

	Jan-25	May-25	Apr-25	Mar-25	Feb-25	Jan-25	Dec-24	Nov-24	Oct-24	Sep-24	Aug-24	Jul-24	Jun-24	13 Mth Average	Prior Year Avg
Orchard View															
% Occupancy	58.05%	56.77%	58.87%	61.89%	65.13%	63.37%	67.61%	64.52%	65.00%	65.78%	65.81%	61.69%	63.08%	62.83%	66.33%
Medicaid%	76.63%	76.85%	76.67%	76.88%	71.57%	76.94%	74.74%	77.11%	74.34%	74.16%	73.16%	76.52%	77.44%	75.62%	72.69%
Medicare%	6.35%	6.05%	7.45%	7.14%	9.30%	6.72%	8.06%	8.32%	6.90%	6.13%	7.99%	4.26%	6.55%	7.02%	7.31%
Private %	9.82%	9.12%	8.18%	8.26%	8.99%	9.47%	8.25%	8.19%	8.26%	10.26%	10.42%	9.46%	8.90%	9.04%	10.32%
Hospice %	4.58%	4.20%	5.80%	5.66%	3.45%	2.49%	2.70%	2.48%	3.13%	3.85%	3.28%	3.48%	3.70%	3.85%	5.35%
ADV %	2.55%	3.78%	1.90%	2.06%	6.69%	4.38%	6.25%	3.90%	7.37%	5.60%	5.15%	5.12%	3.41%	4.47%	4.39%
Daily Medicare and ADV Census	10.30	11.16	11.00	11.39	20.82	14.06	19.35	15.76	18.55	15.43	17.29	11.58	12.57	14.56	15.53
Employment (Full Time Equivalents)	180.06	179.26	172.00	169.72	176.76	194.86	187.00	182.49	185.45	182.05	170.56	174.57	189.00	180.29	176.40
Ridgecrest															
% Occupancy	50.83%	50.69%	49.29%	46.77%	46.43%	45.43%	43.01%	43.39%	43.10%	42.78%	45.05%	45.28%	41.94%	45.69%	35.48%
Medicaid%	60.11%	59.92%	58.13%	55.47%	53.94%	57.40%	53.84%	53.80%	61.03%	66.05%	63.43%	61.68%	60.17%	58.84%	52.10%
Medicare%	13.90%	9.70%	2.17%	6.24%	9.52%	9.21%	10.96%	7.70%	8.01%	3.45%	4.10%	11.03%	10.97%	8.54%	16.77%
Private %	15.30%	19.39%	19.81%	22.66%	21.61%	20.12%	21.16%	23.74%	24.82%	25.23%	23.40%	23.66%	22.52%	21.96%	22.88%
Hospice %	7.42%	7.05%	8.05%	7.64%	9.34%	7.86%	9.38%	11.82%	4.72%	2.32%	0.00%	0.00%	0.00%	5.82%	1.26%
ADV %	3.28%	3.94%	11.84%	8.05%	5.59%	5.41%	4.64%	2.53%	1.42%	2.97%	3.07%	3.65%	6.46%	4.86%	6.98%
Daily Medicare and ADV Census	7.33	5.81	5.80	5.61	5.89	5.58	5.65	3.87	3.42	2.30	4.22	5.58	6.10	5.17	7.01
Employment (Full Time Equivalents)	53.33	51.62	50.89	47.67	46.18	48.44	49.45	40.20	39.52	41.21	39.01	38.83	38.01	44.95	34.67
Missisquoi Manor															
% Occupancy	47.06%	48.03%	47.82%	48.06%	48.34%	48.31%	49.06%	49.32%	49.70%	50.41%	51.27%	51.40%	49.73%	49.16%	50.72%
Medicaid%	91.11%	90.03%	89.62%	91.95%	91.48%	92.33%	91.11%	89.31%	91.03%	89.57%	88.12%	88.22%	89.60%	90.27%	89.16%
Medicare%	0.87%	1.41%	3.02%	1.37%	1.06%	0.00%	1.61%	3.28%	1.42%	1.42%	1.77%	2.06%	3.18%	1.69%	3.05%
Private %	1.08%	1.00%	1.60%	1.08%	1.06%	1.04%	1.04%	1.03%	1.03%	1.03%	1.03%	1.03%	1.40%	1.40%	1.79%
Hospice %	6.94%	7.51%	3.76%	5.63%	5.84%	6.63%	6.24%	6.38%	6.26%	6.78%	5.36%	6.18%	5.57%	6.24%	6.18%
ADV %	0.00%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%	0.00%	0.26%	0.44%	0.00%	0.54%	0.24%	0.16%	0.32%
Daily Medicare and ADV Census	0.80	1.32	2.83	1.23	1.54	-	1.55	3.17	1.65	1.30	1.77	2.65	3.33	1.78	3.95
Employment (Full Time Equivalents)	150.02	137.54	140.04	136.52	136.61	146.61	153.48	135.27	128.49	136.42	133.74	142.35	139.05	139.69	135.24

**HOSPITAL AUTHORITY OF COLUMBUS
YTD CONSOLIDATED INCOME STATEMENT
THROUGH JUNE 30, 2025**

INCOME STATEMENT

INCOME STATEMENT									
	Orchard View	Home Office	Ridgecrest	Muscogee Manor	Total Nursing Home	Cobbis PCH	Muscogee Home Health	River Mill	Consolidated
Revenue	\$ 18,719,733	\$ 1,321,992	\$ 6,046,427	\$ 14,075,356	\$ 40,163,508	\$ 24,000	\$ 137,757	\$ 319,064	\$ 40,644,329
Operating Expenses	17,086,569	2,113,883	5,360,355	13,505,250	38,066,057	7,939	11,782	5,337	38,091,115
Net Profit (Loss) before Noncash expense	1,633,164	(791,891)	686,072	570,106	2,097,451	16,061	125,975	313,727	2,553,214
Provision for Bad Debts	(32,459)	-	(24,060)	36,477	(20,042)	-	-	-	(20,042)
Interest expense	(445,237)	-	(934,416)	-	(1,379,653)	-	-	-	(1,379,653)
Depreciation and Amortization	(954,768)	-	(1,144,488)	(131,326)	(2,230,582)	(4,318)	-	-	(2,234,900)
YTD Income (loss)	\$ 200,700	\$ (791,891)	\$ (1,416,892)	\$ 475,257	\$ (1,534,826)	\$ 11,743	\$ 125,975	\$ 313,727	\$ (1,081,381)
					\$ -	\$ -	\$ -	\$ -	\$ -

**HOSPITAL AUTHORITY OF COLUMBUS
CONSOLIDATED SUMMARY REPORT
MONTH ENDED JUNE 30, 2025**

	Orchard View	Home Office	Ridgecrest	Muscogee Manor	Total Nursing Home	Cobis PCH	Muscogee Home Health	River Mill	Consolidated
BALANCE SHEET									
Cash	\$ 5,520,997	\$ -	\$ 6,246,441	\$ 4,558,122	\$ 16,325,560	\$ 48,728	\$ 442,492	\$ 3,739,476	\$ 20,556,256
Other Current Assets	2,983,063	-	1,690,792	2,876,186	7,550,041	5,821	783	-	7,556,645
Intercompany Balances	15,730,395	-	(675,982)	(5,423,233)	9,631,180	(6,389,957)	(2,318,704)	(922,519)	-
Noncurrent Assets	32,716,693	-	32,141,454	7,494,479	72,352,626	146,056	83,642	-	72,582,324
Total Assets	\$ 56,951,148	\$ -	\$ 39,402,705	\$ 9,505,554	\$ 105,859,407	\$ (6,189,352)	\$ (1,791,787)	\$ 2,816,957	\$ 100,695,225
Current Liabilities	\$ 1,619,448	\$ -	\$ 888,700	\$ 885,029	\$ 3,393,177	\$ -	\$ 494	\$ -	\$ 3,393,671
Non-current Liabilities (excluding bonds)	10,006,750	-	3,445,775	5,535,770	18,988,295	360,100	450,668	-	19,799,063
Bonds Payable	19,162,726	-	28,185,381	-	47,348,107	-	-	-	47,348,107
Total Liabilities	30,788,924	-	32,519,856	6,420,799	69,729,579	360,100	451,162	-	70,540,841
Fund Balance	26,162,224	-	6,882,849	3,084,755	36,129,828	(6,549,452)	(2,242,949)	2,816,957	30,154,384
Total Liabilities and Fund Balance	\$ 56,951,148	\$ -	\$ 39,402,705	\$ 9,505,554	\$ 105,859,407	\$ (6,189,352)	\$ (1,791,787)	\$ 2,816,957	\$ 100,695,225
INCOME STATEMENT									
Revenue	\$ 1,217,990	\$ 110,166	\$ 513,747	\$ 1,039,627	\$ 2,881,530	\$ 2,000	\$ 12,730	\$ 22,482	\$ 2,918,742
Operating Expenses	1,392,550	156,475	535,829	1,216,118	3,300,972	600	781	-	3,302,353
Net Profit (Loss) before Noncash expense	(174,560)	(46,309)	(22,082)	(176,491)	(419,442)	1,400	11,949	22,482	(383,611)
Provision for Bad debts	56,956	-	(24,060)	36,477	69,373	-	-	-	69,373
Interest expense	(32,905)	-	(77,868)	-	(110,773)	-	-	-	(110,773)
Depreciation and Amortization	(89,043)	-	(95,374)	(11,371)	(195,788)	(369)	-	-	(196,157)
Current Month Income (loss)	\$ (239,552)	\$ (46,309)	\$ (219,384)	\$ (151,385)	\$ (656,630)	\$ 1,031	\$ 11,949	\$ 22,482	\$ (621,168)
YTD Income (loss)	\$ 200,700	\$ (791,891)	\$ (1,416,892)	\$ 475,257	\$ (1,532,826)	\$ 11,743	\$ 125,975	\$ 313,727	\$ (1,081,381)
YTD Net Income (loss)	\$ (239,552)	\$ (46,309)	\$ (219,384)	\$ (151,385)	\$ (656,630)	\$ 1,031	\$ 11,949	\$ 22,482	\$ (621,168)
Add: Depreciation	89,043	-	95,374	11,371	195,788	369	-	-	196,157
Add: Interest Expense	32,905	-	77,868	-	110,773	-	-	-	110,773
Less: Monthly bond payment	(183,370)	-	(60,343)	-	(243,713)	-	-	-	(243,713)
Less: Property & Equipment Additions	-	-	-	-	-	-	-	-	-
Net Cash Flow	\$ (300,974)	\$ (46,309)	\$ (106,485)	\$ (140,014)	\$ (593,782)	\$ 1,400	\$ 11,949	\$ 22,482	\$ (557,951)

BOARD MINUTES
OF THE
HOSPITAL AUTHORITY OF COLUMBUS, GEORGIA
August 28, 2025

A regularly scheduled meeting of the Board of the Hospital Authority of Columbus, Georgia (HAC) was held at 11:00 AM on Thursday, August 28, 2025. The meeting was held in the conference room at Orchard View on Whitesville Road in Columbus, Georgia. A notice was emailed to each member of the Board more than 48 hours prior to the meeting. A copy of the notice was posted more than 24 hours before the meeting on the door of the building in which the meeting was held.

Present at the meeting were Chairman Chuck Hecht, Vice Chairwoman Sarah Banks-Lang, and members Warner Kennon, Jr., Bob Jones, Dr. Sharen Kelly, Tony Floyd and Wayne Joiner. Dr. John Kingsbury was absent and excused.

Britt Hayes, CEO and Rick Alibozek, CFO were present. Jack P. Schley, Secretary/Attorney, was excused.

WELCOME AND INVOCATION

The meeting was called to order by Chuck and Britt opened the meeting with a prayer.

DETERMINATION OF QUORUM

It was determined that a quorum was present.

REVIEW OF MINUTES

The Minutes for the July 29, 2025, Board meeting were reviewed. Bob Jones moved for their approval and Wayne Joiner seconded the motion. The July 2025 Board Minutes were unanimously approved.

BOARD BUSINESS

Chuck reported that Dr. Sharen Kelly has been formally sworn in and is now officially a member of the Board. The formal nomination by Council for Dr. Linn Storey stands and she is awaiting being sworn in. Dr. Linn Storey was out of town and unable to attend the meeting. Chuck appointed Wayne as the Chair for the Executive Committee. Chuck also appointed Bob as Chair of an ad hoc Bylaws review committee and appointed Warner to the committee, as well.

CFO'S REPORT

Rick presented the Statistical and Financial Reports:

Statistical Report: Attached to these Minutes is the FY 2025 YTD Statistical Report. Rick reported that the admissions in July 2025 totaled 52, and discharges equaled 39. According to Rick, the beginning of the month showed a census of 255 whereas by the end of the month , the number had grown to 269.

Financial Report: Attached to these Minutes is the Hospital Authority of Columbus Consolidated Income Statement and Summary Report through July 31, 2025. Rick calculated HAC's total debts to be about \$45 million with current cash, repurchase agreements, and short-term investments totaling about \$27 million. He mentioned that HAC just made a payment of \$2.16MM to Total Debt.

Rick apprised the Board that after a long, arduous process beginning in Late 2022, through the Employee Retention Credit appeal, the IRS has finally ruled in favor of the Hospital Authority and payment was issued this month. 90% of HAC's claim was granted and the payment exceeded \$4.6 million. HAC will go through an additional appeals process to attempt to be awarded the remaining funds.

Rick commented that the 2nd half of the Upper Payment Limit (UPL) has not yet been received for the preceding year, as it on hold by CMS. Regarding expenses, July always provides for additional one-time annual expenses that negatively affect our income statement. Our annual audit fee (\$45k), annual GHCA dues (\$38k) and additional July 4th holiday pay (\$62k) make up some of those aberrations for the month of July.

A change in therapy companies to Broad River Rehab was effective August 1st. While the fee for therapy services remained about the same as with Aegis, HAC will benefit from more robust education & training. Also, additional review of records will help HAC to achieve maximum revenues through recommendations from Broad River Rehab.

PRESIDENT'S REPORT

Britt Hayes gave the President's report:

Special Appearance: Britt welcomed Orchard View Administrator William Tyson, volunteer Jessica Roberts (reigning 2025 Miss West Georgia) and our Company's Georgia Health Care Association pageant representative Ms. Betty Biddles. It was announced that after winning the Ms. Orchard View pageant, Ms. Roberts worked with Ms. Biddles in the arduous process to place in the Top 20 in Georgia to secure a position within the state pageant! Furthermore, Ms. Biddles won Ms. GHCA 3rd Runner Up! Ms. Biddles talked about how wonderful the experience was and much she appreciated the support of the Board in being able to participate.

Strategic Plan: Britt then introduced Jeff and Tyson Call from the Strategic Planning Firm of Focus & Execute to comment on the results of the Strategic Plan work-sessions. Jeff re-introduced himself to the Board and thanked them for their input and interest in the Strategic Plan process. He spoke about how in the 20+ years of doing business, how they have worked with American Healthcare Association and many of their state affiliates to include the Georgia Healthcare

Association. They also have a working relationship with one of our competitors Magnolia Manor based out of Americus. Jeff presented the website tool and discussed facility involvement and plans. His calling card was being mentored by the creator of the “7 Habits of Highly Effective Leaders”. Jeff related his confidence in Britt as a top tier CEO that was well respected and received by staff during his breakout sessions. Also stating how impressed he has been with Rick Alibozek and how he and Britt make a good one-two punch excelling in organization.

Jeff then discussed a disciplined strategy and execution through leadership. The effectiveness of the SWOT Analysis and its place in the development of the plan. Britt talked about ensuring success by having monthly review with each Administrator and review with the Board on a quarterly basis. Jeff gave a high-level view of the website and facility level examples. An impetus was placed on five criteria, which are (i) Workforce, (ii) Quality Care, (iii) Customer/Residents, (iv) Financial Sustainability, and (v) Growth & Innovation.

Jeff then asked the Board and chairman for comments and approval of the plan. The Board unanimously approved the plan in its current form.

Orchard View Survey: Britt relayed that the Orchard View annual survey has been revised by the Georgia Department of Community Health to eliminate one of the three deficiencies, to result in a final finding of only two low-level findings. State survey teams have returned to Orchard View for follow up and have place the facility back in substantial compliance with the State of Georgia.

As a final note, Chuck asked the Board to be prepared to discuss financial performance at the next meeting.

NEXT MEETING

The next meeting will be on Tuesday, September 30, 2025 at 11:00 AM at Orchard View.

There being no further business the meeting was adjourned.

JACK P. SCHLEY
Secretary/Attorney

CHARLES K. HECHT, III
Chairman

HOSPITAL AUTHORITY OF COLUMBUS
YTD CONSOLIDATED INCOME STATEMENT
THROUGH JULY 31, 2025

	Orchard View	Home Office	Ridgecrest	Muscogee Manor	Total Nursing Home	Cobb PCH	Muscogee Home Health	River Mill	Consolidated
INCOME STATEMENT									
Revenue	\$ 1,490,720	\$ 110,166	\$ 740,549	\$ 1,100,514	\$ 3,441,949	\$ 2,000	\$ 11,858	\$ 8,096	\$ 3,463,903
Operating Expenses	1,531,109	210,386	582,302	1,206,289	3,530,086	607	821	-	3,531,514
	(40,389)	(100,220)	158,247	(105,775)	(88,137)	1,393	11,037	8,096	(67,611)
Net Profit (Loss) before Noncash expense									
Provision for Bad debts	-	-	-	-	-	-	-	-	-
Interest expense	(29,522)	-	(74,757)	-	(104,279)	-	-	-	(104,279)
Depreciation and Amortization	(83,762)	-	(92,042)	(8,886)	(184,690)	(275)	-	-	(184,965)
YTD Income (loss)	\$ (153,673)	\$ (100,220)	\$ (8,552)	\$ (114,661)	\$ (377,103)	\$ 1,118	\$ 11,037	\$ 8,096	\$ (356,855)
						\$ -	\$ -	\$ -	\$ -

**HOSPITAL AUTHORITY OF COLUMBIUS
CONSOLIDATED SUMMARY REPORT
MONTH ENDED JULY 31, 2025**

	Orchard View	Home Office	Ridgecrest	Muscogee Manor	Total Nursing Home	Cobles PCH	Muscogee Home Health	River Mill	Consolidated
BALANCE SHEET									
Cash	\$ 5,330,662	\$ -	\$ 5,511,241	\$ 3,908,623	\$ 14,750,526	\$ 48,728	\$ 453,296	\$ 3,747,572	\$ 19,000,122
Other Current Assets	3,351,561	-	1,832,976	3,290,226	8,474,763	7,214	522	-	8,482,499
Intercompany Balances	15,081,911	-	(149,015)	(5,301,716)	9,631,180	(6,389,957)	(2,318,704)	(922,519)	-
Noncurrent Assets	31,008,402	-	30,985,032	7,485,593	69,479,027	145,781	83,642	-	69,708,450
Total Assets	\$ 54,772,536	\$ -	\$ 38,180,234	\$ 9,382,726	\$ 102,335,496	\$ 6,188,234	\$ 1,781,244	\$ 2,825,053	\$ 97,191,071
Current Liabilities	\$ 1,123,859	\$ -	\$ 452,618	\$ 876,861	\$ 2,453,338	\$ -	\$ -	\$ -	\$ 2,453,338
Non-current Liabilities (excluding bonds)	9,997,146	-	3,445,775	5,535,770	18,978,691	360,100	450,668	-	19,789,459
Bonds Payable	17,750,122	-	27,407,544	-	45,157,666	-	-	-	45,157,666
Total Liabilities	28,871,127	-	31,305,937	6,412,631	66,589,695	360,100	450,668	-	67,400,463
Fund Balances	25,901,409	-	6,874,297	2,970,095	35,745,801	(6,548,334)	(2,231,912)	2,825,053	29,790,608
Total Liabilities and Fund Balance	\$ 54,772,536	\$ -	\$ 38,180,234	\$ 9,382,726	\$ 102,335,496	\$ 6,188,234	\$ 1,781,244	\$ 2,825,053	\$ 97,191,071
INCOME STATEMENT									
Revenue	\$ 1,490,720	\$ 110,166	\$ 740,549	\$ 1,100,514	\$ 3,441,949	\$ 2,000	\$ 11,858	\$ 8,096	\$ 3,463,903
Operating expenses	1,531,109	210,386	582,302	1,206,289	3,530,086	607	821	-	3,531,514
Net Profit (Loss) before Noncash expense	(40,389)	(100,220)	158,247	(105,775)	(88,137)	1,393	11,037	8,096	(67,611)
Provision for Bad debts	-	-	-	-	-	-	-	-	-
Interest expense	(29,522)	-	(74,757)	-	(104,279)	-	-	-	(104,279)
Depreciation and Amortization	(83,762)	-	(92,042)	(8,886)	(184,690)	(275)	-	-	(184,965)
Current Month Income (loss)	\$ (153,673)	\$ (100,220)	\$ (8,552)	\$ (114,661)	\$ (377,106)	\$ 1,118	\$ 11,037	\$ 8,096	\$ (356,855)
YTD Income (loss)	\$ (153,673)	\$ (100,220)	\$ (8,552)	\$ (114,661)	\$ (377,106)	\$ 1,118	\$ 11,037	\$ 8,096	\$ (356,855)

HOSPITAL AUTHORITY OF COLUMBUS
FY 2025 YTD Statistical Report

	June	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sept	August	July	Average	Prior Year
Orchard View														
% Occupancy												61.24%	61.24%	62.87%
Medicaid%												75.22%	75.22%	75.46%
Private %												7.64%	7.64%	7.06%
Hospice %												8.72%	8.72%	9.06%
ADV %												3.08%	3.08%	3.86%
Daily Medicare and ADV Census												5.34%	5.34%	4.56%
Employment (Full Time Equivalents)												15.90	15.90	14.72
												186.04	186.04	179.57
Ridgcrest														
% Occupancy												57.49%	57.49%	46.00%
Medicaid%												52.57%	52.57%	58.73%
Private %												10.82%	10.82%	8.33%
Hospice %												20.57%	20.57%	21.91%
ADV %												9.69%	9.69%	6.30%
Daily Medicare and ADV Census												6.35%	6.35%	4.73%
Employment (Full Time Equivalents)												8.29	8.29	5.09
												56.51	56.51	45.53
Muscogee Manor														
% Occupancy												46.08%	46.08%	49.12%
Medicaid%												91.93%	91.93%	90.32%
Private %												0.14%	0.14%	1.56%
Hospice %												1.11%	1.11%	1.67%
ADV %												6.82%	6.82%	6.29%
Daily Medicare and ADV Census												0.00%	0.00%	0.15%
Employment (Full Time Equivalents)												0.13	0.13	1.66
												148.26	148.26	139.74

HOSPITAL AUTHORITY OF COLUMBUS
12 MONTH MOVING STATISTICAL REPORT

	Jul-25	Jun-25	May-25	Apr-25	Mar-25	Feb-25	Jan-25	Dec-24	Nov-24	Oct-24	Sep-24	Aug-24	Jul-24	13 Mth Average	Prior Year Avg
Orchard View															
% Occupancy	61.24%	58.05%	56.77%	58.97%	61.89%	65.13%	63.17%	67.61%	64.52%	65.00%	65.78%	65.81%	61.65%	62.75%	61.87%
Medicaid%	75.22%	76.53%	76.85%	76.67%	76.88%	71.27%	76.94%	74.74%	77.11%	74.34%	74.16%	73.16%	76.52%	75.45%	75.45%
Medicare%	7.84%	6.35%	6.03%	7.45%	7.14%	4.30%	6.72%	8.05%	8.32%	6.90%	6.13%	7.99%	4.26%	2.10%	7.06%
Private %	8.72%	9.82%	9.12%	8.18%	8.25%	8.99%	9.47%	8.25%	8.19%	8.26%	10.26%	10.42%	6.45%	9.03%	9.05%
Hospice %	3.06%	4.68%	4.20%	3.65%	3.66%	2.45%	2.49%	2.70%	2.68%	3.13%	3.85%	3.28%	4.65%	3.80%	3.85%
ADV %	5.34%	2.53%	3.76%	1.80%	2.08%	6.63%	4.38%	6.29%	3.69%	7.37%	5.68%	5.15%	5.12%	4.92%	4.55%
Daily Medicare and ADV Census	15.90	10.30	11.16	11.00	11.39	20.62	14.06	13.55	15.76	18.55	15.43	17.29	11.58	14.61	14.77
Employment (Full Time Equivalents)	185.04	180.06	179.16	172.00	169.72	176.75	194.86	187.00	182.49	185.45	182.05	170.56	174.57	180.06	179.57
Ridgcrest															
% Occupancy	57.49%	50.83%	50.69%	49.29%	46.77%	46.43%	45.43%	43.03%	43.28%	43.16%	42.78%	45.03%	45.28%	45.69%	46.00%
Medicaid%	52.57%	60.11%	59.92%	58.13%	55.42%	53.94%	57.40%	53.84%	53.80%	61.03%	66.05%	63.43%	61.66%	58.64%	58.73%
Medicare%	10.82%	13.90%	9.70%	2.17%	6.24%	9.57%	9.21%	10.96%	7.70%	8.01%	3.43%	8.10%	11.03%	8.54%	8.33%
Private %	20.57%	15.30%	19.39%	19.81%	22.65%	21.67%	20.12%	21.16%	23.45%	24.82%	25.43%	25.40%	23.66%	21.86%	22.91%
Hospice %	6.65%	7.42%	7.03%	8.05%	7.54%	9.34%	7.86%	9.36%	11.82%	4.72%	2.32%	0.00%	0.00%	5.82%	6.30%
ADV %	6.35%	3.28%	3.94%	11.89%	8.95%	5.99%	5.41%	4.86%	2.93%	1.42%	2.97%	3.07%	3.65%	4.86%	4.73%
Daily Medicare and ADV Census	8.29	7.33	5.81	5.60	5.61	5.89	5.58	5.65	3.87	3.42	2.30	4.22	5.58	5.17	5.09
Employment (Full Time Equivalents)	56.51	53.33	51.62	50.89	47.67	46.18	48.44	49.45	40.27	39.52	41.21	39.01	38.83	44.95	45.53
Muscogee Manor															
% Occupancy	46.08%	47.06%	48.03%	47.82%	48.06%	48.34%	48.91%	49.06%	49.32%	49.70%	50.41%	51.27%	51.40%	49.16%	49.12%
Medicaid%	91.93%	91.11%	90.03%	89.62%	91.55%	91.48%	92.33%	91.11%	89.31%	91.03%	89.57%	88.12%	88.22%	90.17%	90.32%
Medicare%	0.14%	0.87%	1.41%	3.02%	1.37%	1.06%	0.00%	1.61%	3.28%	1.42%	0.88%	1.77%	2.08%	1.69%	1.56%
Private %	1.11%	1.08%	1.06%	1.60%	1.06%	1.04%	1.04%	1.04%	1.03%	1.03%	2.33%	4.75%	2.98%	1.65%	1.67%
Hospice %	6.82%	6.94%	7.51%	5.76%	5.62%	5.84%	6.63%	6.24%	6.38%	6.26%	6.78%	5.36%	6.18%	6.24%	6.29%
ADV %	0.00%	0.00%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%	0.00%	0.26%	0.44%	0.00%	0.54%	0.16%	0.15%
Daily Medicare and ADV Census	0.13	0.80	1.32	2.83	1.29	1.54	-	1.55	3.17	1.65	1.30	1.77	2.65	1.78	1.66
Employment (Full Time Equivalents)	148.36	150.02	137.54	140.04	135.52	136.41	145.61	153.48	135.27	128.45	136.47	133.74	142.35	139.69	139.74

BOARD MINUTES
OF THE
HOSPITAL AUTHORITY OF COLUMBUS, GEORGIA
September 30, 2025

A regularly scheduled meeting of the Board of the Hospital Authority of Columbus, Georgia (HAC) was held at 11:00 AM on Tuesday, September 30, 2025. The meeting was held in the conference room at Orchard View on Whitesville Road in Columbus, Georgia. A notice was emailed to each member of the Board more than 48 hours prior to the meeting. A copy of the notice was posted more than 24 hours before the meeting on the door of the building in which the meeting was held.

Present at the meeting were Chairman Chuck Hecht, Vice Chairwoman Sarah Banks-Lang, and members Warner Kennon, Jr., Bob Jones, Dr. Sharen Kelly, Tony Floyd, Wayne Joiner and Dr. John Kingsbury. Dr. Linn Storey was absent and excused.

Britt Hayes, CEO and Rick Alibozek, CFO were present. Jack P. Schley, Secretary/Attorney, was excused.

WELCOME AND INVOCATION

The meeting was called to order by Chuck and Britt opened the meeting with a prayer.

DETERMINATION OF QUORUM

It was determined that a quorum was present.

REVIEW OF MINUTES

The Minutes for the August 28, 2025, Board meeting were reviewed. Chuck Hecht noted a revision. The August 2025 Board Minutes will be brought back to the next meeting for approval.

BOARD BUSINESS

Britt reported that Dr. Linn Storey has been formally sworn in and is now officially a member of the Board.

CFO'S REPORT

Rick presented the Statistical and Financial Reports:

Statistical Report: Attached to these Minutes is the FY 2025 YTD Statistical Report. Rick reported that the admissions in July 2025 totaled 42, and discharges equaled 42. According to Rick, the census at the beginning of the month was 269 and the current census is 275.

Financial Report: Attached to these Minutes is the Hospital Authority of Columbus Consolidated Income Statement and Summary Report through August 31, 2025. Rick calculated HAC's total debts to be about \$43 million with current cash, repurchase agreements, and short-term investments totaling about \$26 million.

Rick apprised the Board that although the IRS ruled in favor of the Hospital Authority and payment for the Employee Retention Credit, only 90% of HAC's claim was granted. HAC is preparing to request a hearing with a Taxpayer Advocate to attempt to be awarded the remaining funds of approximately \$400k plus interest.

Rick commented that this month we received notification for approval for payment for 3rd Quarter FY 2025 Upper Payment Limit (UPL) amounting to \$1,259,000. We are still awaiting approval for the 4th Quarter UPL payment.

Regarding regulatory issues, the Department of Labor is revisiting the Joint Employer classification. This entails Employee vs Independent Contractor relationships and whether certain salaried employees are rightfully exempted from overtime. We have made a corporate decision to 1) limit the number of salaried employees and 2) to extent possible, not to use agencies that do not

pay employees with a W-2. Automatic lunch deductions have been addressed through our handbook, as some entities have struggled with different concepts within our industry. Finally, CMS has withdrawn all appeals of the staffing mandate which was introduced in April 2024. Recent legislation placed a 10-year moratorium on implementation, which was appealed.

Venture into obtaining nurses from the Philippines have been halted. As we moved closer to taking exams and moving to the U.S., those nurses lost interest. The third-party legal firm handling the process indicated that we should discontinue interest.

PRESIDENT'S REPORT

Britt Hayes gave the President's report:

Insurance Renewals: Property, cyber, and automobile insurance renewals effective October 1st experienced an annual premium increase of \$20,400 (or 11%).

Ridgecrest Survey: Britt discussed a recent 6-day long Complaint survey at Ridgecrest. Due to the excellent management team's response and knowledge, Department of Community Health survey exited without citing any deficiencies.

Litigation Update: Britt relayed that efforts have been made this month regarding pending litigation against HAC. Britt and team members were deposed during the month for a case that is 6+ years old and is moving toward closure. A second case was mediated successfully last week and is now closed.

Accolades: Britt apprised the Board of another National Award recognizing HAC. Newsweek has named Orchard View to the list of 2026 America's Best Nursing Homes! There were only 25 selected from Georgia which would place Orchard View in the Top 7% in the state and as one of the top 1,200 in the U.S. This ranking was the result of achieving high performance data marks, peer recommendations, accreditation and resident satisfaction, with performance data "carrying an

increased weight in 2026 to reflect the growing emphasis on clinical quality measures”. The Board urged Britt to send out a press release and share the information with discharge planners, etc.

Financial Overview: Chuck prefaced this discussion by reiterating that this is to be exploratory in nature and that no decisions were to be made at this meeting. Britt and Rick then addressed financial performance of the Company and areas of focus. Much of our revenue goals are affected by the Medicare Advantage plans we are eligible to receive by contractual agreements. Rick stated that for every 10 residents that are admitted equals about \$1,200,000 monthly. Rick has recently provided all pertinent information requested by a third-party company LTC Ally to enable them to arrange agreements with Aetna, Humana, VA, etc. New contracts would be monumental to increasing admissions in our Metropolitan Statistical Area as more people migrate away from traditional Medicare Part A. More Americans are currently covered by Advantage Plans than traditional Medicare.

Multiple ideas were discussed regarding possible future plans for the Muscogee Manor campus, Cobis Personal Care Home, the Home Health building, debt financing, and other parcels that could be sold.

NEXT MEETING

The next meeting will be on Tuesday, October 28, 2025 at 11:00 AM at Orchard View.

There being no further business the meeting was adjourned.

JACK P. SCHLEY
Secretary/Attorney

CHARLES K. HECHT, III
Chairman

**HOSPITAL AUTHORITY OF COLUMBUS
YTD CONSOLIDATED INCOME STATEMENT
THROUGH AUGUST 31, 2025**

	Orchard View	Home Office	Ridgecrest	Muscooke Manor	Total Nursing Home	Cobis PCH	Muscooke Home Health	River Mill	Consolidated
INCOME STATEMENT									
Revenue	\$ 3,081,326	\$ 220,332	\$ 1,353,151	\$ 2,193,627	\$ 6,848,636	\$ 4,001	\$ 23,568	\$ 15,686	\$ 6,891,891
Operating Expenses	2,996,956	547,276	1,121,302	2,287,210	6,752,744	1,214	1,879	-	6,755,837
Net Profit (Loss) before Noncash expense	84,370	(126,944)	231,849	(93,583)	95,892	2,787	21,689	15,686	136,054
Provision for Bad debts	-	-	-	-	-	-	-	-	-
Interest expense	(59,044)	-	(149,514)	-	(208,558)	-	-	-	(208,558)
Depreciation and Amortization	(167,524)	-	(184,084)	(37,772)	(369,380)	(550)	-	-	(369,930)
YTD Income (loss)	\$ (141,998)	\$ (126,944)	\$ (101,749)	\$ (111,355)	\$ (482,046)	\$ 2,237	\$ 21,689	\$ 15,686	\$ (447,434)
						\$ -	\$ -	\$ -	\$ -

**HOSPITAL AUTHORITY OF COLUMBUS
CONSOLIDATED SUMMARY REPORT
MONTH ENDED AUGUST 31, 2025**

	Orchard View	Home Office	Ridgecrest	Muscogee Manor	Total Nursing Home	Cobis PCH	Muscogee Home Health	River Mill	Consolidated
BALANCE SHEET									
Cash	\$ 9,082,353	\$ -	\$ 5,859,827	\$ 3,806,725	\$ 18,748,905	\$ 48,729	\$ 459,603	\$ 3,755,162	\$ 23,012,399
Other Current Assets	3,877,024	-	1,928,151	3,624,615	9,429,790	8,607	5,510	-	9,443,907
Intercompany Balances	13,615,241	-	(13,446)	(3,970,616)	9,631,179	(6,389,957)	(2,318,703)	(922,519)	-
Noncurrent Assets	29,639,192	-	30,557,464	6,752,585	66,949,241	145,506	83,642	-	67,178,389
Total Assets	\$ 56,213,810	\$ -	\$ 38,331,996	\$ 10,213,309	\$ 104,759,115	\$ (6,187,115)	\$ (1,769,948)	\$ 2,832,643	\$ 99,634,695
Current Liabilities	\$ 1,218,952	\$ -	\$ 506,774	\$ 687,941	\$ 2,413,667	\$ -	\$ 645	\$ -	\$ 2,414,312
Non-current Liabilities (excluding bonds)	8,798,355	-	3,123,591	4,956,117	16,878,063	360,100	450,668	-	17,688,831
Bonds Payable	17,722,519	-	27,404,708	-	45,127,227	-	-	-	45,127,227
Total Liabilities	27,739,826	-	31,035,073	5,644,058	64,418,957	360,100	451,313	-	65,230,370
Fund Balance	28,473,984	-	7,296,923	4,569,251	40,340,158	(6,547,215)	(2,221,261)	2,832,643	34,404,325
Total Liabilities and Fund Balance	\$ 56,213,810	\$ -	\$ 38,331,996	\$ 10,213,309	\$ 104,759,115	\$ (6,187,115)	\$ (1,769,948)	\$ 2,832,643	\$ 99,634,695
INCOME STATEMENT									
Revenue	\$ 1,590,806	\$ 110,166	\$ 612,602	\$ 1,093,113	\$ 3,406,687	\$ 2,001	\$ 11,710	\$ 7,590	\$ 3,427,988
Operating Expenses	1,467,018	136,890	538,969	1,080,921	3,223,798	607	1,058	-	3,225,463
Net Profit (Loss) before Noncash expense	123,788	(26,724)	73,633	12,192	182,889	1,394	10,652	7,590	202,525
Provision for Bad debts	-	-	-	-	-	-	-	-	-
Interest expense	(29,522)	-	(74,757)	-	(104,279)	-	-	-	(104,279)
Depreciation and Amortization	(83,762)	-	(92,042)	(8,886)	(184,690)	(275)	-	-	(184,965)
Current Month Income (loss)	\$ 10,504	\$ (26,724)	\$ (93,166)	\$ 3,306	\$ (106,080)	\$ 1,119	\$ 10,652	\$ 7,590	\$ (86,719)
YTD Income (loss)	\$ (141,998)	\$ (126,944)	\$ (101,749)	\$ (111,355)	\$ (482,046)	\$ 2,237	\$ 21,689	\$ 15,686	\$ (442,434)
Monthly Net Income (loss)	\$ 10,504	\$ (26,724)	\$ (93,166)	\$ 3,306	\$ (106,080)	\$ 1,119	\$ 10,652	\$ 7,590	\$ (86,719)
Add: Depreciation	83,762	-	92,042	8,886	184,690	275	-	-	184,965
Add: Interest Expense	29,522	-	74,757	-	104,279	-	-	-	104,279
Less: Monthly bond payment	(185,453)	-	(66,608)	-	(252,061)	-	-	-	(252,061)
Less: Property & Equipment Additions	-	-	-	-	-	-	-	-	-
Net Cash Flow	\$ (61,665)	\$ (26,724)	\$ 7,025	\$ 12,192	\$ (69,172)	\$ 1,394	\$ 10,652	\$ 7,590	\$ (49,536)

HOSPITAL AUTHORITY OF COLUMBUS
12 MONTH MOVING STATISTICAL REPORT

	Aug-25	Jul-25	Jun-25	May-25	Apr-25	Mar-25	Feb-25	Jan-25	Dec-24	Nov-24	Oct-24	Sep-24	Aug-24	13 Mth Average	Prior Year Avg
Orchard View															
% Occupancy	65.10%	61.24%	58.05%	56.77%	58.87%	61.89%	65.13%	63.37%	67.61%	64.57%	65.09%	65.09%	65.78%	65.93%	63.01%
Medicare	71.89%	75.27%	76.63%	76.85%	76.67%	76.88%	71.13%	76.94%	74.74%	77.11%	74.34%	74.34%	74.16%	75.11%	75.11%
Medicaid	6.35%	7.64%	5.35%	6.05%	7.65%	7.14%	9.30%	6.73%	8.04%	8.37%	6.90%	6.90%	6.13%	7.98%	7.25%
Private %	7.87%	8.77%	9.82%	9.12%	8.18%	8.26%	8.98%	9.47%	8.25%	8.35%	8.35%	8.35%	10.47%	8.50%	8.50%
Respite %	3.87%	3.08%	4.68%	4.20%	5.89%	5.69%	3.45%	2.49%	2.70%	2.48%	3.13%	3.85%	3.38%	3.74%	3.85%
ADU %	9.05%	5.34%	7.53%	3.79%	1.90%	2.05%	6.69%	4.38%	6.75%	3.90%	7.27%	5.60%	5.15%	4.93%	4.55%
Daily Medicare and ADU Census	22,09	11,90	10,30	11,16	11,00	11,39	70,87	14,06	19,35	15,76	18,55	15,43	17,29	15,47	14,77
Employment (Full Time Equivalents)	392.17	186.04	180.06	179.26	177.00	165.72	176.75	194.86	187.00	182.49	185.45	182.05	170.56	181.42	179.57
Ridgmont															
% Occupancy	57.22%	57.49%	50.88%	50.69%	49.25%	46.77%	46.43%	45.43%	43.01%	43.23%	43.15%	42.78%	45.05%	47.80%	45.00%
Medicare	57.18%	52.57%	50.11%	50.93%	58.15%	55.42%	53.93%	57.40%	53.84%	53.80%	61.03%	60.05%	63.45%	57.91%	58.73%
Medicaid	10.82%	10.82%	11.50%	11.39%	19.61%	22.69%	21.82%	20.12%	21.16%	22.74%	24.82%	25.23%	25.40%	21.57%	21.91%
Private %	20.54%	3.59%	7.42%	7.05%	8.05%	7.84%	9.34%	7.46%	9.38%	11.82%	4.72%	2.32%	0.00%	7.20%	6.50%
Respite %	4.77%	6.33%	3.28%	3.54%	11.86%	8.05%	5.19%	5.41%	4.64%	2.55%	1.42%	2.97%	3.07%	4.94%	4.79%
ADU %	6.71	8.23	7.23	5.61	5.80	5.91	5.89	5.58	5.63	3.67	3.42	2.30	4.22	5.42	5.69
Daily Medicare and ADU Census	59.58	55.51	55.33	51.22	50.83	47.97	45.18	48.44	42.45	40.20	39.52	41.21	39.01	47.97	45.53
Employment (Full Time Equivalents)															
Message Manor															
% Occupancy	45.15%	45.68%	47.05%	48.03%	47.82%	48.05%	48.34%	48.91%	48.05%	49.33%	49.72%	50.41%	51.27%	48.40%	48.12%
Medicare	91.53%	91.93%	91.11%	90.03%	89.65%	91.85%	91.38%	93.33%	91.11%	89.31%	91.03%	89.57%	88.17%	89.71%	90.32%
Medicaid	1.09%	1.04%	1.41%	1.41%	1.02%	1.37%	1.05%	1.00%	1.51%	3.28%	1.03%	1.03%	1.77%	1.30%	1.56%
Private %	0.00%	1.11%	1.89%	1.08%	1.60%	1.84%	1.05%	1.00%	1.24%	1.03%	1.03%	2.33%	4.75%	1.40%	1.90%
Respite %	7.28%	5.93%	6.89%	7.51%	5.76%	5.93%	5.84%	6.62%	6.24%	6.36%	6.26%	6.78%	5.38%	6.42%	6.22%
ADU %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%	0.45%	0.00%	0.00%	0.15%
Daily Medicare and ADU Census	6.97	0.13	0.80	1.32	2.81	1.28	1.54	1.55	1.55	3.17	1.55	1.30	1.77	1.41	1.46
Employment (Full Time Equivalents)	136.71	146.76	150.07	137.54	140.94	135.52	135.41	146.61	133.48	135.27	128.49	136.42	133.74	139.59	133.74

HOSPITAL AUTHORITY OF COLUMBUS
FY 2026 YTD Statistical Report

	June	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sept	August	July	Average	Prior Year
Orchard View														
% Occupancy											65.10%	61.24%	63.17%	62.87%
Medicaid%											72.89%	75.22%	74.06%	75.46%
Medicare%											6.39%	7.64%	7.02%	7.06%
Private %											7.80%	8.72%	8.26%	9.06%
Hospice %											3.87%	3.08%	3.48%	3.86%
ADV %											9.05%	5.34%	7.20%	4.56%
Daily Medicare and ADV Census											20.09	15.90	18.00	14.72
Employment (Full Time Equivalents)											192.17	186.04	189.11	179.57
Ridgecrest														
% Occupancy											57.22%	57.49%	57.36%	46.00%
Medicaid%											57.18%	52.57%	54.88%	58.73%
Medicare%											9.19%	10.82%	10.01%	8.33%
Private %											20.54%	20.57%	20.56%	21.91%
Hospice %											8.32%	9.69%	9.01%	6.30%
ADV %											4.77%	6.35%	5.56%	4.73%
Daily Medicare and ADV Census											6.71	8.29	7.50	5.09
Employment (Full Time Equivalents)											59.58	56.51	58.05	45.53
Mustogee Manor														
% Occupancy											45.16%	46.08%	45.62%	49.12%
Medicaid%											91.62%	91.93%	91.78%	90.32%
Medicare%											1.09%	0.14%	0.62%	1.56%
Private %											0.00%	1.11%	0.56%	1.67%
Hospice %											7.29%	6.82%	7.06%	6.29%
ADV %											0.00%	0.00%	0.00%	0.15%
Daily Medicare and ADV Census											0.97	0.13	0.55	1.66
Employment (Full Time Equivalents)											136.71	148.26	142.49	139.74



KCBC COMMISSIONER BOARD MEETING

MEETING MINUTES

Wednesday, February 5, 2025

Citizen Service Center | 3111 Citizens Way, Columbus, GA 31906

KCBC Executive Director: Lisa Thomas-Cutts Commissioner

Board Members Present: Doris Bishop, Avianca Dowdell, Courtney Johnson, Pamela Thomas, Leasa Hastings, Taylor Martin

Members Absent: Katie Franklin, David Houser, and Kara Brakefield

Meeting called to order at 9:03 AM

Welcome & Minutes

Executive Director, Lisa Thomas-Cutts, called the meeting to order and proceeded with a motion to approve the previous meeting's minutes from October 23, 2024.

The minutes were properly moved and approved.

KCGBC Chairmen's Report- Herman Lewis, Jr. – KCGBC Chairman

Herman Lewis, Jr., shared that from the non-profit's perspective, we are in a strong and healthy position. He also commended our Executive Director, Lisa Thomas-Cutts, for her outstanding leadership and hard work. Herman encouraged the commissioner to stay engaged and get involved whenever possible, as there are many upcoming events and activities. Additionally, Herman mentioned that we are awaiting a response regarding a grant application and asked everyone to keep their fingers crossed.

Executive Director's Report- Lisa Thomas-Cutts

Lisa Thomas-Cutts gave high praise to Chairman, Herman Lewis, for his assistance with collecting and transporting trees during the Christmas Tree Recycle Campaign and collected shoes from some of the surrounding schools. Boar

Projects and Programs

Christmas Tree Recycling

Lisa mentioned the Christmas Tree Recycling Campaign was a success, although some challenges were experiences. A generous organization donated 68 trees at the conclusion of the Uptown Tree Festival/

Shoe Recycling

Avianca provided an update on the campaign, noting that due to the overwhelming participation, the end date has been extended to February 7th. Drop-off locations are available at the fire stations and the City Service Center. A friendly competition was held among schools, with the school that collected the most shoes receiving a pizza party in late February. Avianca expressed gratitude to everyone for tapping into their networks to donate shoes and mentioned the upcoming volunteer shoe-packing days. She encouraged anyone interested in volunteering to reach out to her.

Arbor Day Celebration

Arbor Day Celebration will be held on February 22, 2025, at Lake Bottom Park from 11:00 AM to 1:00 PM. We need all hands-on deck to help with the event, so your support would be greatly appreciated. Please come out, and feel free to invite others to join us for this free event!

Earth Week Activities- More Details to come

Awards Reception- More Details to come

New Business

KCBC launched our partnership with the Columbus Civic Center in December with a kickoff press conference before our Holiday Open House. Moving forward, we are actively seeking businesses to join our KCBC Business program and will have more updates to share soon.

Lisa found out for the second year in a row, we will receive the Governor's Circle Award during the Keep Georgia Beautiful Foundation Day at the Capitol. This award speaks volumes about the work we are doing here at KCBC.

We have 1 open spot for a new Commissioner, the goal is to fill this position before summer.

Meeting adjourned at 10:30 AM

Next Meeting: April 9, 2025

Meeting Minutes Recorder Commissioner Board Secretary & Staff Assistant, Avianca Dowdell



KCBC COMMISSIONER BOARD MEETING

MEETING MINUTES

Wednesday, April 16, 2025

Citizen Service Center | 3111 Citizens Way, Columbus, GA 31906

KCBC Executive Director: Lisa Thomas-Cutts

Commissioner Board Members Present: Avianca Dowdell, Courtney Johnson, Pamela Thomas, Leasa Hastings, Taylor Martin

Absent Board Members: David Houser, Katie Franklin and Kara Brakefield

Meeting called to order at 9:11 AM

Welcome & Minutes

Executive Director, Lisa Thomas-Cutts, called the meeting to order.

KCGBC Chairmen's Report- Herman E. Lewis, Jr. -KCGBC Chairman

Although Herman was unable to attend the meeting, he sent a message that was read aloud by Lisa. In it, he encouraged the commissioners to fully support the upcoming Earth Week activities and expressed his gratitude for their continued dedication and service.

Executive Director's Report- Lisa Thomas-Cutts

OLD BUSINESS

Arbor Day- The Arbor Day Celebration took place on February 22 at Lake Bottom Park from 11:00 AM to 1:00 PM. The event was a tremendous success and has experienced significant growth in participation since the post-pandemic period. This year's celebration featured over 20 vendors, complimentary food, giveaways, and the planting of more than twenty trees.

Shoe Recycling- This year's shoe recycling campaign saw a decline in the number of shoes collected compared to last year, primarily due to a delayed start. To improve future outcomes, the

goal is to engage schools earlier and transition the effort into a year-round collection initiative. Despite the challenges, Eddy Middle School emerged as the winner of the school shoe collection contest and was rewarded with a celebratory pizza party. The event was especially meaningful, as several board members who are alumni of Eddy Middle School had the opportunity to give back to their former school, making it a full-circle moment for all involved.

Earth Week Activities- A variety of exciting events are planned for our Earth Week Celebration. Commissioners are encouraged to promote KCBC events on social media and within their personal networks to maximize participation. Lisa provided a detailed list of the scheduled events and urged all members who have not yet registered to sign up for the two Earth Week Kickoff Cleanups, which will take place on Saturday, April 19th, from 9:00 AM to 11:00 AM.

Awards Reception- The Awards Reception is scheduled for Thursday, April 24 at 5:30 PM. The planning committee has been actively coordinating with local schools, resulting in a strong influx of nominations. This event will serve as a meaningful opportunity to recognize and celebrate our dedicated community partners who play a vital role in helping us fulfill our mission. It promises to be a memorable and uplifting occasion

NEW BUSINESS

Golf Tournament- September 12th is the official date for this year's tournament. More details to come. If interested in joining the planning committee, please let us know!

Help- the- Hooch- More details to come regarding the kickoff planning meeting.

Open Seats- There are currently two vacant commissioner seats. The plan is to fill both positions prior to reconvening in August.

Meeting adjourned at 10:00 AM

Next Meeting: August 2025

Meeting Minutes Recorder Commissioner Board Secretary & Staff Assistant, Avianca Dowdell

LAND BANK AUTHORITY

AGENDA

Time: Wednesday, March 12th, 2025, 12PM - 1PM

Place: Annex 1st Floor Conference Room, 420 10th St.

Call to Order: Director Robert Scott, 12:10pm

Board Members Present: Steve Anthony, Deidre Tilley, Michelle Williams

Board Members Absent: Carson Cummings, Sherrie Aaron, Tomeika Farley

Community Reinvestment Staff: Aysia Merritt, Robert Scott, Kimberly Mitchell

Tax Commissioner's Office Staff: David Britt, Jennifer Lunsford

Guests: 3

1. Approve Minutes from January 8th and February 12th, 2025

Minutes will not be approved due to lack of quorum.

2. Director's Report

Director Scott shared that one of the Community Reinvestment CDBG projects, the Food Mill Shared Kitchen project, won an award from the GA Cities Municipal Association and an NCDA award.

3. Success Story – Dew Point Farms

Mr. Brad Barnes with Dew Point Farms presented his success story with a property purchased through the Land Bank. Mr. Barnes stated that he acquired the property through the Land Bank in 2019. He also received CDBG funding to demolish the structure on the property. He stated that he and his wife wanted to create a micro-farm. They cleared overgrowth on the land, brought in 16 yards of compost and started growing vegetables. He added that the farm was organic and used no drip irrigation.

In 2022, the Barnes family purchased the adjacent residential lot and expanded the garden. Since the adjacent lot was in the expanded Historic Lakebottom district, they had to get approvals from Historic Columbus. He stated that the second lot now has fruit trees on the front half and vegetables growing in the rear. He stated that his farm produced about 1,000lbs of produce a year. Once fruit trees are mature, he anticipated that they would grow around 2,000lbs of produce per year.

Mr. Barnes shared that they sold their produce at open market for a while. Now, they sell their produce to the Food Mill (wholesale) and it is resold through the Food Mill Mobile Market in low-income neighborhoods. Finally, he expressed gratitude that the Land Bank allowed an agricultural use on the lot. He shared that he and his wife now speak at

various conferences to talk about the benefits of purchasing through the Land Bank, how to do organic farming, and how to use small spaces for farming.

4. Curtis St Update

Ms. Merritt shared that the updated quitclaim deed for Curtis Street has been filed. She stated that once the applicant has secured [a construction loan], he will notify the board. The applicant has agreed to return three months from date he secures additional funding to provide an update to the Land Bank Authority.

5. Acknowledgements from David Britt

Tax Commissioner Britt greeted the Land Bank Authority board and gave an overview of his experience. He stated that he had joined the tax commissioner's office in 2000. From 2009-2020, he stated that he managed the tax delinquent office. He also shared that he participated in reviving the Land Bank in 2012. He stated that it was great to see where the Land Bank was now.

Commissioner Britt shared that his office is working to rebuild their tax delinquent department. However, he stated that there are new demands in addition to collecting taxes from real and personal property. He stated that his office has also been asked to collect on demolition liens. Commissioner Britt shared that the buildout of the tax delinquent department would depend on this budget season. He stated that the Tax Commissioner's office was a friend to the land bank and that the land bank was high on the radar. However, regarding a timeframe to restart its work with the Land Bank, Commissioner Britt stated that he did not have a timeframe. He shared that he would like to do a delinquent tax sale this year. He would also like to get more aggressive in the next calendar year.

Ms. Tilley asked if Commissioner Britt needed the Land Bank Authority board to provide any assistance in terms of the City Council. She asked if there was anything the board could ask staff to do. Commissioner Britt shared that he would appreciate the board's advocacy. Director Scott stated that he was pleased to develop the relationship between the Tax Commissioner's office and the Community Reinvestment Department towards long-term sustainability. Director Scott thanked the Tax Commissioner for reaching out to Community Reinvestment staff and for attending the Land Bank meeting.

6. Final Acknowledgements

Director Scott shared that the department had transitioned to a new attorney to help increase internal efficiencies.

Call to Adjourn, 12:36pm

LAND BANK AUTHORITY MINUTES

Special Call Meeting

Time: Wednesday, February 12, 2025, 12:00PM-1:00PM

Place: Annex 1st Floor Conference Room, 420 10th St.

Call to Order: Robert Scott, 12:02 p.m.

Attendance (in person): Sherrie Aaron, Carson Cummins, Michelle Williams, Tomeika Farley, and Steve Anthony

Staff: Robert Scott, Aysia Merritt, Mary B. Garcia

Visitors: None

1. Director's Report:

Director Scott discussed his recent trip to D.C, where he met with Senator Jon Ossoff and Congressman Sanford Bishop where he talked about the Land Bank's contribution to Columbus. Director Scott shared that the board needed additional supplies (more blue notebooks). He also shared that during the meeting, the board needed to re-appoint several board members whose terms were ending.

2. Motion to re-appoint Sherrie Aaron, Steve Anthony, and Michelle Williams to the Land Bank Authority Board.

1st: Tomeika Farley

2nd: Carson Cummings

All in favor. No objections. Motion passes.

3. Curtis St Reno Update

Real estate specialist Aysia Merritt provided the applicant's timeline of vandalism at the property, proof of insurance and police report. Ms. Merritt shared that the applicant (Mr. Josh Nicholson) had not submitted an insurance claim due to the claim "not being worth it."

Ms. Williams asked about the amount of the applicant's deductible. Board members discussed the property and the contractors on the property. Board members stated that they need a policy for property buyers regarding deductibles and all other financial concerns. Director Scott shared that the applicant was attempting to get a loan to finish the renovation. He added that the applicant was unable to get the loan until the deed was released. Ms. Williams pointed out that the board would not want to set precedents that could lead to abandonment. Ms. Aaron concurred, stating that she did not want to set precedents to release deeds.

Director Scott discussed other examples of deeds that had been released prematurely and issues that occurred. However, he stated that the applicant at Curtis Street was trying to do something unlike at previously released properties. Ms. Farley asked if the

applicant needed more time. Ms. Aaron asked if the board released the deed and if the applicant remained non-compliant, whether the board could review the project at a later time and decide whether or not to work with him again in the future.

The board discussed a timeframe to check back in with the applicant if the deed were released. Ms. Aaron inquired if, once the deed is released, the board could still claw back the property. Director Scott stated no. Ms. Farley inquired about what would happen if the applicant does not keep his word since he does not live in this area. Ms. Aaron pointed out her research that showed that other Land Banks did not allow private citizens to invest - only contractors or other professionals.

The board members discussed whether to release the deed or request additional information from the applicant on his insurance policy type and other questions. Ms. Farley inquired about what would happen if the board did not release the deed. Mr. Anthony suggested releasing the property and asked what the best option would be to accomplish that. Mr. Cummings pointed out that the applicant was putting the work in and trying.

4. **Motion to allow for a conditional release with a 3-month update after securing financial backing and notification to Land Bank immediately upon obtaining funding.**

1st: Steve Anthony

2nd: Michelle Williams

All in favor. No objections. Motion passes.

5. **Call to Adjourn** Sherrie makes motion to adjourn 12: 27 pm.

LAND BANK AUTHORITY

MINUTES

Time: Wednesday, May 14th, 2025, 12PM - 1PM

Place: Annex 1st Floor Conference Room, 420 10th St.

Call to Order: Steve Anthony, 12:09pm

Board Members Present: Steve Anthony, Tomeika Farley, Michelle Williams

Board Members Absent: Sherrie Aaron, Carson Cumming, Deidre Tilley

Community Reinvestment Staff: Aysia Merritt, Robert Scott, Kimberly Mitchell

Guests: 1

1. Approve Minutes from January 8th, February 12th, and March 12th, 2025

The minutes from the January 8, February 12 and March 12 meetings were not approved due to a lack of quorum.

2. Director's Report

The department held a bus tour of CDBG-funded projects during National Community Development Week (April 21-25). Members of the Tax Commissioner's office staff attended the bus tour. Director Scott expresses hope that the land banking process will restart by December.

The newly appointed LBA member Reynolds Bickerstaff introduces himself. Mr. Bickerstaff states that he has been in real estate since 2004, including work in brokerage, property management, etc. He adds that he has served several city boards. Mr. Bickerstaff states that he hopes to use his knowledge and skills to further the mission of the board. Mr. Anthony shares that Mr. Bickerstaff will be a great asset to the LBA board. Director Scott states that the board is looking forward to him joining.

Director Scott gives Mr. Bickerstaff an overview of the Land Bank. The director shares that the goal of the Land Bank is to transform a vacant space into a vibrant place. The properties acquired through the Land Bank are vacant properties and must have severe property, demolition or grass liens. Director explains the eight land bank "opportunity zones." Mr. Anthony shares that the properties acquired by the Land Bank are typically residential but occasionally are also commercial.

Director Scott states that members of the general public can petition the board to acquire a property. The applicant must provide a proposal and show a capital stack. Historically, people were acquiring properties and not making any improvements on the site. The board makes a decision to move forward with a proposal and the Real Estate Specialist works internally to complete the judicial in rem foreclosure.

Mr. Bickerstaff asks if the next fiscal year will be busier than this year. Director Scott says this is likely. The LBA board is giving the new Tax Commissioner at least 12 months to wrap his arms around the program. The Real Estate Specialist, Ms. Merritt, will meet with Mr. Bickerstaff after his swearing-in to talk more about the activities of the board. Director Scott states that the board can use this downtime to work on the opportunity zones and other aspects of the board's work. Mr. Bickerstaff suggests that the board pursue additional funding for infrastructure. Mr. Anthony adds that the goal is to beautify our neighborhoods.

Ms. Farley inquires if the board or staff have analytics on past properties, indicating the "why" behind the properties being selected by the LBA. She says that her family has heir property that was damaged during a recent storm. She notes that some properties have no intent for redevelopment, but if there is an effort to address it, Ms. Farley asks whether the board should be taking it. Director Scott says the LBA board must decide if they want to add those considerations. He adds that he does not want to take family wealth. Mr. Anthony comments that the property must be delinquent.

Ms. Farley states that this is important if the board is going to establish itself as helping the community. She states that the board needs to give ample notice, or for the property owner to have a "path to green." Director Scott says that with a demo lien, the property owner has many chances. The City gives the property owner installment plans. Mr. Anthony states that the property owner must demonstrate a consistent pattern of delinquency. He adds that the Heirs workshop is a good tool.

Director Scott shares an update on the Estate Planning activities, highlighting that 13 of the 30 applicants will participate in Signing Day to finalize their estate plans. The LBA paid for the workshop and CDBG paid for the estate plans to be completed.

Ms. Farley states that the board needs written policies to stand behind. Director Scott states that the board will operate with transparency and accountability. Mr. Anthony shares that a typical Land Bank meeting will have some procedural pieces and then at least one presentation from an applicant. He notes that the LBA is "not land grabbers."

Director Scott shares that the Tax Commissioner says he needs more financial capacity in his budget to support the Land Bank. Mr. Bickerstaff asks about who can advocate for budget items. Director Scott states that it is usually staff. Ms. Merritt adds that Mr. Bickerstaff can advocate as a private citizen.

3. Curtis Street Update

Ms. Merritt reached out to Josh Nicholson on May 7th to request an update on construction funding. She stated that she had not yet received an update from Mr. Nicholson. The board members share the history of the property with Mr. Bickerstaff. Ms. Williams shares that the property had squatters twice and had the copper ripped out. She adds that during the last meeting, he said he needed the unrestricted deed to get a construction loan to finish the project. The board released the restrictions on the deed. Director Scott commented that the board does not want the property back. Ms. Farley inquired whether the board had any ability to compel Mr. Nicholson to finish. Without the deed restrictions, Ms. Merritts states no. Ms. Merritt states that she is connected with the Savannah Land Bank and will inquire about how they handle these issues.

4. Board Empowerment Opportunity

Director Scott inquires whether there are particular areas of training or development the board members believe would be valuable in strengthening the board's effectiveness and advancing the land bank's vision. Ms. Merritt is scheduled to attend a Land Banking conference in Detroit in September.

Ms. Merritt asks the board to consider things they may want to learn more about. She suggests the Center for Community Progress (CCP) website. She advises the board members to explore the website to see what they might benefit from learning more about. Director Scott adds that staff will see what trainings CCP can bring to the board and asks for suggestions.

Ms. Farley asks what recourse an applicant has if they petition the board for a property and the board denies their application. Ms. Anthony states that they can reapply. Ms. Farley shares that on her prior boards, the applicant could take the entity to court. Mr. Anthony states that they have board member insurance that protects them as private citizens. He states that prior to the process slowing down, there were properties that people put down earnest money on. The applicants could either get a refund and get a first right of refusal or the board could hold the money in escrow.

Ms. Williams adds that after the completion of the project, the applicants are asked to come back and share their success stories. Mr. Bickerstaff asks if the applicant is able to demolish a structure themselves. Director Scott states that the LBA pays for the demolition. The price of the purchase would include the demolition price. In a lot of cases people go above the asking price. Director Scott states that the City has the ability to demolish properties using the City's on-call vendors.

Mr. Anthony states that the goal is to cover expenses and break even, but the board can also make a modest profit. Ms. Farley shares that this allows the board to promote other activities, such as the Invest in Columbus workshop. Director Scott states that there are about \$200,000 in reserves. He adds that the board can also use affordable housing funding to develop lots.

Call to Adjourn, 1:01pm



Planning Advisory Commission

October 1, 2025

MINUTES

A meeting of the Planning Advisory Commission was held Wednesday, October 1, 2025 in the Council Chambers of the Citizen Service Center.

Commissioners Present:

Chairperson: Brad Baker
 Vice Chairperson: Michael Ernst
 Commissioners: Rick Stallings, Haley Lyman, Anthony Smith, Zarome Lackey
Absent: Gloria Thomas, Patrick Steed, Lakshmi Karthik
Staff Members: Morgan Shepard, Principal Planner

CALL TO ORDER: Chairperson Baker called the meeting to order at 9:00 a.m. All in attendance stood for the pledge of allegiance to the American Flag. He explained the rezoning process to the audience.

APPROVAL OF MINUTES: Chairperson Baker asked for a motion on the minutes from September 3, 2025. No changes or additions by other commissioners. Motion carries, minutes accepted.

ZONING CASES:

1. **EXCP-09-25-1728:** A request for A Special Exception Use of 31.77 acres of land located at 1650 Hubbard Road. Current zoning is Residential Estates – 1 (RE1). The proposed use is a Resource Conservation Subdivision. Edgar Hughston Builder, Inc is the applicant. This property is located in Council District 2 (Davis).

Morgan Shepard read the staff report.

Edgar Hughston Builder, Inc has submitted an application for the Special Exception Use cited above. The property is located in a Residential Estate – 1 (RE1) zoning district. The site for the proposed Conservation Subdivision is located at 1650 Hubbard Road. The purpose of the Special Exception Use is to allow for the operation of a Resource Conservation Subdivision located within the Residential Estate – 1 (RE1) zoning district:

(1) Access: Is or will the type of street providing access to the use be adequate to serve the proposed special exception use?

Hubbard Road will provide adequate free flow movement.

(2) Traffic and Pedestrian Safety : Is or will access into and out of the property be adequate to provide for traffic and pedestrian safety, the anticipated volume of the traffic flow, and access by emergency vehicles?

Access into and out of the property in question will provide for adequate traffic and pedestrian safety and emergency access.

(3) Adequacy of Public Facilities: Are or will public facilities such as school, water, or sewer utilities and police and fire protection be adequate to serve the special exception use?

Services such as water, utilities, police, and fire protection are adequate.

(4) Protection from Adverse Affects: Are or will refuse, service, parking and loading areas on the property be located or screened to protect other properties in the area from such adverse effects as noise, light, glare or odor?

The property is surrounded by Single Family Residential use. Noise, light, flare and odor should be limited due to the nature of the use.

(5) Hours of Operation: Will the hours and manner of operation of the special exception use have no adverse effects on other properties in the area?

N/A

(6) Compatibility: Will the height, size, or location of the buildings or other structures on the property be compatible with the height, size, character, or location of buildings or other structures on neighboring properties?

The maximum height and lot coverage are consistent with the surrounding zoning regulations.

Council District: District 2 (Davis)

Additional Information: 30 single family residential parcels proposed.

Applicant Presentation: Tyler Finley (Houston Homes, 6053 Veterans Parkway, Suite 300) and Brandon Bolt (Bolt Engineering, 400 Second Avenue, Local 364) provided details. The plan mimics the adjacent Heer Horn Farms, offering 62% raw open space, buffers (30-50 feet along Hubbard Road, 480 feet west, 80 feet east, 80-400 feet south), and density/lot yield equivalent to standard RE1 (no extra lots). Minimum lot size: 13,000 square feet.

Public Input: No speakers for or against.

Commission Discussion: Commissioners inquired about lot sizes (confirmed as similar to RE1, around half-acre or third-acre equivalents).

Motion: Commissioner Ernst moved to recommend approval the special exception use, Commissioner Lackey seconded.

Vote: Unanimous (5-0)

- 2. REZN-07-25-1260:** A request to rezone 21.70 acres of land located at 8828 Veterans Parkway. Current zoning is Planned Unit Development (PUD). Proposed zoning Planned Unit Development (PUD) with conditoin change. The proposed use is Single and Multifamily Residential Development. Tiger Creek Development is the applicant. This property is located in Council District 6 (Allen).

Morgan Shepard read the staff report.

Applicant:	Tiger Creek Development, Inc
Owner:	Tiger Creek Development, Inc
Location:	8828 Veterans Parkway & 4885 Charleston Way
Parcel:	079-002-002A/3/7/8..cont'd..
Acreage:	21.70 Acres
Current Zoning Classification:	Planned Unit Development
Proposed Zoning Classification:	Planned Unit Development
Current Use of Property:	Single Family Residential
Proposed Use of Property:	Single Family & Multifamily Residential
General Land Use:	Inconsistent Planning Area A
Current Land Use Designation:	Single Family Residential
Future Land Use Designation:	Mixed Use
Compatible with Existing Land-Uses:	Yes (Proposed Single Family Parcel only)
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 Engineering:	This site shall meet the Codes and regulations of the Columbus Consolidated Government for

residential usage.

Traffic Impact:

The proposed development of 50 single-family houses and 80 townhomes at 8828 Veterans Parkway and 4885 Charleston Way will generate approximately 1,048 daily trips, with 79 AM peak and 99 PM peak trips.

The impact on Veterans Parkway is minimal (4.2% increase), maintaining LOS C. Charleston Way will experience a significant increase (38.4%), potentially degrading LOS to B, which remains acceptable but warrants mitigation.

Buffer Requirement:

Per PUD Ordinance

Surrounding Zoning:

North
South
East
West

Residential Estate - 1
Planned Unit Development
Planned Unit Development
Residential Estate - 1

Attitude of Property Owners:

Thirty (33) property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received several calls and/or emails regarding the rezoning and a petition.

Approval
Opposition

0 Responses
102 Responses

Additional Information:

Modify approved PUD Site Plan:

- Single Family Residential lots on 11.49 acres consistent with SFR2, approximately 16 lots with access from Sullivans Drive.
- Multifamily townhomes with access from Charleston Way on 18.10 acres, approximately 83 townhomes consistent with RMF1.

Applicant Presentation: Dave Ericson (Tiger Creek Development, 4 Bradley Park Court) explained the request. Emphasized PUD's flexibility for diverse character, green space, and amenities. Not increasing overall density but reallocating: larger single-family lots in Plat A (targeting 3,000-3,400 sq ft homes, priced high \$400s to low \$500s) and townhomes in Plat B (reduced from 83 to 78 units; upscale/luxury with two-car garages, overflow parking; maintenance-provided with common sprinklers and landscaping). Plat B to follow RMF1 standards within PUD. Additional features: 100-foot open space buffer under power easement

separating sections; no amenities in open space per community consensus. Addressed changing economics, housing affordability, and consistency with comprehensive plan. Noted consultations with neighbors, resulting in modifications. Traffic: Subdivision designed for 5,000 daily trips; townhomes generate ~25% less traffic than single-family (6.5 vs. 8.5-9 trips/unit). Veterans Parkway widening to four lanes with turn lanes. Connectivity via Oriana Street to The Promenades. Proposed conditions: Extend fence along north boundary of Plat A by 200 feet; separate HOA subset for Plat B maintenance; optional speed table on Charleston Way (subject to engineering approval).

Public Input (Opposition):

- **Ben Sorrel (8647 Blackman Road):** Family owns adjacent 11-acre RE1 property. Noted 11-year history; original 2014 approval for ~40 single-family homes in Plat B after heated discussions. Opposed doubling density to 78-83 units, citing increased noise, traffic, congestion. Argued developer delayed Phase 3 start until 2020 (post-COVID), changing economics shouldn't override good-faith agreements.
- **Henry Lee Holloway (5112 Sumpter Court; HOA board member):** Original owner since 2021; chose area for single-family homes, community diversity, safety. Developer initially marketed as single-family; recent visit omitted townhome details until end. Petition gathered due to concerns over home values, equity, fairness. Emphasized opposition from Charleston Place, The Promenades, and Blackman Road. Not against development but broken promises; urged denial to protect cohesion and trust.
- **Steve Dunn (8828 Sullivan's Drive; HOA President):** Emphasized foundation as single-family homes per zoning and covenants. Opposed as departure from character/density. Beyond metrics, it's about trust in plans. As real estate professional, understood economics but argued not residents' burden. Sets dangerous precedent; urged denial to honor original plan.

Applicant Rebuttal: Dave Ericson clarified speed tables optional and subject to engineering. Addressed delays due to external events; economics necessitate changes for affordability (e.g., can't replicate 2020-2021 homes at 3% rates). Townhomes allow high-quality product at consistent price points (~\$330-360k), protecting values vs. smaller/cheaper single-family alternatives. Challenged claims of value drops from new construction. Emphasized mission for community needs, not just profit.

Motion: Commissioner Stallings commissioner moved to deny the request due to inconsistency with current land use, Commissioner Lackey seconded.

Vote: Unanimous (5-0)

NEW BUSINESS: N/A

OLD BUSINESS: N/A

ADJOURNMENT: 9:51 A.M.

RECORDING: <https://www.youtube.com/watch?v=LEM77mYwXG4>



Brad Baker, Chairperson



Morgan Shepard, Principal Planner

File Attachments for Item:

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

BOARD APPOINTMENTS - ACTION REQUESTED

4. MAYOR’S APPOINTMENTS – ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:

A. BUILDING AUTHORITY OF COLUMBUS:

Vacant

Term Expired: March 24, 2025

Open for Nominations
(Mayor’s Appointment)

Terms are two years. Meets as needed.

Women:	1
Senatorial District 15:	0
Senatorial District 29:	3
Vacancies:	2

B. PENSION FUND, EMPLOYEES’ BOARD OF TRUSTEES:

Vacant

(Business Community)

Term Expires: June 30, 2026

Open for Nominations
(Mayor’s Appointment)

The terms are four years. Meets monthly.

Women: 4

Senatorial District 15: 9

Senatorial District 29: 2

Vacancies: 1

5. COUNCIL APPOINTMENTS – READY FOR CONFIRMATION:

- A. ANIMAL CONTROL ADVISORY BOARD:** Elizabeth Kirven Boyce was renominated to serve another term. (*Councilor Crabb’s nominee*) Term expires: October 15, 2027

B. ANIMAL CONTROL ADVISORY BOARD: Elizabeth Kirven Boyce was renominated to serve another term. *(Councilor Crabb's nominee)* Term expires: October 15, 2027

C. BOARD OF TAX ASSESSORS: Douglas M. Jefcoat was renominated to serve another term. *(Councilor Crabb's nominee)* Term Expires: December 31, 2031.

NOTE: Upon confirmation of Douglas M. Jefcoat to the Board of Tax Assessors, a resolution will be listed for approval for December 9, 2025, Regular Council Meeting.

6. APPOINTMENTS – CONFIRMED BY COUNCIL:

A. AIRPORT COMMISSION:

Art Guin

Eligible

Term Expires: December 31, 2025

****The Airport Commission is renominating Art Guin.***

Open for Nominations

(Commission's Nominee/Confirmed by Council)

The Commission submits one (1) nominee for consideration and confirmation. Ordinance No. 11-23 removes the two-term limit previously in place for board members.

Terms are five years. Meets monthly.

Women: 1

Senatorial District 15: 3

Senatorial District 29: 2

Vacancies: 0

7. COUNCIL DISTRICT SEAT APPOINTMENTS- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:

A. COMMUNITY DEVELOPMENT ADVISORY COUNCIL:

Vacant

Term Expires: March 27, 2026

****Councilor Davis is nominating Paul Wildes***

Open for Nominations

(District 2 – Davis)

Vacant

Term Expires: March 27, 2026

***NOTE: Nominee confirmed on November 4, 2025, does not reside in District 8.**

Open for Nominations
(District 8 – Garrett)

The terms for the Mayor's Appointments are three years and Council's Appointments are two years. Meets quarterly.

Women: 4

Senatorial District 15: 7

Senatorial District 29: 1

Vacancies: 3

B. PUBLIC SAFETY ADVISORY COMMISSION:

Paul T. Berry, III

Eligible

Term Expires: October 31, 2025

***Not interested in serving another term.**

Open for Nominations
(District 5 – Crabb)

Scott Taft

Not Eligible

Term Expires: October 31, 2025

Open for Nominations
(District 9 – Anker)

The terms are three years. Meets monthly.

Women: 3

Senatorial District 15: 4

Senatorial District 29: 3

Vacancies: 0

C. YOUTH ADVISORY COUNCIL:

District 9 Nominee: _____

8. COUNCIL APPOINTMENTS – ANY NOMINATIONS WOULD BE LISTED FOR THE NEXT MEETING:

A. ANIMAL CONTROL ADVISORY BOARD:

Vacant
(Georgia Veterinary Technician)
 Term Expires: October 15, 2025

Open for Nominations
(Council's Appointment)

Vacant
(Animal Rescue Shelter Representative)
 Term Expires: October 15, 2025

Open for Nominations
(Council's Appointment)

The terms are two years. Meet as needed.

Women: 7
Senatorial District 15: 3
Senatorial District 29: 4
Vacancies: 3

B. BOARD OF HEALTH:

Yasmine Cathright
Not Eligible
 Term Expires: December 31, 2025

Open for Nominations
(Council's Appointment)

The terms are five years. Meets monthly.

Women: 4
Senatorial District 15: 0
Senatorial District 29: 5
Vacancies: 1

C. BOARD OF WATER COMMISSIONERS:

Wes Kelley
Does not desire reappointment
 Term Expires: December 31, 2025

Open for Nominations
(Council's Appointment)

***Councilor Anker is nominating Brooks Yancey**
***Councilor Cogle is nominating Ernie Smallman**

The terms are four years. Meets monthly.

Women: 1

Senatorial District 15: 2
 Senatorial District 29: 2
 Vacancies: 0

D. LIBERTY THEATRE & CULTURAL ARTS CENTER ADVISORY BOARD:

Vacant

Term Expired: August 14, 2025

Open for Nominations
(Council's Appointment)

Vacant

Term Expired: August 14, 2026

Open for Nominations
(Council's Appointment)

The terms are four years. Meets every other month.

Women: 5
Senatorial District 15: 7
Senatorial District 29: 4
Vacancies: 2

E. NEW HORIZONS BEHAVIORAL HEALTH – MENTAL HEALTH, ADDICTIVE DISEASES AND DEVELOPMENTAL DISABILITIES- COMMUNITY SERVICE BOARD:

Judge David Ranieri

Does not desire reappointment

Term Expired: June 30, 2025

Open for Nominations
(Council's Appointment)

The terms are three years. Meets every other month.

Women: 2
Senatorial District 15: 3
Senatorial District 29: 1
Vacancies: 0

F. PERSONNEL REVIEW BOARD:

Willie Butler

Open for Nominations

Not Eligible

(Regular Member 1)

Term Expires: December 31, 2025

(Council's Appointment)

Yolanda Sumbry Sewell

Not Eligible

(Regular Member 4)

Term Expires: December 31, 2025

Term Expires: December 31, 2025

Open for Nominations
(Council's Appointment)

Vacant

(Alternate Member 1)

Term expires: December 31, 2027

Open for Nominations
(Council's Appointment)

Vacant

(Alternate Member 2)

Term expires: December 31, 2027

Open for Nominations
(Council's Appointment)

Vacant

(Alternate Member 3)

Term expires: December 31, 2027

Open for Nominations
(Council's Appointment)

Delano Leftwich

Not Eligible

(Alternate Member 4)

Open for Nominations
(Council's Appointment)

Vacant

(Alternate Member 5)

Term expires: December 31, 2025

Open for Nominations
(Council's Appointment)

The terms are three years. Meets monthly.

Women: 3

Senatorial District 15: 3

Senatorial District 29: 3

Vacancies: 4

G. UPTOWN FAÇADE BOARD:

Vacant

(Uptown Business Improvement District)

Term Expires: October 31, 2026

Open for Nominations
(Council's Appointment)

Vacant

(Uptown Columbus)

Term Expires: October 31, 2026

Open for Nominations
(Council's Appointment)

*Terms are five years. Meets monthly.***Women: 6****Senatorial District 15: 3****Senatorial District 29: 4****Vacancies: 2**