

Council Members

R. Gary Allen
Charmaine Crabb

Jerry 'Pops' Barnes
Glenn Davis

Tyson Begly
Bruce Huff

R. Walker Garrett
Toyia Tucker

Judy W. Thomas
Joanne Cogle

Clerk of Council
Sandra T. Davis



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

June 20, 2023
9:00 AM
Regular Meeting

MAYOR'S AGENDA

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

INVOCATION: Offered by Pastor Charles Enfinger - Narrow Way Executive Director and Pastor, of Columbus, Georgia

PLEDGE OF ALLEGIANCE: Led by Mayor Henderson

PUBLIC HEARING:

1. **TAXPAYER BILL OF RIGHTS PUBLIC HEARING:** 9:00 a.m. The budget tentatively adopted by the Consolidated Government of Columbus, Georgia, requires a millage rate higher than the rollback millage rate. Therefore, before the Consolidated Government of Columbus, Georgia, may finalize the tentative budget and set a final millage rate, Georgia Law requires that three public hearings be held to allow the public an opportunity to express their opinions on this increase.

MINUTES

2. Approval of minutes for the June 13, 2023 Council Meeting and Executive Session.

CITY ATTORNEY'S AGENDA

ORDINANCES

- 1.** **2nd Reading-** REZN-03-23-0515: An Ordinance amending a condition of Ordinance No. 11-13 as it pertains to property located at **6395 Psalmont Road** (parcel # 120-001-034). (Planning Department and PAC recommend approval.) (As amended 6-13-23.) (Mayor Pro Tem.)
- 2.** **2nd Reading-** REZN-03-24-0544: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **5335 Miller Road** (parcel # 099-008-024) from SFR1 (Single Family Residential 1) Zoning District to RO (Residential Office) Zoning District. (Planning Department and PAC recommend approval) (1st Reading delayed 5-23-23) (Councilor Crabb)
- 3.** **2nd Reading-** REZN-04-23-0630: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **910 Talbotton Road** (parcel # 016-027-001/002/003/016/022) from Residential Office (RO) Zoning District to Neighborhood Commercial (NC) Zoning District. (Planning Department and PAC recommend approval.) (Councilor Cogle)
- 4.** **2nd Reading-** REZN-04-23-0714: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **6700 & 6708 Green Island Drive** (parcel # 180-006-002 / 180-006-003) from Single Family Residential 1 (SFR1) Zoning District to Single Family Residential 2 (SFR2) Zoning District. (Planning Department and PAC recommend approval.) (Councilor Davis)
- 5.** **2nd Reading-** REZN CUVA: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain portions of a district known as the Conservation Use Valuation Assessment, from RE1 (Residential Estate 1) Zoning District to RE5 (Residential Estate 5) / RE10 (Residential Estate 10) Zoning District. (Planning Department and PAC recommend approval.) (Mayor Pro-Tem and Councilor Davis)
- 6.** **2nd Reading and Public Hearing-** An Ordinance adopting an operating and capital improvement budget for the Fiscal Year 2024 beginning July 1, 2023 and ending June 30, 2024, for certain funds of the Consolidated Government of Columbus, Georgia, and appropriating the amounts shown in each budget; and for other purposes. (as amended 6-13-23) (Budget Review Committee)
- 7.** **2nd Reading-** An Ordinance adopting non-operating budgets for the fiscal year 2024 beginning July 1, 2023 and ending June 30, 2024, for certain funds of the Consolidated Government of Columbus, Georgia, and appropriating the amounts shown in each budget. (Budget Review Committee)
- 8.** **2nd Reading-** An Ordinance providing for contributions to the Columbus, Georgia General Government Employees' Pension Plan for the fiscal year beginning July 1, 2023 and ending June 30, 2024. (Budget Review Committee)

- 9. 2nd Reading-** An Ordinance providing for the governmental contributions to the Columbus, Georgia Pension Plan for employees of the Department of Public Safety for the fiscal year beginning July 1, 2023 and ending June 30, 2024. (Budget Review Committee)
- 10. 2nd Reading-** An Ordinance providing for Government funding of a Major Disability Income Plan for the fiscal year beginning July 1, 2023 and ending June 30, 2024. (Budget Review Committee)
- 11. 2nd Reading-** An Ordinance providing for Government funding of a Death Benefit Escrow for the fiscal year beginning July 1, 2023 and ending June 30, 2024. (Budget Review Committee)
- 12. 2nd Reading-** An Ordinance amending Article VII of Chapter 13 of the Columbus Code Solid Waste Collection and Disposal by updating the guidelines for an offset to the residential rate for low-income households; and for other purposes. (Budget Review Committee)
- 13. 2nd Reading-** An Ordinance to amend Section 20-21.1 of the Columbus Code to expand the authorized routes which may be used by Personal Transportation Vehicles (PTV's) which comply with all other conditions of the code section; and for other purposes. (as amended) (Councilor Cogle)
- 14. 1st Reading-** An Ordinance providing for the establishment of taxing districts, including a county-wide general services district and three (3) urban services districts and three (3) Business Improvement Districts (BID); providing for the levy, assessment, and collection of taxes for Columbus, Georgia within such districts for the year 2023 as provided under the Charter of the Consolidated Government of Columbus, Georgia; providing penalties for violations of the provisions of said ordinance; and for other purposes. (Budget Review Committee)
- 15. 1st Reading-** An Ordinance providing for the levy, assessment, and collection of taxes for the public school system of Columbus, Georgia; and for other purposes. (Request of Muscogee County School District)
- 16. 1st Reading-** An Ordinance adopting changes to the Evergreen Solutions recommended classification and pay plan for the fiscal year beginning July 1, 2024, and for other purposes. (Mayor Pro-Tem)
- 17. 1st Reading-** An Ordinance amending Section 3-15.2 of the Columbus Code to establish an entertainment district subject to the requirements of Columbus Code Section 3-15.1 at Midland Commons; and for other purposes. (Mayor Pro-Tem)

PUBLIC AGENDA

1. Ms. Yolanda Hunter, Re: Vacant overgrown property.

CITY MANAGER'S AGENDA

1. Street Acceptance –That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition to Section Five, Midland Downs & Adjoining Property.

Approval is requested for the acceptance of That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition to Section Five, Midland Downs & Adjoining Property.

2. Agreement Regarding Parking Lot at 5601 Veteran's Parkway

Approval is requested authorizing the execution of an agreement for the repair of the parking lot located at 5601 Veteran's Parkway, Department of Public Health.

3. Integrated Waste Recycling Grant

Approval is requested to submit and accept grant funding from the Recycling Partnership in the amount of \$90,000 with no match from the city for the implementation of educational and outreach efforts with the goal of improving and enhancing our residential curbside recycling program.

4. Integrated Waste SERDC Infrastructure Recycling Grant

Approval is requested to apply for and accept, if awarded, a grant from the (SERDC) Southeast Recycling Development Council in the amount of \$25,540.75 or as otherwise awarded, with no local match requirement, for the purchase of recycling carts and for educational campaign materials.

5. PURCHASES

A. Assessment Entity for Promotional Testing Services for CPD (Annual Contract) – RFP No. 23-0025

B. ArcGIS Installation and Migration Planning Support Services for Information Technology – Georgia State Contract Cooperative Purchase

C. Aerial Imagery Services and Related Planimetric Data for the Information Technology Department / GIS – Georgia Department of Community Affairs Cooperative Contract

INFORMATION ONLY: EXIGENT “OFF THE LOT” VEHICLE PURCHASE – RESOLUTION NO. 067-23

ONE (1) MISCELLANEOUS MILITARY GATOR™ FOR THE PARKS AND RECREATION DEPARTMENT

On June 7, 2023, a purchase order was executed for one (1) miscellaneous military Gator™ (International Automated) for the Parks and Recreation Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from SunSouth LLC (Columbus, GA) at a unit price of \$28,500.00. The vehicle will be used by the Athletics Division staff during tournaments to transport injured participants during events and to transport supplies to playing fields. This is a new vehicle.

Funds are budgeted in the FY23 Budget: General Fund – Parks and Recreation – Athletics – Other Equipment; 0101-270-3410-ATHL-7762.

ONE (1) 2024 GMC SIERRA 2500HD PICKUP TRUCK FOR THE PUBLIC WORKS DEPARTMENT

On June 13, 2023, a purchase order was executed for one (1) 2024 GMC Sierra 2500HD pickup truck for the Public Works Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Glenn Smith Chevrolet, Inc. (Opelika, AL) at a unit price of \$56,378.00. The vehicle will be used by Rainwater Division staff as they check and perform maintenance on City sewer lines and watersheds. This is a new vehicle.

Funds are budgeted in the FY23 Budget: Sewer (Stormwater) Fund – Public Works – Sewer Maintenance – Light Trucks; 0202-260-3210-SWRM-7722.

6 UPDATES AND PRESENTATIONS

- [A.](#) City Hall Update - Ryan Pruett, Director, Inspections and Code
- B. MCP Update - Herbert Walker, Warden, Muscogee County Prison

BID ADVERTISEMENT

June 23, 2023

1. Demolition Services (Annual Contract) – RFP No. 23-0024 **Scope of RFP**

Columbus Consolidated Government is requesting proposals for qualified vendors to provide all necessary equipment, materials, transportation, and labor for residential and commercial demolition services.

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

July 12, 2023

1. Removal of Residual Ground Material & Removal and Disposal/Reuse of Large Tree Trunks (Annual Contract) – RFB No. 23-0043

Scope of bid

The Consolidated Government of Columbus, Georgia (City) invites qualified contractors to submit bids to provide the following services on an “as needed” basis:

Option 1: Residual waste removal on an “as needed” basis, for either Pine Grove or Granite Bluff Landfill. Such ground material could be used as fuel, mulch, or some other recyclable commodity.

Option 2: Removal and disposal/reuse of large tree trunks on an “as needed” basis.

The contract would be awarded to the vendor that can provide the greatest economic benefit to the City for each option.

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

July 14, 2023

2. Automated Speed Detection for School Zone Safety Enforcement (Annual Contract) – RFP No. 23-0036

Scope of RFP

The Columbus Consolidated Government is requesting proposals for automated speed detection for school zone safety enforcement systems and services, specifically LiDAR (Light Detection and Ranging) with ALPR (Automated License Plate Readers) functions to integrate with the existing Flock Safety system for the Columbus Police Department.

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

REFERRALS:

[City](#) Manager's Office Referrals 6.13.23

CLERK OF COUNCIL'S AGENDA

ENCLOSURES - ACTION REQUESTED

1. RESOLUTION - A resolution excusing Councilor Tyson Begly from the June 20, 2023 Council Meeting.
2. RESOLUTION - A resolution excusing Councilor Joanne Cogle from the June 20, 2023 Council Meeting.
3. RESOLUTION - A resolution excusing Councilor R. Walker Garrett from the June 20, 2023 Council Meeting.
4. Email Correspondence from Mr. Stephen Waters resigning from his seat on the Animal Control Advisory Board.

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

Animal Control Advisory Board, March 14, 2023

Board of Tax Assessors, #20-23

Crime Prevention Board, May 13, May 20, and June 3, 2020; February 16, April 14, April 28, May 12, May 26, and November 17, 2021

Employee Benefits Committee, August 24 and October 26, 2022; February 22, 2023

Mayor's Commission for Persons with Disabilities, March 21, 2023

New Horizons Behavioral Health- Mental Health, Addictive Diseases and Developmental Disabilities- Community Service Board, January 10, February 14, March 14, May 9, June 13, August 15, September 12, October 10, and December 12, 2022

Retirees Health Benefits Committee, February 15, 2023

BOARD APPOINTMENTS - ACTION REQUESTED

6. **COUNCIL APPOINTMENTS- READY FOR CONFIRMATION:**

- A. BOARD OF FAMILY & CHILDREN SERVICES:** Dr. Chandler Padgett was nominated to serve in the *Pediatric healthcare provider's seat* to fill the unexpired term of Ms. Tolua Puailoa. (*Councilor Barnes' nominee*) Term expires: June 30, 2025
- B. BOARD OF WATER COMMISSIONERS:** Ms. Jennifer S. Upshaw was nominated to fill the unexpired term of Ms. Rebecca Rumer and to serve a full term. (*Councilor Thomas' nominee*) Term expires: December 31, 2027

- C. **BUILDING AUTHORITY OF COLUMBUS:** Mr. Tyler Martindill was nominated to succeed Mr. Vincent Allen. *(Councilor Begly's nominee)* Term expires: March 24, 2025
- D. **KEEP COLUMBUS BEAUTIFUL COMMISSION:** Ms. Dorris Bishop was nominated to succeed Mr. Matt Hornes as the ***SD-15 Representative***. *(Councilor Begly's nominee)* Term expires: June 30, 2026
- E. **KEEP COLUMBUS BEAUTIFUL COMMISSION:** Mr. David Houser was nominated to fill the unexpired term of Mr. Doug McLeod, Jr. as the ***SD-15 Representative***. *(Councilor Thomas' nominee)* Term expires: June 30, 2024
- F. **KEEP COLUMBUS BEAUTIFUL COMMISSION:** Ms. Kimberly Wright was nominated to succeed Mr. William Bandy as the ***SD-29 Representative***. *(Councilor Thomas' nominee)* Term expires: June 30, 2026
- G. **KEEP COLUMBUS BEAUTIFUL COMMISSION:** Ms. Pamela Green Thomas was nominated to fill the unexpired term of Ms. Alyssa Williams as the ***At-Large Representative***. *(Councilor Thomas' nominee)* Term expires: June 30, 2024
- H. **PLANNING ADVISORY COMMISSION:** Mr. Rick Stallings was nominated to succeed Ms. Sheila Brown. *(Mayor Pro Tem Allen's nominee)* Term expires: August 31, 2026
- I. **REGION 6 REGIONAL ADVISORY COUNCIL FOR DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL DISABILITIES:** Dr. Janet Bussey was nominated to succeed Ms. Cynthia Smith. *(Councilor Barnes' nominee)* Term expires: June 30, 2026
- J. **RETIREEES' HEALTH BENEFITS COMMITTEE:** Mr. John D. Hawk was nominated to succeed Mr. Mike Massey. *(Councilor Thomas' nominee)* Term expires: June 30, 2026
7. **COUNCIL'S DISTRICT SEAT APPOINTMENTS- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:**

A. **COMMUNITY DEVELOPMENT ADVISORY COUNCIL:**

Sendreka Lakes

Seat declared vacant

Term Expires: March 27, 2024

(Council District 9- Thomas)

B. PUBLIC SAFETY ADVISORY COMMISSION:

Pamela Williams

(Council District 2- Davis)

Seat declared vacant

Term Expires: October 31, 2023

Jennifer S. Upshaw

(Council District 5- Crabb)

Seat declared vacant

Term Expires: October 31, 2023

Vacant

(Council District 6- Allen)

Term Expires: October 31, 2023

These are three-year terms. Board meets monthly.

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

A. BUILDING AUTHORITY OF COLUMBUS:

Leila Carr

Open for Nominations

Not seeking reappointment

(Council's Appointment)

Term Expired: March 24, 2023

This is a two-year term. Board meets as needed.

Women: 3

Senatorial District 15: 2

Senatorial District 29: 3

B. COLUMBUS AQUATICS COMMISSION:

Bruce Samuels

Open for Nominations

Not Eligible to succeed

(Council's Appointment)

Term Expired: June 30, 2022

These are two-year terms. Meets quarterly.

Women: 2
Senatorial District 15: 5
Senatorial District 29: 2

C. KEEP COLUMBUS BEAUTIFUL COMMISSION:

Lee Jordan
(SD-29 Representative)
Eligible to succeed
Term Expires: June 30, 2023

Open for Nominations
(Council's Appointment)

Dr. Kar'retta Venable
(At-Large Member)
Not Eligible to succeed
Term Expires: June 30, 2023

Open for Nominations
(Council's Appointment)

These are three-year terms. Meets every even month.

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

D. PLANNING ADVISORY COMMISSION:

Gloria Thomas
Eligible to succeed
Term Expires: August 31, 2023

Open for Nominations
(Council's Appointment)

These are three-year terms. Meets two times a month.

Women: 3
Senatorial District 15: 6
Senatorial District 29: 3

UPCOMING BOARD APPOINTMENTS:

A. Audit Committee (Mayor & Council's Appointments)

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:

2. Approval of minutes for the June 13, 2023 Council Meeting and Executive Session.

COUNCIL OF COLUMBUS, GEORGIA

CITY COUNCIL MEETING

MINUTES

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

June 13, 2023
9:00 AM
Regular Meeting

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

PRESENT: Mayor B. H. "Skip" Henderson, III and Mayor Pro Tem R. Gary Allen and Councilors Jerry "Pops" Barnes, Tyson Begly, Joanne Cogle, Charmaine Crabb, Glenn Davis, Bruce Huff (via Microsoft Teams), Judy W. Thomas, and Toyia Tucker. City Manager Isaiah Hugley, City Attorney Clifton Fay, Clerk of Council Sandra T. Davis, and Deputy Clerk of Council Lindsey G. McLemore were present.

ABSENT: Councilor R. Walker Garrett was absent from the meeting.

The following documents have been included as a part of the electronic Agenda Packet: (1) Final Employee Appeals Update and Analysis Presentation; (2) American Rescue Plan Act Improving Neighborhood Outcomes in Disproportionally Impacted Communities Grant Program Presentation; (3) Pickleball in Columbus, GA Presentation; (4) Columbus City Hall Update Presentation

The following documents were distributed around the Council table: (1) Council Referrals; (2) Proposed Ordinance Amendment – 6395 Psalmond Road

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

INVOCATION: Offered by Rev. Ralph Huling - St. James Missionary Baptist Church of Columbus, Georgia

PLEDGE OF ALLEGIANCE: Led by Mayor Henderson

PUBLIC HEARING:

1. **TAXPAYER BILL OF RIGHTS PUBLIC HEARING:** 9:00 a.m. The budget tentatively adopted by the Consolidated Government of Columbus, Georgia, requires a millage rate higher than the rollback millage rate. Therefore, before the Consolidated Government of Columbus, Georgia, may finalize the tentative budget and set a final millage rate, Georgia Law requires that three public hearings be held to allow the public an opportunity to express their opinions on this increase.

City Attorney Clifton Fay began the Taxpayer Bill of Rights Public Hearing by stating the word "increase" is referring to the tax digest for all of Muscogee County. He stated the property values are expected to go up and as a result, three public hearings are required; but if a citizen has a homestead exemption, they will not see an increase.

Finance Director Angelica Alexander approached the rostrum to explain that each year the Board of Tax Assessors is required to assess the value of the taxable property in the county, which includes residential and commercial properties. She stated when there has been an increase in the fair market value of the property due to any specific improvements or property sales, the Board of Tax Assessors

is required by law to redetermine the value of the property and adjust the assessment. She stated the State of Georgia requires the county to compute a rollback millage rate that would afford the county the same total revenue in taxes as the previous year had there been no reassessments. She stated the for Urban Service District 1 the rollback millage is 17.53 mills, Urban Service District 2 is 11.53, and Urban Service District 4 is 10.63; which are the same rates that were in FY 2023 and are being proposed for FY 2024.

Mr. John Anker (477 Champions Way, Columbus, GA 31909) approached the rostrum to request the Council roll back the millage rate and be careful with spending.

Mr. Frank Lumpkin (3225 Cathryn Drive, Columbus, GA 31906) approached the rostrum to express his concerns with the increase of his property taxes for the past few years.

Mr. Charles Mordic (8643 Creekside Drive, Columbus, GA 31904) approached the rostrum to express his concerns as a landlord, stating he is there on behalf of his tenants since this increase in property taxes will have to be passed down to them.

Ms. Madeline Burns (4621 Nickerson Court, Columbus, GA 31907) approached the rostrum to express her concerns for residents on fixed incomes with the increase on property taxes and the cost of everyday items due to inflation.

Mr. Louie Robinson (3252 Maricopa Drive, Columbus, GA 31907) approached the rostrum to express his concerns regarding the increase in property taxes and the increase in rent for tenants to help cover the cost.

City Attorney Fay declared the public hearing for the Taxpayers Bill of Rights as being concluded.

MINUTES

2. Approval of minutes for the May 30, 2023 Council Meeting. Mayor Pro Tem Allen made a motion to approve the minutes, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

PROCLAMATION:

3. **Proclamation:** Alternative Baseball Day

Receiving: Taylor Duncan

Mayor Pro Tem R. Gary Allen read the proclamation into the record, proclaiming Saturday, September 2, 2023, as *Alternative Baseball Empowerment Day*, recognizing the Columbus Cobras Alternative Baseball Team that was established to encourage physical and social skills for teens and adults with autism and special needs.

CITY ATTORNEY'S AGENDA

ORDINANCES

1. **1st Reading-** REZN-03-23-0515: An Ordinance amending a condition of Ordinance No. 11-13 as it pertains to property located at **6395 Psalmound Road** (parcel # 120-001-034). (Planning Department and PAC recommend approval.) (As amended and continued on 1st Reading.) (Mayor Pro Tem.) Mayor Pro Tem Allen made a motion to amend the ordinance by adding Condition #5 requiring the developer to plant and maintain a natural buffer of at least 15 feet on

the south side and 10 feet on the west side each to be planted with dense evergreen screening foliage along the entire property line, as approved by the City Arborist, seconded by Councilor Barnes and carried unanimously by the nine members present with Councilor Garrett being absent from the meeting.

2. **1st Reading-** REZN-03-24-0544: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **5335 Miller Road** (parcel # 099-008-024) from SFR1 (Single Family Residential 1) Zoning District to RO (Residential Office) Zoning District. (Planning Department and PAC recommend approval) (1st Reading delayed 5-23-23) (Councilor Crabb)
3. **1st Reading-** REZN -04-23-0630: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **910 Talbotton Road** (parcel # 016-027-001/002/003/016/022) from Residential Office (RO) Zoning District to Neighborhood Commercial (NC) Zoning District. (Councilor Cogle)
4. **1st Reading-** REZN-04-23-0714: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **6700 & 6708 Green Island Drive** (parcel # 180-006-002 / 180-006-003) from Single Family Residential 1 (SFR1) Zoning District to Single Family Residential 2 (SFR2) Zoning District. (Planning Department and PAC recommend approval.) (Councilor Davis)
5. **1st Reading-** REZN CUVA: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain portions of a district known as the Conversation Use Valuation Assessment, from RE1 (Residential Estate 1) Zoning District to RE5 (Residential Estate 5) / RE10 (Residential Estate 10) Zoning District. (Planning Department and PAC recommend approval.) (Mayor Pro-Tem and Councilor Davis)
6. **1st Reading and Public Hearing-** An Ordinance adopting an operating and capital improvement budget for the Fiscal Year 2024 beginning July 1, 2023 and ending June 30, 2024, for certain funds of the Consolidated Government of Columbus, Georgia, and appropriating the amounts shown in each budget; and for other purposes. (Budget Review Committee) Councilor Thomas made a motion to amend the ordinance by adding 7 Firefighter/EMT and 3 Lieutenant Positions for \$1,200,036 to the Fire & EMS Department and 1 Citizen Services Technician Position for \$46,672 in 311 out of contingency, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting. Councilor Cogle made a motion to amend the ordinance to earmark 3 days of Reserve Fund that amount to \$1,801,527 for pickleball courts and EA Sports, seconded by Councilor Davis and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting. Councilor Begly made a motion to amend the ordinance to add \$42,490 to Parks and Recreation's Budget for equipment, seconded by Councilor Tucker and carried by a seven-to-two vote, with Councilors Barnes, Begly, Cogle, Crabb, Davis, Huff and Tucker voting in favor, Mayor Pro Tem Allen and Councilor Thomas voting in opposition, and Councilor Garrett being absent from the meeting.

Finance Director Angelica Alexander approached the rostrum to explain there was funding put aside in contingency for the funding of seven Firefighter/EMT positions and three Lieutenant Positions to the Fire and EMS Department for \$1,200,036, to include overtime and equipment. She also explained that staff is requesting the addition of one Citizen Services Technician Position in 311

for \$46,672. She stated the money for these requests would just be reallocated and would not require additional funding from reserves.

City Manager Isaiah Hugley spoke on the need for an additional Citizen Services Technician, who would act as a concierge at the new City Hall.

Fire Chief Sal Scarpa approached the rostrum to speak on the need for additional Firefighter/EMT positions and Lieutenants. He explained with the privately owned ambulance service pulling out earlier in the year, their calls have increased by about 18%.

Parks and Recreation Director Holli Browder approached the rostrum to respond to a motion made by Councilor Begly to add additional funding to the Parks and Recreation Budget for equipment that would professionally regrade the athletic fields. She explained this equipment would allow the staff to make sure the fields are up to standard and safer for the little league players by leveling the field. She also spoke on the other facilities around the city and the maintenance issues due to lack of funding.

Councilor Glenn Davis stated for the record, the City of Columbus has a good Parks and Recreation Director and Department. He stated the members of Council are just trying to figure out how they can help address some of the issues.

Finance Director Angelica Alexander stated after the three amendments to the budget ordinance, the operating budget is at \$336,183,384, with 69.05 in General Fund Reserve Days, 40.70 OLOST, for a total of 109.75 Reserve Days.

Ms. Stephanie Callahan (5239 Ray Drive, Columbus, GA 31904), who serves as Co-Chair on the Columbus Golf Course Authority, approached the rostrum to express her concerns regarding Godwin Creek Golf Course. She stated that Godwin Creek Golf Course does not receive funding from the city and is maintained by the Fore Kids Charity and requested for the golf course to be included in the FY 2024 Budget.

Mr. Ricky Wright (6100 Marlowe Drive, Columbus, GA 31904), who serves as Chairman on the Columbus Golf Course Authority, approached the rostrum to speak on the policy of one golf course not being maintained out of another golf courses budget.

Golf Course Director Jim Arendt approached the rostrum and stated the Golf Course Authority never discussed transferring funds from the budgets for Oxbow or Bull Creek to Godwin Creek. He explained that he was charged with requesting \$50,000 in funding for Godwin Creek, which he did and was told that the means to do so was not available but that he could get the funding from Bull Creek. He stated now he realizes that was a mistake, but that was the only way he could get the request from the Golf Authority on the table.

REFERRAL(S):

FOR THE CITY MANAGER:

- Send the Councilors the presentation that was done for Parks & Recreation during the budget session. *(Request of Councilor Tucker)*
- Let's have three members of Council meet with the Parks & Recreation Director to determine the needs of the department. *(Request of Councilor Barnes)*
- Let's have the Director of Parks & Recreation set up those meetings. *(Request of Councilor Tucker)*

7. **1st Reading-** An Ordinance adopting non-operating budgets for the fiscal year 2024 beginning July 1, 2023 and ending June 30, 2024, for certain funds of the Consolidated Government of Columbus, Georgia, and appropriating the amounts shown in each budget. (Budget Review Committee)
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13. **1st Reading-** An Ordinance to amend Section 20-21.1 of the Columbus Code to expand the authorized routes which may be used by Personal Transportation Vehicles (PTV's) which comply with all other conditions of the code section; and for other purposes. (Councilor Cogle)

Mayor Pro Tem R. Gary Allen stated he is concerned with allowing the personal transportation vehicles to cross Veterans Parkway. He explained his recommendation would be for the access to be stopped a block before they reach Veterans Parkway, so no one is tempted to cross.

City Attorney Clifton Fay read for the record the wording that would be included in the ordinance when brought back on second reading if the crossing of Veterans Parkway is still permitted. He read "PTVs shall not be driven on Veterans Parkway; however, they may cross at Veterans Parkway with its intersection with 15th Street in accordance with all traffic regulations."

Councilor Thomas made a motion to amend by deleting the crossing at Veterans Parkway and 14th down to 6th. This motion died for the lack of a second.

RESOLUTIONS

14. **Resolution (190-23):** A Resolution concerning The Development Authority of Columbus, Georgia's issuance of bonds to finance facilities to be located in Columbus, Georgia (Request of the Development Authority of Columbus) Councilor Tucker made a motion to approve the resolution, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting. *(Upon returning to her respective seat Councilor Crabb requested her vote be listed in the affirmative.)*

- 15.** A Motion to Reconsider Resolution No. 187-23 adopted on 5-30-23 which amended Paragraph (2) of Resolution 360-16 to allow parking fees to be charged in all parking garages and parking lots owned by the City in the Uptown Zoning District (UPT) and the Central Riverfront Zoning District (CRD) to include the RiverCenter Garage for certain special events that are anticipated to create extraordinary parking demand and public safety concerns. (Councilor Davis) Councilor Davis made a motion to rescind Resolution 187-23, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting. *(Upon returning to her respective seat Councilor Crabb requested her vote be listed in the affirmative.)*

REFERRAL(S):

FOR THE CITY MANAGER:

- When the discussion on parking fees is revisited, let's look into having a cashless option in order to keep track of the fees. *(Request of Councilor Tucker)*

- 16. Resolution (191-23):** A Resolution amending Resolution No. 361-20 which is the Finance Department's grant policy to provide for audits of the recipients at Council's request. (Councilor Davis) Mayor Pro Tem Allen made a motion to amend the resolution to add "will be subject to audit of funds as described above", seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting. Councilor Davis made a motion to approve as amended, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

PUBLIC AGENDA

1. Mr. Ricket Carter, Sr., Re: His experience with being a former businessperson in Columbus.
2. Mrs. Alice Flatt, representing Neighborhood Watch of Biltmore Forest (Council Court), Re: The inability to remove squatters and neighborhood nuisances.

CITY MANAGER'S AGENDA

1. Portion of Right-of-Way Abandonment for 35th Street between 5th Avenue and 6th Avenue

Resolution (192-23): A resolution of the Council of Columbus, Georgia, authorizing the changing of the official street map of the Consolidated Government of Columbus, Georgia by officially closing and abandoning a segment of 35th Street right of way beginning at the east right of way line of 5th Avenue and running in easterly direction for a distance of approximately 241 +/- . Authorizing the disposal of the said right of ways in accordance with applicable State Law; reserving utility and access easements and for other purposes. Councilor Tucker made a motion to approve the resolution, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

2. Supreme Services Facility-Variance for Sidewalk Installation at 6018 Business Park Drive

Resolution (193-23): A resolution of the Council of Columbus, Georgia, granting a variance request to the Unified Development Ordinance (UDO), Section 7.10.1. – Required Sidewalk, excusing the requirement to install sidewalk along 6018 Business Park Drive and for other purposes. Councilor Tucker made a motion to approve the resolution, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

3. Amendment to the Memorandum of Agreement with Historic Westville, Inc.

Resolution (194-23): A resolution authorizing the amendment of the Memorandum of Agreement with Historic Westville, Inc. to December 31, 2023. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

4. Extension of the Subrecipient Agreement with the Columbus Department of Public Health for Cure Violence Columbus

Resolution (195-23): A resolution authorizing the extension of the subrecipient agreement with the Columbus Department of Public Health to fund the Cure Violence Columbus Initiative for an award amount up to \$500,000.00 to address community violence exacerbated by the COVID-19 pandemic. Councilor Thomas made a motion to approve the resolution, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

Deputy City Manager Pam Hodge approached the rostrum to respond to questions from the members of Council. She explained the original agreement expires June 30, 2023 and Cure Violence Columbus has requested an extension through March of 2024.

5. Subrecipient Agreement with the United Way of the Chattahoochee Valley for Poverty Reduction Initiative Columbus

Resolution (196-23): A resolution authorizing the execution of a subrecipient agreement with the United Way of the Chattahoochee Valley to fund the Poverty Reduction Initiative for an award amount up to \$400,000.00 to address the poverty rate in Columbus. Councilor Tucker made a motion to approve the resolution, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

6. PURCHASES

A. 18-Yard Dump Truck for Public Works Department – Georgia State Contract Cooperative Purchase

Resolution (197-23): A resolution authorizing the purchase of one (1) 18-yard dump truck (New International MV607 Tandem Chassis with dump body mounted on complete unit) from Rush Truck Center (Atlanta, GA) in the amount of \$159,861.00 for the Rainwater Division. The purchase will be accomplished by cooperative purchase via Georgia Statewide Contract #99999-SPD-SPD0000155-0001. Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

B. Forklift for Engineering Department - Sourcewell Cooperative Purchase

Resolution (198-23): A resolution authorizing the purchase of one (1) Forklift (Hyundai 35LN-9A 7KLB) from Thompson Truck Lift Company (Lithia Springs, GA) in the amount of \$46,200.00. The purchase will be accomplished by cooperative purchase via Sourcewell Contract #091520-HCE. Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

C. Mobile Command Vehicle for Emergency Management & Homeland Security – OMNIA Partners Cooperative Purchase

Resolution (199-23): A resolution authorizing the purchase of a mobile command vehicle (FSV Custom Coach Style 45) from Farber Special Vehicles (Columbus, OH) in the amount of \$1,350,286.00. The purchase will be accomplished by cooperative purchase via Omnia Partners Cooperative Purchase Contract #128867. Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

D. Lawn Maintenance Equipment & Supplies (Annual Contract) – RFB No. 23-0033

Resolution (200-23): A resolution authorizing the purchase of lawn maintenance equipment & supplies on an “as needed” basis from Home Hardware, Inc. (Columbus, GA) for the estimated annual contract value of \$163,754.48. Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

E. Contract Extension for Integrated Transit System (Annual Contract) – RFP No. 20-0015

Resolution (201-23): A resolution authorizing the extension of an annual contract with Syncromatics Corporation d/b/a GMV Syncromatics (Los Angeles, CA) for an integrated transit system in the annual amount of \$130,591.00 for METRA Transit System. The contract extension will be for a period of three years, beginning July 1, 2023, with the option to renew for two additional twelve-month periods. Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

INFORMATION ONLY: EXIGENT “OFF THE LOT” VEHICLE PURCHASE

1. TWO (2) 2023 CHEVROLET SILVERADO 2500HD PICKUP TRUCKS FOR THE PUBLIC WORKS DEPARTMENT

On May 17, 2023, a purchase order was executed for two (2) 2023 Chevrolet Silverado 2500HD pickup trucks for the Public Works Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicles were purchased from Sons Chevrolet LLC (Columbus, GA) at a unit price of \$60,237.00 and \$60,281.00 respectively, and a total price of \$120,518.00. Sons Chevrolet LLC had vehicles available on their lot. The vehicles will be used by Facilities Maintenance staff as Service Vehicles performing duties to maintain and service City facilities. These are replacement vehicles.

Funds are budgeted in the FY23 Budget: General Fund – Public Works – Facilities Maintenance – Light Trucks; 0101-260-2700-MNTN-7722.

2. ONE (1) ANIMAL ADOPTION TRAILER FOR THE PUBLIC WORKS DEPARTMENT

On May 17, 2023, a purchase order was executed for one (1) animal adoption trailer (Forest River 7x20TA2) for the Public Works Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The trailer was purchased from Trax and Trailers (Perry, GA) at a unit price of \$50,886.00. It will be used by the Animal Care and Control Division staff to transport highly adoptable animals to off-site adoption events, or any public or private event whereby the City is invited to participate.

Trax and Trailers was selected because the trailer is custom built equipment and the vendor has built the last three (3) custom trailers purchased by the CCG.

Funds are budgeted in the FY23 Budget: General Fund – Public Works – Animal Control – Other Equipment; 0101-260-2400-ACCC-7762.

3. ONE (1) ANIMAL HORSE TRAILER FOR THE PUBLIC WORKS DEPARTMENT

On May 18, 2023, a purchase order was executed for one (1) animal horse trailer (2023 Adam 2H Rustler Trailer) for the Public Works Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The trailer was purchased from Horse Pro Trailers (Gainesville, GA) at a unit price of \$22,895.00. It will be used by the Animal Care and Control Division staff to transport horses and other large animals required for pickup.

Horse Pro Trailers was selected because this is a specialized vehicle and the vendor had the trailer available for under \$25,000.00.

Funds are budgeted in the FY23 Budget: General Fund – Public Works – Animal Control – Other Equipment; 0101-260-2400-ACCC-7762.

4. ONE (1) 2023 NISSAN FRONTIER PICKUP TRUCK FOR THE COLUMBUS FIRE/EMS DEPARTMENT

On May 22, 2023, a purchase order was executed for one (1) 2023 Nissan Frontier pickup truck for the Columbus Fire Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Headquarter Nissan of Columbus (Columbus, GA) at a unit price of \$36,017.00. The vehicle will be used by the Fire Department Battalion Chief in support of their assigned duties. According to Fleet Management, the vehicle is not under a Cooperative Contract.

Funds are budgeted in the FY23 Budget: LOST-Public Safety Fund – Fire & EMS – Public Safety-LOST – Light Trucks; 0102-410-9900-LOST-7722.

5. ONE (1) 2023 FORD F-150 PICKUP TRUCK FOR THE COLUMBUS FIRE/EMS DEPARTMENT

On May 22, 2023, a purchase order was executed for one (1) 2023 Ford F-150 pickup truck for the Columbus Fire/EMS Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Son's Ford LLC (Auburn, AL) at a unit price of \$45,930.50. The vehicle will be used by the Fire Department Battalion Chief in support of their assigned duties. According to Fleet Management, the vehicle is not under a Cooperative Contract.

Funds are budgeted in the FY23 Budget: LOST-Public Safety Fund – Fire & EMS – Public Safety-LOST – Light Trucks; 0102-410-9900-LOST-7722.

6. TWO (2) 2023 RAM PROMASTER 1500 HIGH ROOF VANS FOR THE COLUMBUS FIRE/EMS DEPARTMENT

On May 22, 2023, a purchase order was executed for two (2) 2023 RAM ProMaster 1500 High Roof Vans for the Columbus Fire/EMS Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicles were purchased from Warner Robins Motors LLC (Warner Robins, GA) at a unit price of \$61,550.00 and \$54,510.00 respectively, and a total price of \$116,060.00. The vehicles will be used by the department's Dive Team and Support Team to transport supplies to needed locations. According to Fleet Management, the vehicle is not under a Cooperative Contract.

Funds are budgeted in the FY23 Budget: LOST-Public Safety Fund – Fire & EMS – Public Safety-LOST – Light Trucks; 0102-410-9900-LOST-7721.

7. ONE (1) 2023 FORD F-150 PICKUP TRUCK FOR THE COLUMBUS FIRE/EMS DEPARTMENT

On May 22, 2023, a purchase order was executed for one (1) 2023 Ford F-150 pickup truck for the Columbus Fire/EMS Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Rivertown Ford (Columbus, GA) at a unit price of \$42,769.00. The vehicle will be used by the Fire Department Battalion Chief in support of their assigned duties. According to Fleet Management, the vehicle is not under a Cooperative Contract.

Funds are budgeted in the FY23 Budget: LOST-Public Safety Fund – Fire & EMS – Public Safety-LOST – Light Trucks; 0102-410-9900-LOST-7722.

8. ONE (1) 2023 FORD F-150 4X2 SUPER CREW PICKUP TRUCK FOR THE COLUMBUS FIRE/EMS DEPARTMENT

On May 22, 2023, a purchase order was executed for one (1) 2023 Ford F-150 4x2 Super Crew pickup truck for the Columbus Fire/EMS Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Rivertown Ford (Columbus, GA) at a unit price of \$46,678.00. The vehicle will be used by the Fire Department Battalion Chief in support of their assigned duties. According to Fleet Management, the vehicle is not under a Cooperative Contract.

Funds are budgeted in the FY23 Budget: LOST-Public Safety Fund – Fire & EMS – Public Safety-LOST – Light Trucks; 0102-410-9900-LOST-7722.

9. ONE (1) 2023 CHEVROLET SILVERADO 1500 PICKUP TRUCK FOR THE COLUMBUS FIRE/EMS DEPARTMENT

On May 22, 2023, a purchase order was executed for one (1) 2023 Chevrolet Silverado 1500 pickup truck for the Columbus Fire/EMS Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Sons Chevrolet LLC (Columbus, GA) at a unit price of \$42,658.00. The vehicle will be used by the Fire Department Battalion Chief in support of their assigned duties. According to Fleet Management, the vehicle is not under a Cooperative Contract.

Funds are budgeted in the FY23 Budget: LOST-Public Safety Fund – Fire & EMS – Public Safety-LOST – Light Trucks; 0102-410-9900-LOST-7722.

10. ONE (1) 2023 FORD F-150 PICKUP TRUCK FOR THE INFORMATION TECHNOLOGY DEPARTMENT

On May 22, 2023, a purchase order was executed for one (1) 2023 Ford F-150 pickup truck for the Information Technology Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Rivertown Ford (Columbus, GA) at a unit price of \$59,342.53. The vehicle will be used by IT personnel as they provide technology services for CCG Departments. According to Fleet Management, the vehicle is not under a Cooperative Contract.

Funds are budgeted in the FY23 Budget: General Fund – Information Technology – Information Technology – Light Trucks; 0101-210-1000-ISS-7722.

7. UPDATES AND PRESENTATIONS

- A. Final Employee Appeals Update-Pay Study – Reather Hollowell, Director, Human Resources

Human Resources Director Reather Hollowell approached the rostrum to provide an update on the final employee appeals for the newly adopted pay plan. She explained there were a total of 142 final appeals submitted by employees to the City Manager, with 110 coming from General Government Employees and 32 coming from Public Safety Employees. She stated out of the 110 appeals submitted, 52 were approved and 90 were denied or rather the City Manager agreed with the recommendation from the consultants. She stated the total cost impact of the approved appeals is \$292,037 and the cost was included in the FY24 Budget Recommendation but did not include any retroactive pay.

- B. Outdoor Parks Grant - Holli Browder, Director, Parks and Recreation

Parks and Recreation Director Holli Browder approached the rostrum to provide a presentation on the American Rescue Plan Act – Improving Neighborhood Outcomes in Disproportionally Impacted Communities Grant Program. She explained the areas that were applied for were required to be within the census track provided by the Governor’s Office. She stated for Grant 1 the playgrounds at

Boxwood, Charlie Hill Park, and Lakebottom Park would be replaced, Grant 2 will fund the replacement of lights at A. J. McClung Memorial Stadium, and Grant 3 will fund renovations to the Bibb City Soccer Field.

C. Pickleball Update – Holli Browder, Director, Parks & Recreation

Parks and Recreation Director Holli Browder approached the rostrum to provide a presentation on pickleball in Columbus, where information on the court locations and schedules were provided.

D. City Hall Update - Ryan Pruett, Director, Inspections & Code

Inspections & Code Director Ryan Pruett approached the rostrum to provide an update on the Columbus City Hall. He provided information on the various phases of the project and the departments that would be moving throughout each phase.

BID ADVERTISEMENT

June 14, 2023

1. **Concrete Slabs for Exterior Exercise Equipment – RFB No. 23-0042**

Scope of Bid

Provide all labor, equipment, and materials required to pour and finish three concrete 35' x 65' slabs for the Parks and Recreation Department. The concrete slabs are for exterior exercise systems at Britt David Park, Cooper Creek Park, and Rigdon Park. **Bidders must have relevant experience in work of this nature.**

June 16, 2023

1. **Hazard Mitigation Plan Update – RFP No. 23-0039**

Scope of RFP

Columbus Consolidated Government is requesting proposals for a professional firm to provide an updated County Hazard Mitigation Plan for its Emergency Management Division of the Homeland Security Department. The plan shall meet or exceeds FEMA and Georgia Emergency Management Agency requirements. **The successful firm shall complete the updated plan by October 11, 2023.**

2. **Bulk Mailing Services for Various Departments (Annual Contract) – RFB No. 23-0012**

Scope of RFP

Columbus Consolidated Government is seeking proposals from qualified vendors to provide bulk mailing services for various Departments on an “as needed” basis. Such projects will consist of mailings in excess of one thousand (1,000) pieces.

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

June 23, 2023

1. **Demolition Services (Annual Contract) – RFP No. 23-0024**

Scope of RFP

Columbus Consolidated Government is requesting proposals for qualified vendors to provide all necessary equipment, materials, transportation, and labor for residential and commercial demolition services.

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

July 14, 2023

1. Automated Speed Detection for School Zone Safety Enforcement (Annual Contract) – RFP No. 23-0036

Scope of RFP

The Columbus Consolidated Government is requesting proposals for automated speed detection for school zone safety enforcement systems and services, specifically LiDAR (Light Detection and Ranging) with ALPR (Automated License Plate Readers) functions to integrate with the existing Flock Safety system for the Columbus Police Department.

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

CLERK OF COUNCIL'S AGENDA

ENCLOSURES - INFORMATION ONLY

1. Certificate of Need Application submitted by Ultra Care of Georgia, Inc. to expand its existing home health agency in State Service Delivery Region-8.
2. Certificate of Need Application submitted by Axzons Homecare Ltd. proposing to establish a new home health agency in State Service Delivery Region-8.

ENCLOSURES - ACTION REQUESTED

3. **RESOLUTION (202-23)** - A resolution canceling the July 4, August 1, and September 5, 2023, Proclamation Sessions. Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.
4. **RESOLUTION (203-23)** - A resolution excusing Councilor R. Walker Garrett from the June 13, 2023 Council Meeting. Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.
5. **RESOLUTION (204-23)** - A resolution approving an Honorary Street Designation Application submitted by Pastor L. Darnel Skinner, Jr. with the Bread of Life Christian Center requesting signage to be placed at the intersecting streets at each end of the one block area of Manchester Expressway and 46th Street in honor of Bishop L.D. Skinner, Sr. (*The Board of Honor met on May 24, 2023 and recommends approval.*) Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.
6. **RESOLUTION (205-23)** - A resolution approving an Honorary Designation Application submitted by Deputy Director Becky Summerlin- Department of Parks & Recreation to rename the Cooper Creek Tennis Center Clubhouse in honor of Mr. Rick Gordon. (*The Board of Honor*

met on May 24, 2023 and recommends approval.) Councilor Crabb made a motion to approve the resolution, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

7. Email Correspondence from Ms. Emma Kimbrel- Community Reinvestment Planner requesting that the seat of Ms. Sendreka Lakes be declared vacant due to the lack of attendance. Mayor Pro Tem Allen made a motion to declare the seat of Sendreka Lakes vacant, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.
8. Letter of Resignation from Ms. Jennifer Upshaw resigning from her seat on the Public Safety Advisory Commission. Mayor Pro Tem Allen made a motion to receive the resignation with regrets, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

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

Board of Honor, May 25, 2023

Board of Tax Assessors, #18-23 and #19-23

Board of Zoning Appeals, May 5, 2023

Convention & Visitors Bureau, Board of Commissioners, April 19, 2023

Development Authority, April 13 and May 4, 2023

Hospital Authority, April 25, 2023

Housing Authority, April 19, 2023

New Horizons Behavioral Health- Mental Health, Addictive Diseases and Developmental Disabilities- Community Service Board, January 11, February 8, April 12, May 10, June 14, August 9, September 13, October 11, and December 13, 2021

Personnel Review Board, May 24, 2023

Uptown Facade Board, April 17, 2023

Mayor Pro Tem Allen made a motion to receive the minutes of various boards, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

BOARD APPOINTMENTS - ACTION REQUESTED

10. **MAYOR'S APPOINTMENT- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:**

A. CONVENTION & VISITORS BUREAU BOARD OF COMMISSIONERS:

A nominee for the seat of Michelle Spivey (*Eligible to succeed – Interested in serving another term*) for a term that expires on December 31, 2023, as a Hotel/Motel Industry Representative on the Convention & Visitors Bureau Board of Commissioners (*Mayor's Appointment*). Mayor Henderson renominated Michelle Spivey to serve another term. Mayor Pro Tem Allen made a motion for

confirmation, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

A nominee for the seat of Pace M. Halter (*Eligible to succeed – Interested in serving another term*) for a term that expires on December 31, 2023, as a Hotel/Motel Industry Representative on the Convention & Visitors Bureau Board of Commissioners (*Mayor's Appointment*). Mayor Henderson renominated Pace M. Halter Spivey to serve another term. Mayor Pro Tem Allen made a motion for confirmation, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

A nominee for the seat of Dan Gilbert (*Eligible to succeed*) for a term that expires on December 31, 2023, as a Restaurant/Retail Trade Representative on the Convention & Visitors Bureau Board of Commissioners (*Mayor's Appointment*). Mayor Henderson renominated Dan Gilbert to serve another term. Mayor Pro Tem Allen made a motion for confirmation, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

Clerk of Council Davis explained that the appointments for the Convention & Visitors Bureau Board of Commissioners are made in the month of July for the terms beginning the following January.

B. RETIREES' HEALTH BENEFITS COMMITTEE:

A nominee for the seat of Peri V. Johnson (*Not Eligible to succeed*) for a term that expires on June 30, 2023, on the Retirees' Health Benefits Committee (*Mayor's Appointment*). Mayor Henderson nominated Christi Johnson to succeed Peri V. Johnson. Mayor Pro Tem Allen made a motion for confirmation, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

11. COUNCIL APPOINTMENT- READY FOR CONFIRMATION:

A. COLUMBUS AQUATICS COMMISSION: Mr. Christopher Kennedy was nominated to serve another term of office. (*Councilor Crabb's nominee*) Term expires: June 30, 2025. Councilor Crabb made a motion for confirmation, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

B. KEEP COLUMBUS BEAUTIFUL COMMISSION: Mr. Eddie Florence was nominated to serve another term of office. (*Councilor Tucker's nominee*) Term expires: June 30, 2026. Councilor Crabb made a motion for confirmation, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

C. RETIREES' HEALTH BENEFITS COMMITTEE: Ms. Renee McAneny was nominated to serve another term of office. (*Councilor Crabb's nominee*) Term expires: June 30, 2026. Councilor Crabb made a motion for confirmation, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

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

A. PUBLIC SAFETY ADVISORY COMMISSION:

A nominee for the seat of Pamela Williams (*Seat declared vacant*) for a term that expires on October 31, 2023, as the District 2 Representative on the Public Safety Advisory Commission (*Council District 2- Davis*). There were none.

A nominee for a vacant seat for a term that expires on October 31, 2023, as the District 6 Representative on the Public Safety Advisory Commission (*Council District 6- Allen*). There were none.

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

A. BOARD OF FAMILY & CHILDREN SERVICES:

A nominee for the seat of Toula Puailoa (*Seat declared vacant*) for a term that expires on June 30, 2025, on the Board of Family & Children Services (*Council's Appointment*). Councilor Barnes nominated Dr. Chandler Padgett, for the Pediatric healthcare provider seat to fill the unexpired term of Toula Puailoa.

In accordance with O.C.G.A. 49-3-2 (Amended via 2015 SB 138) the governing authority (Local County Board of Commissioners) shall ensure that all appointments made on or after July 1, 2015, are made from the following categories: (1) Pediatric healthcare providers (active or retired); (2) Emergency responders (active or retired); (3) Law enforcement personnel (active or retired); (4) Private child welfare service providers (active or retired); (5) Alumni of the child welfare system and (6) Former foster parents.

B. BOARD OF WATER COMMISSIONERS:

A nominee for the seat of Rebecca Rumer (*Eligible to succeed – Not seeking reappointment*) for a term that expires on December 31, 2023, on the Board of Water Commissioners (*Council's Appointment*). Councilor Thomas nominated Jennifer S. Upshaw to succeed Rebecca Rumer. Clerk of Council Davis stated she is requesting that Council allow Ms. Upshaw to serve out the remainder of Ms. Rumer's current term of office, which expires on December 31, 2023 and begins her first full-term on January 1, 2024. There were no objections.

Clerk of Council Davis explained that the appointments for the Board of Water Commissioners are made in the month of July for the terms beginning the following January.

C. BUILDING AUTHORITY OF COLUMBUS:

A nominee for the seat of Leila Carr (*Eligible to succeed – Not seeking reappointment*) for a term that expired on March 24, 2023, on the Building Authority of Columbus (*Council's Appointment*). There were none.

A nominee for the seat of Vincent Allen (*Resigned*) for a term that expired on March 24, 2023, on the Building Authority of Columbus (*Council's Appointment*). Councilor Begly nominated Tyler Martindill to succeed Vincent Allen.

D. COLUMBUS AQUATICS COMMISSION:

A nominee for the seat of Bruce Samuels (*Not Eligible to succeed*) for a term that expired on June 30, 2022, on the Columbus Aquatics Commission (*Council's Appointment*). There were none.

E. KEEP COLUMBUS BEAUTIFUL COMMISSION:

A nominee for the seat of William Bandy (*Eligible to succeed – Does not desire reappointment*) for a term that expires on June 30, 2023, as a SD-29 Representative on the Keep Columbus Beautiful Commission (*Council's Appointment*). Mayor Pro Tem Allen nominated Kimberly Wright to succeed William Bandy, as recommended by Keep Columbus Beautiful Director Lisa Thomas-Cutts.

A nominee for the seat of Lee Jordan (*Eligible to succeed*) for a term that expires on June 30, 2023, as a SD-29 Representative on the Keep Columbus Beautiful Commission (*Council's Appointment*). There were none.

A nominee for the seat of Dr. Kar'retta Venable (*Not Eligible to succeed*) for a term that expires on June 30, 2023, as an At-Large Member on the Keep Columbus Beautiful Commission (*Council's Appointment*). There were none.

A nominee for the seat of Matt Horne (*Not Eligible to succeed*) for a term that expires on June 30, 2023, as a SD-15 Representative on the Keep Columbus Beautiful Commission (*Council's Appointment*). Councilor Begly nominated Dorris Bishop to succeed Matt Horne.

A nominee for the seat of Alyssa Williams (*Seat declared vacant*) for a term that expires on June 30, 2024, as an At-Large Member on the Keep Columbus Beautiful Commission (*Council's Appointment*). Mayor Pro Tem Allen nominated Pamela Green Thomas to succeed Alyssa Williams, as recommended by Keep Columbus Beautiful Director Lisa Thomas-Cutts.

A nominee for the seat of Doug McLeod, Jr. (*Seat declared vacant*) for a term that expires on June 30, 2024, as a SD-15 Representative on the Keep Columbus Beautiful Commission (*Council's Appointment*). Mayor Pro Tem Allen nominated David Houser to succeed Doug McLeod, Jr., as recommended by Keep Columbus Beautiful Director Lisa Thomas-Cutts.

F. MEDICAL CENTER HOSPITAL AUTHORITY:

Nominees for the seat of Rodney Mahone (*Eligible to succeed – Not seeking reappointment*) for a term that expired on December 31, 2022, on the Medical Center Hospital Authority (*Council's Appointment*). Clerk of Council Davis explained the Council submits three (3) nominees to the Medical Center Hospital Authority for each seat and the Medical Center Hospital Authority selects the successor for Council's confirmation. Councilor Thomas nominated Woodruff W. McWilliams, III, Murray Solomon and Tracy L. Sayers for the seat of Rodney Mahone. Mayor Pro Tem Allen made a motion to submit the nominees to the Medical Center Hospital Authority, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

G. PLANNING ADVISORY COMMISSION:

A nominee for the seat of Sheila Brown (*No longer a resident*) for a term that expires on August 31, 2023, on the Planning Advisory Commission (*Council's Appointment*). Mayor Pro Tem Allen nominated Rick Stallings to succeed Sheila Brown.

H. REGION 6 REGIONAL ADVISORY COUNCIL FOR DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL DISABILITIES:

A nominee for the seat of Cynthia Smith (*Not Eligible to succeed*) for a term that expires on June 30, 2023, on the Region 6 Regional Advisory Council for Department of Behavioral Health and Development Disabilities (*Council's Appointment*). Councilor Barnes nominated Dr. Janet Bussey to succeed Cynthia Smith.

I. RETIREES' HEALTH BENEFITS COMMITTEE:

A nominee for the seat of Mike Massey (*Eligible to succeed – Not seeking reappointment*) for a term that expires on June 30, 2023, on the Retirees' Health Benefits Committee (*Councils' Appointment*). Councilor Thomas nominated John D. Hawk to succeed Mike Massey.

UPCOMING BOARD APPOINTMENTS:

A. Planning Advisory Commission (Council's Appointment)

STATEMENT OF POLICY FOR COUNCIL AGENDAS:

Councilor Cogle made a motion for an oral resolution as a statement of policy for the members of Council to receive the Council Agenda by the close of business on Wednesday prior to the Council Meeting date to become effective July 1, 2023, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting.

EXECUTIVE SESSION:

Mayor Henderson entertained a motion to go into executive session to discuss matters of real estate acquisition and disposal as requested earlier in the meeting by City Attorney Fay. Mayor Pro Tem Allen made a motion to go into Executive Session, seconded by Councilor Tucker and carried unanimously by the nine members present, with Councilor Garrett being absent from the meeting, and the time being 2:32 p.m.

The Regular Meeting reconvened at 2:48 p.m., at which time, Mayor Henderson announced that the Council did meet in executive session to discuss matters of real estate 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 Mayor Pro Tem Allen to adjourn the June 13, 2023 Regular Council Meeting, seconded by Councilor Tucker and carried unanimously by the eight members present, with Councilor Begly being absent for the vote, Councilor Garrett being absent for the meeting, and the time being 2:48 p.m.

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

File Attachments for Item:

1. 2nd Reading- REZN-03-23-0515: An Ordinance amending a condition of Ordinance No. 11-13 as it pertains to property located at **6395 Psalmont Road** (parcel # 120-001-034). (Planning Department and PAC recommend approval.) (As amended 6-13-23.)(Mayor Pro Tem.)

AN ORDINANCE**NO. _____**

An Ordinance amending a condition of Ordinance No. 11-13 as it pertains to property located at **6395 Psalmond Road** (parcel # 120-001-034).

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS FOLLOWS:**Section 1.**

Condition #2 of Ordinance No. 11-13 which pertains to property located at 6395 Psalmond Road is amended to read as follows:

“2. The development shall adhere to characteristics of the color site plan, by High Grove Partners, LLC, dated December 16, 2010, in file REZN 12-10-5753 in the Planning Department and attached hereto. Said color site plan shall not apply to the proposed PUD commercial area; provided however, the proposed PUD commercial area shall meet the requirements of the Highway 80 overlay.”

Section 2.

A new Condition #5 is added to the conditions listed in Ordinance No. 11-13 to read as follows:

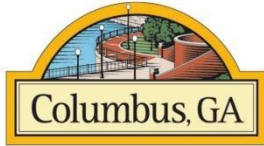
“5. The Developer shall plant and maintain a natural buffer of at least 15 feet on the south side and 10 feet on the west side, each to be planted with dense evergreen screening foliage along the entire property line, as approved by the City Arborist.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23rd day of May, 2023; introduced a second time at a regular meeting of said Council held on the ____ day of _____, 2023 and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begly	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____

Sandra T Davis
Clerk of Council

B. H. “Skip” Henderson, III
Mayor



CONSOLIDATED GOVERNMENT
What progress has preserved.
 PLANNING DEPARTMENT

COUNCIL STAFF REPORT

REZN-03-23-0515

Applicant:	Lakshmi Karthik
Owner:	Alton Duncan
Location:	6395 Psalmond Road
Parcel:	120-001-034
Acreage:	3.10 Acres
Current Zoning Classification:	Planned Unit Development (PUD) with conditions (Ord. 11-13)
Proposed Zoning Classification:	Planned Unit Development (PUD) with amended conditions
Current Use of Property:	Vacant
Proposed Use of Property:	Retail
Council District:	District 6 (Allen)
PAC Recommendation:	Approval based on the Staff Report and compatibility with existing land uses.
Planning Department Recommendation:	Approval based on compatibility with existing land uses. The amended condition amends Condition #2 below:

2. The development shall adhere to characteristics of the color site plan, by High Grove Partners, LLC, dated December 16, 2010, in file REZN 12-10-5753 in the Planning Department and attached hereto.

2. The development shall adhere to characteristics of the color site plan, by High Grove Partners, LLC, dated December 16, 2010, in file REZN 12-10-5753 in the Planning Department and attached hereto.

Said color site plan shall not apply to the proposed PUD commercial area.

Fort Benning's Recommendation:	N/A								
DRI Recommendation:	N/A								
General Land Use:	Consistent Planning Area B								
Current Land Use Designation:	Mixed Use (MU)								
Future Land Use Designation:	Neighborhood Commercial (NC)								
Compatible with Existing Land-Uses:	Yes								
Environmental Impacts:	The property does not lie within the floodway and floodplain area. The developer will need an approved drainage plan prior to issuance of a Site Development permit, if a permit is required.								
City Services:	Property is served by all city services.								
Traffic Impact:	Average Annual Daily Trips (AADT) will increase to 80 trips up from 0 trips if used for commercial use. The Level of Service (LOS) will remain at level B.								
Traffic Engineering:	This site shall meet the Codes and regulations of the Columbus Consolidated Government for commercial usage.								
Surrounding Zoning:	<table> <tr> <td>North</td><td>Neighborhood Commercial (NC) / Residential Estate 1 (RE-1)</td></tr> <tr> <td>South</td><td>Planned Unit Development (PUD)</td></tr> <tr> <td>East</td><td>General Commercial (GC)</td></tr> <tr> <td>West</td><td>Planned Unit Development (PUD)</td></tr> </table>	North	Neighborhood Commercial (NC) / Residential Estate 1 (RE-1)	South	Planned Unit Development (PUD)	East	General Commercial (GC)	West	Planned Unit Development (PUD)
North	Neighborhood Commercial (NC) / Residential Estate 1 (RE-1)								
South	Planned Unit Development (PUD)								
East	General Commercial (GC)								
West	Planned Unit Development (PUD)								
Reasonableness of Request:	The request is compatible with existing land uses.								
School Impact:	N/A								
Buffer Requirement:	Requirements are established in the								

Highway 80 Overlay District ordinance.

Attitude of Property Owners:

Thirty-eight (38) property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received **four (4)** calls and/or emails regarding the rezoning.

Approval
Opposition

0 Responses

2 Responses

Additional Information:

N/A

Attachments:

Aerial Land Use Map
Location Map
Zoning Map
Existing Land Use Map
Future Land Use Map
Flood Map
Traffic Report



0 125 250 Feet

1 inch = 250 feet

Data Source: IT/GIS

Author: David Cooper

Aerial Map for REZN 03-23-0515

Map 120 Block 001 Lot 034

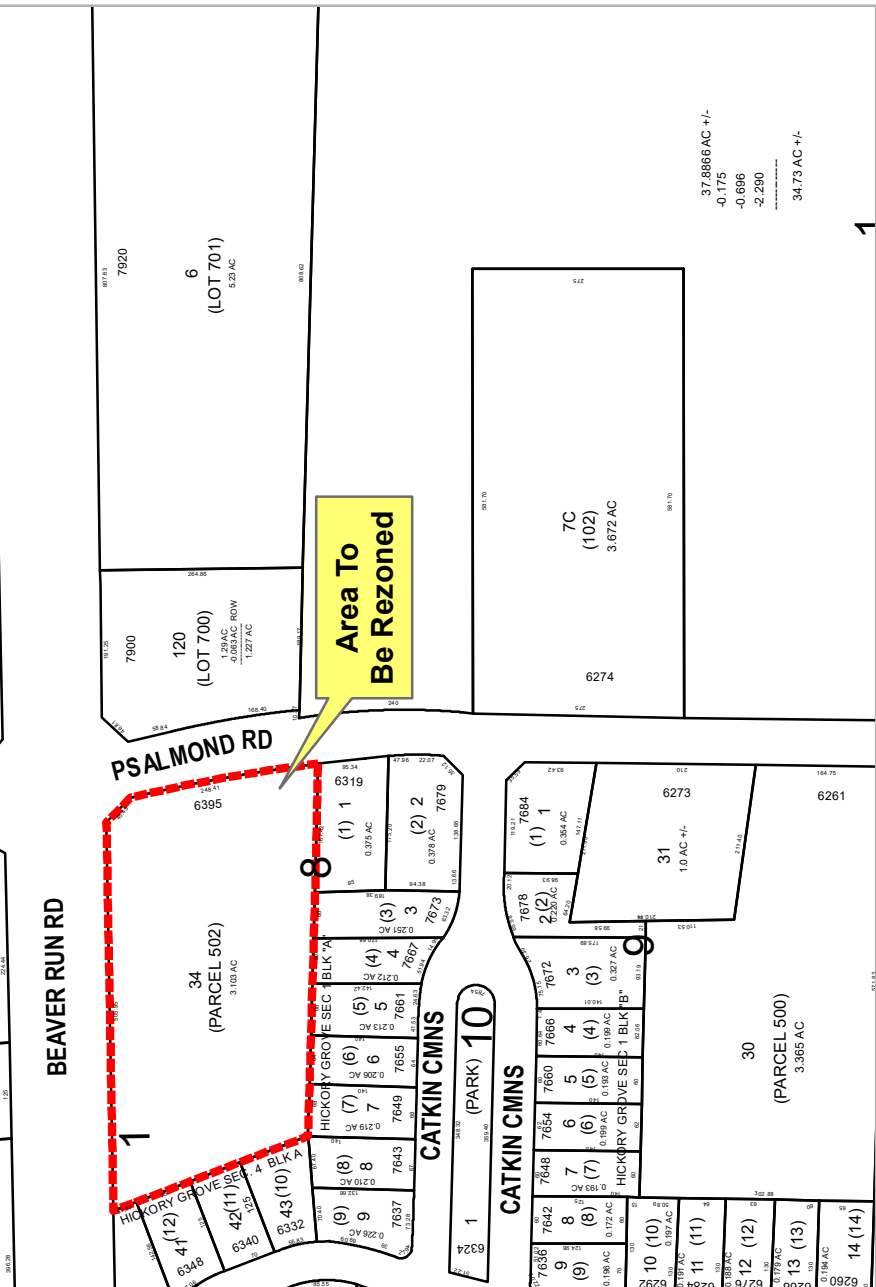
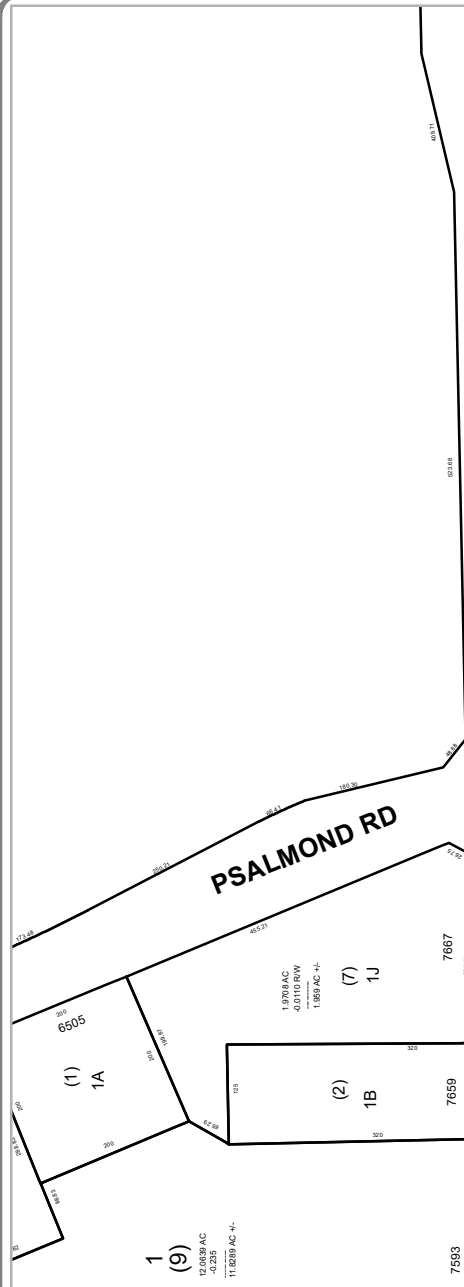
Planning Department-Planning Division

Prepared By Planning GIS Tech

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

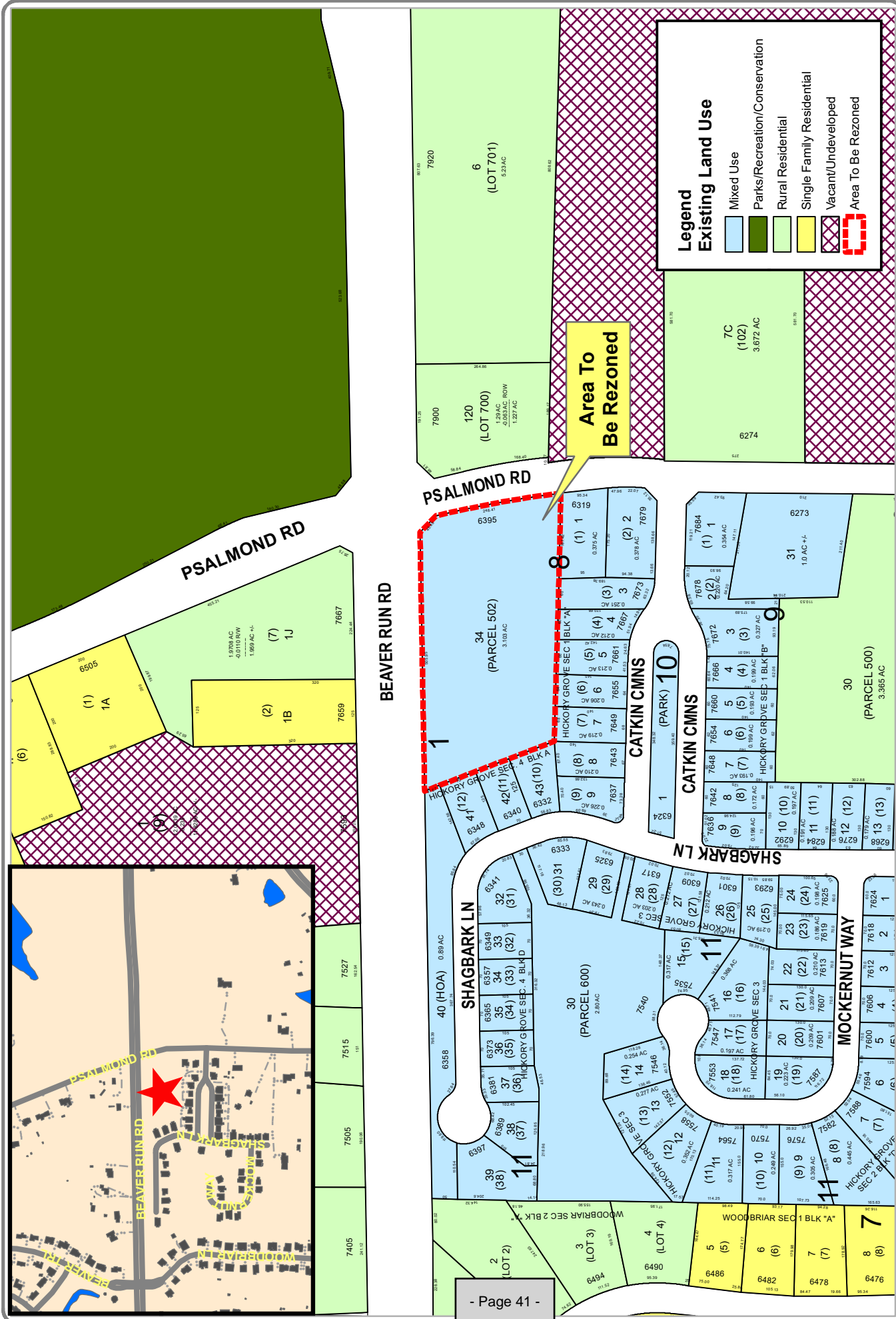


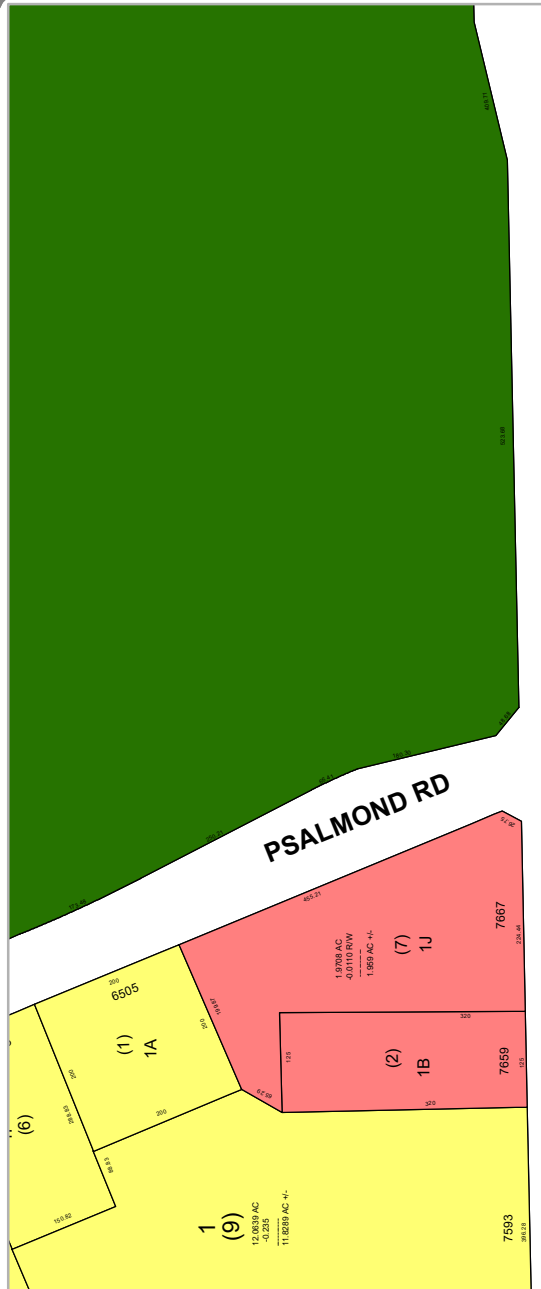
Date: 3/22/2023





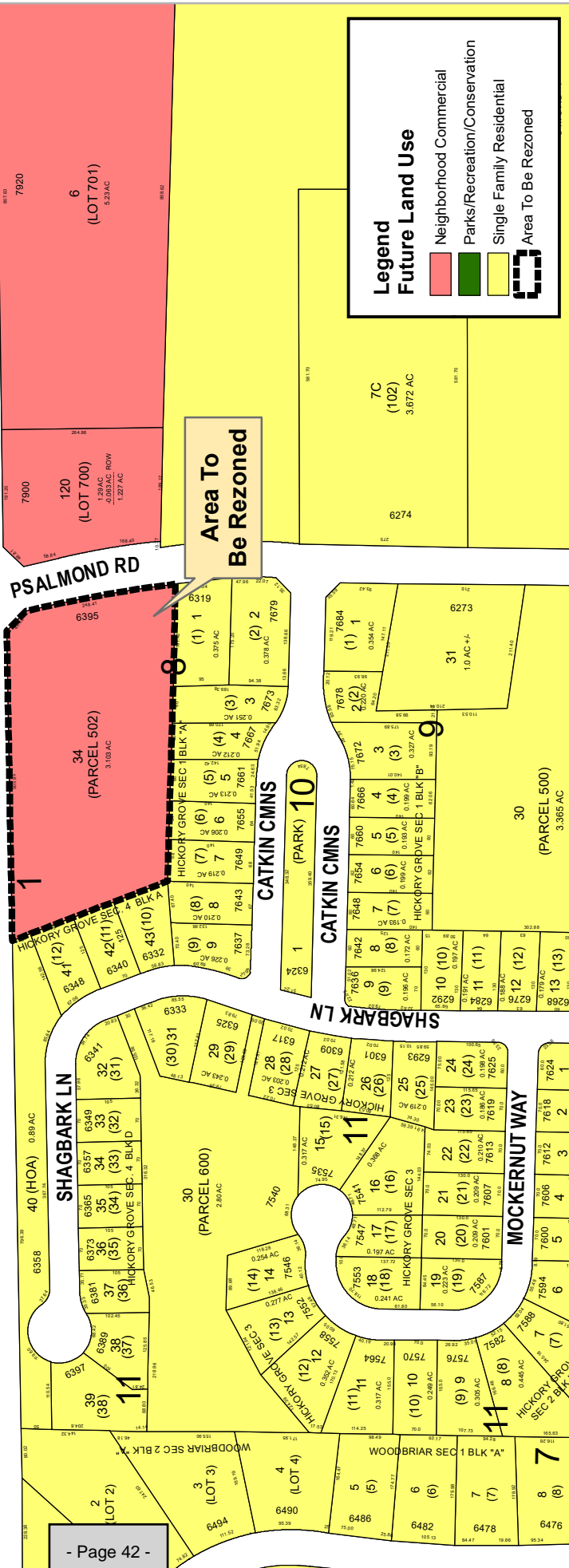
Date: 3/22/2023





BEAVER RUN RD

PSALMOND RD



Legend

Future Land Use

- Neighborhood Commercial
- Parks/Recreation/Conservation
- Single Family Residential
- Area To Be Rezoned



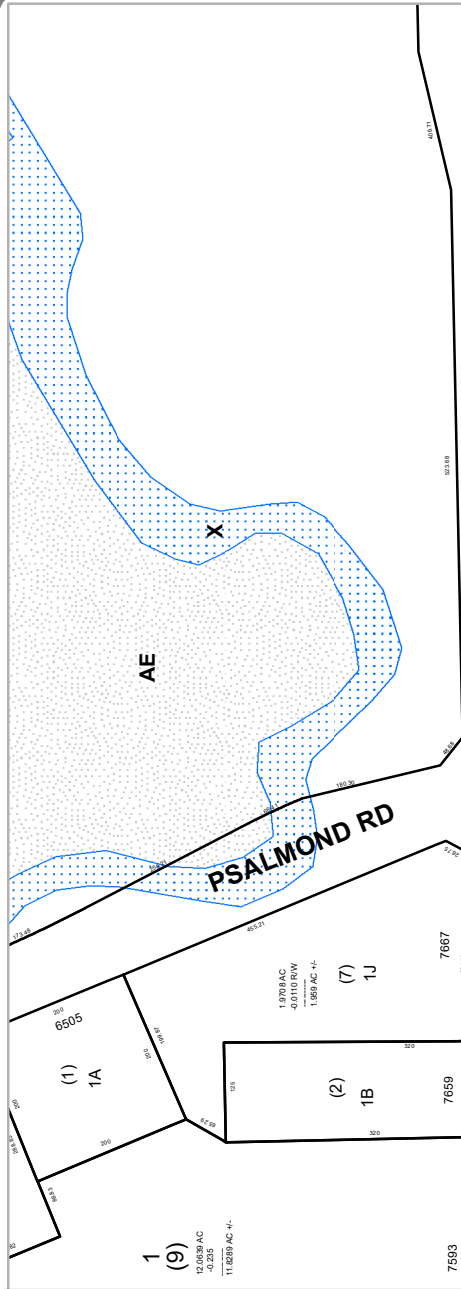
0 125 250 Feet
1 inch = 250 feet
Data Source: IT/GIS
Author: David Cooper

Existing Land Use Map for REZN 03-23-0515
Map 120 Block 001 Lot 034
Planning Department-Planning Division
Prepared By Planning GIS Tech

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



Date: 3/22/2023



BEAVER RUN RD

PSALMOND RD



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

Flood Zone Map for REZN 03-23-0515
Map 120 Block 001 Lot 034
Planning Department-Planning Division
Prepared By Planning GIS Tech

0 125 250 Feet
1 inch = 250 feet
Data Source: IT/GIS
Author: DavidCooper



REZONING TRAFFIC ANALYSIS FORM

ZONING CASE NO.
PROJECT
CLIENT
REZONING REQUEST

REZN 03-23-0515
6395 Psalmound Road

PUD with conditions to PUD with amended conditions

LAND USE

Trip Generation Land Use Code*
Existing Land Use
Proposed Land Use
Existing Trip Rate Unit
Proposed Trip Rate Unit

822
Planned Unit Development (PUD) with conditions
Planned Unit Development (PUD) with amended conditions
PUD - Square Footage of Retail Building

TRIP END CALCULATION *

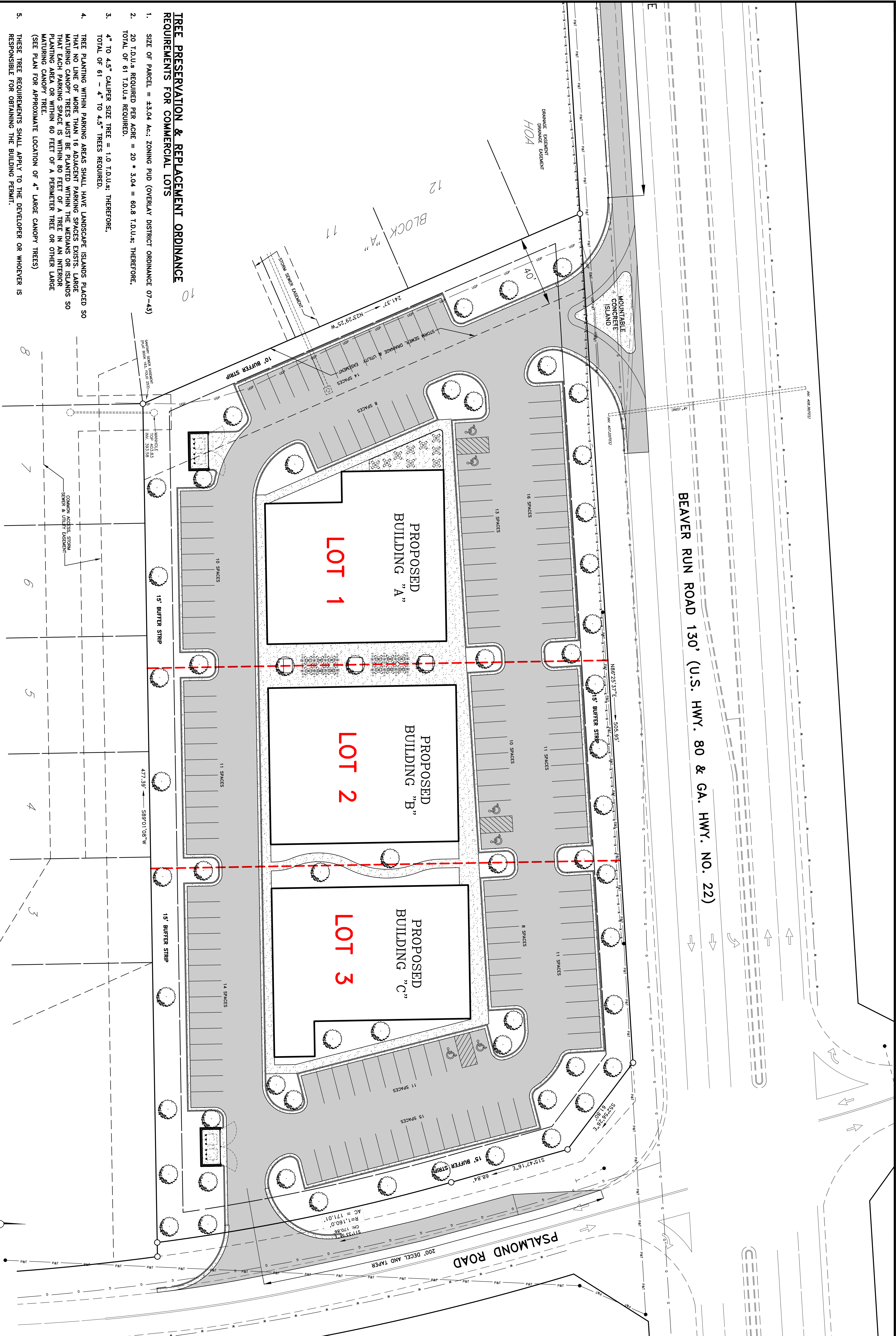
Land Use	ITE Code	Zone Code	Quantity	Trip Rate	Total Trips
Daily (Existing Zoning)					
Total					0
Daily (Proposed Zoning)					
Strip Retail Plaza	822	PUD	29,380 Sq. Ft.	7.60	22 Weekday AM Peak
				13.24	39 Weekday PM Peak
				6.57	19 Saturday
Total					80

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

TRAFFIC PROJECTIONS

EXISTING ZONING (PUD)			PROPOSED ZONING (PUD with Amended Conditions)		
Name of Street		Beaver Run Road	Name of Street		Beaver Run Road
Street Classification		Divided Arterial	Street Classification		Divided Arterial
No. of Lanes		4	No. of Lanes		4
City Traffic Count (2021)		17,600	City Traffic Count (2021)		17,600
Existing Level of Service (LOS)**		B	Existing Level of Service (LOS)**		B
Additional Traffic due to Existing Zoning			Additional Traffic due to Proposed		80
Total Projected Traffic (2021)			Total Projected Traffic (2021)		17,680
Projected Level of Service (LOS)**			Projected Level of Service (LOS)**		B

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



TREE PRESERVATION & REPLACEMENT ORDINANCE
REQUIREMENTS FOR COMMERCIAL LOTS

1. SIZE OF PARCEL = ±3.04 AC.; ZONING PUD (OVERLAY DISTRICT ORDINANCE 07-43)
2. 20 T.D.U.s REQUIRED PER ACRE = 20 * 3.04 = 60.8 T.D.U.s; THEREFORE, TOTAL OF 61 T.D.U.s REQUIRED.
3. 4" TO 4.5" CALIPER SIZE TREE = 1.0 T.D.U.s; THEREFORE, TOTAL OF 61 - 4" TO 4.5" TREES REQUIRED.
4. TREE PLANTING WITHIN PARKING AREAS SHALL HAVE LANDSCAPE ISLANDS PLACED SO THAT NO LINE OF MORE THAN 16 ADJACENT PARKING SPACES EXISTS. LARGE MATURING CANOPY TREES MUST BE PLANTED WITHIN THE MEDIANS OR ISLANDS SO THAT EACH PARKING SPACE IS WITHIN 80 FEET OF A TREE IN AN INTERIOR PLANTING AREA OR WITHIN 60 FEET OF A PERIMETER TREE OR OTHER LARGE MATURING CANOPY TREE.
(SEE PLAN FOR APPROXIMATE LOCATION OF 4" LARGE CANOPY TREES)
5. THESE TREE REQUIREMENTS SHALL APPLY TO THE DEVELOPER OR WHOEVER IS RESPONSIBLE FOR OBTAINING THE BUILDING PERMIT.
6. U.D.O. SECTION 4.6.12-C1:
WHEN TREES REMAINED OR PLANTED AS REQUIRED BY THIS ARTICLE DIE OR ARE REMOVED FOR ANY REASON, THE TREES MUST BE REPLACED DURING THE NEXT SUITABLE PLANTING SEASON. REPLACEMENT OF THESE TREES SHALL BE REPLACED IN A MANNER, QUALITY AND SIZE AGREED UPON BY THE OWNER AND CITY ARBORIST.
7. U.D.O. SECTION 4.6.15-A7 SHALL APPLY TO ALL TREES AND SHRUBS PROPOSED TO BE PLANTED OR MAINTAINED ON THE LAND REQUIRED FOR THIS PROJECT. A PROPERTY REPLACEMENT OF ALL PLANTED TREES THAT DIE OR ARE DESTROYED MUST BE REPLACED DURING THE NEXT SUITABLE SEASON.

BLOCK "A" - SECTION ONE
HICKORY GROVE
(PLAT BOOK 165, FOLIO 253)

PRELIMINARY LAYOUT CONCEPT "D"
**HICKORY GROVE
COMMERCIAL**
PART OF LAND LOT 93 OF THE 9TH DISTRICT
COLUMBUS, MUSCOGEE COUNTY, GEORGIA

MOON MEEKS & ASSOCIATES, INC.
CIVIL ENGINEERS LAND SURVEYORS
LANDSCAPE ARCHITECTS ENVIRONMENTAL CONSULTANTS

PHONE: (706) 327-8306
WWW.MOONMEEKS.COM
100 SOUTHERN WAY, SUITE A
COLUMBUS, GA. 31904

PRELIMINARY
FOR REVIEW ONLY

GSWCC# 8182
MAA# 2023013
DATE: 03/02/23
SCALE: 1" = 20'

SHEET No.

D

(3-A-11- Woodruff)

C.A. 0308-11(3)

As Amer

Item #1.

AN ORDINANCE

NO. 11-13

11-13

C.A. 03-22-11(12)

An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia; this amendment changes certain boundaries of a district located at **6895, 6285, 6279 and part of 6261 Psalmond Road** from RE1 (Residential Estate 1) Zoning District to PUD (Planned Unit Development) District.

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS:

That the Zoning Atlas on file with the Planning Department be, and the same is hereby amended by changing 23 acres of the following described property from RE1 (Residential Estate 1) Zoning District to PUD (Planned Unit Development) District:

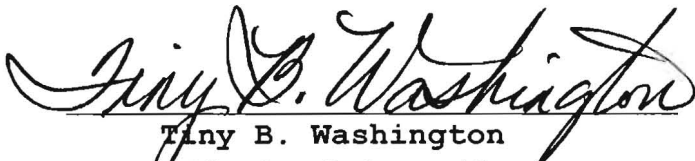
All that tract or parcel of land lying in and being part of land lot 93, 9th District, Columbus, Muscogee County, Georgia and being more particularly described as follows: Begin at a concrete monument marking the northwesterly end of a miter which forms the intersection of the southerly line of Beaver Run Road and the westerly line of Psalmond Road; thence South 48 degrees 34 minutes 23 seconds East, along said miter, 45.45 feet to an iron stake on the westerly line of Psalmond Road; thence southerly along the westerly line of Psalmond Road along the arc of a clockwise curve, with a radius of 1402.62 feet, 391.71 feet to an iron stake; thence continuing along the westerly line of Psalmond Road, South 01 degree 45 minutes 19 seconds East, 215.49 feet to an iron stake; thence leaving Psalmond Road, North 83 degrees 22 minutes 14 seconds West, 211.30 feet to an iron stake; thence South 01 degree 41 minutes 55 seconds East, 99.58 feet to an iron stake; thence South 89 degrees 01 minute 08 seconds West, 358.49 feet to an iron stake; thence South 00 degrees 57 minutes 53 seconds East, 302.88 feet to an iron stake; thence south 89 degrees 02 minutes 15 seconds west, 820.78 feet to an iron stake on the westerly line of Land Lot 93, 9th District; thence north 01 degree 39 minutes, 28 seconds West, along said Land Lot Line, 756.89 feet to an iron stake on the southerly line of Beaver Run; thence North 86 degrees 25 minutes 37 seconds East, along the southerly line of Beaver Run Road, 1302.33 feet to a concrete monument at the point of beginning; containing 26.687 acres.

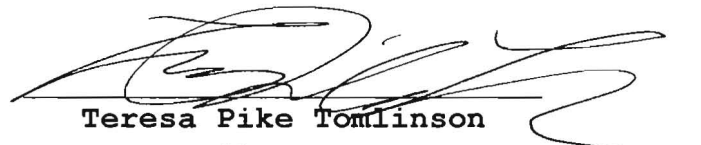
The above-described properties are being rezoned with the following conditions:

1. Three Single Family Residential lots fronting Psalmond shall not be permitted to have curb cuts or direct access to Psalmond Road.
2. The development shall adhere to characteristics of the color site plan, by High Grove Partners, LLC, dated December 16, 2010, in file REZN 12-10-5753 in the Planning Department and attached hereto.
3. The development shall be subject to the major amendments attached to this ordinance.
4. The developer shall maintain fencing, buffers and berms or a combination thereof along the southwest property line of the parcel subject to rezoning as determined by the project landscape architect and approved by the Planning Department. Developer letters agreeing to said features dated February 22, 2011 are attached hereto and incorporated herein by reference.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 8th day of March, 2011; introduced a second time at a regular meeting of said Council held on the 22nd day of March, 2011 and adopted at said meeting by the affirmative vote of nine members of said Council.

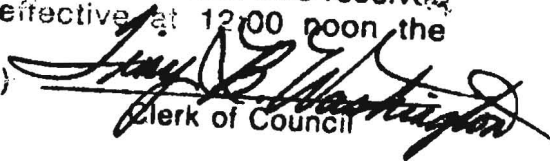
Councilor Allen	voting	<u>YES</u>
Councilor Baker	voting	<u>YES</u>
Councilor Barnes	voting	<u>YES</u>
Councilor Davis	voting	<u>YES</u>
Councilor Henderson	voting	<u>YES</u>
Councilor Huff	voting	<u>YES</u>
Councilor McDaniel	voting	<u>YES</u>
Councilor Pugh	voting	<u>YES</u>
Councilor Thomas	voting	<u>ABSENT</u>
Councilor Woodson	voting	<u>YES</u>


 Tiny B. Washington
 Clerk of Council


 Teresa Pike Tomlinson
 Mayor

This ordinance received, signed by the Mayor at 11:55 A.M. on the 25th day of March, 2011, and became law at said time received and became effective at 12:00 noon the following day.

Sec: 3-202 (2)


 Clerk of Council

This ordinance submitted to the Mayor for his signature, this the 24th day of March, 2011.

Sec: 3-202 (1)


 Clerk of Council

February 22, 2011

Mrs. Andrea Stadnick
6249 Psalmond Road
Columbus, GA 31909

Dear Mrs. Stadnick,

As we discussed at your home on January 14, 2011, the owners of the 26.687 acres on the corner of Psalmond Road and Beaver Run Road, have agreed to construct a six (6) to eight (8) foot high fence in front of your property in conjunction with the PUD project being rezoned and developed on the site. This will create a buffer between your property and the proposed development. Once the property is rezoned, additional landscaping plans will be rendered and then it will be determined whether a six (6) or eight (8) foot fence will be constructed to enhance the landscaped buffer.

A suitable buffer will be created to insure your property will have a barrier for privacy between your property and the proposed project.

Thank you for your support of the project.

Sincerely,

Lucy Jones
Project Coordinator
Woodruff Development Company

February 22, 2011

Mr. Buster Barber
6273 Psalmond Road
Columbus, GA 31909

Dear Buster,

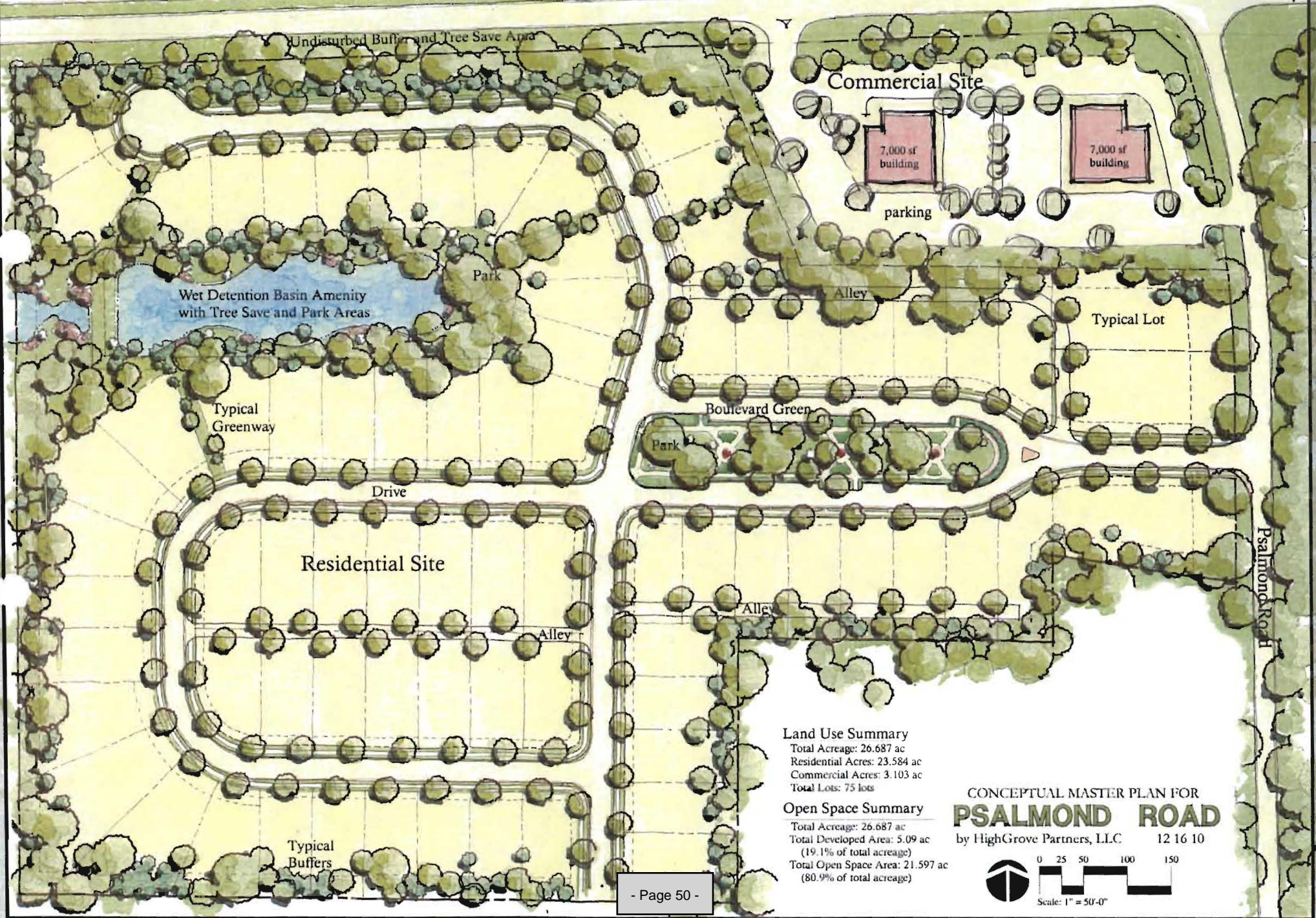
As we discussed in your office January 14, 2011, the owners of the 26.687 acres on the corner of Psalmond Road and Beaver Run Road, have agreed to run a sewer tap to your property located at 6273 Psalmond Road in conjunction with the PUD project being rezoned and developed on the site. The owners have also agreed to create a buffer between your property and the proposed development. Once the property is rezoned additional landscaping plans will be rendered and then it will be determined whether it will be a fence or a natural landscaped buffer. A suitable buffer will be created to insure your property will have a barrier for privacy between your property and the proposed project.

Thank you for your support of this project.

Sincerely,

Lucy Jones
Project Coordinator
Woodruff Development Company

Beaver Run Road

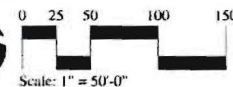


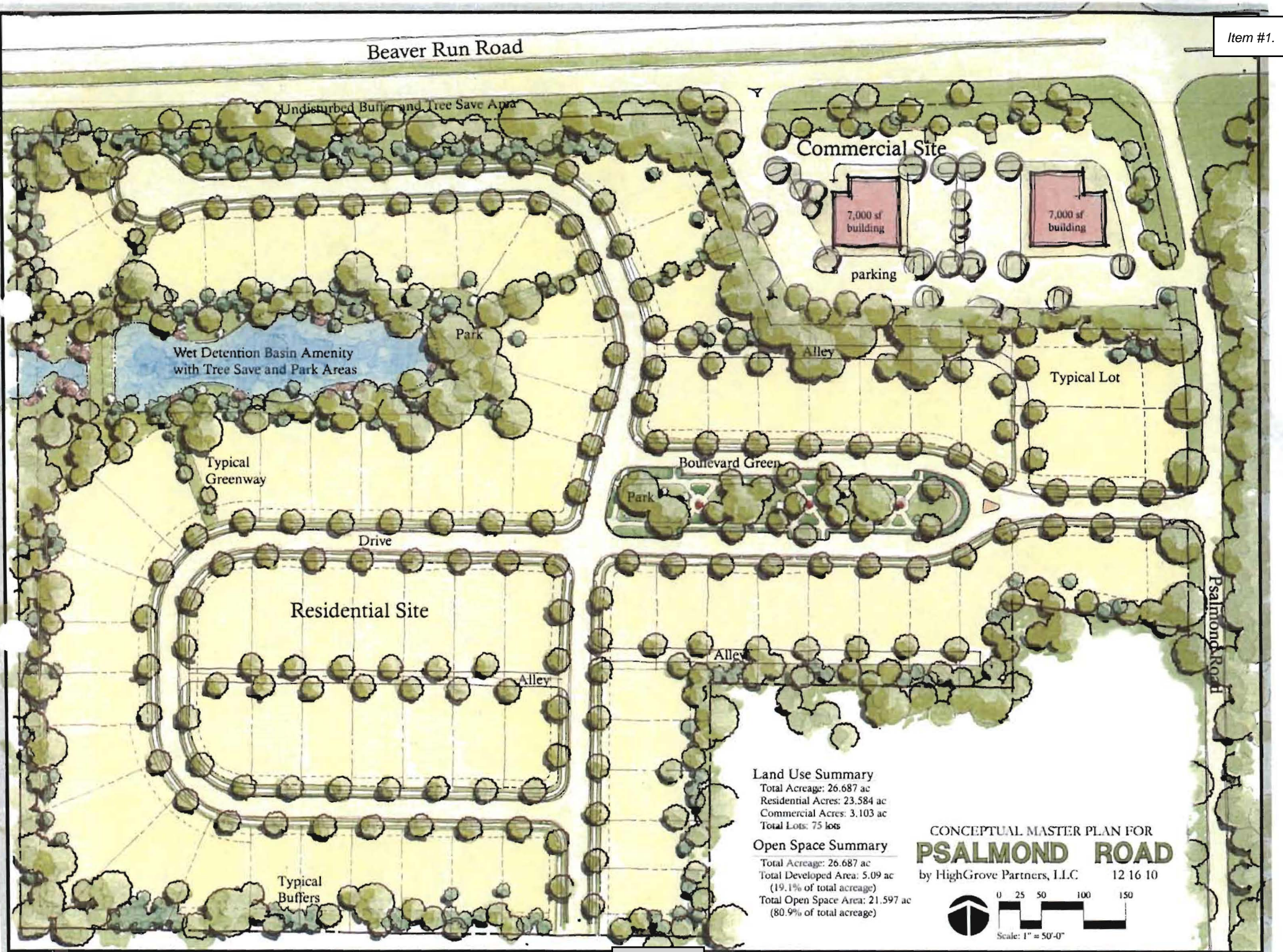
Land Use Summary
 Total Acreage: 26.687 ac
 Residential Acres: 23.584 ac
 Commercial Acres: 3.103 ac
 Total Lots: 75 lots

Open Space Summary

Total Acreage: 26.687 ac
 Total Developed Area: 5.09 ac
 (19.1% of total acreage)
 Total Open Space Area: 21.597 ac
 (80.9% of total acreage)

CONCEPTUAL MASTER PLAN FOR
PSALMOND ROAD
 by HighGrove Partners, LLC 12 16 10

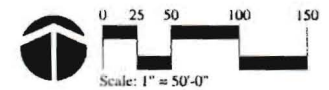




Land Use Summary
Total Acreage: 26.687 ac
Residential Acres: 23.584 ac
Commercial Acres: 3.103 ac
Total Lots: 75 lots

Open Space Summary
Total Acreage: 26.687 ac
Total Developed Area: 5.09 ac
(19.1% of total acreage)
Total Open Space Area: 21.597 ac
(80.9% of total acreage)

CONCEPTUAL MASTER PLAN FOR
PSALMOND ROAD
by HighGrove Partners, I.L.C. 12 16 10



File Attachments for Item:

2. 2nd Reading- REZN-03-24-0544: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **5335 Miller Road** (parcel # 099-008-024) from SFR1 (Single Family Residential 1) Zoning District to RO (Residential Office) Zoning District. (Planning Department and PAC recommend approval)(1st Reading delayed 5-23-23) (Councilor Crabb)

AN ORDINANCE**NO. _____**

An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at 5335 Miller Road (parcel # 099-008-024) from SFR1 (Single Family Residential 1) Zoning District to RO (Residential Office) Zoning District.

**THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS
FOLLOWS:**

Section 1.

The Zoning Atlas on file with the Planning Department is hereby amended by changing the property described below from SFR 1 (Single Family Residential) Zoning Districts to RO (Residential Office) Zoning District with conditions.

“All that lot, tract or parcel of land situate, lying and being in Land Lot Five (5) of the 9th District of Muscogee County, Georgia being known as Lot Five (5), Holland Acres, a subdivision of Columbus, Georgia, as said Lot Five (5) is shown on a plat of said subdivision, recorded in Plat Book 5, Page 166, in the Office of the Clerk of the Superior Court of said County.

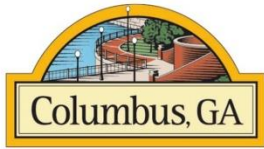
Situated upon said property is dwelling numbered 5335 Miller Road, according to the present system of numbering dwellings in Columbus, Muscogee County, Georgia.”

Introduced at a regular meeting of the Council of Columbus, Georgia held on the ____ day of _____, 2023; introduced a second time at a regular meeting of said Council held on the ____ day of _____, 2023 and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begly	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Huff	voting _____
Councilor Tucker	voting _____
Councilor Thomas	voting _____

Sandra T. Davis
Clerk of Council

B. H. “Skip” Henderson, III
Mayor



CONSOLIDATED GOVERNMENT
What progress has preserved.
 PLANNING DEPARTMENT

COUNCIL STAFF REPORT

REZN-03-24-0544

Applicant:	Marius Hitesan & Daniel Hitesan
Owner:	Marius Hitesan & Daniel Hitesan
Location:	5335 Miller Road
Parcel:	099-008-024
Acreage:	0.48 Acres
Current Zoning Classification:	Single Family Residential 1 (SFR1)
Proposed Zoning Classification:	Residential Office (RO)
Current Use of Property:	Single Family Residential
Proposed Use of Property:	Church Parking Lot
Council District:	District 5 (Crabb)
PAC Recommendation:	Approval based on the Staff Report and compatibility with existing land uses.
Planning Department Recommendation:	Approval based on compatibility with existing land uses.
Fort Benning's Recommendation:	N/A
DRI Recommendation:	N/A
General Land Use:	Consistent Planning Area B
Current Land Use Designation:	Single Family Residential

Future Land Use Designation:	Single Family Residential								
Compatible with Existing Land-Uses:	Yes								
Environmental Impacts:	The property does not lie within the floodway and floodplain area. The developer will need an approved drainage plan prior to issuance of a Site Development permit, if a permit is required.								
City Services:	Property is served by all city services.								
Traffic Impact:	No traffic study available for this location.								
Traffic Engineering:	This site shall meet the Codes and regulations of the Columbus Consolidated Government for commercial usage.								
Surrounding Zoning:	<table> <tr> <td>North</td><td>Single Family Residential 2 (SFR2)</td></tr> <tr> <td>South</td><td>Light Manufacturing / Industrial (LMI)</td></tr> <tr> <td>East</td><td>Single Family Residential1 (SFR1)</td></tr> <tr> <td>West</td><td>Residential Office (RO)</td></tr> </table>	North	Single Family Residential 2 (SFR2)	South	Light Manufacturing / Industrial (LMI)	East	Single Family Residential1 (SFR1)	West	Residential Office (RO)
North	Single Family Residential 2 (SFR2)								
South	Light Manufacturing / Industrial (LMI)								
East	Single Family Residential1 (SFR1)								
West	Residential Office (RO)								
Reasonableness of Request:	The request is compatible with existing land uses.								
School Impact:	N/A								
Buffer Requirement:	<p>The site shall include a Category C buffer along all property lines bordered by the SFR1/2 zoning district. The 3 options under Category C are:</p> <ol style="list-style-type: none"> 1) 20 feet with a certain amount of canopy trees, under story trees, and shrubs / ornamental grasses per 100 linear feet. 2) 10 feet with a certain amount of shrubs / ornamental grasses per 100 linear feet and a wood fence or masonry wall. 3) 30 feet undisturbed natural buffer. 								
Attitude of Property Owners:	Twenty (20) property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received zero (0) calls and/or emails regarding the rezoning.								
Approval	0 Responses								
Opposition	0 Responses								

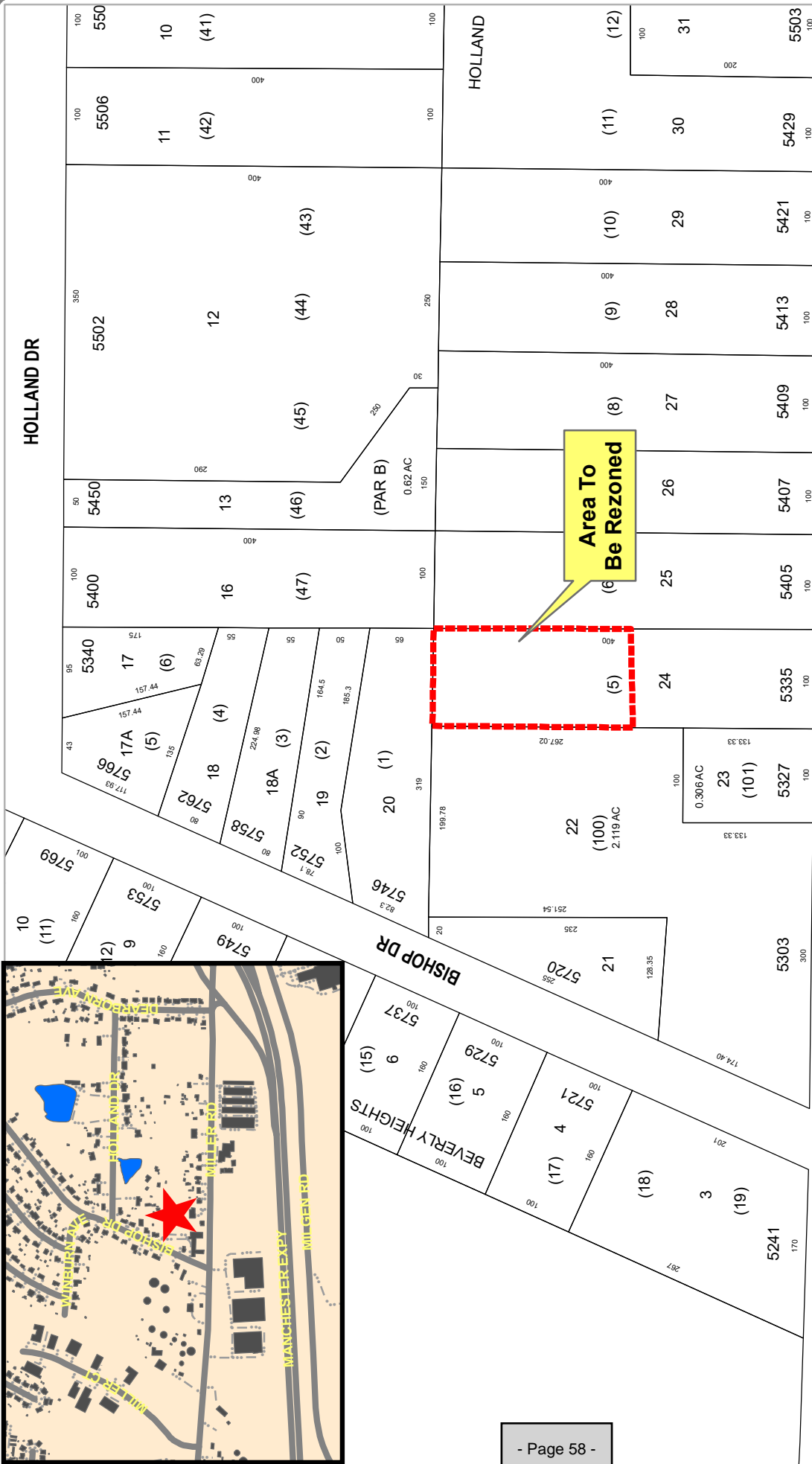
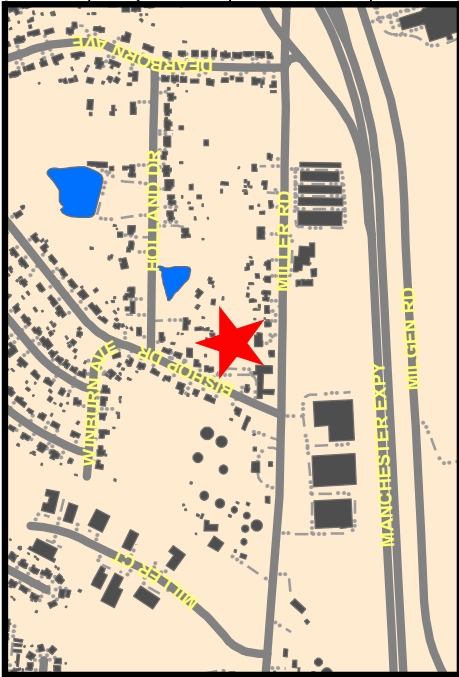
Additional Information:

N/A

Attachments:

Aerial Land Use Map
Location Map
Zoning Map
Existing Land Use Map
Future Land Use Map
Flood Map
Traffic Report





342.34		970.79	
5224		5454	
1		1	
1.47 AC +/-		1.47 AC +/-	

Date: 3/23/2023

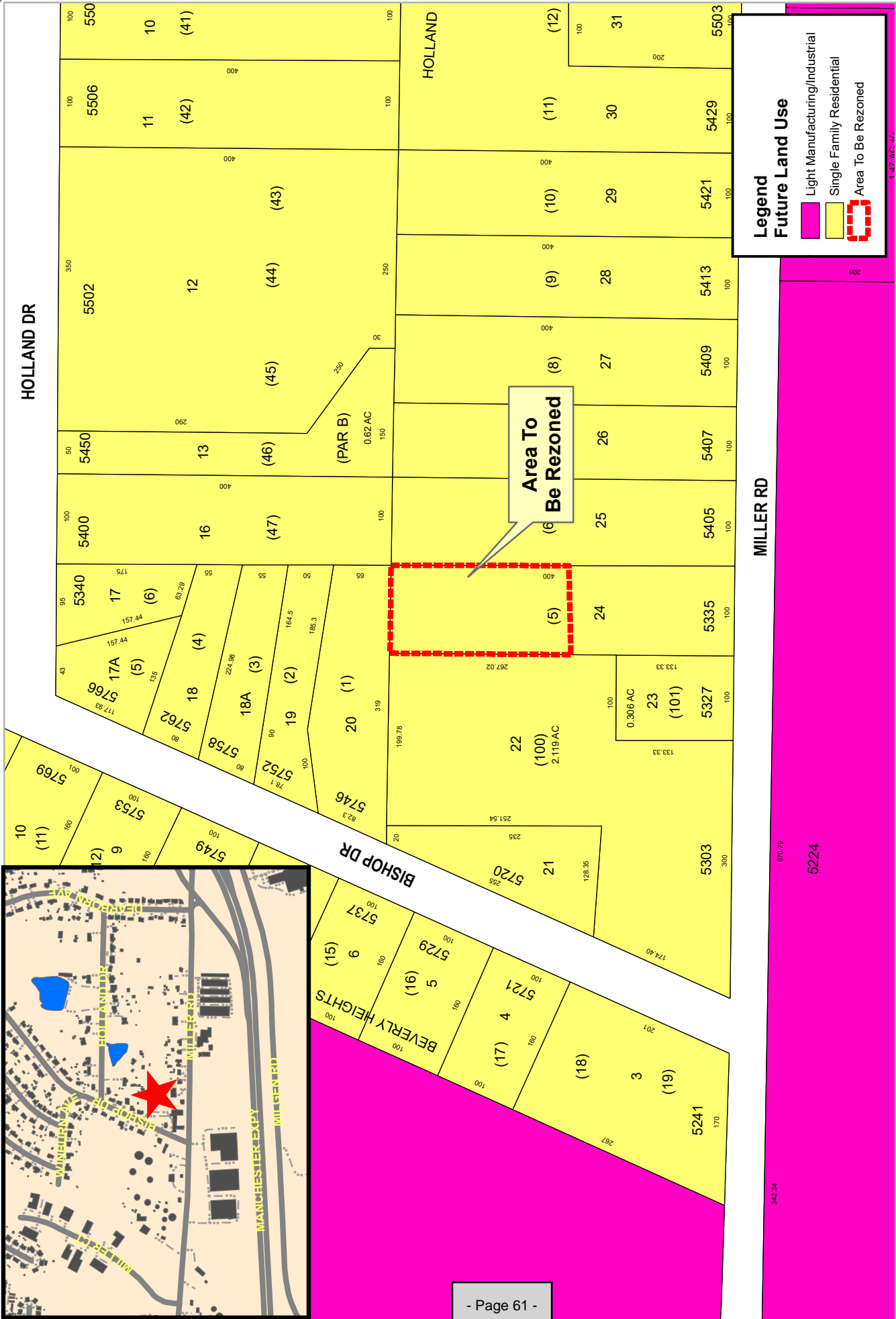
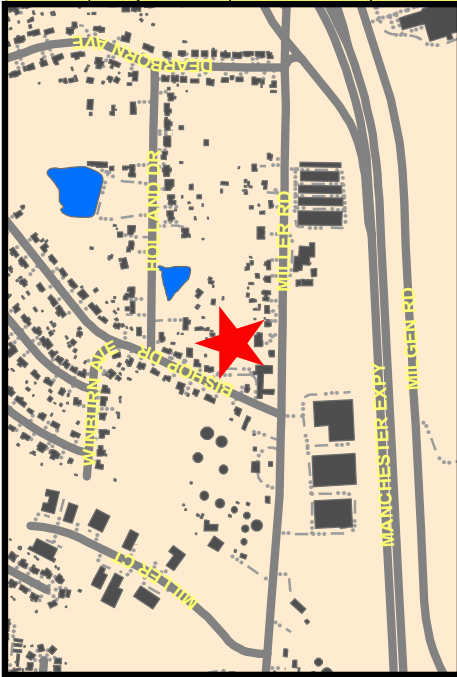
This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

Location Map for REZN 03-23-0544
Map 098 Block 008 Lot 024

Planning Department-Planning Division
Prepared By Planning GIS Tech

Item #2.

1 inch = 150 feet
Data Source: IT/GIS
Author: David Cooper



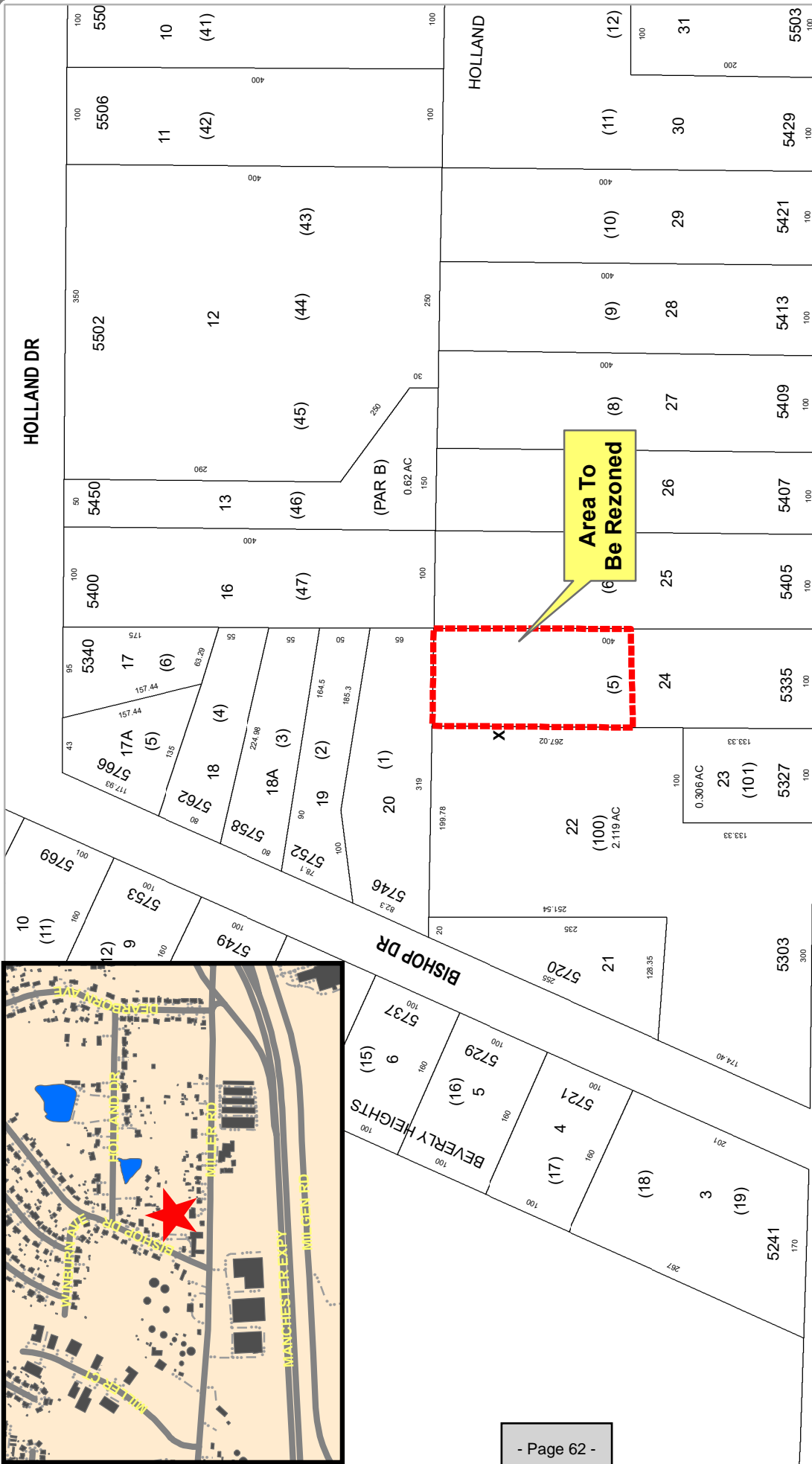
This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

Date: 3/23/2023

Future Land Use Map for REZN 03-23-0544
Map 098 Block 008 Lot 024
Planning Department-Planning Division
Prepared By Planning GIS Tech

0 75 150 Feet
 1 inch = 150 feet
 Data Source: IT/GIS
 Author: DavidCooper





Area To
Be Rezoned

MILLER RD

342.34	970.79	5224	5454	1	1.47 AC +/-
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This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.

Flood Zone Map for REZN 03-23-0544
Map 098 Block 008 Lot 024
Planning Department-Planning Division
Prepared By Planning GIS Tech

0 75 150 Feet
1 inch = 150 feet
Data Source: IT/GIS
Author: David Cooper

File Attachments for Item:

3. 2nd Reading- REZN-04-23-0630: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **910 Talbotton Road** (parcel # 016-027-001/002/003/016/022) from Residential Office (RO) Zoning District to Neighborhood Commercial (NC) Zoning District. (Planning Department and PAC recommend approval.)(Councilor Cogle)

AN ORDINANCE

NO. _____

An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **910 Talbotton Road** (parcel # 016-027-001/002/003/016/022) from Residential Office (RO) Zoning District to Neighborhood Commercial (NC) Zoning District.

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS FOLLOWS:

Section 1.

The Zoning Atlas on file with the Planning Department is hereby amended by changing the property described below from Residential Office (RO) Zoning District to Neighborhood Commercial (NC) Zoning District.

“All That Lot, Tract, Or Parcel Of Land Known As Lot 1 Of Crawford Subdivision Of The Chappell Property, Lying And Being In Land Lot 71 Of The 8th District, Columbus, Muscogee County, Georgia, Being More Particularly Described As Follows: Commencing At A Concrete Monument Found At The Southwest Corner Of The Mitered Intersection Of The Southerly Right-Of-Way Of Talbotton Road (R/W Varies) And The Northeasterly Right-Of-Way Of North Avenue (40' R/W); Thence Along The Northeasterly Right-Of-Way Of North Avenue S21°46'13"E A Distance Of 16.23' To A Concrete Monument Found; Thence Along The Northeasterly Right-Of way Of North Avenue S67°48'43"W A Distance Of 1.13' To A Concrete Monument Found; Thence Along The Northeasterly Right-Of-Way Of North Avenue S21°57'08"E A Distance Of 106.00' To A 1" Crimped-Top-Pipe Found. Thence Leaving The Northeasterly Right-Of-Way Of North Avenue And Running Along The Common Property Line Between John B. Buck And Columbus Ga 1968 Medical Properties, Llc. N68°24'38"E A Distance Of 139.83' To A 1" Crimped-Top-Pipe Found; Thence Along The Common Property Line Between Columbus Ga 1968 Medical Properties, Llc. And Medical Center Hospital Authority & Hospital Authority Of Columbus S22°03'54"E A Distance Of 44.66' To A 1" Crimped-Top-Pipe Found. Thence Along The Common Property Line Between Columbus Ga 1968 Medical Properties, Llc. And Medical Center Hospital Authority & Hospital Authority Of Columbus S22°03'54"E A Distance Of 44.67' To A 1" Crimped-Top-Pipe Found; Thence Along The Common Property Line Between Medical Center Hospital Authority & Hospital Authority Of Columbus And Togbedia, Llc. N68°37'27"E A Distance Of 139.90' To A Drill Hole In Concrete Found On The Southwesterly Right-Of-Way Of 10th Avenue (85' R/W). Thence Along The Southwesterly Right-Of-Way Of 10th Avenue N22°01'48"W A Distance Of 47.40' To A 1" Crimped-Top-Pipe Found On The Southwesterly Right-Of-Way Of 10th Avenue. Thence Along The Southwesterly Right-Of-Way Of 10th Avenue N21°58'27"W A Distance Of 206.47' To A Concrete Monument Found. Thence Along The Mitered Intersection Of The Southwesterly Right-Of-Way Of 10th Avenue And The Southerly Right-Of-Way Of Talbotton Road N71°45'58"W A Distance Of 20.90' To A Concrete Monument Found. Thence Along The Southerly Right-Of-

Way Of Talbotton Road S65°04'28"W A Distance Of 104.87' To A Concrete Monument Found; Thence Along The Southerly Right-Of-Way Of Talbotton Road S57°53'14"W A Distance Of 27.31' To A Concrete Monument Found; Thence Along The Southerly Right-Of-Way Of Talbotton Road S57°31'51"W A Distance Of 114.14' To A Concrete Monument Found; Thence Along The Mitered Intersection Of The Southerly Right-Of-Way Of Talbotton Road And The Northeasterly Right-Of way Of North Avenue S17°58'21"W A Distance Of 29.22' To The Point Of Beginning. Said Lot Contains 1.335 Acres.

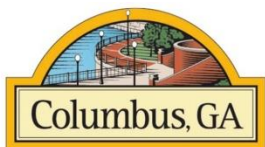
Bearings Stated Herein Are Based On The Georgia West Zone (Nad83/2011) State Plane Coordinate System.”

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 13th day of June, 2023; introduced a second time at a regular meeting of said Council held on the _____ day of _____, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begly	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor House	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____

Sandra T Davis
 Clerk of Council

B. H. “Skip” Henderson, III
 Mayor



CONSOLIDATED GOVERNMENT
What progress has preserved.
PLANNING DEPARTMENT

COUNCIL STAFF REPORT

REZN-04-23-0630

Applicant:	Ryan Clements
Owner:	Bosporus RE, LLC
Location:	910 Talbotton Road
Parcel:	016-027-001/002/003/016/022
Acreage:	1.34 Acres
Current Zoning Classification:	Residential Office (RO)
Proposed Zoning Classification:	Neighborhood Commercial (NC)
Current Use of Property:	Vacant
Proposed Use of Property:	Medical Research
Council District:	District 7 (Cogle)
PAC Recommendation:	Approval based on the Staff Report and compatibility with existing land uses.
Planning Department Recommendation:	Approval based on compatibility with existing land uses.
Fort Benning's Recommendation:	N/A
DRI Recommendation:	N/A
General Land Use:	Consistent Planning Area D
Current Land Use Designation:	Public/Institutional

Future Land Use Designation:	Office/Professional	
Compatible with Existing Land-Uses:	Yes	
Environmental Impacts:	The property does not lie within the floodway and floodplain area. The developer will need an approved drainage plan prior to issuance of a Site Development permit, if a permit is required.	
City Services:	Property is served by all city services.	
Traffic Impact:	No traffic study available for this location.	
Traffic Engineering:	This site shall meet the Codes and regulations of the Columbus Consolidated Government for commercial usage.	
Surrounding Zoning:	North	General Commercial (GC)
	South	Residential Office (RO)
	East	Neighborhood Commercial (NC)
	West	Residential Office (RO)
Reasonableness of Request:	The request is compatible with existing land uses.	
School Impact:	N/A	
Buffer Requirement:	N/A	
Attitude of Property Owners:	Nineteen (19) property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received no calls and/or emails regarding the rezoning.	
	Approval	0 Responses
	Opposition	0 Responses
Additional Information:	N/A	
Attachments:	Aerial Land Use Map Location Map Zoning Map Existing Land Use Map Future Land Use Map Flood Map Traffic Report	



0 75 150 Feet

1 inch = 150 feet

Data Source: IT/GIS

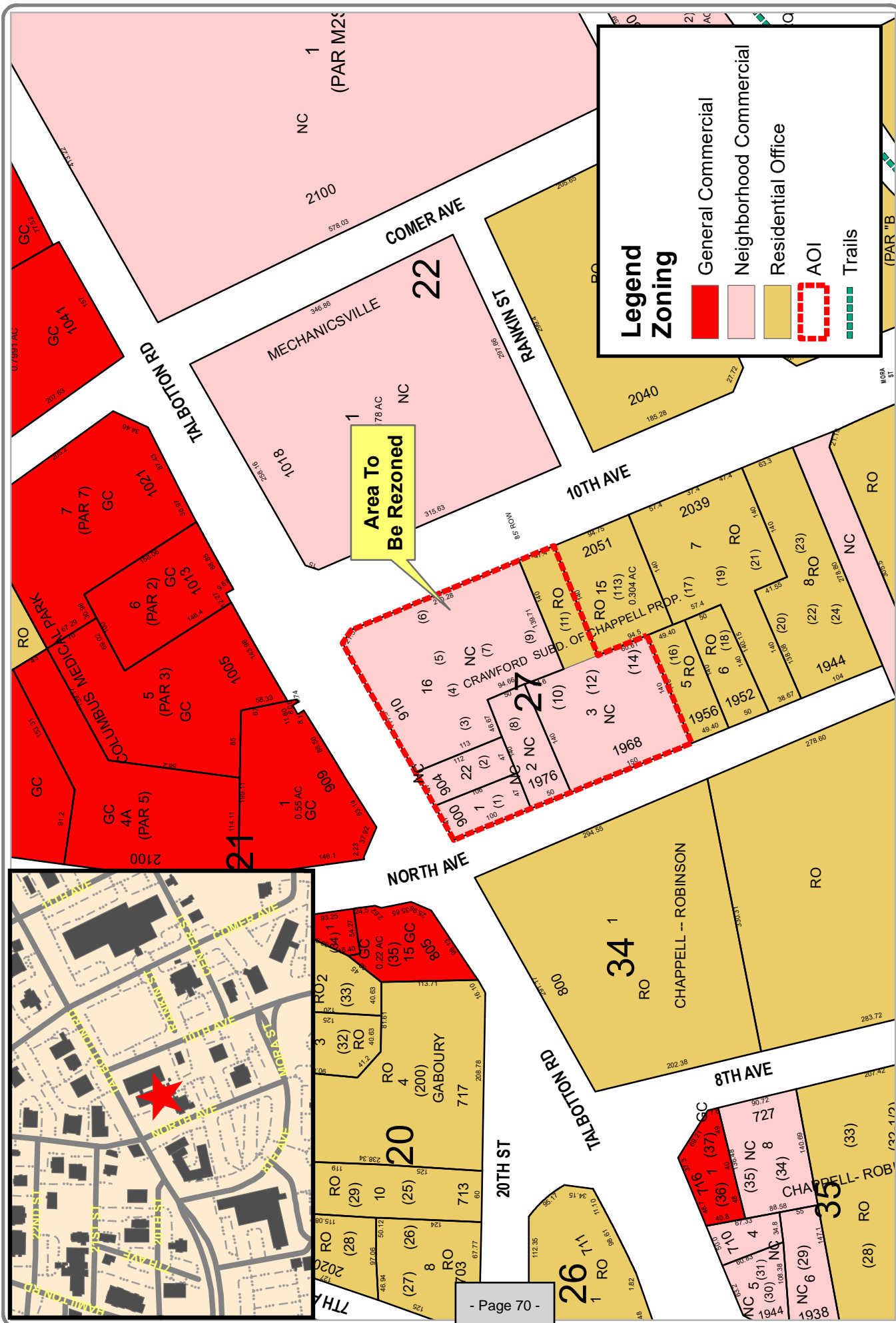
Author: David Cooper

Aerial Map for REZN 04-23-0630
 Map 016 Block 027 Lots 001, 002, 003, 016 & 022
 Planning Department-Planning Division
 Prepared By Planning GIS Tech

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 The data contained is subject to constant change.
 Map information is believed to be correct but is not guaranteed.



Date: 4/6/2023



Item #3.

Columbus Planning

1 inch = 150 feet

0 75 150 Feet

Data Source: IT/GIS

Author: DavidCooper

Zoning Map for REZN 04-23-0630

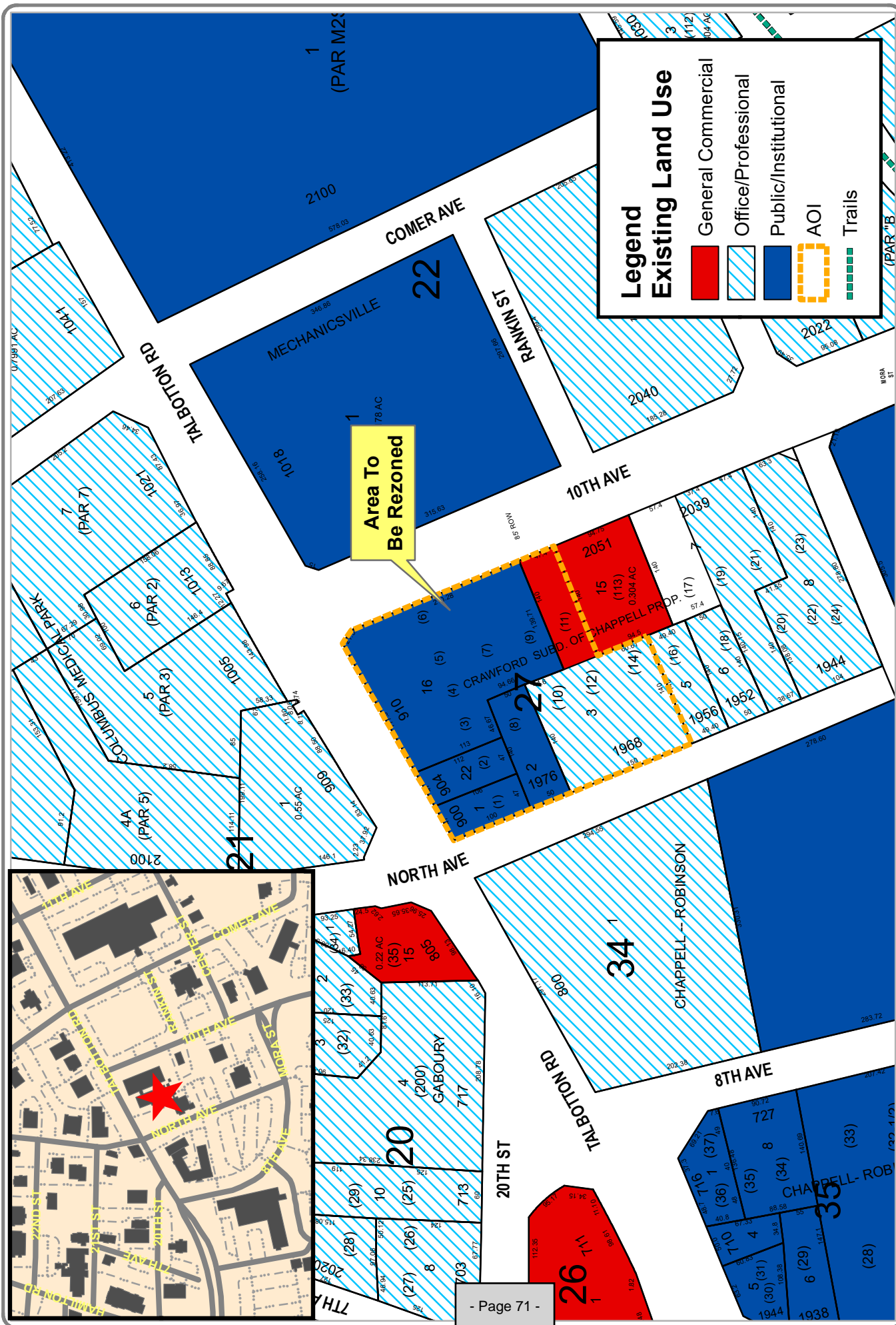
Map 016 Block 027 Lots 001, 002, 003, 016 & 022

Planning Department-Planning Division

Prepared By Planning GIS Tech

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

Date: 4/7/2023



Item #3.

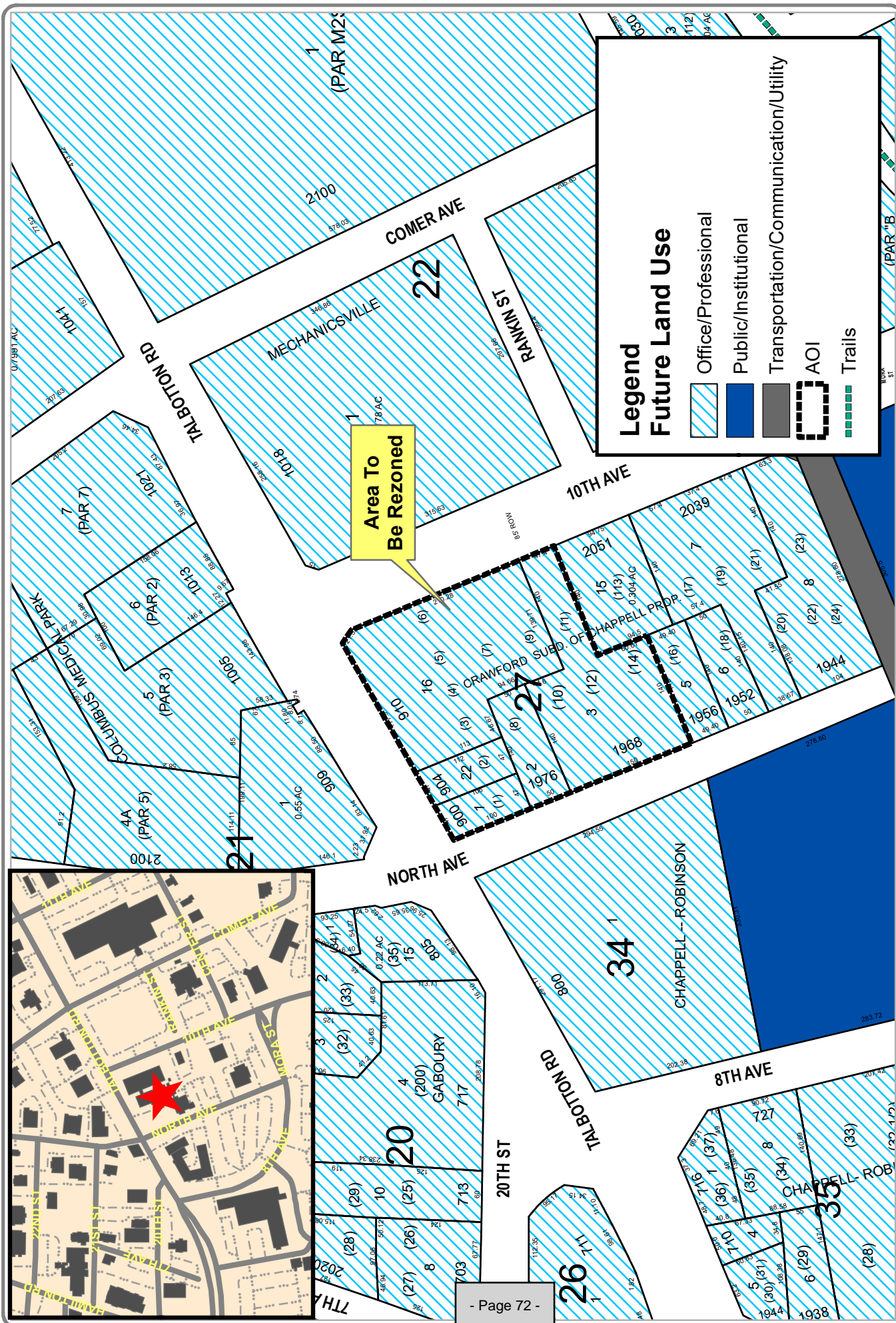
150 Feet
75
1 inch = 150 feet
Data Source: IT/GIS
Author: DavidCooper

Existing Land Use Map for REZN 04-23-0630
Map 016 Block 027 Lots 001, 002, 003, 016 & 022

Planning Department-Planning Division
Prepared By Planning GIS Tech

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Date: 4/7/2023



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



Date: 4/7/2023

Future Land Use Map for REZN 04-23-0630
Map 016 Block 027 Lots 001, 002, 003, 016 & 022

Planning Department-Planning Division
Prepared By Planning GIS Tech

0 75 150 Feet
1 inch = 150 feet

Data Source: IT/GIS
Author: David Cooper



Item #3.

ZONING CASE NO.	REZN 04-23-0630
PROJECT	910 Talbotton Road
CLIENT	RO to NC
REZONING REQUEST	

Trip Generation Land Use Code *	715 and 630
Existing Land Use	Residential-Office - (RO)
Proposed Land Use	Neighborhood Commercial - (NC)
Existing Trip Rate Unit	RO - Acreage converted to square footage.
Proposed Trip Rate Unit	NC - Acreage converted to square footage.

Land Use	ITE Code	Zone Code	Quantity	Trip Rate	Total Trips
Daily (Existing Zoning)					
Single Tenant Office Building	715	RO	0.47 Acres	13.07	27
				Total	27
Daily (Proposed Zoning)					
Clinic	630	NC	0.47 Acres	37.6	192
				Total	192

EXISTING ZONING (RO)

Name of Street	Talbotton Road
Street Classification	Undivided Arterial w/center In
No. of Lanes	4
City Traffic Count (2021)	10,700
Existing Level of Service (LOS)**	B
Additional Traffic due to Existing Zoning	27
Total Projected Traffic (2021)	10,727
Projected Level of Service (LOS)**	B

PROPOSED ZONING (NC)

Name of Street	Talbotton Road
Street Classification	Undivided Arterial w/center In
No. of Lanes	4
City Traffic Count (2021)	10,700
Existing Level of Service (LOS)**	B
Additional Traffic due to Proposed	192
Total Projected Traffic (2021)	10,892
Projected Level of Service (LOS)**	B

[illegible]

PROPERTY ZONING: NEIGHBORHOOD COMMERCIAL (NC)

PARKING STALL DIMENSIONS: 9' X 20'

AVAILABLE PARKING: 70

AVAILABLE PARKING: 70

DRIVE AISLE WIDTH: MIN 24"

1. IF THE PLANS ARE NOT CLEAR OR DISCREPANCIES OCCUR, THE CONTRACTOR IS TO CONTACT EMC ENGINEERING SERVICES INC. AT (229) 435-6133 FOR CLARIFICATION IMMEDIATELY.

2. ALL NORTHING AND EASTING ARE TO THE FACE OF CURB, EDGE OF BUILDING.
3. CONTRACTOR SHALL CAREFULLY EXAMINE ALL DOCUMENTS AND THE CONSTRUCTION SITE TO OBTAIN FIRST HAND KNOWLEDGE OF EXISTING CONDITIONS.
4. ENTIRE SITE SHALL BE DRESSED TO UNIFORM, WELL DRAINED, AND VISUALLY APPEALING SURFACE WITH A MINIMUM TOPSOIL LAYER OF FOUR INCHES.
5. ALL STRIPING AND SIGNS SHALL CONFORM WITH THE GEORGIA DEPARTMENT OF TRANSPORTATION AND THE MANUAL ON UNIFORM TRAFFIC CONTROL DEVICES (MUTCD) LATEST EDITION. PARKING STALL STRIPING TO BE YELLOW WITH BLUE HANDICAPPED STRIPING.
6. ALL HANDICAPPED PARKING SPACES AND ACCESSIBLE ROUTE SHALL CONFORM WITH THE AMERICAN WITH DISABILITY ACT DESIGN GUIDELINES AND SPECIFICATIONS LATEST EDITION.
7. DIMENSIONS AND CURVE RADI ARE GIVEN TO THE FACE OF THE CURB, WHERE CURB AND GUTTER IS SHOWN. OTHERWISE, DIMENSIONS ARE GIVEN TO THE EDGE OF PAVEMENT. CONTRACTOR IS TO COORDINATE WITH THE ARCHITECTURAL PLANS AS TO THE BUILDING LAYOUT AND DIMENSIONS.
8. ALL RADI ARE 5 FT UNLESS OTHERWISE NOTED.

PROPOSED CONCRETE SIDEWALK

PROPOSED CONCRETE PAVEMENT

EMC ENGINEERING SERVICES, INC.

CIVIL
MARINE
ENVIRONMENTAL

3575 Macon Rd., Suite 15
Columbus, GA 31907
P: (706) 565-5885
F: (706) 565-5933
columbus@emc-eng.com
www.emc-eng.com

ALABAMA • ALABAMA • ARIZONA • ARIZONA • CALIFORNIA • CALIFORNIA
FLORIDA • FLORIDA • GEORGIA • GEORGIA • ILLINOIS • ILLINOIS
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MINNESOTA • MINNESOTA • MISSISSIPPI • MISSISSIPPI
MISSOURI • MISSOURI • NEBRASKA • NEBRASKA • NEW YORK • NEW YORK
OHIO • OHIO • OKLAHOMA • OKLAHOMA • PENNSYLVANIA • PENNSYLVANIA
RHODE ISLAND • RHODE ISLAND • SOUTH CAROLINA • SOUTH CAROLINA
Tennessee • Tennessee • TEXAS • TEXAS • VIRGINIA • VIRGINIA
WASHINGTON • WASHINGTON • WEST VIRGINIA • WEST VIRGINIA
WISCONSIN • WISCONSIN • WYOMING • WYOMING

SITE PLAN

CENTRICITY RESEARCH FACILITIES

NORTH AVE AND TALBOTTON RD

MUSCOGEE COUNTY, COLUMBUS, GA

Prepared for:

FACT

SITE PLAN

PROJECT NO.:	22-7034
DRAWN BY:	GKH
DESIGNED BY:	CEB
SURVEYED BY:	JRW/JDM
SURVEY DATE:	2/24/22
CHECKED BY:	CEB
SCALE:	1" = 20'
DATE:	9/16/22

SHEET

+

OF 10



**Know what's below.
Call before you dig.**

File Attachments for Item:

4. 2nd Reading- REZN-04-23-0714: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **6700 & 6708 Green Island Drive** (parcel # 180-006-002 / 180-006-003) from Single Family Residential 1 (SFR1) Zoning District to Single Family Residential 2 (SFR2) Zoning District.(Planning Department and PAC recommend approval.) (Councilor Davis)

AN ORDINANCE

NO. _____

An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **6700 & 6708 Green Island Drive** (parcel # 180-006-002 / 180-006-003) from Single Family Residential 1 (SFR1) Zoning District to Single Family Residential 2 (SFR2) Zoning District.

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS FOLLOWS:

Section 1.

The Zoning Atlas on file with the Planning Department is hereby amended by changing the properties described below from Single Family Residential 1 (SFR1) Zoning District to Single Family Residential 2 (SFR2) Zoning District.

“All that lot, tract and parcel of land situate, lying and being in Columbus, Muscogee County, Georgia, being known and designated as **ALL OF LOT NUMBER TWO (2) and PART OF LOT NUMBERED THREE (3), SURVEY OF PART OF GERSON PROPERTY**, as said tract is shown upon a map or plat dated January 14, 1981, made by Moon, Meeks & Patrick, Inc., Civil Engineers, and recorded in **PLAT BOOK 76, FOLIO 58**, of the records in the Office of the Clerk of the Superior Court of Muscogee County, Georgia, the tract and parcel hereby conveyed being located within the following metes and bounds:

BEGINNING at an iron pin located on the southeasterly line of Green Island Drive at a point 246.08 feet southwesterly, as measured along the southeasterly line of Green Island Drive, from an iron pin located at the south western most terminus of the curve that forms the intersection of the southeasterly line of Green Island Drive and the southerly line of Mobley Road, and from said Point of Beginning running thence south 55 degrees 00 minutes east, a distance of 150 feet to an iron pin; running thence south 35 degrees 00 minutes west, a distance of 175 feet to an iron pin; running thence north 55 degrees 00 minutes west, a distance of 150 feet to an iron pin located on the southeasterly line of Green Island Drive, and running thence north 35 degrees 00 minutes east, along the southeasterly line of Green Island Drive, a distance of 175 feet to the Point of Beginning.

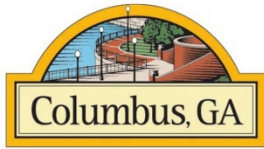
This is the identical property that was acquired by foreclosure deed dated April 11, 1991, and recorded in Deed Book 3398, Folio 176, of the records in the Office of the Clerk of the Superior Court of Muscogee County, Georgia..”

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 13th day of June 2023; introduced a second time at a regular meeting of said Council held on the 27th day of June, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begley	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____

Sandra T Davis
Clerk of Council

B. H. "Skip" Henderson, III
Mayor



CONSOLIDATED GOVERNMENT
What progress has preserved.
 PLANNING DEPARTMENT

COUNCIL STAFF REPORT

REZN-04-23-0714

Applicant:	Leary & Brown, Inc
Owner:	Leary & Brown, Inc
Location:	6700/6708 Green Island Drive
Parcel:	180-006-002/3
Acreage:	0.60 Acres
Current Zoning Classification:	Single Family Residential - 1
Proposed Zoning Classification:	Single Family Residential - 2
Current Use of Property:	Single Family Residential
Proposed Use of Property:	Single Family Residential
Council District:	District 2 (Davis)
PAC Recommendation:	Approval based on the Staff Report and compatibility with existing land uses.
Planning Department Recommendation:	Approval based on compatibility with existing land uses.
Fort Benning's Recommendation:	N/A
DRI Recommendation:	N/A
General Land Use:	Inconsistent Planning Area A
Current Land Use Designation:	Single Family Residential

Future Land Use Designation:	Mixed Use
Compatible with Existing Land-Uses:	Yes
Environmental Impacts:	The property does not lie within the floodway and floodplain area. The developer will need an approved drainage plan prior to issuance of a Site Development permit, if a permit is required.
City Services:	Property is served by all city services.
Traffic Impact:	Average Annual Daily Trips (AADT) will increase to 25 trips (SFR2) up from 16 trips (SFR1) if used for residential use.
Traffic Engineering:	This site shall meet the Codes and regulations of the Columbus Consolidated Government for residential usage.
Surrounding Zoning:	<div> <div> North South East West </div> <div> Single Family Residential – 1 (SFR1) Residential Estates – 1 (RE1) Single Family Residential – 1 (SFR1) Single Family Residential – 1 (SFR1) </div> </div>
Reasonableness of Request:	The request is compatible with existing land uses.
School Impact:	N/A
Buffer Requirement:	N/A
Attitude of Property Owners:	Thirteen (13) property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received 3 calls and/or emails regarding the rezoning.
	<div> <div> Approval Opposition </div> <div> 0 Responses 2 Responses </div> </div>
Additional Information:	N/A
Attachments:	Aerial Land Use Map Location Map Zoning Map Existing Land Use Map Future Land Use Map Flood Map Traffic Report



Item #4.



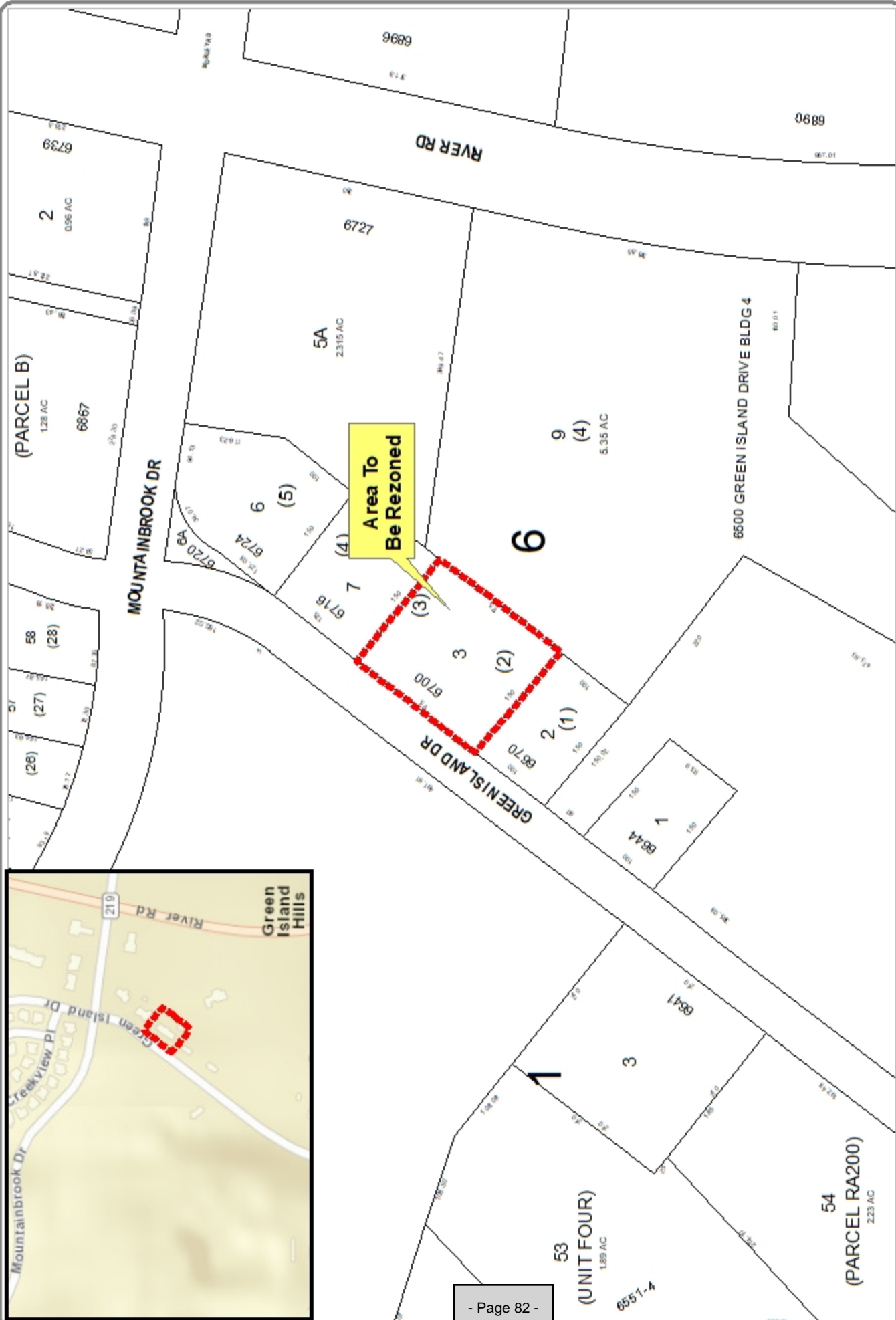
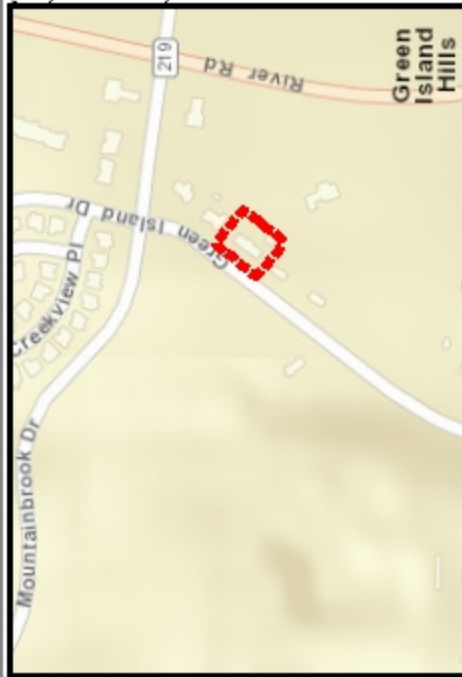
0 75 150 Feet
1 inch = 150 feet
Data Source: IT/GIS
Author: David Cooper

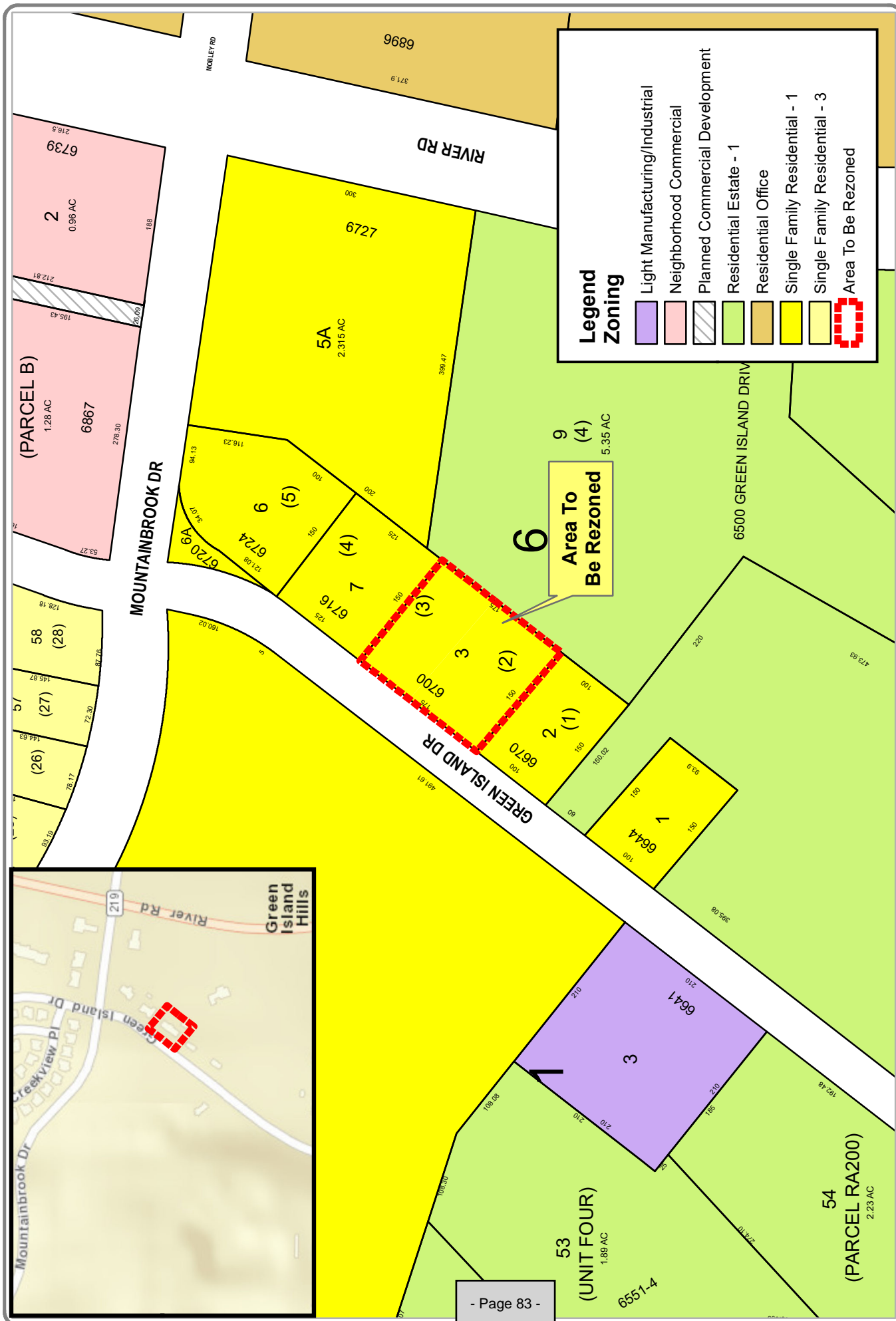
Aerial Map for REZN 04-23-0714
Map 180 Block 006 Lots 002 & 003
Planning Department-Planning Division
Prepared By Planning GIS Tech

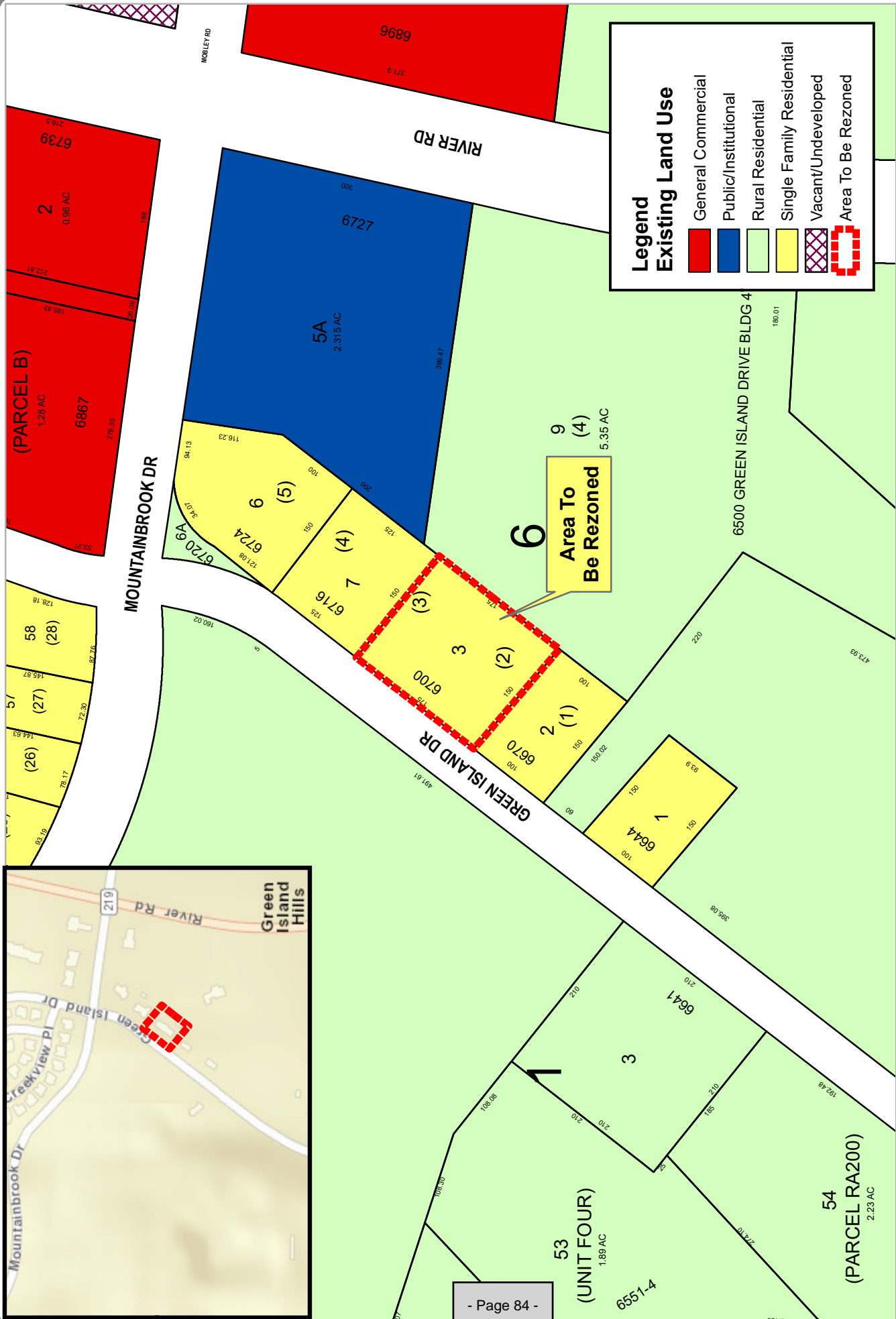
This material is made available as a public service. Maps and data are to be used for reference purposes only. The data contained is subject to constant change. Map information is believed to be correct but is not guaranteed.



Date: 4/24/2023





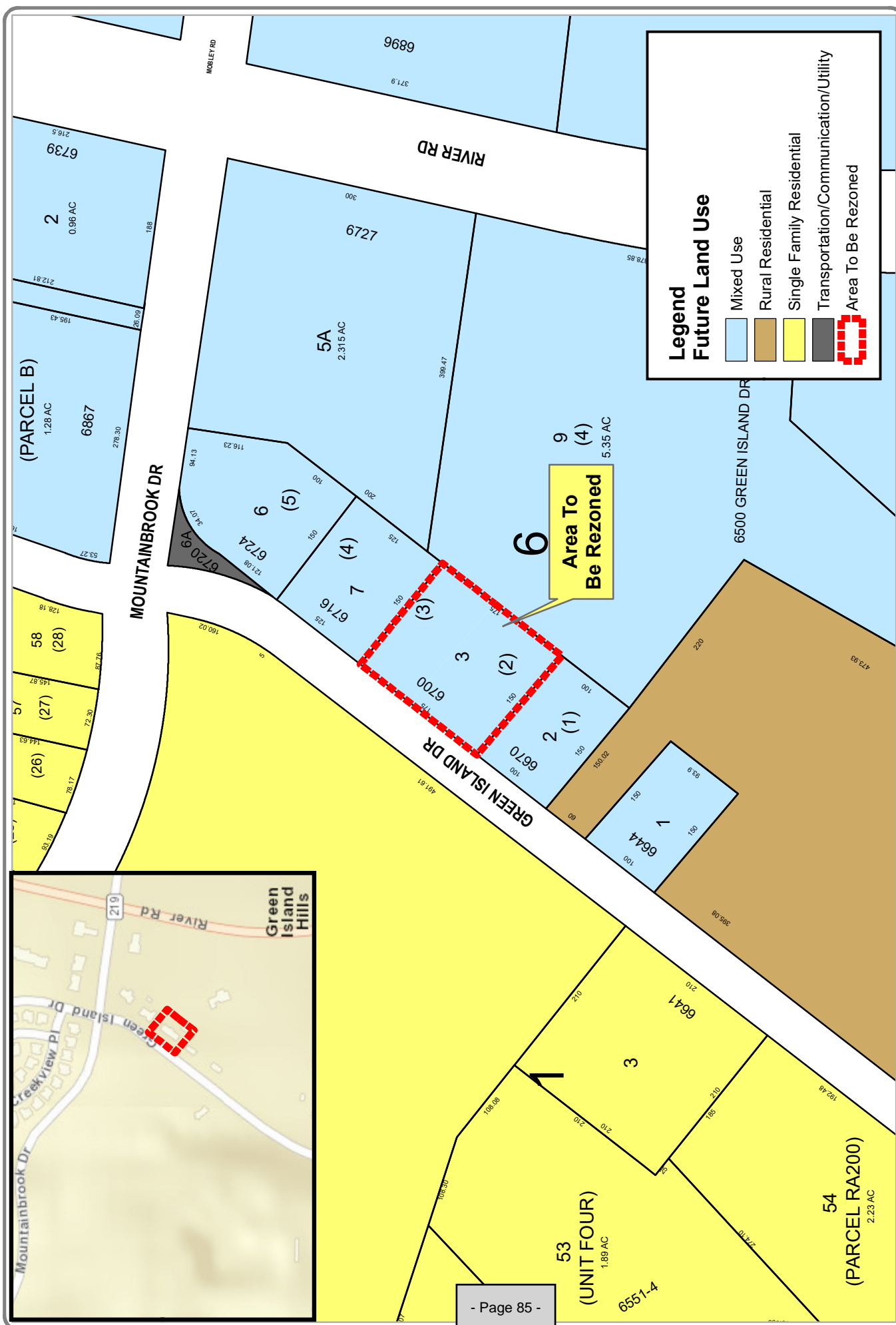


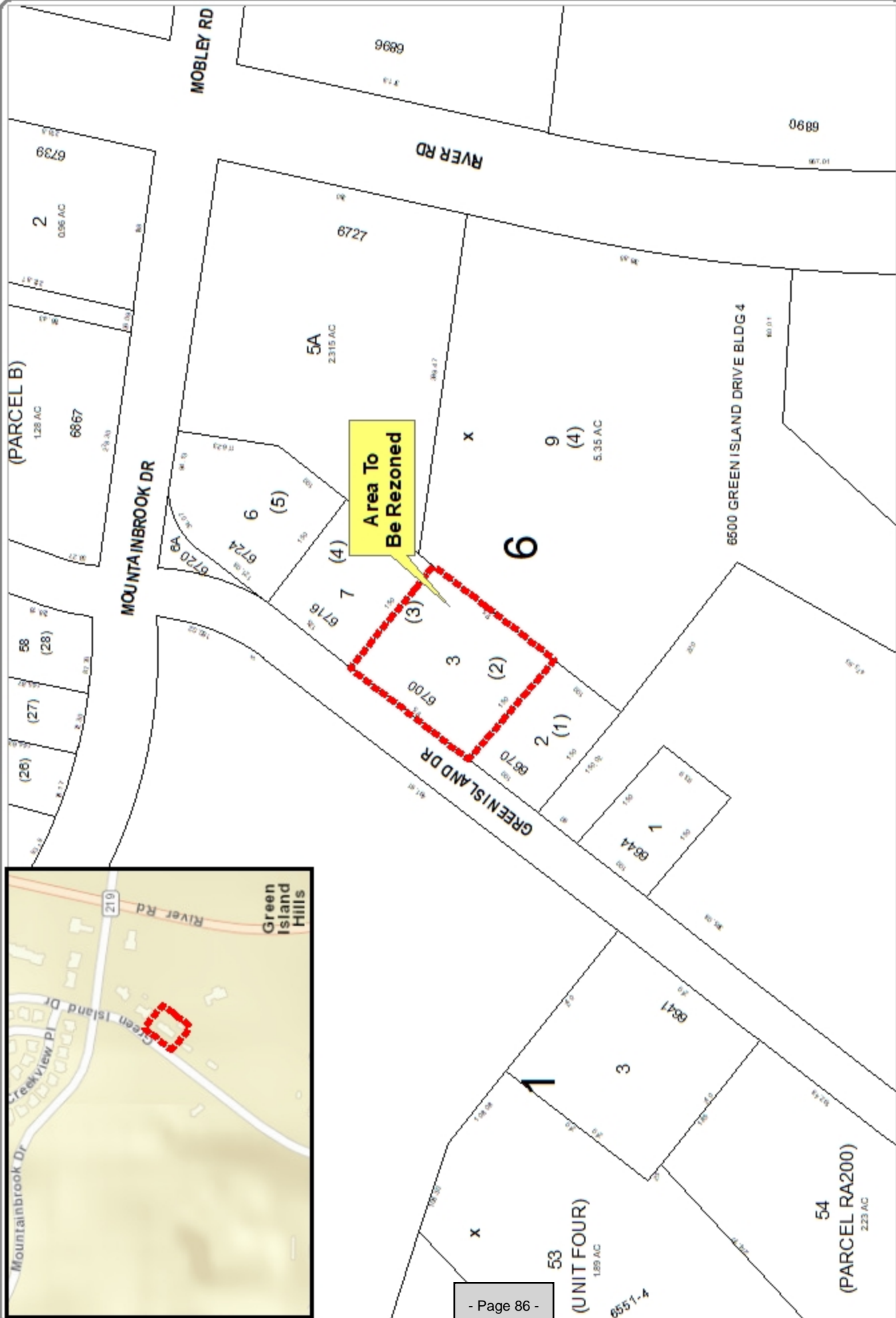
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Existing Land Use Map for REZN 04-23-0714
Map 180 Block 006 Lots 002 & 003
Planning Department-Planning Division
Prepared By Planning GIS Tech

1 inch = 150 feet
Data Source: IT/GIS
Author: DavidCooper







ZONING CASE NO.
PROJECT
CLIENT
REZONING REQUEST

REZN 04-23-0714

6700 & 6708 Green Island Drive

SFR1 to SFR2

Trip Generation Land Use Code *	210
Existing Land Use	Single Family Residential 1 - (SFR1)
Proposed Land Use	Single Family Residential 2 - (SFR2)
Existing Trip Rate Unit	SFR1 - Acreage converted to square footage.
Proposed Trip Rate Unit	SFR2 - Acreage converted to square footage.

210

Single Family Residential 1 - (SFR1)

Single Family Residential 2 - (SFR2)

SFR1 - Acreage converted to square footage.

SFR2 - Acreage converted to square footage.

[illegible]

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

EXISTING ZONING (SFR1)

Green Island Drive	
Name of Street	Green Island Drive
Street Classification	2-Lane Collector
No. of Lanes	2
City Traffic Count (2021)	No GDOT Counts
Existing Level of Service (LOS)**	
Additional Traffic due to Existing Zoning	16
Total Projected Traffic (2021)	
Projected Level of Service (LOS)**	

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

PROPOSED ZONING (SFR2)

Name of Street	Green Island Drive
Street Classification	2-Lane Collector
No. of Lanes	2
City Traffic Count (2021)	No GDOT Counts
Existing Level of Service (LOS)**	
Additional Traffic due to Proposed	25
Total Projected Traffic (2021)	
Projected Level of Service (LOS)**	

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

CONCEPTUAL PLAN

BARBARA B. KAMENSKY
(DEED BOOK 12553, PAGE 302)

LOT 4 & PART LOT 3
LORETTA M. MARSHALL
(DEED BOOK 6433, PAGE 342)

LOT 300
0.293 AC.

LOT 200
0.310 AC.

GREEN ISLAND DRIVE 50'

MOBLEY ROAD

Rezone
Sigr

- NOTES:
1. UNLAWFUL BANKS ARE SUBJECT TO NATURAL EROSION. THE CONSOLIDATED STATEMENT OF COLUMBUS COUNTY ENGINEERS HAS BEEN PREPARED TO SAID BANKS ON THE STABILIZATION THEORY.
 2. PRIOR TO COMMENCING ANY LAND DISTURBING ACTIVITY ON EITHER OF THESE LOTS, A TREE PROTECTION/PLANTING PLAN SHALL BE SUBMITTED TO THE CITY ENGINEER FOR REVIEW AND APPROVAL. THE PLAN SHALL SHOW THE LOCATION AND SPECIES OF ALL TREES TO BE PROTECTED AND THE LOCATION AND SPECIES OF ALL TREES TO BE PLANTED. THE PLAN SHALL ALSO SHOW THE LOCATION AND SPECIES OF ALL TREES TO BE REMOVED. THE PLAN SHALL ALSO SHOW THE LOCATION AND SPECIES OF ALL TREES TO BE MAINTAINED. THE PLAN SHALL ALSO SHOW THE LOCATION AND SPECIES OF ALL TREES TO BE MAINTAINED.
 3. REFERENCE PLAT RECORDED IN PLAT BOOK 16, FOLIO 46, COLUMBUS COUNTY, GEORGIA, RECORDS.

here, this date, assembled the FLOOD INSURANCE RATE MAP for the State of Georgia, showing the Flood Hazard Zone (Community No. 135155). Subject line are located on Panel 23 F of said map and are not shown in a Flood Hazard Zone.

Jefferson W. Korte, R.L.S. - Georgia Reg. No. 2787

LOT 1
RUSSELL D. & PATTI CARREKER
(DEED BOOK 12759, PAGE 347)

- LEGEND
- PINCHED TOP IRON FOUND
 - REBAR & CAP SET (MAMV LSF 87)



REPLAT OF
LOT 2 & PART OF LOT 3
SURVEY OF PART OF
GERSON PROPERTY
LYING IN LAND LOT 95, 8th DISTRICT
COLUMBUS, MUSCOGEE COUNTY, GEORGIA
Scale 1" = 20'
1 July 2020
MOON MEKS & ASSOCIATES, INC.
(GA. REG. NO. H206465)
Civil Engineers - Land Surveyors
100 Southern Way, Suite A, Columbus, Georgia 31904
(706) 327-8306

CERTIFICATE FOR ENGINEERING APPROVAL
STREETS AND STORM DRAINAGE DESIGN, CONSTRUCTION PLANS AND EXAMINATIONS OF THE RECORDS OF THE CITY ENGINEER OF COLUMBUS, GEORGIA.

DATE: _____
DEPARTMENT OF ENGINEERING

CERTIFICATE FOR FINAL PLAT APPROVAL
ALL REQUIREMENTS OF THE COLUMBUS UNITED DEVELOPMENT CODE AND THE CITY ENGINEER OF COLUMBUS, GEORGIA, HAVE BEEN MET. THE CITY ENGINEER OF COLUMBUS, GEORGIA, HAS REVIEWED THE PLAT FOR RECORDATION BY THE CLERK OF THE SUPERIOR COURT.

DATE: _____
DIRECTOR OF PLANNING

OWNER'S CERTIFICATE

THE UNDERSIGNED CERTIFIES THAT THEY ARE THE FEE SIMPLE OWNERS OF THE LAND SHOWN ON THIS PLAT, AND THAT THE PLAT IS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT, AND THAT THE PLAT IS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT, AND THAT THE PLAT IS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT.

OWNER'S NAME: _____ EVIDENCE SEAL & EXEMPT SEAL

OWNER'S ADDRESS: _____ EVIDENCE SEAL & EXEMPT SEAL

DATE: _____ EVIDENCE SEAL & EXEMPT SEAL

DATE: _____ EVIDENCE SEAL & EXEMPT SEAL

DATE: _____ EVIDENCE SEAL & EXEMPT SEAL

DATE: _____ EVIDENCE SEAL & EXEMPT SEAL

SURVEYOR'S CERTIFICATE

IT IS HEREBY CERTIFIED THAT THIS PLAT IS TRUE AND CORRECT AND WAS PREPARED FROM AN ACTUAL SURVEY OF THE PROPERTY SHOWN ON THIS PLAT, AND THAT THE PLAT IS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT, AND THAT THE PLAT IS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT.

THE FIELD DATA UPON WHICH THIS PLAT IS BASED WAS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT, AND THAT THE PLAT IS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT.

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THE FIELD DATA UPON WHICH THIS PLAT IS BASED WAS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT, AND THAT THE PLAT IS A TRUE AND CORRECT REPRESENTATION OF THE LAND SHOWN ON THIS PLAT.



As required by subsection (d) of O.C.G.A. Section 47-2-2, the Surveyor shall certify that this plat is a true and correct representation of the land shown on this plat, and that the plat is a true and correct representation of the land shown on this plat, and that the plat is a true and correct representation of the land shown on this plat.

Jefferson W. Korte, R.L.S. - Georgia Reg. No. 2787

File Attachments for Item:

5. 2nd Reading- REZN CUVA: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain portions of a district known as the Conservation Use Valuation Assessment, from RE1 (Residential Estate 1) Zoning District to RE5 (Residential Estate 5) / RE10 (Residential Estate 10) Zoning District. (Planning Department and PAC recommend approval.)(Mayor Pro-Tem and Councilor Davis)

AN ORDINANCE**NO. _____**

An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain portions of a district known as the Conservation Use Valuation Assessment, from RE1 (Residential Estate 1) Zoning District to RE5 (Residential Estate 5) / RE10 (Residential Estate 10) Zoning District.

**THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS
FOLLOWS:**

Section 1.

The following properties shall be rezoned to RE5:

7761 LAYFIELD RD	148 002 010	RE1	to	RE5
0 RIVER RD	159 001 004	RE1	to	RE5
1250 PRITCHETT RD	193 001 005	RE1	to	RE5
1750 OLD RIVER RD	165 002 002	RE1	to	RE5
9798 RIVER RD	175 001 005AH	RE1	to	RE5
0 COUNTY LINE RD	136 001 026H	RE1	to	RE5
5180 MIDLAND TRC	102 001 068	RE1	to	RE5
9213 COUNTY LINE RD	126 001 068	RE1	to	RE5
0 BLACKMON RD	102 001 006B	RE1	to	RE5
7800 BLACKMON RD	102 001 006	RE1	to	RE5
8032 LAYFIELD RD	153-001-002H	RE1	to	RE5

Section 2.

The following properties shall be rezoned to RE10:

0 OLD RIVER RD	162 001 004A	RE1	to	RE10
0 RIVER RD	159 001 003	RE1	to	RE10
0 RIVER RD	162 001 008	RE1	to	RE10
0 RIVER RD	163 001 003	RE1	to	RE10
0 RIVER RD	163 001 017	RE1	to	RE10
10000 FORTSON RD	077 001 001	RE1	to	RE10
10950 FORTSON RD	076 001 048	RE1	to	RE10
1501 OLD RIVER RD	174 001 024	RE1	to	RE10
2200 OLD RIVER RD	165 002 006	RE1	to	RE10
2357 OLD RIVER RD	165 001 002	RE1	to	RE10
2601 OLD RIVER RD	165 001 034	RE1	to	RE10
2901 OLD RIVER RD	164 001 004	RE1	to	RE10
2905 OLD RIVER RD	162 001 004	RE1	to	RE10
3400 OLD RIVER RD	163 001 006A	RE1	to	RE10
9101 RIVER RD	174 001 022	RE1	to	RE10
9201 RIVER RD	174 001 027	RE1	to	RE10
9505 RIVER RD	165 001 002B	RE1	to	RE10

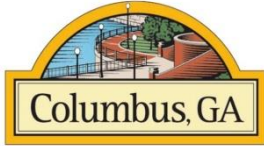
9732 RIVER RD	165 001 031	RE1	to	RE10
0 COUNTY LINE RD	136 001 009	RE1	to	RE10
0 GARRETT RD	128 001 002	RE1	to	RE10
6413 PIERCE CHAPEL RD	108 001 001	RE1	to	RE10
7330 PSALMOND RD	122 001 024	RE1	to	RE10
7441 GARRETT RD	127 001 053	RE1	to	RE10
8000 9 MIDLAND RD	137 001 013	RE1	to	RE10
8000 MIDLAND RD	136 001 022H	RE1	to	RE10
8000 MIDLAND RD	136 001 022	RE1	to	RE10
8000 MIDLAND RD	137 001 004	RE1	to	RE10
8000 MIDLAND RD	137 001 016	RE1	to	RE10
8808 JACKSON RD	128 001 003H	RE1	to	RE10
1000 BIGGERS RD	177 002 018	RE1	to	RE10
2573 OLD RIVER RD	165 001 028H	RE1	to	RE10
3005 OLD RIVER RD	163 001 012	RE1	to	RE10
3712 OLD RIVER RD	163 001 015H	RE1	to	RE10
800 BIGGERS RD	174 001 007H	RE1	to	RE10
900 BIGGERS RD	178 001 001	RE1	to	RE10
8401 BLACKMON RD	103 001 024H	RE1	to	RE10
8032 LAYFIELD RD	153-001-002H1	RE1	to	RE10

Introduced at a regular meeting of the Council of Columbus, Georgia held on the _____ day of _____, 2023; introduced a second time at a regular meeting of said Council held on the _____ day of _____, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begly	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____

Sandra T Davis
Clerk of Council

B. H. "Skip" Henderson, III
Mayor



CONSOLIDATED GOVERNMENT
What progress has preserved.
 PLANNING DEPARTMENT

COUNCIL STAFF REPORT

REZN-Conservation Use Valuation Assessment (CUVA)_02

Applicant: CCG – Planning Department

Location	Parcel	Current	Proposed:
7761 LAYFIELD RD	148 002 010	RE1 to	RE5
0 RIVER RD	159 001 004	RE1 to	RE5
1250 PRITCHETT RD	193 001 005	RE1 to	RE5
1750 OLD RIVER RD	165 002 002	RE1 to	RE5
9798 RIVER RD	175 001 005AH	RE1 to	RE5
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5180 MIDLAND TRC	102 001 068	RE1 to	RE5
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0 RIVER RD	162 001 008	RE1 to	RE10
0 RIVER RD	163 001 003	RE1 to	RE10
0 RIVER RD	163 001 017	RE1 to	RE10
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9505 RIVER RD	165 001 002B	RE1 to	RE10
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0 GARRETT RD	128 001 002	RE1 to	RE10
6413 PIERCE CHAPEL RD	108 001 001	RE1 to	RE10
7330 PSALMOND RD	122 001 024	RE1 to	RE10
7441 GARRETT RD	127 001 053	RE1 to	RE10

8000 9 MIDLAND RD	137 001 013	RE1	to	RE10
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8000 MIDLAND RD	136 001 022	RE1	to	RE10
8000 MIDLAND RD	137 001 004	RE1	to	RE10
8000 MIDLAND RD	137 001 016	RE1	to	RE10
8808 JACKSON RD	128 001 003H	RE1	to	RE10
1000 BIGGERS RD	177 002 018	RE1	to	RE10
2573 OLD RIVER RD	165 001 028H	RE1	to	RE10
3005 OLD RIVER RD	163 001 012	RE1	to	RE10
3712 OLD RIVER RD	163 001 015H	RE1	to	RE10
800 BIGGERS RD	174 001 007H	RE1	to	RE10
900 BIGGERS RD	178 001 001	RE1	to	RE10
8401 BLACKMON RD	103 001 024H	RE1	to	RE10
8032 LAYFIELD RD	153-001-002H1	RE1	to	RE5

Acreage: 5+ Acres

Current Zoning Classification: RE1 (Residential Estate 1)

Proposed Zoning Classification: RE5 (Residential Estate 5)
RE10 (Residential Estate 10)

Current Use of Property: Land Use

Proposed Use of Property: Land Use

Council District: District 2 (Davis) / District 6 (Allen)

PAC Recommendation: N/A

Planning Department Recommendation: **Approval** based on compatibility with existing land uses.

Fort Benning's Recommendation: N/A

DRI Recommendation: N/A

General Land Use: Consistent
Planning Area A / Planning Area B

Current Land Use Designation: Land Use

Future Land Use Designation: Land Use

Compatible with Existing Land-Uses: Yes

Environmental Impacts: N/A

City Services:	N/A
Traffic Impact:	N/A
Traffic Engineering:	N/A
Surrounding Zoning:	N/A
Reasonableness of Request:	The request is compatible with existing land uses.
School Impact:	N/A
Buffer Requirement:	N/A
Attitude of Property Owners:	N/A
Additional Information:	N/A
Attachments:	N/A

File Attachments for Item:

6. 2nd Reading and Public Hearing- An Ordinance adopting an operating and capital improvement budget for the Fiscal Year 2024 beginning July 1, 2023 and ending June 30, 2024, for certain funds of the Consolidated Government of Columbus, Georgia, and appropriating the amounts shown in each budget; and for other purposes. (as amended 6-13-23)(Budget Review Committee)

**ORDINANCE
NO. _____**

Item #6.

AN ORDINANCE ADOPTING AN OPERATING AND CAPITAL IMPROVEMENT BUDGET FOR THE FISCAL YEAR 2024 BEGINNING JULY 1, 2023 AND ENDING JUNE 30, 2024, FOR CERTAIN FUNDS OF THE CONSOLIDATED GOVERNMENT OF COLUMBUS, GEORGIA, AND APPROPRIATING THE AMOUNTS SHOWN IN EACH BUDGET; AND FOR OTHER PURPOSES.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS, AS FOLLOWS:

SECTION 1.

The annual Operating and Capital Improvement Budget for FY24 proposed in the total amount of \$336,183,385 is approved and adopted in accordance with the Columbus Charter, Section 7-402 and outlined in Sections 2 through 15 of this Ordinance.

SECTION 2.

The General Fund Budget proposed in the amount of \$185,699,946 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for general fund purposes.

SECTION 3.

The Local Option Sales Tax Fund Budget proposed in the amount of \$45,247,979 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia for public safety and infrastructure purposes.

SECTION 4.

The Stormwater (Sewer) Fund Budget proposed in the amount of \$6,991,007 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for stormwater fund services.

SECTION 5.

The Paving Fund Budget proposed in the amount of \$17,614,761 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for street and roadway improvement purposes.

SECTION 6.

The Indigent Care Fund Budget proposed in the amount of \$12,091,432 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the annual appropriation to be disbursed to various providers for indigent and inmate medical care.

SECTION 7.

The Integrated Waste Management Fund Budget proposed in the amount of \$15,645,647 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide solid waste management services.

SECTION 8.

The Emergency Telephone Fund Budget proposed in the amount of \$4,343,689 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of the E911 Center.

SECTION 9.

The Civic Center Fund Budget proposed in the amount of \$5,336,074 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of the Civic Center.

SECTION 10.

The Debt Service Fund Budget proposed in the amount of \$15,898,027 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for Debt Service purposes.

SECTION 11.

The Transportation Fund Budget proposed in the amount of \$18,451,236 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the provision of public transportation.

SECTION 12.

The Bull Creek Budget proposed in the amount of \$1,915,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of Bull Creek Golf Course.

SECTION 13.

The Oxbow Creek Budget proposed in the amount of \$595,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of Oxbow Creek Golf Course.

SECTION 14.

The Columbus Iron Works Convention and Trade Center Budget proposed in the amount of \$3,935,301 for the Consolidated Government of Columbus, Georgia covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the operation of the Columbus Iron Works Convention and Trade Center.

SECTION 15.

The Economic Development Authority Budget proposed in the amount of \$2,418,286 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the provision of Economic Development activities.

SECTION 16.

The Health and Life Insurance Budget proposed in the amount of \$25,108,531 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the administration of health and life insurance.

SECTION 17.

The Risk Management Budget proposed in the amount of \$6,231,702 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of risk management activities.

SECTION 18.

The Workforce Innovation and Opportunity Act (WIOA), formerly the Job Training Partnership Act (JTPA), Budget proposed in the amount of \$4,206,916 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the administration of Workforce Innovation and Opportunity Act (WIOA) activities.

SECTION 19.

The Community Development Block Grant (CDBG) Budget proposed in the amount of \$1,777,400 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the administration of Community Development Block Grant (CDBG) activities.

SECTION 20.

Within the overall budget limitations, authority is hereby delegated to the City Manager, or the Finance Director when acting on the authority delegated by the City Manager, to effect such transfers of appropriation within a department and revenue anticipation within a fund as may be deemed necessary to the effective performance and delivery of services approved herein. Under no circumstances, however, may the total budget of any department or fund, except WIOA and CDBG, contained in this Ordinance be increased or decreased without Council approval. Authority is extended to the City Manager, or the Finance Director on the authority

delegated by the City Manager, to conduct any carryovers necessary for the continued operation of WIO, CDBG.

Item #6.

SECTION 21.

The Cost Allocation Plan for FY24, which has been filed with the Clerk of Council, is hereby approved for use during the 2024 fiscal year in a total amount of \$3,141,907.

Fund Being Charged	FY24 Charges
LOST Fund (Public Safety)	\$510,499
LOST Fund (Infrastructure)	7,973
Stormwater (Sewer) Fund	204,426
Paving Fund	681,338
Integrated Waste Management	800,413
Emergency Telephone	151,832
CDBG Fund	58,432
HOME Program Fund	7,031
Multi-Government Fund: Family Drug Court SAMHSA	14,237
Civic Center Fund	190,729
WIOA Fund	116,606
Transportation Fund	241,658
Trade Center Fund	109,317
Bull Creek Golf Course	35,115
Oxbow Creek Golf Course	12,302
Total Charges	\$3,141,907

SECTION 22.

The City Manager or the Finance Director on the authority delegated by the City Manager is authorized to make adjustments of cost allocation charges as may be deemed appropriate.

SECTION 23.

The period of emergency or war continued in Resolution No. 392-03 is hereby extended from July 1, 2023 to June 30, 2024.

SECTION 24.

Item #6.

The following position changes are hereby adopted as part of the FY24 Budget and are as follows:

NEW/RESTORED POSITIONS:

General Fund – Internal Auditor	(1) Forensic Auditor (G126) (effective January 1, 2024)
General Fund – City Manager’s Office	(1) Citizen Service Center Technician (G113)
General Fund – Parks and Recreation	(1) Parks Maintenance Worker I (G114)
General Fund – Parks and Recreation	(2) PT Parks Maintenance Worker I (G114)
General Fund – Police	(2) Administrative Technician (G115)
General Fund – Police*	(1) Audio Visual Technician (G113)
General Fund – Police	(2) Crime Analyst (G120)
General Fund – Police	(1) Computer Forensic Analyst (G120)
General Fund – Police*	(4) Real Time Crime Center Technician (G118)
General Fund – Police*	(3) Crime Scene Investigator (G118)
General Fund – Fire/EMS	(7) Firefighter/EMT (F1)
General Fund – Fire/EMS	(3) Fire Lieutenant (F4)
General Fund – District Attorney	(2) Investigator I (G120)
General Fund – District Attorney	(2) Legal Administrative Clerk (G115)
General Fund – Clerk of Superior Court	(2) Deputy Clerk II (G115)
General Fund – Public Defender	(1) Investigator I (G120)
General Fund – Public Defender	(1) Legal Administrative Clerk (G115)
General Fund – Tax Commissioner	(1) Financial Analyst (G123-3)
General Fund – Tax Commissioner	(1) Tax Specialist (G120)
General Fund – Recorder’s Court	(1) Assistant Chief Deputy Clerk (G122)
General Fund – Recorder’s Court	(1) Finance Manager (G121)
General Fund – Recorder’s Court	(2) Deputy Clerk II (G115)

Transportation Fund – METRA	(4) Bus Operator (No-CDL) (G116)
Trade Center Fund – Operations	(1) Events Attendant Crew Leader (G115)
Trade Center Fund – Operations	(1) Events Attendant I (G112)
Trade Center Fund – Operations	(4) Custodian (G111)
Bull Creek Fund – Bull Creek	(1) Marketing Manager (G108G)
Civic Center Fund – Civic Center	(1) Events/Cultural Affairs Coordinator (G119)

RECLASSIFIED POSITIONS:

General Fund – Inspections and Codes	(1) Electrical Inspector Coordinator (G122) to (1) Electrical Inspector III (G122) (Title Change Only)
General Fund – Inspections and Codes	(1) Plumbing/Mechanical Coordinator (G122) to (1) Plumbing/Mechanical Inspector I (G120)
General Fund – Inspections and Code	(1) Building Inspector Coordinator (G122) to (1) Building Inspector III (G122) (Title Change Only)
General Fund – Clerk of Council	(1) PT Support Clerk (G111) to (1) FT Support Clerk (G111)
General Fund – Public Defender	(1) Legal Administrative Clerk (G115) to (1) Administrative Coordinator (G117)
General Fund – Sheriff	(1) Deputy Sheriff (PS1) to (1) Accounting Technician (G115)
General Fund – Sheriff	(5) Deputy Sheriff (PS1) to (5) Correctional Officer (C1)
General Fund – Sheriff	(5) Deputy Sheriff (PS1) to (5) Investigator (PS2)
General Fund – Sheriff	(1) Deputy Sheriff Field Training Officer (PS2-6) to (1) Sergeant (PS3)
General Fund – Sheriff	(1) Director of Community Affairs (G130-3) to (1) Director of Community Affairs (PS7)
Transportation Fund – METRA	(1) Transit Security Specialist (G113) to (1) Bus Operator (No-CDL) (G116)

Bull Creek Fund – Bull Creek

(1) PT Grill Server (G102T) to
(1) Grill Server Manager (G105G)

Civic Center Fund – Civic Center

(1) Events Services Manager (G124) to
(1) Civic Center/Cultural Affairs Assistant
Director (G131)**DELETED POSITIONS:**

General Fund – Police

(17) Police Cadets (G113)

General Fund – Sheriff

(1) PT Administrative Support
Specialist II (G113)

Trade Center Fund – Trade Center

(2) PT Events Attendant I

Civic Center Fund – Civic Center

(1) Food & Beverage Coordinator (G119)

TRANSFERS:

To: OLOST Fund

(14) Firefighters (F1), FY24 ONLY

From: General Fund

(40) Police Officers (PS1), FY24 ONLY

Continuation from FY14 – FY23

(9) Deputy Sheriffs (PS1), FY24 ONLY

* Position Classification & Grade is Contingent Upon Evergreen Review and Approval.

SECTION 25.

The Columbus Consolidated Government Pay Plan for Salary and Wages is hereby adopted as part of the FY24 Budget and is incorporated herein by Attachment A. Effective July 1, 2023, a one (1) step (which is equivalent to 1%) Cost of Living Adjustment for all classified full-time positions is hereby adopted. Effective July 1, 2023, retirees will receive a 0.5% Cost of Living Adjustment.

Effective July 1, 2023, the hourly pay rate for Non-Sworn Reserve Bailiffs will increase from \$15.00 to \$20.00 per hour as part of the FY24 Budget.

Effective July 1, 2023, the annual supplement provided to the Circuit Court Administrator for Superior Court is hereby increased from \$10,000 to \$20,000 to be distributed in equal payments over 26 bi-weekly pay periods.

SECTION 26.

Other 2009 Local Option Sales Tax Pay Supplement of \$3,121 for all sworn personnel in all Public Safety departments, Public Works, Parks & Recreation, and METRA departments effective July 1, 2009, distributed in equal payments over 26 bi-weekly pay periods, will remain in effect for FY2024. This supplement excludes elected officials.

SECTION 27.

Item #6.

The Columbus Police Department's Additional Other Local Option Sales Tax Supplement adopted by Columbus Ordinance 21-032 shall be continued for FY2024 for the Columbus Police Department. All sworn personnel within the Police Department will receive an additional \$2,000 annual Other Local Option Sales Tax Fund pay supplement distributed in equal payments over 26 bi-weekly pay periods.

SECTION 28.

Twenty-Four (24) Police Officer positions shall remain unfunded, until expressly approved by Council, in order to fund the implementation and continued costs associated with public safety pay adjustments and longevity increases prior to the adoption of Pay Plan Ordinance No. 22-045 which was subsequently amended by Ordinance No. 23-001.

Twenty-Eight (28) Police Officer positions shall remain unfunded, until expressly approved by Council, in order to fund the implementation and continued costs associated with public safety pay plan "above and beyond" pay adjustments and longevity increases post adoption of Pay Plan Ordinance No. 22-045 which was subsequently amended by Ordinance No. 23-001.

Eight (8) Deputy Sheriff positions shall remain unfunded, until expressly approved by Council, in order to fund the implementation and continued costs associated with public safety pay plan "above and beyond" pay adjustments and longevity increases post adoption of Pay Plan Ordinance No. 22-045 which was subsequently amended by Ordinance No. 23-001.

SECTION 29.

Section 25 of Ordinance No. 19-027 provided a 2.5% pay increase to 54 Sheriff Office positions which included 34 Sergeants, 4 Captains, and 16 Lieutenants. Two (2) Correctional Officer positions shall remain unfunded, until expressly approved by Council, in order to fund the continued cost of the increased pay adjustments for the aforementioned positions.

SECTION 30.

The Pay Plan adopted by Columbus Ordinance No. 06-40 first amended by Ordinance No. 06-87 then subsequently amended by Ordinance No. 07-21, Ordinance No. 07-30, and Ordinance No. 17-24 defined a paramedic certification pay supplement for EMS-Lieutenant, Firefighter-Medic, and Paramedic classifications while assigned and actively working as providers of emergency medical services, as verified by the Chief of the Department of Fire and Emergency Medical Services. Said annual supplement of \$6,000 shall be continued in FY2024 for all authorized personnel.

SECTION 31.

Columbus Ordinance No. 17-24, Section 25 authorized the Fire and EMS Department to reclassify and restrict Thirty-Six (36) Fire Medic (PS14) positions to Fire Medic (PS15) positions. Notwithstanding Section 25 of Ordinance No. 17-24, the authorization contained in Ordinance No. 19-044 thereby amended Ordinance No. 17-24 by removing the restriction of 36 positions and provided for the Fire and EMS Department to administratively restrict the number of Fire Medic (PS15) positions to 50. Said administrative reclassifications shall be continued in FY2024 for all authorized personnel.

SECTION 32.

Item #6.

The Fire/EMS Department's Specialty Certification Pay Plan adopted by Columbus Ordinance No. 21-032 shall be continued in FY2024 for the Fire/EMS Department.

SECTION 33.

Effective January 2023, Parks and Recreation part time staff pay rate was increased thus adjusting the hourly pay rate as follows:

Part Time Position Title	Prior Starting Wage Per Hour	New Starting Wage Per Hour
Recreation Leader	\$9.57	\$12.50
Community School Activity Leader	\$9.57	\$12.50
Community School Site Supervisor	\$10.57	\$13.50
Athletic Chief	\$9.25	\$13.50
Athletic Official	\$7.25	\$12.50
Aquatics Laborer	\$7.25	\$12.00
Pottery Specialist	\$9.76	\$14.00
Therapeutic Recreation Aid	\$11.10	\$14.00
Water Safety Instructor	\$10.00	\$15.00
Lifeguard Instructor – LG Certify	\$10.00	\$16.50
Concessionaires	\$9.50	\$12.00

All positions that are un-funded as of or before FY2019 are hereby deleted as part of the FY2024 budget. All positions that remain un-funded for five (5) consecutive fiscal years will be deleted after the fifth year unless a funding source is expressly identified. Effective July 1, 2023, the following un-funded position(s) will be removed as authorized positions from the following departments/offices:

Fund	Position Title	Position Number
GENERAL FUND		
Parks & Recreation	(1) Gatekeeper - PT	POS# 27021000405

SECTION 34.

Health Plan Premiums – Effective January 1, 2024

Silver Plan (Active Employees)	2024 Bi-Weekly Wellness	2024 Bi-Weekly Non-Wellness	Gold Plan (Active Employees)	2024 Bi-Weekly Wellness	2024 Bi-Weekly Non-Wellness
Single	\$73.03	\$89.40	Single	\$104.65	\$128.11
Employee + Spouse	\$137.29	\$168.07	Employee + Spouse	\$196.74	\$240.84
Employee + Child(ren)	\$127.82	\$156.46	Employee + Child(ren)	\$183.16	\$224.20
Family	\$202.31	\$247.66	Family	\$289.90	\$354.86

Silver Plan (Pre-65 Retirees)	2024 Monthly Cost Wellness	Gold Plan (Pre-65 Retirees)	2024 Monthly Cost Wellness
Single	\$263.72	Single	\$332.23
Retiree + Spouse	\$869.08	Retiree + Spouse	\$1,016.24
Retiree + Child(ren)	\$779.85	Retiree + Child(ren)	\$915.38
Family	\$1,481.54	Family	\$1,708.19

For the plan year beginning January 1, 2024, any “working spouse” shall remain eligible for coverage in the Columbus Consolidated Government (CCG) **Employee/Retiree Self-Funded Medical Benefit Plan** conditioned upon payment of a monthly surcharge of \$356.98. “Working spouse” shall mean spouses of employees and non-Medicare retirees who have access to health care coverage provided by their employer. For the plan year beginning January 1, 2024, a tobacco surcharge shall remain in effect for all employees and Pre-65 retirees who are tobacco users at the rate of \$75 per month or \$34.62 bi-weekly. For the plan year beginning January 1, 2024, the Pre-65 retiree healthcare cost sharing strategy shall remain in effect as 50% (CCG) and 50% (Retiree) for Pre-65 retirees with 0% CCG contribution for dependent coverage. For the plan year beginning January 1, 2024, the active employee healthcare cost sharing strategy shall remain in effect as 73% (CCG) and 27% (Employee) for active employees and dependents.

SECTION 35.

All requests for funding from the Columbus Consolidated Government for new facilities and systems will be supported by a tentative operating and business plan for such facility or system which shall be presented to, reviewed by and approved by Columbus Council before such project is approved for funding in this budget.

SECTION 36.

All requests for funding by agencies, boards, authorities, departments, or elected offices receiving grants or operating appropriations from the Columbus Consolidated Government must be made to Columbus Council during the annual budget process unless such request is pursuant to Ordinance No. 13-39. Nothing herein shall prevent the Mayor, City Manager or Finance Director from recommending mid-year budget amendments to the Council. In emergency situations, the Mayor, City Manager or Finance Director may also recommend to Council additional funding outside the budget process for various departments, agencies, boards, authorities or other entities associated with the city.

SECTION 37.

Salary savings is the amount of salary expense saved when a position is vacant or filled at a lower salary level than the budgeted level. All salary savings achieved in FY2024 by any Department or Elected Office, of the Columbus, Georgia Consolidated Government or any Board, Commission and/or Authority created by the Columbus Council shall only be used to replenish fund balance reserves. Use of salary savings is hereby restricted for any other purpose unless expressly approved by Council.

SECTION 38.

The minimum budget requirements set forth in O.C.G.A. Title 36, Chapter 81, are hereby adopted.

SECTION 39.

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia, held on the 13th day of June, 2023; introduced a second time at a regular meeting held on the 20th day of June, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Begly voting	_____.
Councilor Cogle voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.

Sandra T. Davis, Clerk of Council

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

ATTACHMENT “A”

COLUMBUS CONSOLIDATED GOVERNMENT

PAY PLAN

FOR FY2024

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23
111	\$ 31,200.00	\$ 31,512.00	\$ 31,827.12	\$ 32,145.39	\$ 32,466.85	\$ 32,791.51	\$ 33,119.43	\$ 33,450.62	\$ 33,785.13	\$ 34,122.98	\$ 34,464.21	\$ 34,808.85	\$ 35,156.94	\$ 35,508.51	\$ 35,863.60	\$ 36,222.23	\$ 36,584.45	\$ 36,950.30	\$ 37,319.80	\$ 37,693.00	\$ 38,069.93	\$ 38,450.63	\$ 38,835.13
112	\$ 32,136.00	\$ 32,457.36	\$ 32,781.93	\$ 33,109.75	\$ 33,440.85	\$ 33,775.26	\$ 34,113.01	\$ 34,454.14	\$ 34,798.68	\$ 35,146.67	\$ 35,498.14	\$ 35,853.12	\$ 36,211.65	\$ 36,573.77	\$ 36,939.50	\$ 37,308.90	\$ 37,681.99	\$ 38,058.81	\$ 38,439.40	\$ 38,823.79	\$ 39,212.03	\$ 39,604.15	\$ 40,000.19
113	\$ 33,100.08	\$ 33,431.08	\$ 33,765.39	\$ 34,103.05	\$ 34,444.08	\$ 34,788.52	\$ 35,136.40	\$ 35,487.77	\$ 35,842.64	\$ 36,201.07	\$ 36,563.08	\$ 36,928.71	\$ 37,298.00	\$ 37,670.98	\$ 38,047.69	\$ 38,428.17	\$ 38,812.45	\$ 39,200.57	\$ 39,592.58	\$ 39,988.50	\$ 40,388.39	\$ 40,792.27	\$ 41,200.19
114	\$ 34,093.08	\$ 34,434.01	\$ 34,778.35	\$ 35,126.14	\$ 35,477.40	\$ 35,832.17	\$ 36,190.49	\$ 36,552.40	\$ 36,917.92	\$ 37,287.10	\$ 37,659.97	\$ 38,036.57	\$ 38,416.94	\$ 38,801.11	\$ 39,189.12	\$ 39,581.01	\$ 39,976.82	\$ 40,376.59	\$ 40,780.35	\$ 41,188.16	\$ 41,600.04	\$ 42,016.04	\$ 42,436.20
115	\$ 35,115.87	\$ 35,467.03	\$ 35,821.70	\$ 36,179.92	\$ 36,541.72	\$ 36,907.14	\$ 37,276.21	\$ 37,648.97	\$ 38,025.46	\$ 38,405.72	\$ 38,789.77	\$ 39,177.67	\$ 39,569.45	\$ 39,965.14	\$ 40,364.79	\$ 40,768.44	\$ 41,176.12	\$ 41,587.89	\$ 42,003.77	\$ 42,423.80	\$ 42,848.04	\$ 43,276.52	\$ 43,709.29
116	\$ 36,520.51	\$ 36,885.71	\$ 37,254.57	\$ 37,627.12	\$ 38,003.39	\$ 38,383.42	\$ 38,767.26	\$ 39,154.93	\$ 39,546.48	\$ 39,941.94	\$ 40,341.36	\$ 40,744.78	\$ 41,152.22	\$ 41,563.75	\$ 41,979.38	\$ 42,399.18	\$ 42,823.17	\$ 43,251.40	\$ 43,683.92	\$ 44,120.75	\$ 44,561.96	\$ 45,007.58	\$ 45,457.66
117	\$ 37,981.33	\$ 38,361.14	\$ 38,744.75	\$ 39,132.20	\$ 39,523.52	\$ 39,918.76	\$ 40,317.95	\$ 40,721.13	\$ 41,128.34	\$ 41,539.62	\$ 41,955.02	\$ 42,374.57	\$ 42,798.31	\$ 43,226.30	\$ 43,658.56	\$ 44,095.15	\$ 44,536.10	\$ 44,981.46	\$ 45,431.27	\$ 45,885.59	\$ 46,344.44	\$ 46,807.89	\$ 47,275.96
118	\$ 39,500.58	\$ 39,895.59	\$ 40,294.55	\$ 40,697.49	\$ 41,104.47	\$ 41,515.51	\$ 41,930.67	\$ 42,349.97	\$ 42,773.47	\$ 43,201.21	\$ 43,633.22	\$ 44,069.55	\$ 44,510.25	\$ 44,955.35	\$ 45,404.90	\$ 45,858.95	\$ 46,317.54	\$ 46,780.72	\$ 47,248.52	\$ 47,721.01	\$ 48,198.22	\$ 48,680.20	\$ 49,167.00
119	\$ 41,080.61	\$ 41,491.41	\$ 41,906.33	\$ 42,325.39	\$ 42,748.64	\$ 43,176.13	\$ 43,607.89	\$ 44,043.97	\$ 44,484.41	\$ 44,929.25	\$ 45,378.55	\$ 45,832.33	\$ 46,290.66	\$ 46,753.56	\$ 47,221.10	\$ 47,693.31	\$ 48,170.24	\$ 48,651.94	\$ 49,138.46	\$ 49,629.85	\$ 50,126.15	\$ 50,627.41	\$ 51,133.68
120	\$ 42,723.83	\$ 43,151.07	\$ 43,582.58	\$ 44,018.41	\$ 44,458.59	\$ 44,903.18	\$ 45,352.21	\$ 45,805.73	\$ 46,263.79	\$ 46,726.42	\$ 47,193.69	\$ 47,665.63	\$ 48,142.28	\$ 48,623.71	\$ 49,109.94	\$ 49,601.04	\$ 50,097.05	\$ 50,598.02	\$ 51,104.00	\$ 51,615.04	\$ 52,131.19	\$ 52,652.51	\$ 53,179.03
121	\$ 44,860.02	\$ 45,308.62	\$ 45,761.71	\$ 46,219.33	\$ 46,681.52	\$ 47,148.33	\$ 47,619.82	\$ 48,096.02	\$ 48,576.98	\$ 49,062.75	\$ 49,553.37	\$ 50,048.91	\$ 50,549.40	\$ 51,054.89	\$ 51,565.44	\$ 52,081.09	\$ 52,601.90	\$ 53,127.92	\$ 53,659.20	\$ 54,195.79	\$ 54,737.75	\$ 55,285.13	\$ 55,837.98
122	\$ 47,103.02	\$ 47,574.05	\$ 48,049.79	\$ 48,530.29	\$ 49,015.60	\$ 49,505.75	\$ 50,000.81	\$ 50,500.82	\$ 51,005.83	\$ 51,515.88	\$ 52,031.04	\$ 52,551.35	\$ 53,076.87	\$ 53,607.63	\$ 54,143.71	\$ 54,685.15	\$ 55,232.00	\$ 55,784.32	\$ 56,342.16	\$ 56,905.58	\$ 57,474.64	\$ 58,049.39	\$ 58,629.88
123	\$ 49,458.17	\$ 49,952.76	\$ 50,452.28	\$ 50,956.81	\$ 51,466.38	\$ 51,981.04	\$ 52,500.85	\$ 53,025.86	\$ 53,556.12	\$ 54,091.68	\$ 54,632.59	\$ 55,178.92	\$ 55,730.71	\$ 56,288.02	\$ 56,850.90	\$ 57,419.41	\$ 57,993.60	\$ 58,573.54	\$ 59,159.27	\$ 59,750.86	\$ 60,348.37	\$ 60,951.86	\$ 61,561.37
124	\$ 52,425.67	\$ 52,949.92	\$ 53,479.42	\$ 54,014.22	\$ 54,554.36	\$ 55,099.90	\$ 55,650.90	\$ 56,207.41	\$ 56,769.48	\$ 57,337.18	\$ 57,910.55	\$ 58,489.66	\$ 59,074.55	\$ 59,665.30	\$ 60,261.95	\$ 60,864.57	\$ 61,473.22	\$ 62,087.95	\$ 62,708.83	\$ 63,335.92	\$ 63,969.27	\$ 64,608.97	\$ 65,255.06
125	\$ 55,571.21	\$ 56,126.92	\$ 56,688.19	\$ 57,255.07	\$ 57,827.62	\$ 58,405.90	\$ 58,989.95	\$ 59,579.85	\$ 60,175.65	\$ 60,777.41	\$ 61,385.18	\$ 61,999.03	\$ 62,619.03	\$ 63,245.22	\$ 63,877.67	\$ 64,516.44	\$ 65,161.61	\$ 65,813.22	\$ 66,471.36	\$ 67,136.07	\$ 67,807.43	\$ 68,485.51	\$ 69,170.36
126	\$ 58,905.48	\$ 59,494.53	\$ 60,089.48	\$ 60,690.37	\$ 61,297.28	\$ 61,910.25	\$ 62,529.35	\$ 63,154.65	\$ 63,786.19	\$ 64,424.05	\$ 65,068.29	\$ 65,718.98	\$ 66,376.17	\$ 67,039.93	\$ 67,710.33	\$ 68,387.43	\$ 69,071.31	\$ 69,762.02	\$ 70,459.64	\$ 71,164.23	\$ 71,875.88	\$ 72,594.64	\$ 73,320.58
127	\$ 62,439.81	\$ 63,064.20	\$ 63,694.85	\$ 64,331.79	\$ 64,975.11	\$ 65,624.86	\$ 66,281.11	\$ 66,943.92	\$ 67,613.36	\$ 68,289.50	\$ 68,972.39	\$ 69,662.12	\$ 70,358.74	\$ 71,062.32	\$ 71,772.95	\$ 72,490.68	\$ 73,215.58	\$ 73,947.74	\$ 74,687.22	\$ 75,434.09	\$ 76,188.43	\$ 76,950.31	\$ 77,719.82
128	\$ 66,810.59	\$ 67,478.70	\$ 68,153.49	\$ 68,835.02	\$ 69,523.37	\$ 70,218.60	\$ 70,920.79	\$ 71,630.00	\$ 72,346.30	\$ 73,069.76	\$ 73,800.46	\$ 74,538.46	\$ 75,283.85	\$ 76,036.69	\$ 76,797.05	\$ 77,565.02	\$ 78,340.67	\$ 79,124.08	\$ 79,915.32	\$ 80,714.48	\$ 81,521.62	\$ 82,336.84	\$ 83,160.20
129	\$ 71,487.33	\$ 72,202.21	\$ 72,924.23	\$ 73,653.47	\$ 74,390.01	\$ 75,133.91	\$ 75,885.25	\$ 76,644.10	\$ 77,410.54	\$ 78,184.64	\$ 78,966.49	\$ 79,756.16	\$ 80,553.72	\$ 81,359.25	\$ 82,172.85	\$ 82,994.58	\$ 83,824.52	\$ 84,662.77	\$ 85,509.39	\$ 86,364.49	\$ 87,228.13	\$ 88,100.41	\$ 88,981.42
130	\$ 76,491.45	\$ 77,256.36	\$ 78,028.93	\$ 78,809.22	\$ 79,597.31	\$ 80,393.28	\$ 81,197.21	\$ 82,009.19	\$ 82,829.28	\$ 83,657.57	\$ 84,494.15	\$ 85,339.09	\$ 86,192.48	\$ 87,054.40	\$ 87,924.95	\$ 88,804.20	\$ 89,692.24	\$ 90,589.16	\$ 91,495.05	\$ 92,410.00	\$ 93,334.10	\$ 94,267.44	\$ 95,210.12
131	\$ 81,845.85	\$ 82,664.31	\$ 83,490.95	\$ 84,325.86	\$ 85,169.12	\$ 86,020.81	\$ 86,881.02	\$ 87,749.83	\$ 88,627.33	\$ 89,513.60	\$ 90,408.74	\$ 91,312.82	\$ 92,225.95	\$ 93,148.21	\$ 94,079.69	\$ 95,020.49	\$ 95,970.69	\$ 96,930.40	\$ 97,899.71	\$ 98,878.70	\$ 99,867.49	\$ 100,866.16	\$ 101,874.83
132	\$ 87,575.06	\$ 88,450.81	\$ 89,335.32	\$ 90,228.67	\$ 91,130.96	\$ 92,042.27	\$ 92,962.69	\$ 93,892.32	\$ 94,831.24	\$ 95,779.55	\$ 96,737.35	\$ 97,704.72	\$ 98,681.77	\$ 99,668.59	\$ 100,665.27	\$ 101,671.92	\$ 102,688.64	\$ 103,715.53	\$ 104,752.69	\$ 105,800.21	\$ 106,858.21	\$ 107,926.80	\$ 109,006.06
133	\$ 93,705.31	\$ 94,642.37	\$ 95,588.79	\$ 96,544.68	\$ 97,510.12	\$ 98,485.23	\$ 99,470.08	\$ 100,464.78	\$ 101,469.43	\$ 102,484.12	\$ 103,508.96	\$ 104,544.05	\$ 105,589.49	\$ 106,645.39	\$ 107,711.84	\$ 108,788.96	\$ 109,878.85	\$ 110,975.62	\$ 112,085.37	\$ 113,206.23	\$ 114,338.29	\$ 115,481.67	\$ 116,636.49
134	\$ 100,733.21	\$ 101,740.54	\$ 102,757.95	\$ 103,785.53	\$ 104,823.38	\$ 105,871.62	\$ 106,930.33	\$ 107,999.64	\$ 109,079.63	\$ 110,170.43	\$ 111,272.13	\$ 112,384.85	\$ 113,508.70	\$ 114,643.79	\$ 115,790.23	\$ 116,948.13	\$ 118,117.61	\$ 119,298.79	\$ 120,491.78	\$ 121,696.69	\$ 122,913.66	\$ 124,142.80	\$ 125,384.23
135	\$ 108,288.20	\$ 109,371.08	\$ 110,464.79	\$ 111,569.44	\$ 112,685.14	\$ 113,811.99	\$ 114,950.11	\$ 116,099.61	\$ 117,260.61	\$ 118,433.21	\$ 119,617.54	\$ 120,813.72	\$ 122,021.86	\$ 123,242.07	\$ 124,474.50	\$ 125,719.24	\$ 126,976.43	\$ 128,246.20	\$ 129,528.66	\$ 130,823.95	\$ 132,132.19	\$ 133,453.51	\$ 134,788.04
136	\$ 116,409.82	\$ 117,573.92	\$ 118,749.65	\$ 119,937.15	\$ 121,136.52	\$ 122,347.98	\$ 123,571.37	\$ 124,807.08	\$ 126,055.15	\$ 127,313.70	\$ 128,588.86	\$ 129,874.75	\$ 131,173.50	\$ 132,485.23	\$ 133,810.08	\$ 135,148.18	\$ 136,499.67	\$ 137,864.66	\$ 139,243.31	\$ 140,635.74	\$ 142,042.10	\$ 143,462.52	\$ 144,897.15
137	\$ 125,140.55	\$ 126,391.96	\$ 127,655.88	\$ 128,932.44	\$ 130,221.76	\$ 131,523.98	\$ 132,839.22	\$ 134,167.61	\$ 135,509.29	\$ 136,864.38	\$ 138,233.02	\$ 139,615.35	\$ 141,011.51	\$ 142,421.62	\$ 143,845.84	\$ 145,284.30	\$ 146,737.14	\$ 148,204.51	\$ 149,686.56	\$ 151,183.42	\$ 152,695.26	\$ 154,222.21	\$ 155,764.43
138	\$ 134,526.09	\$ 135,871.36	\$ 137,230.07	\$ 138,602.37	\$ 139,988.39	\$ 141,388.28	\$ 142,802.16	\$ 144,230.18	\$ 145,672.48	\$ 147,129.21	\$ 148,600.50	\$ 150,086.51	\$ 151,587.37	\$ 153,103.24	\$ 154,634.28	\$ 156,180.62	\$ 157,742.43	\$ 159,319.85	\$ 160,913.05	\$ 162,522.18	\$ 164,147.40	\$ 165,788.87	\$ 167,446.76
139	\$ 144,615.55	\$ 146,061.71	\$ 147,522.32	\$ 148,997.55	\$ 150,487.52	\$ 151,992.40	\$ 153,512.32	\$ 155,047.45	\$ 156,597.92	\$ 158,163.90	\$ 159,745.54	\$ 161,342.99	\$ 162,956.42	\$ 164,585.99	\$ 166,231.85	\$ 167,894.17	\$ 169,573.11	\$ 171,268.84	\$ 172,981.53	\$ 174,711.34	\$ 176,458.46	\$ 178,223.04	\$ 180,005.27
140	\$ 166,307.88	\$ 167,970.96	\$ 169,650.67	\$ 171,347.18	\$ 173,060.65	\$ 174,791.26	\$ 176,539.17	\$ 178,304.56	\$ 180,087.61	\$ 181,888.48	\$ 183,707.37	\$ 185,544.44	\$ 187,399.89	\$ 189,273.89	\$ 191,166.62	\$ 193,078.29	\$ 195,009.07	\$ 196,959.16	\$ 198,928.76	\$ 200,918.04	\$ 202,927.22	\$ 204,956.50	\$ 207,006.06

Grade	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45
111	\$ 39,223.49	\$ 39,615.72	\$ 40,011.88	\$ 40,412.00	\$ 40,816.12	\$ 41,224.28	\$ 41,636.52	\$ 42,052.89	\$ 42,473.42	\$ 42,898.15	\$ 43,327.13	\$ 43,760.40	\$ 44,198.01	\$ 44,639.99	\$ 45,086.39	\$ 45,537.25	\$ 45,992.62	\$ 46,452.55	\$ 46,917.07	\$ 47,386.24	\$ 47,860.11	\$ 48,338.71
112	\$ 40,400.19	\$ 40,804.19	\$ 41,212.23	\$ 41,624.36	\$ 42,040.60	\$ 42,461.01	\$ 42,885.62	\$ 43,314.47	\$ 43,747.62	\$ 44,185.09	\$ 44,626.94	\$ 45,073.21	\$ 45,523.95	\$ 45,979.19	\$ 46,438.98	\$ 46,903.37	\$ 47,372.40	\$ 47,846.12	\$ 48,324.59	\$ 48,807.83	\$ 49,295.91	\$ 49,788.87
113	\$ 41,612.20	\$ 42,028.32	\$ 42,448.60	\$ 42,873.09	\$ 43,301.82	\$ 43,734.84	\$ 44,172.19	\$ 44,613.91	\$ 45,060.05	\$ 45,510.65	\$ 45,965.75	\$ 46,425.41	\$ 46,889.66	\$ 47,358.56	\$ 47,832.15	\$ 48,310.47	\$ 48,793.57	\$ 49,281.51	\$ 49,774.32	\$ 50,272.07	\$ 50,774.79	\$ 51,282.54
114	\$ 42,860.56	\$ 43,289.17	\$ 43,722.06	\$ 44,159.28	\$ 44,600.87	\$ 45,046.88	\$ 45,497.35	\$ 45,952.32	\$ 46,411.85	\$ 46,875.97	\$ 47,344.73	\$ 47,818.17	\$ 48,296.35	\$ 48,779.32	\$ 49,267.11	\$ 49,759.78	\$ 50,257.38	\$ 50,759.95	\$ 51,267.55	\$ 51,780.23	\$ 52,298.03	\$ 52,821.01
115	\$ 44,146.38	\$ 44,587.84	\$ 45,033.72	\$ 45,484.06	\$ 45,938.90	\$ 46,398.29	\$ 46,862.27	\$ 47,330.89	\$ 47,804.20	\$ 48,282.24	\$ 48,765.07	\$ 49,252.72	\$ 49,745.25	\$ 50,242.70	\$ 50,745.12	\$ 51,252.58	\$ 51,765.10	\$ 52,282.75	\$ 52,805.58	\$ 53,333.64	\$ 53,866.97	\$ 54,405.64
116	\$ 45,912.23	\$ 46,371.36	\$ 46,835.07	\$ 47,303.42	\$ 47,776.46	\$ 48,254.22	\$ 48,736.76	\$ 49,224.13	\$ 49,716.37	\$ 50,213.53	\$ 50,715.67	\$ 51,222.83	\$ 51,735.05	\$ 52,252.41	\$ 52,774.93	\$ 53,302.68	\$ 53,835.71	\$ 54,374.06	\$ 54,917.80	\$ 55,466.98	\$ 56,021.65	\$ 56,581.87
117	\$ 47,748.72	\$ 48,226.21	\$ 48,708.47	\$ 49,195.56	\$ 49,687.51	\$ 50,184.39	\$ 50,686.23	\$ 51,193.09	\$ 51,705.03	\$ 52,222.08	\$ 52,744.30	\$ 53,271.74	\$ 53,804.46	\$ 54,342.50	\$ 54,885.93	\$ 55,434.79	\$ 55,989.13	\$ 56,549.03	\$ 57,114.52	\$ 57,685.66	\$ 58,262.52	\$ 58,845.14
118	\$ 49,658.67	\$ 50,155.26	\$ 50,656.81	\$ 51,163.38	\$ 51,675.01	\$ 52,191.76	\$ 52,713.68	\$ 53,240.82	\$ 53,773.23	\$ 54,310.96	\$ 54,854.07	\$ 55,402.61	\$ 55,956.64	\$ 56,516.20	\$ 57,081.36	\$ 57,652.18	\$ 58,228.70	\$ 58,810.99	\$ 59,399.10	\$ 59,993.09	\$ 60,593.02	\$ 61,198.95
119	\$ 51,645.02	\$ 52,161.47	\$ 52,683.08	\$ 53,209.92	\$ 53,742.01	\$ 54,279.43	\$ 54,822.23	\$ 55,370.45	\$ 55,924.16	\$ 56,483.40	\$ 57,048.23	\$ 57,618.71	\$ 58,194.90	\$ 58,776.85	\$ 59,364.62	\$ 59,958.26	\$ 60,557.85	\$ 61,163.43	\$ 61,775.06	\$ 62,392.81	\$ 63,016.74	\$ 63,646.91
120	\$ 53,710.82	\$ 54,247.93	\$ 54,790.41	\$ 55,338.31	\$ 55,891.70	\$ 56,450.61	\$ 57,015.12	\$ 57,585.27	\$ 58,161.12	\$ 58,742.73	\$ 59,330.16	\$ 59,923.46	\$ 60,522.70	\$ 61,127.92	\$ 61,739.20	\$ 62,356.60	\$ 62,980.16	\$ 63,609.96	\$ 64,246.06	\$ 64,888.52	\$ 65,537.41	\$ 66,192.78
121	\$ 56,396.36	\$ 56,960.33	\$ 57,529.93	\$ 58,105.23	\$ 58,686.28	\$ 59,273.14	\$ 59,865.87	\$ 60,464.53	\$ 61,069.18	\$ 61,679.87	\$ 62,296.67	\$ 62,919.64	\$ 63,548.83	\$ 64,184.32	\$ 64,826.16	\$ 65,474.42	\$ 66,129.17	\$ 66,790.46	\$ 67,458.37	\$ 68,132.95	\$ 68,814.28	\$ 69,502.42
122	\$ 59,216.18	\$ 59,808.34	\$ 60,406.42	\$ 61,010.49	\$ 61,620.59	\$ 62,236.80	\$ 62,859.17	\$ 63,487.76	\$ 64,122.64	\$ 64,763.86	\$ 65,411.50	\$ 66,065.62	\$ 66,726.27	\$ 67,393.54	\$ 68,067.47	\$ 68,748.15	\$ 69,435.63	\$ 70,129.98	\$ 70,831.28	\$ 71,539.60	\$ 72,254.99	\$ 72,977.54
123	\$ 62,176.99	\$ 62,798.76	\$ 63,426.75	\$ 64,061.01	\$ 64,701.62	\$ 65,348.64	\$ 66,002.13	\$ 66,662.15	\$ 67,328.77	\$ 68,002.06	\$ 68,682.08	\$ 69,368.90	\$ 70,062.59	\$ 70,763.21	\$ 71,470.84	\$ 72,185.55	\$ 72,907.41	\$ 73,636.48	\$ 74,372.85	\$ 75,116.58	\$ 75,867.74	\$ 76,626.42
124	\$ 65,907.61	\$ 66,566.68	\$ 67,232.35	\$ 67,904.67	\$ 68,583.72	\$ 69,269.56	\$ 69,962.25	\$ 70,661.88	\$ 71,368.50	\$ 72,082.18	\$ 72,803.00	\$ 73,531.03	\$ 74,266.34	\$ 75,009.01	\$ 75,759.10	\$ 76,516.69	\$ 77,281.85	\$ 78,054.67	\$ 78,835.22	\$ 79,623.57	\$ 80,419.81	\$ 81,224.00
125	\$ 69,862.06	\$ 70,560.68	\$ 71,266.29	\$ 71,978.95	\$ 72,698.74	\$ 73,425.73	\$ 74,159.99	\$ 74,901.59	\$ 75,650.60	\$ 76,407.11	\$ 77,171.18	\$ 77,942.89	\$ 78,722.32	\$ 79,509.55	\$ 80,304.64	\$ 81,107.69	\$ 81,918.76	\$ 82,737.95	\$ 83,565.33	\$ 84,400.99	\$ 85,245.00	\$ 86,097.44
126	\$ 74,053.79	\$ 74,794.33	\$ 75,542.27	\$ 76,297.69	\$ 77,060.67	\$ 77,831.28	\$ 78,609.59	\$ 79,395.68	\$ 80,189.64	\$ 80,991.54	\$ 81,801.45	\$ 82,619.47	\$ 83,445.66	\$ 84,280.12	\$ 85,122.92	\$ 85,974.15	\$ 86,833.89	\$ 87,702.23	\$ 88,579.25	\$ 89,465.04	\$ 90,359.69	\$ 91,263.29
127	\$ 78,497.02	\$ 79,281.99	\$ 80,074.81	\$ 80,875.55	\$ 81,684.31	\$ 82,501.15	\$ 83,326.16	\$ 84,159.43	\$ 85,001.02	\$ 85,851.03	\$ 86,709.54	\$ 87,576.64	\$ 88,452.40	\$ 89,336.93	\$ 90,230.30	\$ 91,132.60	\$ 92,043.92	\$ 92,964.36	\$ 93,894.01	\$ 94,832.95	\$ 95,781.28	\$ 96,739.09
128	\$ 83,991.81	\$ 84,831.72	\$ 85,680.04	\$ 86,536.84	\$ 87,402.21	\$ 88,276.23	\$ 89,159.00	\$ 90,050.59	\$ 90,951.09	\$ 91,860.60	\$ 92,779.21	\$ 93,707.00	\$ 94,644.07	\$ 95,590.51	\$ 96,546.42	\$ 97,511.88	\$ 98,487.00	\$ 99,471.87	\$ 100,466.59	\$ 101,471.25	\$ 102,485.97	\$ 103,510.83
129	\$ 89,871.23	\$ 90,769.95	\$ 91,677.64	\$ 92,594.42	\$ 93,520.37	\$ 94,455.57	\$ 95,400.12	\$ 96,354.13	\$ 97,317.67	\$ 98,290.84	\$ 99,273.75	\$ 100,266.49	\$ 101,269.15	\$ 102,281.85	\$ 103,304.66	\$ 104,337.71	\$ 105,381.09	\$ 106,434.90	\$ 107,499.25	\$ 108,574.24	\$ 109,659.98	\$ 110,756.58
130	\$ 96,162.22	\$ 97,123.84	\$ 98,095.08	\$ 99,076.03	\$ 100,066.79	\$ 101,067.46	\$ 102,078.13	\$ 103,098.91	\$ 104,129.90	\$ 105,171.20	\$ 106,222.92	\$ 107,285.14	\$ 108,358.00	\$ 109,441.58	\$ 110,535.99	\$ 111,641.35	\$ 112,757.76	\$ 113,885.34	\$ 115,024.20	\$ 116,174.44	\$ 117,336.18	\$ 118,509.54
131	\$ 102,893.57	\$ 103,922.51	\$ 104,961.74	\$ 106,011.35	\$ 107,071.47	\$ 108,142.18	\$ 109,223.60	\$ 110,315.84	\$ 111,419.00	\$ 112,533.19	\$ 113,658.52	\$ 114,795.10	\$ 115,943.06	\$ 117,102.49	\$ 118,273.51	\$ 119,456.25	\$ 120,650.81	\$ 121,857.32	\$ 123,075.89	\$ 124,306.65	\$ 125,549.71	\$ 126,805.21
132	\$ 110,096.12	\$ 111,197.09	\$ 112,309.06	\$ 113,432.15	\$ 114,566.47	\$ 115,712.13	\$ 116,869.26	\$ 118,037.95	\$ 119,218.33	\$ 120,410.51	\$ 121,614.62	\$ 122,830.76	\$ 124,059.07	\$ 125,299.66	\$ 126,552.66	\$ 127,818.18	\$ 129,096.36	\$ 130,387.33	\$ 131,691.20	\$ 133,008.11	\$ 134,338.19	\$ 135,681.58
133	\$ 117,802.85	\$ 118,980.88	\$ 120,170.69	\$ 121,372.40	\$ 122,586.47	\$ 123,811.98	\$ 125,050.10	\$ 126,300.60	\$ 127,563.61	\$ 128,839.25	\$ 130,127.64	\$ 131,428.91	\$ 132,743.20	\$ 134,070.64	\$ 135,411.34	\$ 136,765.46	\$ 138,133.11	\$ 139,514.44	\$ 140,909.59	\$ 142,318.68	\$ 143,741.87	\$ 145,179.29
134	\$ 126,638.07	\$ 127,904.45	\$ 129,183.49	\$ 130,475.33	\$ 131,780.08	\$ 133,097.88	\$ 134,428.86	\$ 135,773.15	\$ 137,130.88	\$ 138,502.19	\$ 139,887.21	\$ 141,286.08	\$ 142,698.94	\$ 144,125.93	\$ 145,567.19	\$ 147,022.87	\$ 148,493.09	\$ 149,978.02	\$ 151,477.80	\$ 152,992.58	\$ 154,522.51	\$ 156,067.73
135	\$ 136,135.92	\$ 137,497.28	\$ 138,872.25	\$ 140,260.98	\$ 141,663.59	\$ 143,080.22	\$ 144,511.03	\$ 145,956.14	\$ 147,415.70	\$ 148,889.85	\$ 150,378.75	\$ 151,882.54	\$ 153,401.37	\$ 154,935.53	\$ 156,484.73	\$ 158,049.58	\$ 159,630.08	\$ 161,226.38	\$ 162,838.64	\$ 164,467.03	\$ 166,111.70	\$ 167,772.81
136	\$ 146,346.12	\$ 147,809.58	\$ 149,287.67	\$ 150,780.55	\$ 152,288.36	\$ 153,811.24	\$ 155,349.35	\$ 156,902.85	\$ 158,471.87	\$ 160,056.59	\$ 161,657.16	\$ 163,273.73	\$ 164,906.47	\$ 166,555.53	\$ 168,221.09	\$ 169,903.30	\$ 171,602.33	\$ 173,318.35	\$ 175,051.54	\$ 176,802.05	\$ 178,570.07	\$ 180,355.77
137	\$ 157,322.08	\$ 158,895.30	\$ 160,484.25	\$ 162,089.09	\$ 163,709.98	\$ 165,347.08	\$ 167,000.55	\$ 168,670.56	\$ 170,357.26	\$ 172,060.84	\$ 173,781.45	\$ 175,519.26	\$ 177,274.45	\$ 179,047.20	\$ 180,837.67	\$ 182,646.05	\$ 184,472.51	\$ 186,317.23	\$ 188,180.40	\$ 190,062.21	\$ 191,962.83	\$ 193,882.46
138	\$ 169,121.23	\$ 170,812.44	\$ 172,520.57	\$ 174,245.77	\$ 175,988.23	\$ 177,748.11	\$ 179,525.59	\$ 181,320.85	\$ 183,134.06	\$ 184,965.40	\$ 186,815.05	\$ 188,683.20	\$ 190,570.04	\$ 192,475.74	\$ 194,400.49	\$ 196,344.50	\$ 198,307.94	\$ 200,291.02	\$ 202,293.93	\$ 204,316.87	\$ 206,360.04	\$ 208,423.64
139	\$ 181,805.32	\$ 183,623.38	\$ 185,459.61	\$ 187,314.21	\$ 189,187.35	\$ 191,079.22	\$ 192,990.01	\$ 194,919.91	\$ 196,869.11	\$ 198,837.81	\$ 200,826.18	\$ 202,834.44	\$ 204,862.79	\$ 206,911.42	\$ 208,980.53	\$ 211,070.34	\$ 213,181.04	\$ 215,312.85	\$ 217,465.98	\$ 219,640.64	\$ 221,837.05	\$ 224,055.42
140	\$ 209,076.12	\$ 211,166.88	\$ 213,278.55	\$ 215,411.34	\$ 217,565.45	\$ 219,741.11	\$ 221,938.52	\$ 224,157.90	\$ 226,399.48	\$ 228,663.48	\$ 230,950.11	\$ 233,259.61	\$ 235,592.21	\$ 237,948.13	\$ 240,327.61	\$ 242,730.89	\$ 245,158.20	\$ 247,609.78	\$ 250,085.88	\$ 252,586.73	\$ 255,112.60	\$ 257,663.73

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23
P50	\$ 33,100.00	\$ 33,431.00	\$ 33,765.31	\$ 34,102.96	\$ 34,443.99	\$ 34,788.43	\$ 35,136.32	\$ 35,487.68	\$ 35,842.56	\$ 36,200.98	\$ 36,562.99	\$ 36,928.62	\$ 37,297.91	\$ 37,670.89	\$ 38,047.60	\$ 38,428.07	\$ 38,812.35	\$ 39,200.48	\$ 39,592.48	\$ 39,988.41	\$ 40,388.29	\$ 40,792.17	\$ 41,200.09
P51	\$ 45,000.00	\$ 45,450.00	\$ 45,904.50	\$ 46,363.55	\$ 46,827.18	\$ 47,295.45	\$ 47,768.41	\$ 48,246.09	\$ 48,728.55	\$ 49,215.84	\$ 49,708.00	\$ 50,205.08	\$ 50,707.13	\$ 51,214.20	\$ 51,726.34	\$ 52,243.60	\$ 52,766.04	\$ 53,293.70	\$ 53,826.64	\$ 54,364.90	\$ 54,908.55	\$ 55,457.64	\$ 56,012.21
P52	\$ 50,000.00	\$ 50,500.00	\$ 51,005.00	\$ 51,515.05	\$ 52,030.20	\$ 52,550.50	\$ 53,076.01	\$ 53,606.77	\$ 54,142.84	\$ 54,684.26	\$ 55,231.11	\$ 55,783.42	\$ 56,341.25	\$ 56,904.66	\$ 57,473.71	\$ 58,048.45	\$ 58,628.93	\$ 59,215.22	\$ 59,807.37	\$ 60,405.45	\$ 61,009.50	\$ 61,619.60	\$ 62,235.79
P53	\$ 57,500.00	\$ 58,075.00	\$ 58,655.75	\$ 59,242.31	\$ 59,834.73	\$ 60,433.08	\$ 61,037.41	\$ 61,647.78	\$ 62,264.26	\$ 62,886.90	\$ 63,515.77	\$ 64,150.93	\$ 64,792.44	\$ 65,440.36	\$ 66,094.77	\$ 66,755.71	\$ 67,423.27	\$ 68,097.50	\$ 68,778.48	\$ 69,466.26	\$ 70,160.93	\$ 70,862.54	\$ 71,571.16
P54	\$ 60,000.00	\$ 60,600.00	\$ 61,206.00	\$ 61,818.06	\$ 62,436.24	\$ 63,060.60	\$ 63,691.21	\$ 64,328.12	\$ 64,971.40	\$ 65,621.12	\$ 66,277.33	\$ 66,940.10	\$ 67,609.50	\$ 68,285.60	\$ 68,968.45	\$ 69,658.14	\$ 70,354.72	\$ 71,058.27	\$ 71,768.85	\$ 72,486.54	\$ 73,211.40	\$ 73,943.52	\$ 74,682.95
P55	\$ 65,000.00	\$ 65,650.00	\$ 66,306.50	\$ 66,969.57	\$ 67,639.26	\$ 68,315.65	\$ 68,998.81	\$ 69,688.80	\$ 70,385.69	\$ 71,089.54	\$ 71,800.44	\$ 72,518.44	\$ 73,243.63	\$ 73,976.06	\$ 74,715.82	\$ 75,462.98	\$ 76,217.61	\$ 76,979.79	\$ 77,749.59	\$ 78,527.08	\$ 79,312.35	\$ 80,105.48	\$ 80,906.53
P56	\$ 70,000.00	\$ 70,700.00	\$ 71,407.00	\$ 72,121.07	\$ 72,842.28	\$ 73,570.70	\$ 74,306.41	\$ 75,049.47	\$ 75,799.97	\$ 76,557.97	\$ 77,323.55	\$ 78,096.78	\$ 78,877.75	\$ 79,666.53	\$ 80,463.19	\$ 81,267.83	\$ 82,080.51	\$ 82,901.31	\$ 83,730.32	\$ 84,567.63	\$ 85,413.30	\$ 86,267.44	\$ 87,130.11
P57	\$ 80,000.00	\$ 80,800.00	\$ 81,608.00	\$ 82,424.08	\$ 83,248.32	\$ 84,080.80	\$ 84,921.61	\$ 85,770.83	\$ 86,628.54	\$ 87,494.82	\$ 88,369.77	\$ 89,253.47	\$ 90,146.00	\$ 91,047.46	\$ 91,957.94	\$ 92,877.52	\$ 93,806.29	\$ 94,744.35	\$ 95,691.80	\$ 96,648.72	\$ 97,615.20	\$ 98,591.36	\$ 99,577.27
P58	\$ 95,000.00	\$ 95,950.00	\$ 96,909.50	\$ 97,878.60	\$ 98,857.38	\$ 99,845.95	\$ 100,844.41	\$ 101,852.86	\$ 102,871.39	\$ 103,900.10	\$ 104,939.10	\$ 105,988.49	\$ 107,048.38	\$ 108,118.86	\$ 109,200.05	\$ 110,292.05	\$ 111,394.97	\$ 112,508.92	\$ 113,634.01	\$ 114,770.35	\$ 115,918.05	\$ 117,077.23	\$ 118,248.01
P59	\$ 120,000.00	\$ 121,200.00	\$ 122,412.00	\$ 123,636.12	\$ 124,872.48	\$ 126,121.21	\$ 127,382.42	\$ 128,656.24	\$ 129,942.80	\$ 131,242.23	\$ 132,554.66	\$ 133,880.20	\$ 135,219.00	\$ 136,571.19	\$ 137,936.91	\$ 139,316.27	\$ 140,709.44	\$ 142,116.53	\$ 143,537.70	\$ 144,973.07	\$ 146,422.80	\$ 147,887.03	\$ 149,365.90
F0	\$ 42,500.00	\$ 42,925.00	\$ 43,354.25	\$ 43,787.79	\$ 44,225.67	\$ 44,667.93	\$ 45,114.61	\$ 45,565.75	\$ 46,021.41	\$ 46,481.62	\$ 46,946.44	\$ 47,415.90	\$ 47,890.06	\$ 48,368.96	\$ 48,852.65	\$ 49,341.18	\$ 49,834.59	\$ 50,332.94	\$ 50,836.27	\$ 51,344.63	\$ 51,858.08	\$ 52,376.66	\$ 52,900.42
F1	\$ 45,000.00	\$ 45,450.00	\$ 45,904.50	\$ 46,363.55	\$ 46,827.18	\$ 47,295.45	\$ 47,768.41	\$ 48,246.09	\$ 48,728.55	\$ 49,215.84	\$ 49,708.00	\$ 50,205.08	\$ 50,707.13	\$ 51,214.20	\$ 51,726.34	\$ 52,243.60	\$ 52,766.04	\$ 53,293.70	\$ 53,826.64	\$ 54,364.90	\$ 54,908.55	\$ 55,457.64	\$ 56,012.21
F2	\$ 47,500.00	\$ 47,975.00	\$ 48,454.75	\$ 48,939.30	\$ 49,428.69	\$ 49,922.98	\$ 50,422.21	\$ 50,926.43	\$ 51,435.69	\$ 51,950.05	\$ 52,469.55	\$ 52,994.25	\$ 53,524.19	\$ 54,059.43	\$ 54,600.03	\$ 55,146.03	\$ 55,697.49	\$ 56,254.46	\$ 56,817.01	\$ 57,385.18	\$ 57,959.03	\$ 58,538.62	\$ 59,124.00
F3	\$ 50,000.00	\$ 50,500.00	\$ 51,005.00	\$ 51,515.05	\$ 52,030.20	\$ 52,550.50	\$ 53,076.01	\$ 53,606.77	\$ 54,142.84	\$ 54,684.26	\$ 55,231.11	\$ 55,783.42	\$ 56,341.25	\$ 56,904.66	\$ 57,473.71	\$ 58,048.45	\$ 58,628.93	\$ 59,215.22	\$ 59,807.37	\$ 60,405.45	\$ 61,009.50	\$ 61,619.60	\$ 62,235.79
F4	\$ 57,500.00	\$ 58,075.00	\$ 58,655.75	\$ 59,242.31	\$ 59,834.73	\$ 60,433.08	\$ 61,037.41	\$ 61,647.78	\$ 62,264.26	\$ 62,886.90	\$ 63,515.77	\$ 64,150.93	\$ 64,792.44	\$ 65,440.36	\$ 66,094.77	\$ 66,755.71	\$ 67,423.27	\$ 68,097.50	\$ 68,778.48	\$ 69,466.26	\$ 70,160.93	\$ 70,862.54	\$ 71,571.16
F5	\$ 65,000.00	\$ 65,650.00	\$ 66,306.50	\$ 66,969.57	\$ 67,639.26	\$ 68,315.65	\$ 68,998.81	\$ 69,688.80	\$ 70,385.69	\$ 71,089.54	\$ 71,800.44	\$ 72,518.44	\$ 73,243.63	\$ 73,976.06	\$ 74,715.82	\$ 75,462.98	\$ 76,217.61	\$ 76,979.79	\$ 77,749.59	\$ 78,527.08	\$ 79,312.35	\$ 80,105.48	\$ 80,906.53
F6	\$ 70,000.00	\$ 70,700.00	\$ 71,407.00	\$ 72,121.07	\$ 72,842.28	\$ 73,570.70	\$ 74,306.41	\$ 75,049.47	\$ 75,799.97	\$ 76,557.97	\$ 77,323.55	\$ 78,096.78	\$ 78,877.75	\$ 79,666.53	\$ 80,463.19	\$ 81,267.83	\$ 82,080.51	\$ 82,901.31	\$ 83,730.32	\$ 84,567.63	\$ 85,413.30	\$ 86,267.44	\$ 87,130.11
F7	\$ 75,000.00	\$ 75,750.00	\$ 76,507.50	\$ 77,272.58	\$ 78,045.30	\$ 78,825.75	\$ 79,614.01	\$ 80,410.15	\$ 81,214.25	\$ 82,026.40	\$ 82,846.66	\$ 83,675.13	\$ 84,511.88	\$ 85,357.00	\$ 86,210.57	\$ 87,072.67	\$ 87,943.40	\$ 88,822.83	\$ 89,711.06	\$ 90,608.17	\$ 91,514.25	\$ 92,429.40	\$ 93,353.69
F8	\$ 80,000.00	\$ 80,800.00	\$ 81,608.00	\$ 82,424.08	\$ 83,248.32	\$ 84,080.80	\$ 84,921.61	\$ 85,770.83	\$ 86,628.54	\$ 87,494.82	\$ 88,369.77	\$ 89,253.47	\$ 90,146.00	\$ 91,047.46	\$ 91,957.94	\$ 92,877.52	\$ 93,806.29	\$ 94,744.35	\$ 95,691.80	\$ 96,648.72	\$ 97,615.20	\$ 98,591.36	\$ 99,577.27
F9	\$ 95,000.00	\$ 95,950.00	\$ 96,909.50	\$ 97,878.60	\$ 98,857.38	\$ 99,845.95	\$ 100,844.41	\$ 101,852.86	\$ 102,871.39	\$ 103,900.10	\$ 104,939.10	\$ 105,988.49	\$ 107,048.38	\$ 108,118.86	\$ 109,200.05	\$ 110,292.05	\$ 111,394.97	\$ 112,508.92	\$ 113,634.01	\$ 114,770.35	\$ 115,918.05	\$ 117,077.23	\$ 118,248.01
F10	\$ 120,000.00	\$ 121,200.00	\$ 122,412.00	\$ 123,636.12	\$ 124,872.48	\$ 126,121.21	\$ 127,382.42	\$ 128,656.24	\$ 129,942.80	\$ 131,242.23	\$ 132,554.66	\$ 133,880.20	\$ 135,219.00	\$ 136,571.19	\$ 137,936.91	\$ 139,316.27	\$ 140,709.44	\$ 142,116.53	\$ 143,537.70	\$ 144,973.07	\$ 146,422.80	\$ 147,887.03	\$ 149,365.90
C1	\$ 42,500.00	\$ 42,925.00	\$ 43,354.25	\$ 43,787.79	\$ 44,225.67	\$ 44,667.93	\$ 45,114.61	\$ 45,565.75	\$ 46,021.41	\$ 46,481.62	\$ 46,946.44	\$ 47,415.90	\$ 47,890.06	\$ 48,368.96	\$ 48,852.65	\$ 49,341.18	\$ 49,834.59	\$ 50,332.94	\$ 50,836.27	\$ 51,344.63	\$ 51,858.08	\$ 52,376.66	\$ 52,900.42
C2	\$ 43,500.00	\$ 43,935.00	\$ 44,374.35	\$ 44,818.09	\$ 45,266.27	\$ 45,718.94	\$ 46,176.13	\$ 46,637.89	\$ 47,104.27	\$ 47,575.31	\$ 48,051.06	\$ 48,531.57	\$ 49,016.89	\$ 49,507.06	\$ 50,002.13	\$ 50,502.15	\$ 51,007.17	\$ 51,517.24	\$ 52,032.42	\$ 52,552.74	\$ 53,078.27	\$ 53,609.05	\$ 54,145.14
C3	\$ 45,000.00	\$ 45,450.00	\$ 45,904.50	\$ 46,363.55	\$ 46,827.18	\$ 47,295.45	\$ 47,768.41	\$ 48,246.09	\$ 48,728.55	\$ 49,215.84	\$ 49,708.00	\$ 50,205.08	\$ 50,707.13	\$ 51,214.20	\$ 51,726.34	\$ 52,243.60	\$ 52,766.04	\$ 53,293.70	\$ 53,826.64	\$ 54,364.90	\$ 54,908.55	\$ 55,457.64	\$ 56,012.21
C4	\$ 57,500.00	\$ 58,075.00	\$ 58,655.75	\$ 59,242.31	\$ 59,834.73	\$ 60,433.08	\$ 61,037.41	\$ 61,647.78	\$ 62,264.26	\$ 62,886.90	\$ 63,515.77	\$ 64,150.93	\$ 64,792.44	\$ 65,440.36	\$ 66,094.77	\$ 66,755.71	\$ 67,423.27	\$ 68,097.50	\$ 68,778.48	\$ 69,466.26	\$ 70,160.93	\$ 70,862.54	\$ 71,571.16
C5	\$ 65,000.00	\$ 65,650.00	\$ 66,306.50	\$ 66,969.57	\$ 67,639.26	\$ 68,315.65	\$ 68,998.81	\$ 69,688.80	\$ 70,385.69	\$ 71,089.54	\$ 71,800.44	\$ 72,518.44	\$ 73,243.63	\$ 73,976.06	\$ 74,715.82	\$ 75,462.98	\$ 76,217.61	\$ 76,979.79	\$ 77,749.59	\$ 78,527.08	\$ 79,312.35	\$ 80,105.48	\$ 80,906.53
C6	\$ 80,000.00	\$ 80,800.00	\$ 81,608.00	\$ 82,424.08	\$ 83,248.32	\$ 84,080.80	\$ 84,921.61	\$ 85,770.83	\$ 86,628.54	\$ 87,494.82	\$ 88,369.77	\$ 89,253.47	\$ 90,146.00	\$ 91,047.46	\$ 91,957.94	\$ 92,877.52	\$ 93,806.29	\$ 94,744.35	\$ 95,691.80	\$ 96,648.72	\$ 97,615.20	\$ 98,591.36	\$ 99,577.27
C7	\$ 100,000.00	\$ 101,000.00	\$ 102,010.00	\$ 103,030.10	\$ 104,060.40	\$ 105,101.01	\$ 106,152.02	\$ 107,213.54	\$ 108,285.67	\$ 109,368.53	\$ 110,462.21	\$ 111,566.83	\$ 112,682.50	\$ 113,809.33	\$ 114,947.42	\$ 116,096.90	\$ 117,257.86	\$ 118,430.44	\$ 119,614.75	\$ 120,810.90	\$ 122,019.00	\$ 123,239.19	\$ 124,471.59

Grade	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45
P50	\$ 41,612.10	\$ 42,028.22	\$ 42,448.50	\$ 42,872.98	\$ 43,301.71	\$ 43,734.73	\$ 44,172.08	\$ 44,613.80	\$ 45,059.94	\$ 45,510.54	\$ 45,965.64	\$ 46,425.30	\$ 46,889.55	\$ 47,358.45	\$ 47,832.03	\$ 48,310.35	\$ 48,793.46	\$ 49,281.39	\$ 49,774.20	\$ 50,271.95	\$ 50,774.66	\$ 51,282.41
P51	\$ 56,572.34	\$ 57,138.06	\$ 57,709.44	\$ 58,286.53	\$ 58,869.40	\$ 59,458.09	\$ 60,052.67	\$ 60,653.20	\$ 61,259.73	\$ 61,872.33	\$ 62,491.05	\$ 63,115.96	\$ 63,747.12	\$ 64,384.60	\$ 65,028.44	\$ 65,678.73	\$ 66,335.51	\$ 66,998.87	\$ 67,668.86	\$ 68,345.55	\$ 69,029.00	\$ 69,719.29
P52	\$ 62,858.15	\$ 63,486.73	\$ 64,121.60	\$ 64,762.82	\$ 65,410.44	\$ 66,064.55	\$ 66,725.19	\$ 67,392.45	\$ 68,066.37	\$ 68,747.03	\$ 69,434.50	\$ 70,128.85	\$ 70,830.14	\$ 71,538.44	\$ 72,253.82	\$ 72,976.36	\$ 73,706.13	\$ 74,443.19	\$ 75,187.62	\$ 75,939.49	\$ 76,698.89	\$ 77,465.88
P53	\$ 72,286.87	\$ 73,009.74	\$ 73,739.84	\$ 74,477.24	\$ 75,222.01	\$ 75,974.23	\$ 76,733.97	\$ 77,501.31	\$ 78,276.33	\$ 79,059.09	\$ 79,849.68	\$ 80,648.18	\$ 81,454.66	\$ 82,269.21	\$ 83,091.90	\$ 83,922.82	\$ 84,762.04	\$ 85,609.66	\$ 86,465.76	\$ 87,330.42	\$ 88,203.72	\$ 89,085.76
P54	\$ 75,429.78	\$ 76,184.08	\$ 76,945.92	\$ 77,715.38	\$ 78,492.53	\$ 79,277.46	\$ 80,070.23	\$ 80,870.93	\$ 81,679.64	\$ 82,496.44	\$ 83,321.41	\$ 84,154.62	\$ 84,996.17	\$ 85,846.13	\$ 86,704.59	\$ 87,571.63	\$ 88,447.35	\$ 89,331.82	\$ 90,225.14	\$ 91,127.39	\$ 92,038.67	\$ 92,959.05
P55	\$ 81,715.60	\$ 82,532.75	\$ 83,358.08	\$ 84,191.66	\$ 85,033.58	\$ 85,883.91	\$ 86,742.75	\$ 87,610.18	\$ 88,486.28	\$ 89,371.14	\$ 90,264.86	\$ 91,167.50	\$ 92,079.18	\$ 92,999.97	\$ 93,929.97	\$ 94,869.27	\$ 95,817.96	\$ 96,776.14	\$ 97,743.90	\$ 98,721.34	\$ 99,708.56	\$ 100,705.64
P56	\$ 88,001.41	\$ 88,881.43	\$ 89,770.24	\$ 90,667.94	\$ 91,574.62	\$ 92,490.37	\$ 93,415.27	\$ 94,349.42	\$ 95,292.92	\$ 96,245.85	\$ 97,208.31	\$ 98,180.39	\$ 99,162.19	\$ 100,153.81	\$ 101,155.35	\$ 102,166.91	\$ 103,188.58	\$ 104,220.46	\$ 105,262.67	\$ 106,315.29	\$ 107,378.45	\$ 108,452.23
P57	\$ 100,573.04	\$ 101,578.77	\$ 102,594.56	\$ 103,620.51	\$ 104,656.71	\$ 105,703.28	\$ 106,760.31	\$ 107,827.91	\$ 108,906.19	\$ 109,995.25	\$ 111,095.21	\$ 112,206.16	\$ 113,328.22	\$ 114,461.50	\$ 115,606.12	\$ 116,762.18	\$ 117,929.80	\$ 119,109.10	\$ 120,300.19	\$ 121,503.19	\$ 122,718.22	\$ 123,945.41
P58	\$ 119,430.49	\$ 120,624.79	\$ 121,831.04	\$ 123,049.35	\$ 124,279.84	\$ 125,522.64	\$ 126,777.87	\$ 128,045.65	\$ 129,326.10	\$ 130,619.36	\$ 131,925.56	\$ 133,244.81	\$ 134,577.26	\$ 135,923.03	\$ 137,282.26	\$ 138,655.09	\$ 140,041.64	\$ 141,442.05	\$ 142,856.48	\$ 144,285.04	\$ 145,727.89	\$ 147,185.17
P59	\$ 150,859.56	\$ 152,368.16	\$ 153,891.84	\$ 155,430.76	\$ 156,985.07	\$ 158,554.92	\$ 160,140.47	\$ 161,741.87	\$ 163,359.29	\$ 164,992.88	\$ 166,642.81	\$ 168,309.24	\$ 169,992.33	\$ 171,692.25	\$ 173,409.18	\$ 175,143.27	\$ 176,894.70	\$ 178,663.65	\$ 180,450.28	\$ 182,254.79	\$ 184,077.34	\$ 185,918.11
F0	\$ 53,429.43	\$ 53,963.72	\$ 54,503.36	\$ 55,048.39	\$ 55,598.88	\$ 56,154.87	\$ 56,716.41	\$ 57,283.58	\$ 57,856.41	\$ 58,434.98	\$ 59,019.33	\$ 59,609.52	\$ 60,205.62	\$ 60,807.67	\$ 61,415.75	\$ 62,029.91	\$ 62,650.21	\$ 63,276.71	\$ 63,909.48	\$ 64,548.57	\$ 65,194.06	\$ 65,846.00
F1	\$ 56,572.34	\$ 57,138.06	\$ 57,709.44	\$ 58,286.53	\$ 58,869.40	\$ 59,458.09	\$ 60,052.67	\$ 60,653.20	\$ 61,259.73	\$ 61,872.33	\$ 62,491.05	\$ 63,115.96	\$ 63,747.12	\$ 64,384.60	\$ 65,028.44	\$ 65,678.73	\$ 66,335.51	\$ 66,998.87	\$ 67,668.86	\$ 68,345.55	\$ 69,029.00	\$ 69,719.29
F2	\$ 59,715.24	\$ 60,312.40	\$ 60,915.52	\$ 61,524.67	\$ 62,139.92	\$ 62,761.32	\$ 63,388.93	\$ 64,022.82	\$ 64,663.05	\$ 65,309.68	\$ 65,962.78	\$ 66,622.41	\$ 67,288.63	\$ 67,961.52	\$ 68,641.13	\$ 69,327.54	\$ 70,020.82	\$ 70,721.03	\$ 71,428.24	\$ 72,142.52	\$ 72,863.95	\$ 73,592.58
F3	\$ 62,858.15	\$ 63,486.73	\$ 64,121.60	\$ 64,762.82	\$ 65,410.44	\$ 66,064.55	\$ 66,725.19	\$ 67,392.45	\$ 68,066.37	\$ 68,747.03	\$ 69,434.50	\$ 70,128.85	\$ 70,830.14	\$ 71,538.44	\$ 72,253.82	\$ 72,976.36	\$ 73,706.13	\$ 74,443.19	\$ 75,187.62	\$ 75,939.49	\$ 76,698.89	\$ 77,465.88
F4	\$ 72,286.87	\$ 73,009.74	\$ 73,739.84	\$ 74,477.24	\$ 75,222.01	\$ 75,974.23	\$ 76,733.97	\$ 77,501.31	\$ 78,276.33	\$ 79,059.09	\$ 79,849.68	\$ 80,648.18	\$ 81,454.66	\$ 82,269.21	\$ 83,091.90	\$ 83,922.82	\$ 84,762.04	\$ 85,609.66	\$ 86,465.76	\$ 87,330.42	\$ 88,203.72	\$ 89,085.76
F5	\$ 81,715.60	\$ 82,532.75	\$ 83,358.08	\$ 84,191.66	\$ 85,033.58	\$ 85,883.91	\$ 86,742.75	\$ 87,610.18	\$ 88,486.28	\$ 89,371.14	\$ 90,264.86	\$ 91,167.50	\$ 92,079.18	\$ 92,999.97	\$ 93,929.97	\$ 94,869.27	\$ 95,817.96	\$ 96,776.14	\$ 97,743.90	\$ 98,721.34	\$ 99,708.56	\$ 100,705.64
F6	\$ 88,001.41	\$ 88,881.43	\$ 89,770.24	\$ 90,667.94	\$ 91,574.62	\$ 92,490.37	\$ 93,415.27	\$ 94,349.42	\$ 95,292.92	\$ 96,245.85	\$ 97,208.31	\$ 98,180.39	\$ 99,162.19	\$ 100,153.81	\$ 101,155.35	\$ 102,166.91	\$ 103,188.58	\$ 104,220.46	\$ 105,262.67	\$ 106,315.29	\$ 107,378.45	\$ 108,452.23
F7	\$ 94,287.23	\$ 95,230.10	\$ 96,182.40	\$ 97,144.22	\$ 98,115.67	\$ 99,096.82	\$ 100,087.79	\$ 101,088.67	\$ 102,099.56	\$ 103,120.55	\$ 104,151.76	\$ 105,193.27	\$ 106,245.21	\$ 107,307.66	\$ 108,380.74	\$ 109,464.54	\$ 110,559.19	\$ 111,664.78	\$ 112,781.43	\$ 113,909.24	\$ 115,048.33	\$ 116,198.82
F8	\$ 100,573.04	\$ 101,578.77	\$ 102,594.56	\$ 103,620.51	\$ 104,656.71	\$ 105,703.28	\$ 106,760.31	\$ 107,827.91	\$ 108,906.19	\$ 109,995.25	\$ 111,095.21	\$ 112,206.16	\$ 113,328.22	\$ 114,461.50	\$ 115,606.12	\$ 116,762.18	\$ 117,929.80	\$ 119,109.10	\$ 120,300.19	\$ 121,503.19	\$ 122,718.22	\$ 123,945.41
F9	\$ 119,430.49	\$ 120,624.79	\$ 121,831.04	\$ 123,049.35	\$ 124,279.84	\$ 125,522.64	\$ 126,777.87	\$ 128,045.65	\$ 129,326.10	\$ 130,619.36	\$ 131,925.56	\$ 133,244.81	\$ 134,577.26	\$ 135,923.03	\$ 137,282.26	\$ 138,655.09	\$ 140,041.64	\$ 141,442.05	\$ 142,856.48	\$ 144,285.04	\$ 145,727.89	\$ 147,185.17
F10	\$ 150,859.56	\$ 152,368.16	\$ 153,891.84	\$ 155,430.76	\$ 156,985.07	\$ 158,554.92	\$ 160,140.47	\$ 161,741.87	\$ 163,359.29	\$ 164,992.88	\$ 166,642.81	\$ 168,309.24	\$ 169,992.33	\$ 171,692.25	\$ 173,409.18	\$ 175,143.27	\$ 176,894.70	\$ 178,663.65	\$ 180,450.28	\$ 182,254.79	\$ 184,077.34	\$ 185,918.11
C1	\$ 53,429.43	\$ 53,963.72	\$ 54,503.36	\$ 55,048.39	\$ 55,598.88	\$ 56,154.87	\$ 56,716.41	\$ 57,283.58	\$ 57,856.41	\$ 58,434.98	\$ 59,019.33	\$ 59,609.52	\$ 60,205.62	\$ 60,807.67	\$ 61,415.75	\$ 62,029.91	\$ 62,650.21	\$ 63,276.71	\$ 63,909.48	\$ 64,548.57	\$ 65,194.06	\$ 65,846.00
C2	\$ 54,686.59	\$ 55,233.46	\$ 55,785.79	\$ 56,343.65	\$ 56,907.09	\$ 57,476.16	\$ 58,050.92	\$ 58,631.43	\$ 59,217.74	\$ 59,809.92	\$ 60,408.02	\$ 61,012.10	\$ 61,622.22	\$ 62,238.44	\$ 62,860.83	\$ 63,489.43	\$ 64,124.33	\$ 64,765.57	\$ 65,413.23	\$ 66,067.36	\$ 66,728.03	\$ 67,395.31
C3	\$ 56,572.34	\$ 57,138.06	\$ 57,709.44	\$ 58,286.53	\$ 58,869.40	\$ 59,458.09	\$ 60,052.67	\$ 60,653.20	\$ 61,259.73	\$ 61,872.33	\$ 62,491.05	\$ 63,115.96	\$ 63,747.12	\$ 64,384.60	\$ 65,028.44	\$ 65,678.73	\$ 66,335.51	\$ 66,998.87	\$ 67,668.86	\$ 68,345.55	\$ 69,029.00	\$ 69,719.29
C4	\$ 72,286.87	\$ 73,009.74	\$ 73,739.84	\$ 74,477.24	\$ 75,222.01	\$ 75,974.23	\$ 76,733.97	\$ 77,501.31	\$ 78,276.33	\$ 79,059.09	\$ 79,849.68	\$ 80,648.18	\$ 81,454.66	\$ 82,269.21	\$ 83,091.90	\$ 83,922.82	\$ 84,762.04	\$ 85,609.66	\$ 86,465.76	\$ 87,330.42	\$ 88,203.72	\$ 89,085.76
C5	\$ 81,715.60	\$ 82,532.75	\$ 83,358.08	\$ 84,191.66	\$ 85,033.58	\$ 85,883.91	\$ 86,742.75	\$ 87,610.18	\$ 88,486.28	\$ 89,371.14	\$ 90,264.86	\$ 91,167.50	\$ 92,079.18	\$ 92,999.97	\$ 93,929.97	\$ 94,869.27	\$ 95,817.96	\$ 96,776.14	\$ 97,743.90	\$ 98,721.34	\$ 99,708.56	\$ 100,705.64
C6	\$ 100,573.04	\$ 101,578.77	\$ 102,594.56	\$ 103,620.51	\$ 104,656.71	\$ 105,703.28	\$ 106,760.31	\$ 107,827.91	\$ 108,906.19	\$ 109,995.25	\$ 111,095.21	\$ 112,206.16	\$ 113,328.22	\$ 114,461.50	\$ 115,606.12	\$ 116,762.18	\$ 117,929.80	\$ 119,109.10	\$ 120,300.19	\$ 121,503.19	\$ 122,718.22	\$ 123,945.41
C7	\$ 125,716.30	\$ 126,973.46	\$ 128,243.20	\$ 129,525.63	\$ 130,820.89	\$ 132,129.10	\$ 133,450.39	\$ 134,784.89	\$ 136,132.74	\$ 137,494.07	\$ 138,869.01	\$ 140,257.70	\$ 141,660.28	\$ 143,076.88	\$ 144,507.65	\$ 145,952.72	\$ 147,412.25	\$ 148,886.37	\$ 150,375.24	\$ 151,878.99	\$ 153,397.78	\$ 154,931.76

File Attachments for Item:

7. 2nd Reading- An Ordinance adopting non-operating budgets for the fiscal year 2024 beginning July 1, 2023 and ending June 30, 2024, for certain funds of the Consolidated Government of Columbus, Georgia, and appropriating the amounts shown in each budget. (Budget Review Committee)

AN ORDINANCE

AN ORDINANCE ADOPTING NON-OPERATING BUDGETS FOR THE FISCAL YEAR 2024 BEGINNING JULY 1, 2023 AND ENDING JUNE 30, 2024, FOR CERTAIN FUNDS OF THE CONSOLIDATED GOVERNMENT OF COLUMBUS, GEORGIA, AND APPROPRIATING THE AMOUNTS SHOWN IN EACH BUDGET.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS, AS FOLLOWS:

SECTION 1.

The non-operating budgets for FY24 are proposed in the amount set forth in each section and as outlined in the following sections of the ordinance.

SECTION 2.

The Urban Development Action Grant Fund proposed in the amount of \$10,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for activities under the grant program.

SECTION 3.

The HOME Program Fund proposed in the amount of \$1,071,257 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for purposes related to the Home Investment Partnership Program.

SECTION 4.

The Multi-Governmental Fund Budget proposed in the amount of \$9,498,437 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to fund programs from various state and federal agencies.

SECTION 5.

The American Rescue Plan Fiscal Recovery Fund Budget proposed in the amount of \$50,033,989 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for monies received from the

Federal and State government.

SECTION 6.

The Hotel/Motel Tax Fund proposed in the amount of \$5,800,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide funding for CCVB and programs and activities identified in the Master Tourism Plan.

SECTION 7.

The Police Forfeiture Fund proposed in the amount of \$100,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for monies received from federal and state forfeitures.

SECTION 8.

The County Drug Abuse Treatment Fund proposed in the amount of \$85,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the provision of drug abuse treatment and education programs related to controlled substances and marijuana.

SECTION 9.

The VICE/Special Operations Forfeiture Fund proposed in the amount of \$300,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide law enforcement activities.

SECTION 10.

The Penalty and Assessment Fund proposed in the amount of \$1,200,000 for the Consolidated Government of Columbus, Georgia covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the operation and staffing of correctional, detention and jail facilities.

SECTION 11.

The Sheriff Forfeiture Fund proposed in the amount of \$50,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for monies received from federal and state forfeitures.

SECTION 12.

The Benning Technology Park Tax Allocation District Fund proposed in the amount of \$25,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for tax allocation increments received from the levy and collection of real and personal property taxes within the boundaries of the Benning Technology Park Tax Allocation District whose designated boundaries includes 51 tax parcels and 299 acres located within the confines of the Southeast Columbus Redevelopment Area.

SECTION 13.

The 6th Avenue/Liberty District Tax Allocation District Fund proposed in the amount of \$300,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for tax allocation increments received from the levy and collection of real and personal property taxes within the boundaries of the 6th Avenue/Liberty District Tax Allocation District whose designated boundaries includes 599 tax parcels and 296 acres located within the boundaries of the River District Redevelopment Area.

SECTION 14.

The Uptown District Tax Allocation District Fund proposed in the amount of \$1,000,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for tax allocation increments received from the levy and collection of real and personal property taxes within the boundaries of the Uptown Tax Allocation District whose designated boundaries includes 389 tax parcels and 194 acres located within the boundaries of the River District Redevelopment Area.

SECTION 15.

The 2nd Avenue/City Village Tax Allocation District Fund proposed in the amount of \$415,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for tax allocation increments received from the levy and collection of real and personal property taxes within the boundaries of the 2nd Avenue/City Village Tax Allocation District whose designated boundaries includes 990 tax parcels and 371 acres located within the boundaries of the River District Redevelopment Area.

SECTION 16.

The MidTown West Tax Allocation District Fund proposed in the amount of \$748,000 for

the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for tax allocation increments received from the levy and collection of real and personal property taxes within the boundaries of the MidTown West Tax Allocation District whose designated boundaries includes 942 tax parcels and 325.1 acres located within the boundaries of the MidTown Redevelopment Area.

SECTION 17.

The MidTown East Tax Allocation District Fund proposed in the amount of \$25,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for tax allocation increments received from the levy and collection of real and personal property taxes within the boundaries of the MidTown East Tax Allocation District whose designated boundaries includes 61 tax parcels and 92.9 acres located within the boundaries of the MidTown Redevelopment Area.

SECTION 18.

The Midland Commons Tax Allocation District Fund proposed in the amount of \$60,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for tax allocation increments received from the levy and collection of real and personal property taxes whose designated boundaries includes five (5) tax parcels and approximately 289 acres located within the boundaries of the Midland Commons Redevelopment Area.

SECTION 19.

The South Columbus River District Tax Allocation District Fund proposed in the amount of \$2,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for tax allocation increments received from the levy and collection of real and personal property taxes whose designated boundaries includes six (6) tax parcels and approximately 212 acres located within the boundaries of the South Columbus River District Redevelopment Area.

SECTION 20.

The Law Library Fund proposed in the amount of \$300,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for certain fees received from the various courts of the Government. The resources are restricted by state law for support of the Law Library.

SECTION 21.

The 2021 Sales Tax Proceeds Fund proposed in the amount of \$43,000,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for the monies received from the 2021 special purpose local option sales tax.

SECTION 22.

The Special (Capital) Projects Fund proposed in the amount of \$21,535,117 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to fund activities supported by the General, Stormwater (Sewer), Paving funds.

SECTION 23.

The Transportation Special Purpose Local Option Sales Tax (TSPLOST) Fund proposed in the amount of \$55,350,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to fund activities supported by the TSPLOST project and discretionary funds.

SECTION 24.

The 1999 Sales Tax Proceeds Account Project Fund proposed in the amount of \$4,729,190 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for projects supported by the 1999 sales tax.

SECTION 25.

The Columbus Building Authority Revenue Bonds, 2003A Series Fund proposed in the amount of \$445,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, such as storm water enhancements.

SECTION 26.

The Columbus Building Authority Revenue Bonds, 2003B Series Fund proposed in the amount of \$4,581,804 for the Consolidated Government of Columbus, Georgia covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as

the budget for the Consolidated Government of Columbus, Georgia, to account for the projects of the 2003 taxable lease revenue bonds for the construction of a parking garage.

SECTION 27.

The Columbus Building Authority Lease Revenue Bonds, 2018 Series Fund proposed in the amount of \$130,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for projects of the 2018 lease revenue bond for construction and equipping of life safety improvements at the Government Center, renovation of the South Commons Softball Park, and to conduct a needs assessment study for a new Judicial and Government Center.

SECTION 28.

The Columbus Building Authority Lease Revenue Bonds, 2022A Series Fund proposed in the amount of \$9,497,288 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for projects of the 2022A lease revenue bond for the acquisition of approximately 3.5932 acres of land in downtown Columbus, together with buildings, a parking deck and related facilities thereon lactated, and the renovation and improvement of such buildings, structures, and related facilities for use by Columbus in the performance of its governmental, administrative, and proprietary functions.

SECTION 29.

The Columbus Building Authority Lease Revenue Bonds, 2022B Series Fund proposed in the amount of \$105,457 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for projects of the 2022B lease revenue bond for the acquisition of approximately 3.5932 acres of land in downtown Columbus, together with buildings, a parking deck and related facilities thereon lactated, and the renovation and improvement of such buildings, structures, and related facilities for use by Columbus in the performance of its governmental, administrative, and proprietary functions.

SECTION 30.

The 2021 Sales Tax Proceeds Project Fund proposed in the amount of \$33,201,349 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to fund projects supported by the 2021 Sales Tax Proceeds Account including Road projects and acquisition, construction and equipping of various Capital projects.

SECTION 31.

The G.O. Sales Tax Bonds, Series 2022 Fund proposed in the amount of \$150,038,947 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for proceeds from the 2022 G.O. sales tax bonds for acquiring, constructing, and equipping of new judicial facilities.

SECTION 32.

The Family and Youth Coalition Fund proposed in the amount of \$52,500 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2023 and ending June 30, 2024, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to account for monies received from the state of Georgia for Family, Youth and Coalition services.

SECTION 33.

Within the overall budget limitations, authority is hereby delegated to the City Manager, or the Finance Director when acting on the authority delegated by the City Manager, to affect such intra-fund transfers of appropriation and revenue anticipation as may be deemed necessary to the effective performance and delivery of services approved herein. The funds contained in this Ordinance may be increased or decreased without immediate Council approval but will be submitted to Council in periodic adjustments. Authority is extended to the City Manager, or the Finance Director on the authority delegated by the City Manager to affect any carryovers necessary for the continued operation of any of the non-operating funds.

SECTION 34.

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia, held on the 13th day of June, 2023; introduced a second time at a regular meeting held on the 20th day of June, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Begly voting	_____.
Councilor Cogle voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor Huff voting	_____.

Councilor Thomas voting _____.

Councilor Tucker voting _____.

Sandra T. Davis, Clerk of Council

B.H. “Skip” Henderson, III, Mayor

File Attachments for Item:

8. 2nd Reading- An Ordinance providing for contributions to the Columbus, Georgia General Government Employees' Pension Plan for the fiscal year beginning July 1, 2023 and ending June 30, 2024. (Budget Review Committee)

AN ORDINANCE

NO _____

An Ordinance providing for contributions to the Columbus, Georgia General Government Employees' Pension Plan for the fiscal year beginning July 1, 2023 and ending June 30, 2024:

WHEREAS, Ordinances heretofore adopted by the Council of Columbus, Georgia provided for Governmental Contributions to the Employees' Retirement Plan; and

WHEREAS, Actuarial Consultants have evaluated the Plan and thus determined that the amount of \$5,688,400 is required to fund the Plan in the fiscal year ending June 30, 2024. The annual amount to be prorated among the Consolidated Government of Columbus, Georgia, the Columbus Board of Water Commissioners, the Hospital Authority of Columbus, and the Columbus Airport Commission based on actual earnings of the active participants in the Plan for the previous fiscal year is as follows: Consolidated Government, 66.17% or \$3,764,014; Columbus Board of Water Commissioners, 20.71% or \$1,178,068; Hospital Authority of Columbus, 11.57% or \$658,148 and Columbus Airport Commission, 1.55% or \$88,170.

NOW THEREFORE THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS:

That the following named agencies shall make the following monthly contributions for fiscal year 2024 to the Finance Director of the Consolidated Government as their prorated share of the contributions, payable the first of each month:

Consolidated Government	\$ 313,667.83
Columbus Board of Water Commissioners	\$ 98,172.33
Hospital Authority of Columbus	\$ 54,845.67
Columbus Airport Commission	\$ 7,347.50

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 13th day of June, 2023; introduced a second time at a regular meeting of said Council held on the 20th day of June, 2023, an adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____
Councilor Barnes voting	_____
Councilor Begly voting	_____
Councilor Cogle voting	_____
Councilor Crabb voting	_____
Councilor Davis voting	_____
Councilor Garrett voting	_____
Councilor Huff voting	_____
Councilor Thomas voting	_____
Councilor Tucker voting	_____

Sandra T. Davis, Clerk of Council

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

Agenda Item #

**Columbus Consolidated Government
Council Meeting**

June 13, 2023

Agenda Report #

TO: Mayor and Council

SUBJECT: **Pension Plan Funding Ordinances**

INITIATED: Human Resources Department

Recommendation: Approve pension ordinances that provide governmental contributions to the Columbus, Georgia Employees' Pension Plans for the fiscal year beginning July 1, 2023.

Background: Annual contributions are required to fund the following Pension Plans based on the July 1, 2022 Actuarial Valuation prepared by Southern Actuarial Services and approved by the Board of Trustees of the Pension Fund:

1. Columbus, Georgia Employees' Pension Plan for General Government Employees
2. Columbus, Georgia Employees' Pension Plan for Employees of the Department of Public Safety
3. Columbus, Georgia Employees Major Disability Income Plan
4. Columbus, Georgia Employees Death Benefit Escrow Plan

Analysis: There is a budgetary and financial impact.

Legal: The City Attorney has reviewed a copy of the "Pension Plan Funding Ordinances" and approved them as to form.

Financial Considerations: Funding of the minimum required contributions beginning July 1, 2023 through June 30, 2024.

Recommendation/Actions: Finance and Human Resources recommend the approval of the above ordinances.

File Attachments for Item:

9. 2nd Reading- An Ordinance providing for the governmental contributions to the Columbus, Georgia Pension Plan for employees of the Department of Public Safety for the fiscal year beginning July 1, 2023 and ending June 30, 2024. (Budget Review Committee)

AN ORDINANCE

NO _____

An Ordinance providing for the governmental contributions to the Columbus, Georgia Pension Plan for employees of the Department of Public Safety for the fiscal year beginning July 1, 2023 and ending June 30, 2024:

WHEREAS, Ordinances heretofore adopted by the Council of Columbus, Georgia provided for governmental contributions to the Public Safety Employees' Pension Plan for the benefit of eligible employees; and

WHEREAS, the Actuarial Consultants have evaluated the Public Safety Employees' Pension Plan and thus determined that the funding required for fiscal year ending June 30, 2024 is \$12,036,127. The annual amount to be prorated among the CCG Public Safety Employees is 99.25% or \$11,945,856 and Columbus Airport Commission Public Safety Employees is 0.75% or \$90,271.

NOW THEREFORE THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS:

That the following named agencies shall make the following monthly contributions for fiscal year 2024 to the Finance Director of the Consolidated Government as their prorated share of the contributions, payable the first of each month:

Consolidated Government	\$ 995,488.00
Columbus Airport Commission	\$ 7,522,58

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 13th day of June, 2023; introduced a second time at a regular meeting of said Council held on the 20th day of June, 2023, and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____
Councilor Barnes voting	_____
Councilor Begly voting	_____
Councilor Cogle voting	_____
Councilor Crabb voting	_____
Councilor Davis voting	_____
Councilor Garrett voting	_____
Councilor Huff voting	_____
Councilor Thomas voting	_____
Councilor Tucker voting	_____

Sandra T. Davis, Clerk of Council

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

File Attachments for Item:

10. 2nd Reading- An Ordinance providing for Government funding of a Major Disability Income Plan for the fiscal year beginning July 1, 2023 and ending June 30, 2024.(Budget Review Committee)

AN ORDINANCE

NO _____

An Ordinance providing for Government funding of a Major Disability Income Plan for the fiscal year beginning July 1, 2023 and ending June 30, 2024:

WHEREAS, Ordinances heretofore adopted by the Council of Columbus, Georgia established a Major Disability Income Plan for employees; and

WHEREAS, Actuarial Consultants have evaluated the Major Disability Income Plan and thus determined that the amount of \$284,123 is required to fund the Plan for the fiscal year ending June 30, 2024. The annual amount to be prorated among the Consolidated Government of Columbus, Georgia, the Columbus Board of Water Commissioners, the Hospital Authority of Columbus, and the Columbus Airport Commission based on actual earnings of the active participants in the Plan for the previous fiscal year is as follows: Consolidated Government 81.49% or \$231,532; Columbus Board of Water Commissioners, 11.12% or \$31,594; Hospital Authority of Columbus, 6.21% or \$17,644, and the Columbus Airport Commission, 1.18 % or \$3,353.

NOW THEREFORE THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS:

That the following named agencies shall make the following contributions for fiscal year 2024 to the Finance Director of the Consolidated Government as their prorated share of the cost of the Major Disability Income Plan by July 15th:

Consolidated Government	\$ 231,532
Columbus Board of Water Commissioners	\$ 31,594
Hospital Authority of Columbus	\$ 17,644
Columbus Airport Commission	\$ 3,353

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 13th day of June, 2023; introduced a second time at a regular meeting of said Council held on the 20th day of June, 2023, an adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____
Councilor Barnes voting	_____
Councilor Begly voting	_____
Councilor Cogle voting	_____
Councilor Crabb voting	_____
Councilor Davis voting	_____
Councilor Garrett voting	_____
Councilor Huff voting	_____
Councilor Thomas voting	_____
Councilor Tucker voting	_____

Sandra T. Davis, Clerk of Council

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

File Attachments for Item:

11. 2nd Reading- An Ordinance providing for Government funding of a Death Benefit Escrow for the fiscal year beginning July 1, 2023 and ending June 30, 2024. (Budget Review Committee)

AN ORDINANCE

NO _____

An Ordinance providing for Government funding of a Death Benefit Escrow for the fiscal year beginning July 1, 2023 and ending June 30, 2024:

WHEREAS, Ordinances heretofore adopted by the Council of Columbus, Georgia provided a Death Benefit Escrow Fund for employees; and

WHEREAS, Actuarial Consultants have evaluated the Death Benefit Escrow Plan and thus determined that the amount of \$249,038 is required to fund the Plan for fiscal year ending June 30, 2024. The annual amount to be prorated among the Consolidated Government of Columbus, Georgia, the Columbus Board of Water Commissioners, the Hospital Authority of Columbus, and the Columbus Airport Commission based on actual earnings of active participants in the Plan for the previous fiscal year is as follows: Consolidated Government, 81.49% or \$202,941; Columbus Board of Water Commissioners, 11.12% or \$27,693; Hospital Authority of Columbus, 6.21% or \$15,465, and the Columbus Airport Commission, 1.18% or \$2,939.

NOW THEREFORE THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS:

That the following named agencies shall make the following contributions for fiscal year 2024 to the Finance Director of the Consolidated Government as their prorated share of the cost of the Death Benefit Escrow Fund by July 15th:

Consolidated Government	\$ 202,941
Columbus Board of Water Commissioners	\$ 27,693
Hospital Authority of Columbus	\$ 15,465
Columbus Airport Commission	\$ 2,939

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 13th day of June, 2023; introduced a second time at a regular meeting of said Council held on the 20th day of June, 2023, an adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____
Councilor Barnes voting	_____
Councilor Begly voting	_____
Councilor Cogle voting	_____
Councilor Crabb voting	_____
Councilor Davis voting	_____
Councilor Garrett voting	_____
Councilor Huff voting	_____
Councilor Thomas voting	_____
Councilor Tucker voting	_____

Sandra T. Davis, Clerk of Council

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

File Attachments for Item:

12. 2nd Reading- An Ordinance amending Article VII of Chapter 13 of the Columbus Code Solid Waste Collection and Disposal by updating the guidelines for an offset to the residential rate for low-income households; and for other purposes. (Budget Review Committee)

AN ORDINANCE

No. _____

An Ordinance amending Article VII of Chapter 13 of the Columbus Code Solid Waste Collection and Disposal by updating the guidelines for an offset to the residential rate for low-income households; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS:

SECTION 1.

Paragraph 13-169.1 (a)(2) of the Columbus Code of Ordinances is hereby deleted in its entirety and a new Section 13-169.1 (a)(2) is inserted to read as follows:

- (a)
- (2) An offset of 25% per month, rounded to the nearest dime, for a low-income household collection service at the curb or on the city right-of-way.
- A low income household is one which receives food stamps, aid to families with dependent children or has a total yearly income below the poverty income line guidelines for family units in the United States set by the United States Department of Health and Human Services, or its successor, said guidelines now being set forth presently in the Federal Register, Vol. 88, No. 12, January 19, 2023 (Document no. 2023-00885), pp. 3424-3425 as follows:

SIZE OF FAMILY UNIT	POVERTY
1	\$ 14,580
2	\$ 19,720
3	\$ 24,860
4	\$ 30,000
5	\$ 35,140
6	\$ 40,280
7	\$ 45,420
8	\$ 50,560
For each additional person, add	\$ 5,140

“Such guidelines will be adjusted annually according to the Federal Register.”

SECTION 2.

All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 13th day of June, 2023; introduced a second time at a regular meeting of said Council held on the 20th day of June, 2023, an adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____
Councilor Barnes voting	_____
Councilor Begly voting	_____
Councilor Cogle voting	_____
Councilor Crabb voting	_____
Councilor Davis voting	_____
Councilor Garrett voting	_____
Councilor Huff voting	_____
Councilor Thomas voting	_____
Councilor Tucker voting	_____

Sandra T. Davis, Clerk of Council

B.H. “Skip” Henderson, III, Mayor

File Attachments for Item:

13. 2nd Reading-An Ordinance to amend Section 20-21.1 of the Columbus Code to expand the authorized routes which may be used by Personal Transportation Vehicles (PTV's) which comply with all other conditions of the code section; and for other purposes. (as amended)
(Councilor Cogle)

AN ORDINANCE
NO. _____

An Ordinance to amend Section 20-21.1 of the Columbus Code to expand the authorized routes which may be used by Personal Transportation Vehicles (PTV's) which comply with all other conditions of the code section; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEARBY ORDAINS:

SECTION 1.

Chapter 20 of the Columbus Code is hereby amended to repeal and replace paragraphs (1) and (2) of section 20-21.1 with new paragraphs (1) and (2) to read as follows:

“Sec. 20-21.1. Personal transportation vehicles.

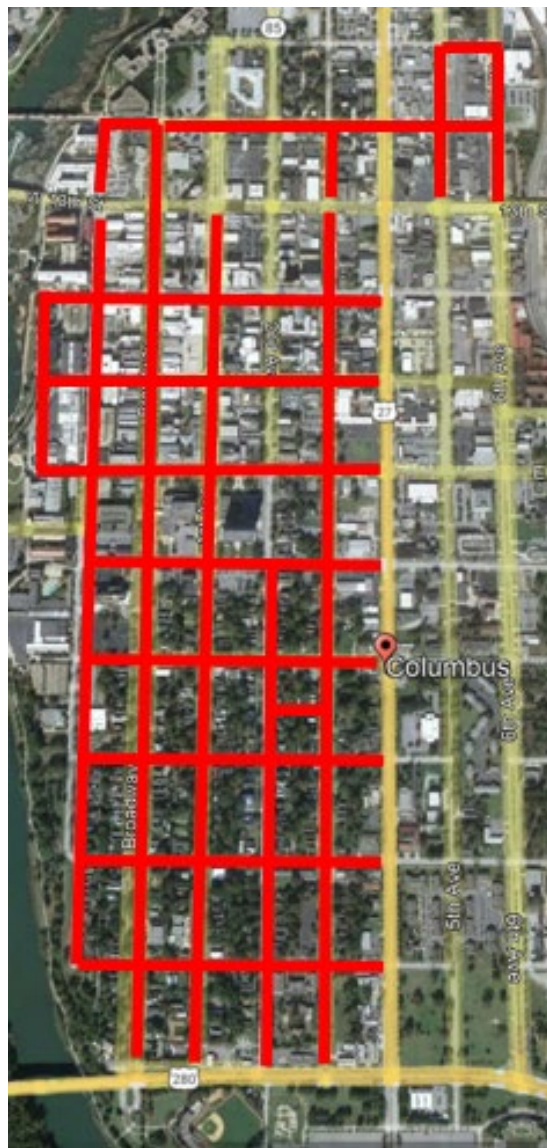
Based on the Columbus Police Chief and the Columbus Traffic Engineer's determination that certain public street segments in Columbus, Georgia are suitable to safely accommodate both regular vehicular traffic and personal transportation vehicles as defined in O.C.G.A. § 40-1-1(43.1)("PTVs"), the use of PTVs will be permitted on the public street segments identified in paragraph (1) and shown on the map incorporated therein, if the conditions set forth in paragraphs (2) through (10) below are complied with.

(1) Personal transportation vehicles (PTVs) may be driven only on the following public street segments:

- Bay Avenue between 10th Street and 12th Street.
- Front Avenue between 5th Street and 14th Street.
- Broadway between 4th Street and 14th Street.
- 1st Avenue from 4th Street to 13th Street.
- 2nd Avenue from the north curb of Victory Drive to 9th Street. 3rd Avenue from 4th Street to the south curb of 13th Street.
- 3rd Avenue from 14th Street to the north curb of 13th Street
- 5th Avenue between 13th Street and 15th Street.
- 6th Avenue between 13th Street and 15th Street.
- 5th Street between Front Avenue and the west curb of Veterans Parkway.
- 6th Street between Front Avenue and the west curb of Veterans Parkway.
- 7th Street between Front Avenue and the west curb of Veterans Parkway.
- Chapel Street between 2nd and 3rd Avenue

- 8th Street between Front Avenue and the west curb of Veterans Parkway.
- 9th Street between Front Avenue and the west curb of Veterans Parkway.
- 10th Street between Bay Avenue and the west curb of Veterans Parkway.
- 11th Street between Bay Avenue and the west curb of Veterans Parkway.
- 12th Street between Bay Avenue and the west curb of Veterans Parkway.
- 14th Street between 6th Avenue and the cul-de-sac at the Frank Martin Pedestrian Bridge.
- 15th Street between 5th Avenue and 6th Avenue.

MAP OF PTV PERMITTED ROUTES



- (2) PTVs shall not be driven on 13th Street; however, they may cross 13th Street at its intersection with Broadway in accordance with all traffic regulations. PTVs shall not be driven on Second Avenue except between the north curb of Victory Drive to 9th Street; however, they may cross Second Avenue at its intersection with 5th Street, 6th Street, 7th Street, 8th Street, 9th Street, 10th Street, 11th Street and 12th Street in accordance with all traffic regulations. PTV's shall not be driven on Veteran's Parkway; however, they may cross Veteran's Parkway at its intersection with 14th Street in accordance with all traffic regulations. W11-11 warning signs, as specified in the Manual of Uniform Traffic Control Devices (MUTCD), shall be installed at all intersections where PTVs are permitted to cross State routes under this plan in both directions and in advance of the crossing to alert drivers of possible PTV crossings.

SECTION 2.

All ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 13th day of June, 2023, introduced a second time at a regular meeting of said Council held on the ____ day of _____, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting	_____
Councilor Barnes	voting	_____
Councilor Begly	voting	_____
Councilor Cogle	voting	_____
Councilor Crabb	voting	_____
Councilor Davis	voting	_____
Councilor Garrett	voting	_____
Councilor Huff	voting	_____
Councilor Thomas	voting	_____
Councilor Tucker	voting	_____

Sandra T. Davis
Clerk of Council

B.H. "Skip" Henderson, III
Mayor

File Attachments for Item:

14. 1st Reading- An Ordinance providing for the establishment of taxing districts, including a county-wide general services district and three (3) urban services districts and three (3) Business Improvement Districts (BID); providing for the levy, assessment, and collection of taxes for Columbus, Georgia within such districts for the year 2023 as provided under the Charter of the Consolidated Government of Columbus, Georgia; providing penalties for violations of the provisions of said ordinance; and for other purposes. (Budget Review Committee)

An Ordinance
No. _____

An Ordinance providing for the establishment of taxing districts, including a county-wide general services district and three (3) urban services districts and three (3) Business Improvement Districts (BID); providing for the levy, assessment, and collection of taxes for Columbus, Georgia within such districts for the year 2023 as provided under the Charter of the Consolidated Government of Columbus, Georgia; providing penalties for violations of the provisions of said ordinance; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS:

SECTION 1.

The Services Districts, heretofore established by ordinances, are hereby reaffirmed as the Services Districts for the year 2023 for the purpose of establishing rates of taxation in accordance with the requirements of the Charter of the Consolidated Government hereinafter set forth in this Ordinance.

SECTION 2.

For the purpose of defraying the necessary expenses of Columbus, Georgia for sustaining the credit thereof, for paying its bonds and coupons falling due, for supporting and maintaining government, and for other purposes, the taxes and revenues hereinafter provided are hereby levied and shall be collected for the year 2023 based upon the kind, character, type, degree and level of services provided by said government within said services districts, and as adjusted in accordance with the requirements of said Charter.

SECTION 3.

The Gross tax millage rates for Columbus Consolidated Government set forth herein are hereby levied for the Calendar Year 2023 upon all real and personal property that is not exempt from taxation under law with the exception of motor vehicles.

There shall be collected a Gross Millage Rate of 33.01 mills on each dollar of valuation for Urban Service District#1 (USD#1). Of such tax, the General and Urban Services Millage Rate shall be 9.00 mills including the Sales Tax Rollback equivalent to 16.33 mills and 0.82 mills for Transportation. Additionally, of such Gross Millage Rate, there are hereby levied 2.50 mills (out of a maximum allowed 3 mills) to provide support for indigent and inmate medical healthcare costs; 0.50 mills for Economic Development Authority Activities; 3.44 mills for paving and macadamizing the streets and roadways; and 1.24 mills for sewers and storm water drainage resulting in a Net Maintenance and Operating (M&O) Millage Rate for Urban Service

District #1 of 16.68 mills. There is also hereby levied a Bond Millage Rate of .83 mills for the payment of principal and interest on the public debt of Columbus, GA providing a Total Millage Rate of 17.51 for USD#1.

Of such Gross Tax Millage Rate, there is hereby a further reduction from the millage rates set forth above for USD#1 for Urban Service District Number 2 (USD#2) resulting from a millage rollback for urban service credit (includes stormwater (sewer), paving and sales tax) being equivalent to 5.98 mills and resulting in a Net Total Millage for USD#2 of 11.53.

Of such Gross Tax Millage Rate, there is hereby a further reduction from the millage rates set forth above for USD#1 for Urban Service District Number 4 (USD#4) resulting from a millage rollback for urban service credit, (includes stormwater (sewer), paving, and sales tax) being equivalent to 6.88 mills and resulting in a Net Total Millage for USD#4 of 10.63.

The Sales Tax Rollback applied to the General and Urban Services taxes in all Urban Service Districts in this Ordinance is equivalent to the amount of \$91,771,903.55 in sales taxes in accordance with state regulation.

Service	USD#1 (Mills)
Gross General & Urban Service Millage Rate	24.51
Sales Tax Credit	-16.33
Transportation Levy	0.82
Total General & Urban Service Millage Rate	9.00
Paving	3.44
Stormwater (Sewer)	1.24
Indigent and Inmate Care	2.50
Economic Development Authority	0.50
Net M & O Millage Rate	16.68
Bond Millage Rate	0.83
Total Millage Rate	17.51
Service	USD#2 (Mills)
Total Urban Service District #1 Levy	17.51
Urban Service District Credit	-5.98
Total USD#2 Millage	11.53
Service	USD#4 (Mills)
Total Urban Service District #1 Levy	17.51
Urban Service District Credit	-6.88
Total USD#4 Millage	10.63

SECTION 4.

Net total tax millage for all real and personal property for the calendar year 2023 in USD#1 is 17.51, in USD#2 is 11.53 and in USD#4 is 10.63. These millage rates are authorized under the rollback provision contained in the Columbus Charter Section 7-101(3).

On all motor vehicles still subject to the provisions of O.C.G.A. §48-5-441, there is hereby levied and shall be collected a tax of 17.51 mills in Urban Services District #1, 11.53 mills in Urban Services District #2, and 10.63 mills in Urban Services District #4 on each dollar of valuation.

SECTION 5.

The Business Improvement District (BID) established pursuant to O.C.G.A. 36-43-1 contains three benefit zones, Urban Services District Number 5 (USD#5), Urban Services District Number 6 (USD#6) and Urban Services District Number 7 (USD#7). Each benefit zone receives different levels of supplemental services. The net total tax millage in USD#5, USD#6, and USD#7 is hereby fixed and levied equal to that of Urban Services District Number 1 (USD#1) plus the BID millage rate of 6.99 mills in USD#5, 5.76 mills in USD#6, and 4.47 mills in USD#7. Such millage shall be collected in the same manner, at the same time, and by the same officers as other taxes and assessments of the Consolidated Government and shall be maintained in a separate account for the provision of supplemental services in the Business Improvement District (BID).

SECTION 6.

As to all funds from taxes on intangible property paid to Columbus, Georgia, by the State of Georgia, the division of said total millage for each particular purpose shall be the same as levied for Urban Services District Number 1 and the General Services District and for schools under the school millage ordinance.

SECTION 7.

Claims for exemption from taxation by Columbus, Georgia for the year 2023 on personal property shall be controlled by applicable state law.

SECTION 8.

Returns of tangible property, including description of real estate, shall be made on oath to the Tax Commissioner between the first day of January 2023 and the first day of April 2023, and in default of such return, the property shall be assessed by the Tax Assessor. Should any person, firm or corporation fail to make returns of property for taxation as required by this ordinance, the Tax Commissioner shall use the value as shown on the prior year's return. A failure to pay the tax on said property to the same liability and sale as other like property regularly assessed or returned where the same was in Columbus, Georgia on January 1, 2023.

SECTION 9.

It shall be the duty of the Tax Commissioner to carefully scrutinize each return and to see that no real estate is returned at a value less than fixed by the Board of Tax Assessors and that all personal property embraced in the return is fixed at its true market value. Review of any return shall be made in accordance with the provisions of the Columbus Charter and applicable State law. If in any case the Board of Tax Assessors of Columbus, Georgia, is not satisfied with the accuracy of the tax returns herein provided for Columbus, Georgia, through its officers, agents, employees, or representatives, may inspect the books of the business for which the returns are made. The Board of Tax Assessors shall have the right to inspect the books or records for the business of which the return was made in Columbus, Georgia, and upon demand of the Board of Tax Assessors such books or records shall be submitted for inspection by the representative of Columbus, Georgia within 30 days. ALL TAX RETURNS ACCEPTED SHALL BE SUBJECTED TO AUDIT.

Whenever any persons are called in to arbitrate and fix the value of any personal property embraced in the return of any taxpayer, such persons shall take an oath, before some officer of this State authorized to administer oaths, to do justice between Columbus, Georgia and the taxpayer touching the true assessment of the property embraced in the return.

The Board of Tax Assessors shall have mailed notices of assessment in accordance with O.C.G.A. § 48-5-306 and shall present the books to the Tax Commissioner for examination and approval. The Tax Commissioner shall forward the books to the State Revenue Commissioner for examination and approval.

SECTION 10.

The valuation of all property upon which taxes are herein above levied and assessed, and all tax liens, shall date and rank and become fixed as of January 1, 2023.

Taxes shall become due October 16, and delinquent October 17. Taxpayer shall have the option to pay 40% on or before October 16 and 60% on or before December 1 without penalty. Upon failure to pay 40% by October 16 the total shall become delinquent. Upon

payment of 40% by October 16, the remainder shall become due on December 1st and delinquent if not paid before December 2nd. Interest shall immediately begin to accrue on any delinquent tax; a penalty of 10% of the tax due shall accrue on taxes not paid on or before December 20, 2023; and Fi Fa costs will be added, all as provided by Georgia law.

Where any person becomes liable for the payment to Columbus, Georgia of a tax on personal property for 2023, and between January 1, 2023 and September 1, 2023, such person is moving or about to move the personal property subject to such tax without the limits of Columbus, Georgia, the tax for said year on said personal property shall immediately become due, and execution shall be issued by the Tax Commissioner and levied by the Tax Commissioner instantler, and said property advertised and sold pursuant to the provisions regarding sales for taxes due said Columbus, Georgia.

SECTION 11.

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a meeting of the Council of Columbus, Georgia, held on the 20th day of June, 2023; introduced a second time at a regular meeting of said Council held on the 27th day of June, 2023, and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____ .
Councilor Barnes voting	_____ .
Councilor Begly voting	_____ .
Councilor Cogle voting	_____ .
Councilor Crabb voting	_____ .
Councilor Davis voting	_____ .
Councilor Garrett voting	_____ .
Councilor Huff voting	_____ .
Councilor Thomas voting	_____ .
Councilor Tucker voting	_____ .

Sandra T. Davis, Clerk of Council

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

File Attachments for Item:

15. 1st Reading- An Ordinance providing for the levy, assessment, and collection of taxes for the public school system of Columbus, Georgia; and for other purposes. (Request of Muscogee County School District)

AN ORDINANCE
NO. _____

An Ordinance providing for the levy, assessment, and collection of taxes for the public school system of Columbus, Georgia; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS:

SECTION 1.

There is hereby levied and shall be collected on all real estate and personal property, tangible or intangible, in Columbus, Georgia, on the 1st day of January, 2023, a tax of **23.321** mills on each dollar of valuation of such property for current operation of schools. This rate has been set and certified by the Muscogee County Board of Education for FY 2024.

SECTION 2.

As to all funds from taxes on intangible property paid to Columbus, Georgia, by the State of Georgia, the division of said total millage for each particular purpose shall be the same as levied for Urban Services District #1 and the General Services District, under separate ordinance, and for schools under Section 1 of this Ordinance.

SECTION 3.

Claims for exemption from taxation by Columbus, Georgia for the year 2023 on personal property shall be controlled by applicable state law.

SECTION 4.

Returns of tangible property, including description of real estate, shall be made on oath to the Tax Commissioner between the 1st day of January, 2023, and the 1st day of April, 2023, and in default of such return, the property shall be assessed by the Tax Assessor. Should any person, firm or corporation fail to make returns of property for taxation as required by this Ordinance, the Tax Commissioner shall use the value as shown on the prior year's return. A failure to pay the tax on said property at the returned or assessed value shall subject such property to the same liability and sale as other like property regularly assessed or returned where the same was in Columbus, Georgia, on January 1, 2023.

SECTION 5.

It shall be the duty of the Tax Commissioner carefully to scrutinize each return and to see that no real estate is returned at a value less than fixed by the Board of Tax Assessors and that all

personal property embraced in the return is fixed at its true market value. Review of any return shall be made in accordance with the provisions of the Columbus Charter and applicable state law. If in any case the Board of Tax Assessors of Columbus, Georgia, is not satisfied with the accuracy of the tax returns herein provided for, Columbus, Georgia, through its officers, agents, employees, or representatives, may inspect the books of the business for which the returns are made. The Board of Tax Assessors shall have the right to inspect the books or records for the business of which the return was made in Columbus, Georgia, and upon demand of the Board of Tax Assessors such books or records shall be submitted for inspection by the representative of Columbus, Georgia, within 30 days. ALL TAX RETURNS ACCEPTED SUBJECT TO AUDIT.

Whenever any persons are called in to arbitrate and fix the value of any personal property embraced in the return of any taxpayer, such persons shall take an oath, before some officer of the State authorized to administer oaths, to do justice between Columbus, Georgia, and the taxpayer touching the true assessment of the property embraced in the return.

The Board of Tax Assessors shall have mailed notices of assessment in accordance with O.C.G.A. § 48-5-306 and shall present the books to the Tax Commissioner for examination and approval. The Tax Commissioner shall forward the books to the State Revenue Commissioner for examination and approval.

SECTION 6.

The valuation of all property upon which taxes are herein above levied and assessed, and all tax liens, shall date and rank and become fixed as of January 1, 2023.

Taxes shall become due October 16, and delinquent October 17, 2023, but the Taxpayer shall have the option to pay 40% of the total due on or before October 16 and 60% of the total due on or before December 1 without penalty. Upon failure to pay 40% by October 16, the total shall become delinquent. Upon payment of 40% by October 16, the remainder shall become due on December 1 and delinquent if not paid before December 2nd. Interest shall immediately begin to accrue on any delinquent tax; a penalty of 10% of the tax due shall accrue on taxes not paid on or before December 20, 2023; and Fi Fa costs will be added, all as provided by Georgia law.

Where any person becomes liable for the payment to Columbus, Georgia, of a tax on personal property for 2023, and between January 1, 2023, and September 1, 2023, such person is moving or about to move the personal property subject to such tax without the limits of Columbus, Georgia, the tax for said year on said personal property shall immediately become due, and execution shall be issued by the Tax Commissioner and levied by the Tax Commissioner instantler, and said property advertised and sold pursuant to the provisions regarding sales for taxes due said Columbus, Georgia.

SECTION 7.

All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 20th day of June, 2023, introduced a second time at a regular meeting of said Council held on the 27th day of June, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting _____ .
 Councilor Barnes voting _____ .
 Councilor Begly voting _____ .
 Councilor Cogle voting _____ .
 Councilor Crabb voting _____ .
 Councilor Davis voting _____ .
 Councilor Garrett voting _____ .
 Councilor Huff voting _____ .
 Councilor Thomas voting _____ .
 Councilor Tucker voting _____ .

Sandra T. Davis
 Clerk of Council

B.H. “Skip” Henderson, III
 Mayor

File Attachments for Item:

16. 1st Reading- An Ordinance adopting changes to the Evergreen Solutions recommended classification and pay plan for the fiscal year beginning July 1, 2024, and for other purposes. (Mayor Pro-Tem)

ORDINANCE
NO. _____

An Ordinance adopting changes to the Evergreen Solutions recommended classification and pay plan for the fiscal year beginning July 1, 2024, and for other purposes.

WHEREAS, in Ordinance No. 22-405, this Council adopted a Classification and Pay Plan that was prepared and recommended by Evergreen Solutions; and

WHEREAS, this Council expressed its desire that a plan for handling appeals for those employees who were dissatisfied with their title, grade, step, or salary ("job classification") as recommended by Evergreen Solutions; and

WHEREAS, after an initial appeal process handled by Evergreen Solutions, a total of 142 employees submitted a final appeal to the City Manager disagreeing with their job classification. Fifty-two (52) appeals were approved. The City Manager agreed that for the remaining 90 appeals, the position was properly classified and graded and concurred with Evergreen Solutions' recommendation. The recommended changes to the Classification and Pay Plan reflect the final recommendations of the appeal process.

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS AS FOLLOWS:

SECTION I.

The City Manager or his designee is hereby authorized to make changes to the Columbus Consolidated Government's Classification and Pay Plan and/or to make changes to the title, grade, step, or salary of individual positions as shown on Appendix A.

SECTION 2.

The adjustments in the final appeals process are effective July 1, 2023, and will not be subject to retroactive pay. The final employee appeals cost impact, which is estimated to \$292,037, is included in the FY24 budget to adjust the salaries of affected employees.

SECTION 3.

All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 20th day of June, 2023; introduced a second time at a regular meeting of said Council held on the ____ day of June, 2023 and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begly	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____

Sandra T Davis
Clerk of Council

B. H. "Skip" Henderson, III
Mayor

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
Police	911 CENTER SUPERVISOR	120	\$ 42,723.83	16.3%	\$ 54,458.31	15.8%	\$ 66,192.78	15.5%
Finance	Accountant I	122	\$ 47,103.02	-	\$ 60,040.28	-	\$ 72,977.54	-
MCP	Accounting Clerk I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
WIOA	Accounting Clerk I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Police	Accounting Clerk I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Sheriff	Accounting Clerk I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Finance	Accounting Clerk Senior	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Civic Center	Accounting Clerk Senior	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Parks And Recreation	Accounting Clerk Senior	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Sheriff	Accounting Clerk Senior	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Finance	ACCOUNTING MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Tax Commissioner	ACCOUNTING OPERATIONS ADMINIST	126	\$ 58,905.48	-	\$ 75,084.38	-	\$ 91,263.29	-
Finance	Accounting Technician	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Finance	ACCOUNTS PAYABLE TECHNICIAN	115	\$ 35,115.87	-	\$ 44,760.76	-	\$ 54,405.64	-
Transportation	ADA COORDINATOR	124	\$ 52,425.67	17.1%	\$ 66,824.84	16.6%	\$ 81,224.00	16.3%
Boards And Commissions	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Municipal Court	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Planning	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Police	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Trade Center	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Chief Administrator	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Information Technology	Administrative Assistant	115	\$ 35,115.87	9.8%	\$ 44,760.76	9.3%	\$ 54,405.64	9.0%
Executive	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Transportation	Administrative Assistant	115	\$ 35,115.87	9.8%	\$ 44,760.76	9.3%	\$ 54,405.64	9.0%
Sheriff	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
WIOA	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Human Resources	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Civic Center	Administrative Assistant	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Chief Administrator	Administrative Coordinator	118	\$ 39,500.58	31.0%	\$ 50,349.77	30.5%	\$ 61,198.95	30.1%
Human Resources	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Coroner	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Fire & Ems	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
MCP	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Public Works	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Sheriff	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Trade Center	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Police	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Public Works	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	13.0%	\$ 50,349.77	12.5%	\$ 61,198.95	12.2%
Finance	ADMINISTRATIVE COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Boards And Commissions	ADMINISTRATIVE MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Parks And Recreation	ADMINISTRATIVE OPERATIONS MANAGER	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Superior Court	ADMINISTRATIVE OPERATIONS MANAGER	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
MCP	Administrative Support Specialist I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
Parks And Recreation	Administrative Support Specialist I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
Police	Administrative Support Specialist I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
Sheriff	Administrative Support Specialist I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%

Superior Court	Administrative Support Specialist I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
Police	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Civic Center	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Engineering	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Fire & Ems	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Legislative	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Parks And Recreation	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Sheriff	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Superior Court	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Transportation	Administrative Support Specialist II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Public Works	Administrative Technician	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Tax Commissioner	Administrative Technician	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
WIOA	Administrative Technician	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Chief Administrator	Administrative Technician	115	\$ 35,115.87	89.0%	\$ 44,760.76	88.2%	\$ 54,405.64	87.7%
Superior Court	ADULT DRUG COURT COORDINATOR	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Public Works	ANIMAL CONTROL OFFICER I	116	\$ 36,520.51	9.7%	\$ 46,551.19	9.3%	\$ 56,581.87	9.0%
Public Works	ANIMAL CONTROL OFFICER II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Public Works	ANIMAL RESOUR CTR SUPVRS	120	\$ 42,723.83	5.4%	\$ 54,458.31	-22.0%	\$ 66,192.78	-22.2%
Information Technology	APP DEVELOPMENT & SUPPORT MGR	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Information Technology	APPLICATION DEVELOPER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Boards And Commissions	APPRAISAL TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Boards And Commissions	Appraiser I	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Boards And Commissions	Appraiser II	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
Boards And Commissions	Appraiser III	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Parks And Recreation	AQUATIC CENTER PROGRAM SUPERVI	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Parks And Recreation	AQUATICS DIVISION MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
Civic Center	ARENA TECHNICIAN	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
Civic Center	ARENA TECHNICIAN II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Police	ASSET FORFEITURE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Parks And Recreation	ASSIST PARKS & REC DIRECTOR	131	\$ 81,845.85	23.2%	\$ 104,325.53	22.7%	\$ 126,805.21	22.4%
Public Works	ASSIST STREET MAINT MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Recorder's Court	ASSISTANT CHIEF CLERK	122	\$ 47,103.02	28.2%	\$ 60,040.28	27.7%	\$ 72,977.54	27.4%
Superior Court	ASSISTANT CHIEF DEPUTY CLERK	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Police	ASSISTANT CHIEF OF POLICE MD	PS8	\$ 95,000.00	29.5%	\$ 121,092.58	29.0%	\$ 147,185.17	28.7%
Legal	ASSISTANT CITY ATTORNEY	135	\$ 108,288.20	21.2%	\$ 138,030.51	20.7%	\$ 167,772.81	20.4%
Public Works	ASSISTANT DIR FLEET MAINT MGR	132	\$ 87,575.06	19.4%	\$ 111,628.32	18.9%	\$ 135,681.58	18.6%
Community Reinvestment	Assistant Director for Community Reinvestment and Real Estate	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$ 118,509.54	39.3%
Boards And Commissions	ASSISTANT DIRECTOR OF ELECTION	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$ 118,509.54	39.3%
Public Works	ASSISTANT DIRECTOR OF INFRASTR	132	\$ 87,575.06	19.4%	\$ 111,628.32	18.9%	\$ 135,681.58	18.6%
Information Technology	ASSISTANT DIRECTOR OF TECHNOLO	133	\$ 93,705.31	15.7%	\$ 119,442.30	15.3%	\$ 145,179.29	15.0%
Superior Court	ASSISTANT DISTRICT ATTORNEY	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
Superior Court	ASSISTANT DISTRICT ATTORNEY II	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
Superior Court	ASSISTANT DISTRICT ATTY III	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Public Works	ASSISTANT DIV MANAGER - SW	125	\$ 55,571.21	18.2%	\$ 70,834.33	17.7%	\$ 86,097.44	17.4%
Engineering	ASSISTANT ENGINEERING DIRECTOR	132	\$ 87,575.06	8.2%	\$ 111,628.32	7.7%	\$ 135,681.58	7.5%
Public Works	ASSISTANT FACILITIES MAINTENAN	125	\$ 55,571.21	-	\$ 70,834.33	-	\$ 86,097.44	-
Finance	ASSISTANT FINANCE DIRECTOR	132	\$ 87,575.06	19.4%	\$ 111,628.32	18.9%	\$ 135,681.58	18.6%
Fire & Ems	ASSISTANT FIRE CHIEF	F9	\$ 95,000.00	29.5%	\$ 121,092.58	29.0%	\$ 147,185.17	28.7%

Human Resources	ASSISTANT HUMAN RESOURCES DIR	132	\$ 87,575.06	19.4%	\$ 111,628.32	18.9%	\$ 135,681.58	18.6%
Information Technology	ASSISTANT INFORMATION TECHNOLO	133	\$ 93,705.31	15.7%	\$ 119,442.30	15.3%	\$ 145,179.29	15.0%
Community Development	ASSISTANT INSP & CODE DIRECTOR	131	\$ 81,845.85	23.2%	\$ 104,325.53	22.7%	\$ 126,805.21	22.4%
Public Works	ASSISTANT MANAGER/FORESTRY	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Planning	Assistant Planning Director	131	\$ 81,845.85	-	\$ 104,325.53	-	\$ 126,805.21	-
State Court	ASSISTANT SOLICITOR GENERAL	127	\$ 62,439.81	14.5%	\$ 79,589.45	14.0%	\$ 96,739.09	13.7%
Trade Center	Assistant Trade Center Director	131	\$ 81,845.85	23.2%	\$ 104,325.53	22.7%	\$ 126,805.21	22.4%
Trade Center	Assistant Trade Center Director	131	\$ 81,845.85	-	\$ 104,325.53	-	\$ 126,805.21	-
Transportation	ASSISTANT TRANSPORTATION DIREC	131	\$ 81,845.85	11.6%	\$ 104,325.53	11.1%	\$ 126,805.21	10.8%
Public Works	ASSISTANT WASTE DISPOSAL MGR	124	\$ 52,425.67	-	\$ 66,824.84	-	\$ 81,224.00	-
Probate Court	ASSOCIATE JUDGE	132	\$ 87,575.06	45.5%	\$ 111,628.32	44.9%	\$ 135,681.58	44.5%
Superior Court	ASST DIST ATTY II	127	\$ 62,439.81	-	\$ 79,589.45	-	\$ 96,739.09	-
Fire & Ems	ASST FIRE MARSHAL	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Public Works	ASST MGR - BEAUTIFICATION	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Public Works	ASST STORMWATER MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Parks And Recreation	ATHLETIC CHIEF	111	\$ 31,200.00	52.1%	\$ 39,769.35	51.5%	\$ 48,338.71	51.1%
Parks And Recreation	ATHLETIC DIVISION MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
Parks And Recreation	ATHLETIC PROGRAM SPECIALIST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Finance	AUDITOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Public Works	AUTOMOTIVE & TIRE SHOP SUPV	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
Public Works	BALER OPERATOR	117	\$ 37,981.33	14.1%	\$ 48,413.24	13.7%	\$ 58,845.14	13.4%
Fire & Ems	BATTALION CHIEF	F6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$ 108,452.23	15.5%
Superior Court	BOARD OF EQUALIZATION ADMINSTR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Public Works	BODY SHOP SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	36.5%	\$ 86,097.44	36.1%
Civic Center	BOX OFFICE COORDINATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Civic Center	BOX OFFICE REPRESENTATIVE	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
Finance	BUDGET/MANAGEMENT ANALYST	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Community Development	BUILDING INSPECT COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Community Development	BUILDING INSPECTION&CODES DIR	134	\$ 100,733.21	24.4%	\$ 128,400.47	23.9%	\$ 156,067.73	23.6%
Community Development	BUILDING INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Police	BUILDING SERVICE CREW LDR	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Police	BUILDING SERVICE WORKER	111	\$ 31,200.00	26.1%	\$ 39,769.35	25.6%	\$ 48,338.71	25.2%
Transportation	BUS OPERATOR	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
Transportation	BUS OPERATOR DIAL-A-RIDE	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
Transportation	BUS OPERATOR TRAINEE	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
Finance	BUYER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Finance	BUYER SPECIALIST	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Sheriff	CAPTAIN BD	PS6	\$ 70,000.00	23.1%	\$ 89,226.12	22.6%	\$ 108,452.23	22.3%
Fire & Ems	CAPTAIN LOGISTICS EMS	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Fire & Ems	CAPTAIN LOGISTICS MD	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Sheriff	CAPTAIN MD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$ 108,452.23	15.5%
Public Works	CAR SHOP SUPERVISOR - PW FLEET	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
Civic Center	CARPENTER I	119	\$ 41,080.61	17.5%	\$ 52,363.76	17.0%	\$ 63,646.91	16.7%
Public Works	CARPENTER I	119	\$ 41,080.61	17.5%	\$ 52,363.76	17.0%	\$ 63,646.91	16.7%
Public Works	CARPENTER II	120	\$ 42,723.83	16.3%	\$ 54,458.31	15.8%	\$ 66,192.78	15.5%
Public Works	CARPENTER III	121	\$ 44,860.02	-	\$ 57,181.22	-	\$ 69,502.42	-
Superior Court	CASE MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	-22.0%	\$ 66,192.78	-22.2%
Superior Court	CASE MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	-22.0%	\$ 66,192.78	-22.2%

Public Works	CEMETERIES MANAGER	127	\$ 62,439.81	32.8%	\$ 79,589.45	32.2%	\$ 96,739.09	31.9%
Tax Commissioner	CH DEPTY TAX COMM	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$ 118,509.54	14.4%
Public Works	CHEMICAL APPL TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
Parks And Recreation	CHEMICAL APPLICATION SPVR	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Public Works	CHEMICAL APPLICATION SPVR	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Superior Court	CHIEF ADMINISTRATIVE CLERK	122	\$ 47,103.02	16.2%	\$ 60,040.28	15.7%	\$ 72,977.54	15.4%
Boards And Commissions	CHIEF APPRAISER	134	\$ 100,733.21	24.4%	\$ 128,400.47	23.9%	\$ 156,067.73	23.6%
State Court	CHIEF ASST. SOLICITOR GENERAL	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
Recorder's Court	CHIEF CLERK RECORDERS COURT	126	\$ 58,905.48	31.6%	\$ 75,084.38	31.1%	\$ 91,263.29	30.7%
Probate Court	CHIEF CLERK WITH JUDICIAL POWERS	125	\$ 55,571.21	-	\$ 70,834.33	-	\$ 86,097.44	-
Probate Court	CHIEF CLERK/LIC SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	36.5%	\$ 86,097.44	36.1%
Superior Court	CHIEF DEPUTY CLERK	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
Municipal Court	CHIEF DEPUTY CLERK	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
Probate Court	CHIEF DEPUTY CLERK WITH JUDICIAL POWERS/LICENSE CLERK SUPERVISOR	123	\$ 49,458.17	-	\$ 63,042.30	-	\$ 76,626.42	-
Coroner	CHIEF DEPUTY CORN	122	\$ 47,103.02	-	\$ 60,040.28	-	\$ 72,977.54	-
Sheriff	CHIEF DPTY SHERIFF BD	PS8	\$ 95,000.00	29.5%	\$ 121,092.58	29.0%	\$ 147,185.17	28.7%
Community Development	CHIEF INSPECTOR - INSPECTIONS	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
Police	CHIEF OF POLICE	PS9	\$ 120,000.00	21.7%	\$ 152,959.05	21.2%	\$ 185,918.11	20.8%
Chief Administrator	CHIEF OF STAFF AND EXECUTIVE A	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Transportation	CHIEF SAFETY OFFICER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Chief Administrator	CITIZEN SVC CENT TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Legal	CITY ATTORNEY	138	\$ 134,526.09	17.6%	\$ 171,474.87	17.1%	\$ 208,423.64	16.8%
Chief Administrator	CITY MANAGER	140	\$ 166,307.88	19.3%	\$ 211,985.81	18.8%	\$ 257,663.73	18.5%
Civic Center	CIVIC CENTER DIRECTOR	134	\$ 100,733.21	24.4%	\$ 128,400.47	23.9%	\$ 156,067.73	23.6%
Civic Center	CIVIC CENTER FINANCE MANAGER	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Legislative	CLERK OF COUNCIL	131	\$ 81,845.85	23.2%	\$ 104,325.53	22.7%	\$ 126,805.21	22.4%
Community Development	CODE ENFORCEMENT MANAGER	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Community Development	CODE ENFORCEMENT OFFICER	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Finance	COLLECTIONS SUPERVISOR	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Finance	COLLECTIONS TECHNICIAN	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Chief Administrator	COMM/MULTI SPECLST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Sheriff	COMMAND SERGEANT-SHERIFF	PS4	\$ 60,000.00	27.6%	\$ 76,479.53	27.1%	\$ 92,959.05	26.7%
Police	COMMAND SGT BD	PS4	\$ 60,000.00	27.6%	\$ 76,479.53	27.1%	\$ 92,959.05	26.7%
Boards And Commissions	COMMERCIAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Sheriff	COMMUNICATION TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
Public Works	COMMUNICATIONS OFFICER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Community Reinvestment	COMMUNITY REINV PLANNER	121	\$ 44,860.02	-	\$ 57,181.22	-	\$ 69,502.42	-
Community Reinvestment	COMMUNITY REINVESTMENT COORDIN	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
Parks And Recreation	COMMUNITY SCHOOLS DIVISION MAN	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
Public Works	COMMUNITY SERVICES COORDINATOR	127	\$ 62,439.81	32.8%	\$ 79,589.45	32.2%	\$ 96,739.09	31.9%
Police	COMPUTER FORENSIC ANALYST	120	\$ 42,723.83	5.4%	\$ 54,458.31	-22.0%	\$ 66,192.78	-22.2%
Trade Center	Conference Facilitator	120	\$ 42,723.83	10.7%	\$ 54,458.31	10.2%	\$ 66,192.78	10.0%
Public Works	CONTRACT INSPECTOR - PUBLIC WO	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Public Works	CONTRACT WARRANTY SPECIALIST	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
Coroner	CORONER DRIVER PT	115	\$ 35,115.87	-	\$ 44,760.76	-	\$ 54,405.64	-
Public Works	CORR DETAIL HEAVY EQUIPMENT	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Public Works	CORR DETAIL OFFICER CEMETERY	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORR LT BACHELORS	C5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%

Public Works	Correctional Detail Officer	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Parks And Recreation	Correctional Detail Officer	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Transportation	Correctional Detail Officer	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Public Works	Correctional Detail Officer Supervisor	C3	\$ 45,000.00	28.7%	\$ 57,359.65	28.2%	\$ 69,719.29	27.8%
MCP	CORRECTIONAL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER AD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER MD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONS SERGEANT	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS SERGEANT AD	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS SERGEANT BD	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS TECHNICIAN	C3	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
MCP	CORRECTIONS TECHNICIAN BD	C3	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
State Court	COURT COORDINATOR SOL GENRL	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Municipal Court	COURT COORDINATOR-MAGISTRATE C	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Public Works	CREW LEADER STORMWATER	122	\$ 47,103.02	41.5%	\$ 60,040.28	41.0%	\$ 72,977.54	40.6%
Police	CRIME ANALYST	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Police	CRIMINAL RECORDS TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Sheriff	CRIMINAL RECORDS TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Public Works	CUSTODIAL OPERATIONS ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Public Works	CUSTODIAL SERVICES SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Parks And Recreation	CUSTODIAN	111	\$ 31,200.00	26.1%	\$ 39,769.35	25.6%	\$ 48,338.71	25.2%
Superior Court	CUSTODY INVESTIGATOR COORDINAT	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
WIOA	DATA CONTROL SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Boards And Commissions	DEPUTY CHIEF APPRAISER	131	\$ 81,845.85	23.2%	\$ 104,325.53	22.7%	\$ 126,805.21	22.4%
Police	DEPUTY CHIEF OF POLICE MD	PS7	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%
Chief Administrator	DEPUTY CITY MANAGER-OPERATIONS	138	\$ 134,526.09	17.6%	\$ 171,474.87	17.1%	\$ 208,423.64	16.8%
Chief Administrator	DEPUTY CITY MANAGER-PLANNING	138	\$ 134,526.09	17.6%	\$ 171,474.87	17.1%	\$ 208,423.64	16.8%
Superior Court	DEPUTY CLERK I	113	\$ 33,100.08	-	\$ 42,191.31	-	\$ 51,282.54	-
State Court	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Superior Court	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Recorder's Court	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Sheriff	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Recorder's Court	Deputy Clerk II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Superior Court	Deputy Clerk II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Municipal Court	Deputy Clerk II	115	\$ 35,115.87	-	\$ 44,760.76	-	\$ 54,405.64	-
Municipal Court	Deputy Clerk II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Probate Court	Deputy Clerk II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Sheriff	Deputy Clerk II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
State Court	Deputy Clerk II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Superior Court	Deputy Clerk II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Legislative	DEPUTY CLERK OF COUNCIL	122	\$ 47,103.02	16.2%	\$ 60,040.28	15.7%	\$ 72,977.54	15.4%
Legislative	DEPUTY CLERK PRO TEM - CLERK O	115	\$ 35,115.87	9.8%	\$ 44,760.76	9.3%	\$ 54,405.64	9.0%
Probate Court	DEPUTY CLERK/LICENSE CLERK	115	\$ 35,115.87	-	\$ 44,760.76	-	\$ 54,405.64	-
Coroner	DEPUTY CORONER	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
EMA/Homeland Security	DEPUTY DIRECTOR	F7	\$ 75,000.00	51.8%	\$ 95,599.41	51.2%	\$ 116,198.82	50.8%
Fire & Ems	DEPUTY FIRE CHIEF	F8	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%

Fire & Ems	DEPUTY FIRE CHIEF MD	F8	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%
Sheriff	DEPUTY SHERIFF LIEUTENANT AD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Sheriff	DEPUTY SHERIFF LIEUTENANT BD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Sheriff	DEPUTY SHERIFF LIEUTENANT MD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Sheriff	DEPUTY SHERIFF TECHNICIAN	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	DEPUTY SHERIFF TECHNICIAN	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	DEPUTY SHERIFF TECHNICIAN AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	DEPUTY SHERIFF TECHNICIAN BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	DEPUTY SHERIFF TECHNICIAN MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Tax Commissioner	DEPUTY TAX COMMISSIONER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
MCP	DEPUTY WARDEN ADMIN MD	C6	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%
MCP	DEPUTY WARDEN SEC MD	C6	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%
Chief Administrator	Director of Communications and Community Affairs	131	\$ 81,845.85	-	\$ 104,325.53	-	\$ 126,805.21	-
Police	DIRECTOR OF COMMUNITY AFFAIRS	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$ 118,509.54	14.4%
Sheriff	DIRECTOR OF COMMUNITY AFFAIRS	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$ 118,509.54	14.4%
Community Reinvestment	DIRECTOR OF COMMUNITY REINVEST	133	\$ 93,705.31	27.8%	\$ 119,442.30	27.2%	\$ 145,179.29	26.9%
Trade Center	Director of Sales & Events	128	\$ 66,810.59	-	\$ 85,160.71	-	\$ 103,510.83	-
Trade Center	DIRECTOR OF SALES AND EVENTS -	128	\$ 66,810.59	22.5%	\$ 85,160.71	22.0%	\$ 103,510.83	21.7%
Transportation	DIRECTOR OF TRANSPORTATION	134	\$ 100,733.21	24.4%	\$ 128,400.47	23.9%	\$ 156,067.73	23.6%
Executive	DIRECTOR OFFICE OF CRIME PREVE	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
Chief Administrator	Director, 311 Citizens Service Center/Assistant to the City Manager	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
Fire & Ems	DIVISION CHIEF	F7	\$ 75,000.00	24.6%	\$ 95,599.41	24.1%	\$ 116,198.82	23.8%
Sheriff	DPTY SHERIFF	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Sheriff	DPTY SHERIFF	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Sheriff	DPTY SHERIFF AD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Sheriff	DPTY SHERIFF AD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Sheriff	DPTY SHERIFF BD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Sheriff	DPTY SHERIFF BD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Sheriff	DPTY SHERIFF MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Sheriff	DPTY SHERIFF MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Sheriff	DPTY SHRF LIEUTENANT	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Superior Court	DRUG COURT COORDINATOR	122	\$ 47,103.02	9.5%	\$ 60,040.28	9.0%	\$ 72,977.54	8.8%
Sheriff	DS FIELD TRAIN OF AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	DS FIELD TRAIN OF MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	DS FIELD TRAINING OFFICER	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	DS FIELD TRAINING OFFICER	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Chief Administrator	DUPLICATING SERVICES TECH	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
Boards And Commissions	ELECTIONS AND OPERATIONS MANAG	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Boards And Commissions	Elections Specialist	118	\$ 39,500.58	13.0%	\$ 50,349.77	12.5%	\$ 61,198.95	12.2%
Boards And Commissions	ELECTIONS TECHNICIAN	115	\$ 35,115.87	15.3%	\$ 44,760.76	14.9%	\$ 54,405.64	14.6%
Boards And Commissions	ELECTIONS TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Boards And Commissions	ELECTIONS TECHNICIAN II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Boards And Commissions	ELECTIONS/REGISTRRT DIRECTOR	133	\$ 93,705.31	27.8%	\$ 119,442.30	27.2%	\$ 145,179.29	26.9%
Community Development	ELECTRICAL INSPECT COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Community Development	ELECTRICAL INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Public Works	ELECTRICIAN I	119	\$ 41,080.61	17.5%	\$ 52,363.76	17.0%	\$ 63,646.91	16.7%
Public Works	ELECTRICIAN II	120	\$ 42,723.83	16.3%	\$ 54,458.31	15.8%	\$ 66,192.78	15.5%
Public Works	ELECTRICIAN III	121	\$ 44,860.02	-	\$ 57,181.22	-	\$ 69,502.42	-

Police	EMERGENCY COMMUNICATION TCH II	117	\$ 37,981.33	17.5%	\$ 48,413.24	17.1%	\$ 58,845.14	16.8%
Police	EMERGENCY COMMUNICATION TCH III	118	\$ 39,500.58	18.7%	\$ 50,349.77	18.2%	\$ 61,198.95	17.9%
Police	EMERGENCY COMMUNICATION TECH I	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
EMA/Homeland Security	Emergency Management Director	F9	\$ 95,000.00	43.0%	\$ 121,092.58	42.4%	\$ 147,185.17	42.0%
Fire & Ems	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Parks And Recreation	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Police	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Fire & Ems	EMS LIEUTENANT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Engineering	ENGINEERING DIRECTOR	135	\$ 108,288.20	21.2%	\$ 138,030.51	20.7%	\$ 167,772.81	20.4%
Engineering	ENGINEERING INSPECTION COORD	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Engineering	ENGINEERING INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Public Works	ENVIRONMENTAL COMPLIANCE OFFICER	120	\$ 42,723.83	22.2%	\$ 54,458.31	21.7%	\$ 66,192.78	21.4%
Public Works	EQUIPMENT OPERATOR I	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
Public Works	EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
Public Works	EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
Public Works	EQUIPMENT OPERATOR III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
Trade Center	Event Services Coordinator	123	\$ 49,458.17	-	\$ 63,042.30	-	\$ 76,626.42	-
Civic Center	EVENT SERVICES MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Trade Center	Events Attendant Crew Leader	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Trade Center	Events Attendant I	112	\$ 32,136.00	17.6%	\$ 40,962.43	17.2%	\$ 49,788.87	16.9%
Trade Center	Events Attendant II	113	\$ 33,100.08	15.3%	\$ 42,191.31	14.9%	\$ 51,282.54	14.6%
Civic Center	EVENTS FACILITATOR	120	\$ 42,723.83	10.7%	\$ 54,458.31	10.2%	\$ 66,192.78	10.0%
Trade Center	EVENTS OPERATIONS MANAGER - TR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Executive	Executive Assistant	117	\$ 37,981.33	-	\$ 48,413.24	-	\$ 58,845.14	-
Public Works	Facilities Maintenance Manager	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$ 118,509.54	14.4%
Public Works	Facilities Maintenance Supervisor	122	\$ 47,103.02	16.2%	\$ 60,040.28	15.7%	\$ 72,977.54	15.4%
Trade Center	Facilities Maintenance Supervisor	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Police	Facilities Maintenance Worker I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Public Works	Facilities Maintenance Worker I	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
Trade Center	Facilities Maintenance Worker I	115	\$ 35,115.87	-	\$ 44,760.76	-	\$ 54,405.64	-
Chief Administrator	FAMILY CONNECTION DIRECTOR	128	\$ 66,810.59	35.2%	\$ 85,160.71	34.7%	\$ 103,510.83	34.3%
Finance	FINANCE DIRECTOR	135	\$ 108,288.20	21.2%	\$ 138,030.51	20.7%	\$ 167,772.81	20.4%
Municipal Court	FINANCE MANAGER - CLERK OF MUN	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
WIOA	FINANCE MANAGER - WIA	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Community Reinvestment	FINANCE MANAGER COMM REINV	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Finance	FINANCIAL ANALYST - FINANCE	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Public Works	FINANCIAL OPERATIONS ADMINISTR	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Fire & Ems	FIRE CAPTAIN	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Fire & Ems	FIRE CAPTAIN- EMT	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Fire & Ems	FIRE CAPTAIN- RESCUE	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Fire & Ems	FIRE CPT TRAIN PARAM INSTR BD	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Fire & Ems	FIRE CPT TRAINING/PARAM INSTR	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Fire & Ems	FIRE EMA DIRECTOR MD	F10	\$ 120,000.00	21.7%	\$ 152,959.05	21.2%	\$ 185,918.11	20.8%
Fire & Ems	FIRE LIEUTENANT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Fire & Ems	FIRE LIEUTENANT AD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Fire & Ems	FIRE LIEUTENANT BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Fire & Ems	FIRE LIEUTENANT EMT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Fire & Ems	FIRE LIEUTENANT EMT BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%

Fire & Ems	FIRE MARSHAL MD	F7	\$ 75,000.00	24.6%	\$ 95,599.41	24.1%	\$ 116,198.82	23.8%
Fire & Ems	FIRE MEDIC	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
Fire & Ems	FIRE MEDIC AD	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
Fire & Ems	FIRE MEDIC BD	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
Fire & Ems	FIRE SERGEANT	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIRE SERGEANT AD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIRE SERGEANT BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIRE SERGEANT EMT	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIRE SERGEANT EMT/AD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIRE SERGEANT EMT/BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIRE SERGEANT EMT/MD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIRE SERGEANT MEDIC	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIRE SERGEANT MEDIC BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Fire & Ems	FIREFIGHTER	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Fire & Ems	FIREFIGHTER ASSOCIATES DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Fire & Ems	FIREFIGHTER BACHELORS DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Fire & Ems	FIREFIGHTER MASTERS DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Fire & Ems	FIREFIGHTER/ EMT	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Fire & Ems	FIREFIGHTER/ EMT ASSOCIATES DE	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Fire & Ems	FIREFIGHTER/ EMT BACHELORS DEG	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Fire & Ems	FIREFIGHTER/EMT AD	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Fire & Ems	FIREFIGHTER/EMT BD	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Fire & Ems	FIREFIGHTER/EMT-LOST	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Transportation	FLEET MAINTENACE TECH, SENIOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
Public Works	FLEET MAINTENACE TECH, SENIOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
Public Works	FLEET MAINTENANCE BUYER	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Public Works	FLEET MAINTENANCE TECH I	116	\$ 36,520.51	-	\$ 46,551.19	-	\$ 56,581.87	-
Transportation	FLEET MAINTENANCE TECH I	116	\$ 36,520.51	-	\$ 46,551.19	-	\$ 56,581.87	-
Public Works	FLEET MAINTENANCE TECH II	118	\$ 39,500.58	31.0%	\$ 50,349.77	30.5%	\$ 61,198.95	30.1%
Transportation	FLEET MAINTENANCE TECH II	121	\$ 44,860.02	48.8%	\$ 57,181.22	48.2%	\$ 69,502.42	47.8%
Public Works	FLEET MAINTENANCE TECH III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
Transportation	FLEET MAINTENANCE TECH III	122	\$ 47,103.02	41.5%	\$ 60,040.28	41.0%	\$ 72,977.54	40.6%
Executive	FORENSIC AUDITOR	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
Public Works	FORESTRY ADMIN WITH CERT	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Information Technology	GIS DIVISION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Public Works	GIS Supervisor	122	\$ 47,103.02	22.0%	\$ 60,040.28	21.5%	\$ 72,977.54	21.2%
Engineering	GIS Supervisor	122	\$ 47,103.02	16.2%	\$ 60,040.28	-14.0%	\$ 72,977.54	-14.2%
Engineering	GIS TECHNICIAN I	118	\$ 39,500.58	-	\$ 50,349.77	-	\$ 61,198.95	-
Planning	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Community Development	GIS TECHNICIAN I	118	\$ 39,500.58	-	\$ 50,349.77	-	\$ 61,198.95	-
Boards And Commissions	GIS TECHNICIAN I	118	\$ 39,500.58	-	\$ 50,349.77	-	\$ 61,198.95	-
Public Works	GIS TECHNICIAN II	119	\$ 41,080.61	-	\$ 52,363.76	-	\$ 63,646.91	-
Finance	GRANT COMPLIANCE ACCOUNTANT	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Chief Administrator	GRAPHICS DESIGNER	117	\$ 37,981.33	18.7%	\$ 48,413.24	18.2%	\$ 58,845.14	17.9%
Public Works	HEAVY EQUIPMENT CREW LEADER	122	\$ 47,103.02	34.7%	\$ 60,040.28	34.2%	\$ 72,977.54	33.8%
Public Works	HEAVY EQUIPMENT OPERATOR	122	\$ 47,103.02	34.7%	\$ 60,040.28	34.2%	\$ 72,977.54	33.8%
Public Works	HEAVY EQUIPMENT SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	36.5%	\$ 86,097.44	36.1%
Public Works	HEAVY EQUIPMENT SUPERVISOR	125	\$ 55,571.21	44.0%	\$ 70,834.33	43.4%	\$ 86,097.44	43.0%

Public Works	HEAVY EQUIPMENT SUPERVISOR	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
Sheriff	HR TECH SHERIFF	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Human Resources	HUMAN RESOURCES ANALYST	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Human Resources	HUMAN RESOURCES DIRECTOR	135	\$ 108,288.20	21.2%	\$ 138,030.51	20.7%	\$ 167,772.81	20.4%
Human Resources	HUMAN RESOURCES SPECIALIST	122	\$ 47,103.02	16.2%	\$ 60,040.28	15.7%	\$ 72,977.54	15.4%
Human Resources	HUMAN RESOURCES TECHNICIAN I	117	\$ 37,981.33	14.1%	\$ 48,413.24	13.7%	\$ 58,845.14	13.4%
Human Resources	HUMAN RESOURCES TECHNICIAN II	119	\$ 41,080.61	-	\$ 52,363.76	-	\$ 63,646.91	-
Public Works	HVAC TECHNICIAN I	119	\$ 41,080.61	17.5%	\$ 52,363.76	17.0%	\$ 63,646.91	16.7%
Public Works	HVAC TECHNICIAN II	120	\$ 42,723.83	16.3%	\$ 54,458.31	15.8%	\$ 66,192.78	15.5%
Public Works	HVAC TECHNICIAN III	121	\$ 44,860.02	-	\$ 57,181.22	-	\$ 69,502.42	-
Sheriff	ID TECH	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	ID TECH AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	ID TECH BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Information Technology	INFO TECHNOLOGY DIRECTOR	135	\$ 108,288.20	21.2%	\$ 138,030.51	20.7%	\$ 167,772.81	20.4%
Community Development	INSPECTION SERVICES TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Public Works	INTEGRATED WASTE MANAGER	131	\$ 81,845.85	11.6%	\$ 104,325.53	11.1%	\$ 126,805.21	10.8%
Public Works	INVENTORY CONTROL TECHNICIAN	114	\$ 34,093.08	13.1%	\$ 43,457.05	12.6%	\$ 52,821.01	12.3%
Sheriff	INVESTIGATOR	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	INVESTIGATOR	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	INVESTIGATOR AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Superior Court	INVESTIGATOR- DISTRICT ATTY	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Public Defender	INVESTIGATOR II - PUBLIC DEFEN	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
State Court	INVESTIGATOR SOL GENRL	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
State Court	INVESTIGATOR SUPERVISOR	124	\$ 52,425.67	17.1%	\$ 66,824.84	16.6%	\$ 81,224.00	16.3%
Public Defender	INVESTIGATOR SUPERVISOR	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Superior Court	INVESTIGATOR SUPERVISOR	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
Public Defender	INVESTIGATOR-PUBLIC DEFENDER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Finance	INVESTMENT OFFICER	126	\$ 58,905.48	19.2%	\$ 75,084.38	18.7%	\$ 91,263.29	18.4%
Sheriff	JAIL COMMANDER	PS7	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%
Superior Court	JURY MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Superior Court	JUVENILE COURT ASSISTANT DIREC	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
Superior Court	JUVENILE COURT DIRECTOR	125	\$ 55,571.21	12.5%	\$ 70,834.33	12.0%	\$ 86,097.44	11.7%
Chief Administrator	KCB EXECUTIVE DIRECTOR	128	\$ 66,810.59	22.5%	\$ 85,160.71	22.0%	\$ 103,510.83	21.7%
Parks And Recreation	LABORER	111	\$ 31,200.00	-	\$ 39,769.35	-	\$ 48,338.71	-
Public Works	LANDFILL MAINT TECHNICIAN	120	\$ 42,723.83	16.3%	\$ 54,458.31	15.8%	\$ 66,192.78	15.5%
Public Works	LANDFILL OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Public Works	LANDFILL OPERATOR II	117	\$ 37,981.33	14.1%	\$ 48,413.24	13.7%	\$ 58,845.14	13.4%
Superior Court	LAW CLERK	123	\$ 49,458.17	-	\$ 63,042.30	-	\$ 76,626.42	-
State Court	LAW CLERK - STATE COURT JUDGE	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Superior Court	LAW CLERK W/JURIS	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Public Defender	LEGAL ADMINISTRATIVE CLERK	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
Superior Court	LEGAL ADMINISTRATIVE CLERK	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
Legal	LEGAL ASSISTANT	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Probate Court	LICENSE CLERK SUPERVISOR	123	\$ 49,458.17	28.1%	\$ 63,042.30	27.6%	\$ 76,626.42	27.3%
Sheriff	LICENSED CLINICAL SOCIAL WORKE	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Finance	LICENSING AND TAX CLERK	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Finance	LICENSING AND TAX SUPERVISOR	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
Fire & Ems	LIEUTENANT FIRE INSPECTOR	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%

Fire & Ems	LIEUTENANT INVESTIGATOR	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Fire & Ems	LIEUTENANT TRAINING AD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Fire & Ems	LIEUTENANT TRAINING BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Fire & Ems	LIEUTENANT TRAINING	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	LOST SR CORR OFFICER	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
Sheriff	LT	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
Fire & Ems	LT LOGISTICS	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Chief Administrator	MAILROOM SUPERVISOR	119	\$ 41,080.61	23.4%	\$ 52,363.76	22.9%	\$ 63,646.91	22.6%
Transportation	MAINTENANCE MANAGER	127	\$ 62,439.81	26.4%	\$ 79,589.45	25.9%	\$ 96,739.09	25.5%
Civic Center	MAINTENANCE SUPERVISOR	121	\$ 44,860.02	16.2%	\$ 57,181.22	15.8%	\$ 69,502.42	15.5%
Public Works	MAINTENANCE WORKER I	114	\$ 34,093.08	36.4%	\$ 43,457.05	35.9%	\$ 52,821.01	35.5%
Public Works	MAINTENANCE WORKER II	115	\$ 35,115.87	28.6%	\$ 44,760.76	28.0%	\$ 54,405.64	27.7%
Public Works	MAINTENANCE WORKER III	116	\$ 36,520.51	27.3%	\$ 46,551.19	26.7%	\$ 56,581.87	26.4%
Sheriff	MAJOR BD	PS7	\$ 80,000.00	20.4%	\$ 101,972.70	19.9%	\$ 123,945.41	19.6%
Parks And Recreation	MARINA TECHNICIAN I	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
Trade Center	MARKETING COORDINATOR - TRADE	123	\$ 49,458.17	-	\$ 63,042.30	-	\$ 76,626.42	-
Trade Center	Marketing Coordinator - Trade Center	123	\$ 49,458.17	-	\$ 63,042.30	-	\$ 76,626.42	-
Civic Center	MARKETING MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Public Works	MOBILITY TECHNOLOGY TECHNICIAN	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Parks And Recreation	MOTOR EQUIPMENT OPERATOR I	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
Parks And Recreation	MOTOR EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
Parks And Recreation	MOTOR EQUIPMENT OPERATOR III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
Information Technology	NETWORK ENGINEER	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
Information Technology	NETWORK OP MANAGER	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
Engineering	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Transportation	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Information Technology	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Superior Court	OFFICIAL COURT REPORTER	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
Police	OPEN RECORDS COMPLIANCE COORDI	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Civic Center	OPERATIONS MANAGER	128	\$ 66,810.59	35.2%	\$ 85,160.71	34.7%	\$ 103,510.83	34.3%
Legal	PARALEGAL	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
Superior Court	PARALEGAL	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
Probate Court	PARALEGAL	119	\$ 41,080.61	-	\$ 52,363.76	-	\$ 63,646.91	-
Parks And Recreation	PARK MAINTENANCE WORKER I	114	\$ 34,093.08	36.4%	\$ 43,457.05	35.9%	\$ 52,821.01	35.5%
Parks And Recreation	PARK MAINTENANCE WORKER II	115	\$ 35,115.87	28.6%	\$ 44,760.76	28.0%	\$ 54,405.64	27.7%
Transportation	PARKING DIV MANAGER	124	\$ 52,425.67	17.1%	\$ 66,824.84	16.6%	\$ 81,224.00	16.3%
Transportation	PARKING ENFORCEMENT OFFICER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Parks And Recreation	PARKS & RECREATION DIRECTOR	134	\$ 100,733.21	24.4%	\$ 128,400.47	23.9%	\$ 156,067.73	23.6%
Parks And Recreation	PARKS CREW LEADER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Parks And Recreation	PARKS CREW SUPERVISOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Parks And Recreation	PARKS SERVICES DIV MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
Parks And Recreation	PARKS SERVICES MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Probate Court	Passport Spv/Deputy Clerk	121	\$ 44,860.02	22.1%	\$ 57,181.22	21.6%	\$ 69,502.42	21.3%
Finance	PAYROLL SPECIALIST	122	\$ 47,103.02	16.2%	\$ 60,040.28	15.7%	\$ 72,977.54	15.4%
Finance	PAYROLL SUPERVISOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
Fire & Ems	Payroll Technician	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Information Technology	PC SERVICES SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Information Technology	PC TECH	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%

Community Development	PERMIT TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Information Technology	PERSONAL COMPUTER SERVICES TEC	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Boards And Commissions	PERSONAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Planning	PLANNER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Planning	PLANNING DIRECTOR	134	\$ 100,733.21	-	\$ 128,400.47	-	\$ 156,067.73	-
Community Development	PLANS EXAMINER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
Public Works	PLUMBER I	119	\$ 41,080.61	17.5%	\$ 52,363.76	17.0%	\$ 63,646.91	16.7%
Public Works	PLUMBER II	120	\$ 42,723.83	16.3%	\$ 54,458.31	15.8%	\$ 66,192.78	15.5%
Public Works	PLUMBER III	121	\$ 44,860.02	-	\$ 57,181.22	-	\$ 69,502.42	-
Community Development	PLUMBING MECH INSP COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Community Development	PLUMBING MECH INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Police	POLICE CADET	113	\$ 33,100.08	4.5%	\$ 42,191.31	4.1%	\$ 51,282.54	3.8%
Police	POLICE CADET I	113	\$ 33,100.08	4.5%	\$ 42,191.31	4.1%	\$ 51,282.54	3.8%
Police	POLICE CAPTAIN AD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$ 108,452.23	15.5%
Police	POLICE CAPTAIN BD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$ 108,452.23	15.5%
Police	POLICE CAPTAIN MD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$ 108,452.23	15.5%
Police	POLICE CORPORAL	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Police	POLICE CORPORAL AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Police	POLICE CORPORAL BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Police	POLICE CORPORAL MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Police	POLICE FINANCE MANAGER	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Police	POLICE LIEUTENANT BD	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Police	POLICE LIEUTENANT MD	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Police	POLICE OFFICER	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Police	POLICE OFFICER AD	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Police	POLICE OFFICER BD	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Police	POLICE OFFICER MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
Police	POLICE SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Police	POLICE SGT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Police	POLICE SGT BD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Police	POLICE SGT MD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Parks And Recreation	POTTERY SPECIALIST	111	\$ 31,200.00	37.8%	\$ 39,769.35	37.2%	\$ 48,338.71	36.9%
Planning	PRINCIPAL PLANNER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Transportation	PRINCIPAL TRANSIT PLANNER	124	\$ 52,425.67	-	\$ 66,824.84	-	\$ 81,224.00	-
Chief Administrator	PRINT SHOP SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Chief Administrator	PRINT SHOP TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
Information Technology	PROGRAM & DEVELOPMENT COORDINA	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
WIOA	PROGRAM MONITOR/JOB DEVELOPER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
WIOA	PROGRAM SPECIALIST I	120	\$ 42,723.83	5.4%	\$ 54,458.31	-22.0%	\$ 66,192.78	-22.2%
WIOA	PROGRAM SPECIALIST II	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Engineering	PROJECT ENGINEER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
Public Works	PUBLIC SERVICES COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Public Works	PUBLIC SERVICES CREW LEADER	122	\$ 47,103.02	41.5%	\$ 60,040.28	41.0%	\$ 72,977.54	40.6%
Public Works	PUBLIC SERVICES CREW SUPVSR	121	\$ 44,860.02	16.2%	\$ 57,181.22	15.8%	\$ 69,502.42	15.5%
Public Works	PUBLIC WORKS DIRECTOR	135	\$ 108,288.20	21.2%	\$ 138,030.51	20.7%	\$ 167,772.81	20.4%
Finance	PURCHASING MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Finance	PURCHASING TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Public Works	RAINWATER DIVISION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%

Public Works	RC COMPOST MANAGER	126	\$ 58,905.48	45.3%	\$ 75,084.38	44.7%	\$ 91,263.29	44.3%
Public Works	RC DROP OFF SITE OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Public Works	RC LINE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
Public Works	RC SCALE OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Community Reinvestment	REAL ESTATE SPECIALIST	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Parks And Recreation	REC PROGRAM SPECIALIST II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Parks And Recreation	REC PROGRAM SPECIALIST III	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
Police	RECORDS MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Chief Administrator	RECORDS SPECIALIST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Police	RECORDS SUPERVISOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Parks And Recreation	RECREA PROG SPVR REC SVCS	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Parks And Recreation	RECREATION CENTER LEADERS	111	\$ 31,200.00	59.8%	\$ 39,769.35	59.2%	\$ 48,338.71	58.8%
Parks And Recreation	RECREATION PROGRAM SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Parks And Recreation	RECREATION SVCS DIVISION MGR	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
Public Works	RECYCLING CENTER MANAGER	127	\$ 62,439.81	32.8%	\$ 79,589.45	32.2%	\$ 96,739.09	31.9%
Public Works	RECYCLING ROUTE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
Public Works	RECYCLING TRUCK DRIVER	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
Boards And Commissions	RESIDENTIAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Finance	REVENUE MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Planning	RIGHT OF WAY/TRANSP PLAN COOD	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
Human Resources	RISK MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Human Resources	RSK MGT ALST	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
Public Works	SAFETY COORDINATOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Transportation	SAFETY/TRAINING COORDINATOR	123	\$ 49,458.17	22.0%	\$ 63,042.30	21.5%	\$ 76,626.42	21.2%
Sheriff	SECURITY GUARD	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
Finance	SENIOR ACCOUNTANT	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
MCP	SENIOR CO AD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CO BD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CO MD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CORRECTIONAL OFCR	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR COUNSELOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
State Court	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Superior Court	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
State Court	SENIOR DEPUTY CLERK	117	\$ 37,981.33	-	\$ 48,413.24	-	\$ 58,845.14	-
Municipal Court	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
State Court	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Superior Court	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Public Works	SENIOR HEAVY EQUIPMT OPERATOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
Human Resources	SENIOR HUMAN RESOURCES ANALYST	125	\$ 55,571.21	12.5%	\$ 70,834.33	12.0%	\$ 86,097.44	11.7%
Superior Court	SENIOR INVESTGTR DIST ATTY	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
State Court	SENIOR INVESTIGATOR - SOLICITO	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Public Works	SENIOR LANDFILL OPERATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Planning	Senior Planner	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Engineering	SENIOR TRAFFIC OPERATIONS TECH	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
Sheriff	SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Sheriff	SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Sheriff	SERGEANT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Sheriff	SERGEANT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%

Sheriff	SERGEANT BD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Sheriff	SERGEANT MD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
Fire & Ems	SGT INVESTIGATIONS	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
Sheriff	SHERF CRCTN OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Sheriff	SHERF CRCTN OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Sheriff	SHERF CRCTN OFFICER AD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Sheriff	SHERF CRCTN OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Sheriff	SHERF CRCTN OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Sheriff	SHERF CRCTN OFFICER MD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
Sheriff	Sheriff Cadet	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Public Works	SMALL ENGINE SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	1.5%	\$ 86,097.44	1.2%
Public Works	SPECIAL ENFORCEMENT SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	-22.0%	\$ 66,192.78	-22.2%
Finance	SR LICENSING AND TAX CLERK	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Engineering	STORMWATER DATA INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
Engineering	STORMWATER DATA TECH I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Engineering	STORMWATER DATA TECH II	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Public Works	STORMWATER DRAIN TECH	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Engineering	STORMWATER MGMT ENGINEER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
Public Works	STREET DIVISION MANAGER	129	\$ 71,487.33	-	\$ 91,121.96	-	\$ 110,756.58	-
Tax Commissioner	SUPPORT CLERK	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
Legislative	SUPPORT CLERK - CLERK OF COUNC	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
Fire & Ems	SUPPORT TECHNICIAN LOGISTICS	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Engineering	SURVEY CREW LEADER	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
Engineering	SURVEY CREW WORKER	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
Engineering	SURVEY SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
Engineering	SURVEY TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Information Technology	SYSTEMS & ENTERPRISE APPLICATI	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
Tax Commissioner	TAX CLERK I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Tax Commissioner	TAX CLERK II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Tax Commissioner	TAX SPECIALIST	120	\$ 42,723.83	5.4%	\$ 54,458.31	-22.0%	\$ 66,192.78	-22.2%
Information Technology	TECHNICAL OPERATIONS MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Human Resources	TECHNICAL TRAINING COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Parks And Recreation	TENNIS SPECIALIST I	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
Parks And Recreation	TENNIS SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Civic Center	TICKETING OPERATIONS MANAGER	121	\$ 44,860.02	-	\$ 57,181.22	-	\$ 69,502.42	-
Trade Center	Trade Center Finance Manager	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Engineering	TRAFFIC ANALYST	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Engineering	TRAFFIC CONTROL TECHNICIAN	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Engineering	TRAFFIC OPERATIONS SUPERVISOR	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Engineering	TRAFFIC SIGN CONSTRUCTION SPEC	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Engineering	TRAFFIC SIGNAL SUPERVISOR	122	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
Engineering	TRAFFIC SIGNAL TECHNICIAN I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Engineering	TRAFFIC SIGNAL TECHNICIAN II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
Transportation	TRANSIT COMPLIANCE OFFICER	127	\$ 62,439.81	26.4%	\$ 79,589.45	25.9%	\$ 96,739.09	25.5%
Transportation	TRANSIT MANAGER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
Transportation	TRANSIT SECURITY SPECIALIST	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
Transportation	TRANSIT SPECIALIST	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
Transportation	TRANSIT SUPERVISOR	123	\$ 49,458.17	22.0%	\$ 63,042.30	21.5%	\$ 76,626.42	21.2%

Transportation	TRANSPORTATION CREW LEADER	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Planning	Transportation Planner	121	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Public Works	TREE TRIMMER CREW LEADER	122	\$ 47,103.02	34.7%	\$ 60,040.28	34.2%	\$ 72,977.54	33.8%
Public Works	TREE TRIMMER CREW LEADER II	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
Public Works	TREE TRIMMER II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
Chief Administrator	TV STATION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Public Works	URBAN FORESTRY SUPERVISOR	124	\$ 52,425.67	35.8%	\$ 66,824.84	35.3%	\$ 81,224.00	34.9%
Superior Court	VICTIM ADVOCATE	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
State Court	VICTIM ADVOCATE INVESTIGATOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
Superior Court	VICTIM WITNESS PGR AD	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
State Court	VICTIM WITNESS PROGRAM ADMINIS	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
Public Works	VOLUNTEER COORDINATOR- ANIMAL	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
MCP	WARDEN MD	C7	\$ 100,000.00	23.5%	\$ 127,465.88	23.0%	\$ 154,931.76	22.7%
Public Works	WASTE COLLECT ROUTE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
Public Works	WASTE COLLECTION WORKER	112	\$ 32,136.00	17.6%	\$ 40,962.43	17.2%	\$ 49,788.87	16.9%
Public Works	WASTE DISPOSAL AND RECYCLING M	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$ 110,756.58	6.9%
Public Works	WASTE EQUIPMENT OPERATOR	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
Information Technology	WEB DEVELOPMENT MANAGER	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
WIOA	WIOA ASSISTANT DIRECTOR	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$ 118,509.54	39.3%
WIOA	WORKFORCE INVESTMENT OPPORTUNI	133	\$ 93,705.31	27.8%	\$ 119,442.30	27.2%	\$ 145,179.29	26.9%

The final appeals process also included various positions not listed here that are advanced steps in current pay grade to maintain internal pay equity.

The number of positions impacted include positions with the same job title and pay grade.

File Attachments for Item:

17. 1st Reading- An Ordinance amending Section 3-15.2 of the Columbus Code to establish an entertainment district subject to the requirements of Columbus Code Section 3-15.1 at Midland Commons; and for other purposes. (Mayor Pro-Tem)

AN ORDINANCE

NO.

An Ordinance amending Section 3-15.2 of the Columbus Code to establish an entertainment district subject to the requirements of Columbus Code Section 3-15.1 at Midland Commons; and for other purposes.

SECTION 2.

Section 3-15.2 of the Columbus Code is amended by adding a new paragraph 2 which reads as follows:

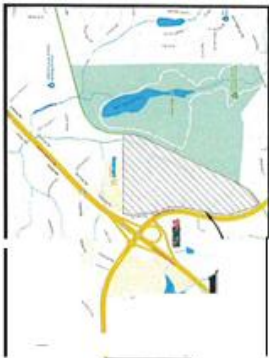
(2) Midland Commons Entertainment District- inside the boundaries shown on the map attached below. JMC Lifestyle LLC will be the responsible party for the distribution of commercial printed stickers or other means for identifying qualified open containers in this District. Any change in the designated responsible party shall be subject to the approval of Council.

Introduced at a meeting of the Council of Columbus, Georgia, held on the 20th day of June, 2023; introduced a second time at a regular meeting of said Council held on the 27th day of June, 2023, and adopted at said meeting by the affirmative vote of _____members of said Council.

Councilor Allen voting	_____ .
Councilor Barnes voting	_____ .
Councilor Begly voting	_____ .
Councilor Cogle voting	_____ .
Councilor Crabb voting	_____ .
Councilor Davis voting	_____ .
Councilor Garrett voting	_____ .
Councilor Huff voting	_____ .
Councilor Thomas voting	_____ .
Councilor Tucker voting	_____ .

Sandra T. Davis, Clerk of Council

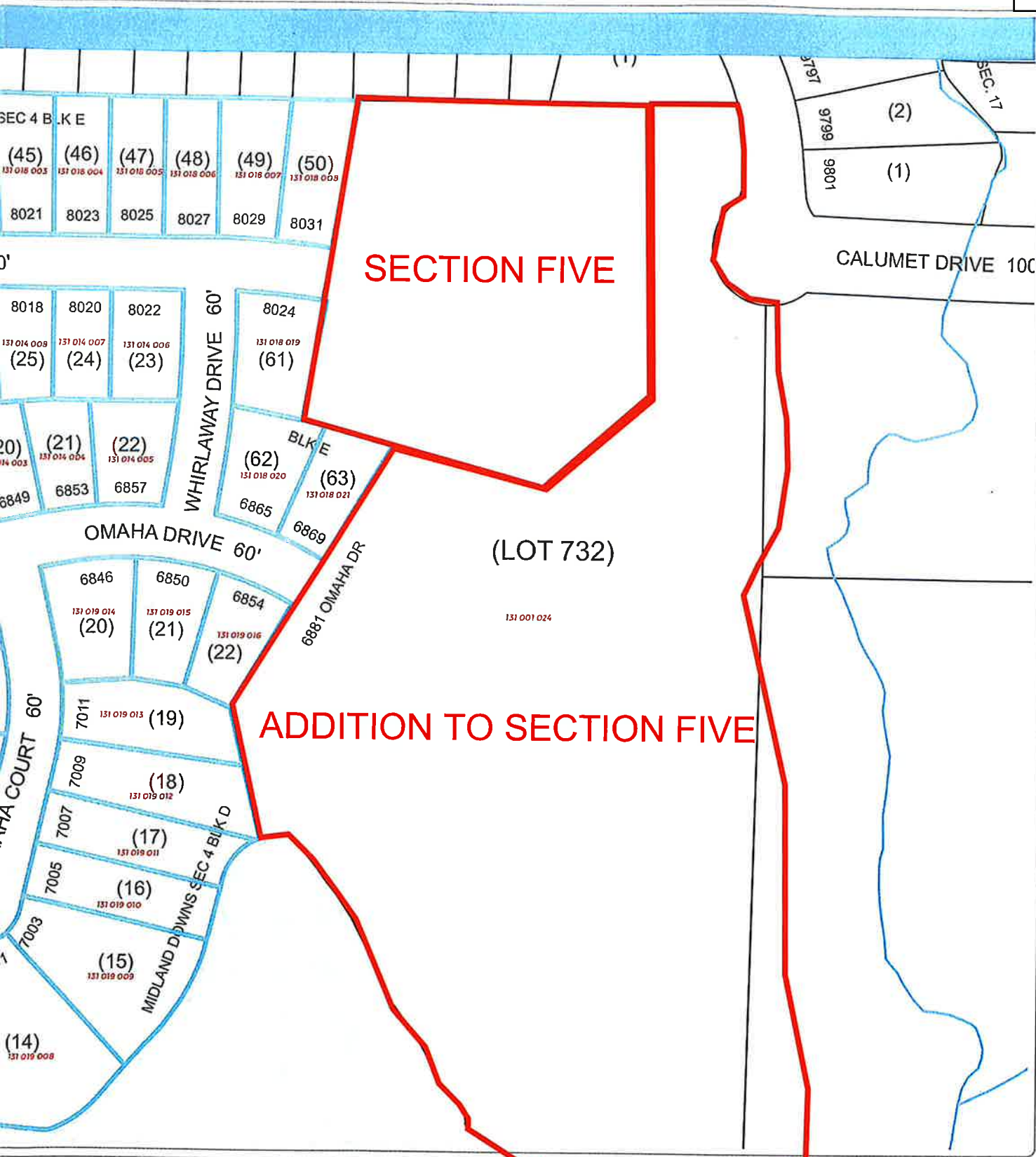
B.H. "Skip" Henderson, III, Mayor



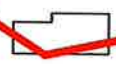
File Attachments for Item:

1. Street Acceptance –That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition to Section Five, Midland Downs & Adjoining Property.

Approval is requested for the acceptance of That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition to Section Five, Midland Downs & Adjoining Property.



DATED GOVERNMENT
TMENT - GIS DIVISION
y: Ariatna Perez
1/2022 4:51 PM
1983 State Plane Georgia
American 1983



- Tax Parcels - 2022
- Public ROW
- Current Buildings
- Subdivisions
- Railroad
- Waterbody

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #1.

TO:	Mayor and Councilors
AGENDA SUBJECT:	Street Acceptance –That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition to Section Five, Midland Downs & Adjoining Property.
AGENDA SUMMARY:	Approval is requested for the acceptance of That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition to Section Five, Midland Downs & Adjoining Property.
INITIATED BY:	Engineering Department

Recommendation: Approval is requested for the acceptance of That portion of Omaha Drive and that portion of Yellow Pine Road, located in that portion of Addition to Section Five, Midland Downs & Adjoining Property.

Background: That portion of Omaha Drive and that portion of Yellow Pine Road, located Addition to Section Five, Midland Downs & Adjoining Property has (29) twenty-nine residential lots. The streets have been improved and meet the required specifications for acceptance by the City.

Analysis: A deed has been conveyed to the City conveying That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition to Section Five, Midland Downs & Adjoining Property. A description of property is as follows: The streets located in Midland Downs Addition to Section Five identified as Yellow Pine Road and Omaha Drive on the plat titled Revised Plat “Addition to Section Five Midland Downs & Adjoining Property” Part of Land Lots 158, & 159, 9th Land District, Columbus, Muscogee County, Georgia, dated May 17, 2023, prepared by Moon, Meeks & Associates, Inc., and recorded at Plat Book 167, Page 218, in the Office of the Clerk of the Superior Court of Muscogee County, Georgia.

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

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

Recommendation/Action: Approve the acceptance of That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition to Section Five, Midland Downs & Adjoining Property.

A RESOLUTION

A RESOLUTION AUTHORIZING THE ACCEPTANCE OF A DEED TO THAT PORTION OF OMAHA DRIVE AND THAT PORTION OF YELLOW PINE ROAD LOCATED IN ADDITION TO SECTION FIVE, MIDLAND DOWNS & ADJOINING PROPERTY, ON BEHALF OF COLUMBUS, GEORGIA.

Item #1.

WHEREAS, Columbus, Georgia has been submitted a deed That portion of Omaha Drive and that portion of Yellow Pine Road, located in Addition of Section Five, Midland Downs & Adjoining Property, a full description of property on said deed; and,

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

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

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

That certain deed dated June 6, 2023, conveying to Columbus, Georgia That portion of Omaha Drive, and that portion of Yellow Pine Road located in Addition to Section Five, Midland Downs & Adjoining Property, and the same is hereby accepted. The Clerk of Council is hereby authorized to have said deed recorded in the Deed Records in the Office of the Clerk of Superior Court of Muscogee County. A copy of the deed is hereto attached and by this reference made a part of this resolution.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the _____ day of June 2023 and adopted at said meeting by the affirmative vote of ten members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Begly voting	_____.
Councilor Crabb voting	_____.
Councilor Cogle voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson III, Mayor

File Attachments for Item:

2. Agreement Regarding Parking Lot at 5601 Veteran's Parkway

Approval is requested authorizing the execution of an agreement for the repair of the parking lot located at 5601 Veteran's Parkway, Department of Public Health.

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	Agreement Regarding Parking Lot at 5601 Veteran's Parkway
AGENDA SUMMARY:	Approval is requested authorizing the execution of an agreement for the repair of the parking lot located at 5601 Veteran's Parkway, Department of Public Health.
INITIATED BY:	Engineering Department

Recommendation: Approval is requested authorizing the execution of an agreement for the repair of the parking lot located at 5601 Veteran's Parkway, Department of Public Health.

Background: The Columbus, Georgia Consolidated Government holds the primary leasehold interest in the property owned and leased to it by the Columbus Building Authority, which is located at 5601 Veteran's Parkway, Columbus, Georgia, and more specifically described in the survey attached as Exhibit A. The Adjacent Landowner, Old Gregg, LLC, located at 5547 Veteran's Parkway in Columbus, Georgia has a waterline that runs across the parking lot area of the Premises pursuant to an Easement shown on the plat attached as Exhibit B. The waterline ruptured causing damage to the parking lot of the Premises.

Analysis: The parties have agreed to resolve all claims relating to the damage to the parking lot.

Financial Considerations: The City is not required to provide any funding.

Legal Considerations: Council is the approving authority for all agreements and acceptances.

Recommendation/Action: Approval is requested authorizing the execution of an agreement for the repair of the parking lot located at 5601 Veteran's Parkway, Department of Public Health.

**A RESOLUTION
NO. _____**

**A RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT
FOR THE REPAIR OF THE PARKING LOT LOCATED AT 5601 VETERAN'S
PARKWAY, DEPARTMENT OF PUBLIC HEALTH.**

WHEREAS, the Columbus, Georgia Consolidated Government (hereinafter "CCG") holds the primary leasehold interest in the property owned and leased to it by the Columbus Building Authority, which is located at 5601 Veteran's Parkway, Columbus, Georgia, and more specifically described in the survey attached as Exhibit A (hereinafter, "the premises").

WHEREAS, the Adjacent Landowner, Old Gregg, LLC, located at 5547 Veteran's Parkway in Columbus, Georgia, has a waterline that runs across the parking lot area of the Premises pursuant to an Easement shown on the plat attached as Exhibit B; and,

WHEREAS, the waterline ruptured, causing damage to the parking lot of the Premises; and,

WHEREAS, the parties have agreed to resolve all claims relating to the damage to the parking lot; and,

WHEREAS, the Adjacent Landowner will, at its own expense, engage Wolford Contracting Company and Gordy Construction Company (hereinafter, "the Contractor") as the contractor to repair the damage to the parking lot; and,

WHEREAS, repair shall be made in accordance with the proposal document attached hereto as Exhibit C, and Adjacent Landowner and Contractor will be responsible for obtaining all legally required permits for the work; and,

WHEREAS, the water pipe will be capped and abandoned by the Adjacent Landowner, who hereby releases any rights to continue to use the water pipe; and,

WHEREAS, after capping the pipe, the contractor will repair all damaged surfaces of the parking lot, which are designated on Exhibit C; and,

WHEREAS, the Adjacent Landowner will warrant the parking lot repairs for a period of two years from the "Completion Date," which is defined as the date on which the completed work required is inspected and accepted by CCG; and,

WHEREAS, the Adjacent Landowner shall require the contractor to supply a performance bond covering its work in favor of the CCG in the form acceptable to the CCG; and,

WHEREAS, the bond shall cover the work up to and including a period of two years after the Completion Date.

WHEREAS, the Contractor shall also provide proof of liability insurance satisfactory to the CCG and naming it as an additional insured for the period while Contractor is working on the Premises; and,

WHEREAS, CCG hereby releases any additional claims against Old Gregg, LLC arising out of the water damage to the Premises caused by the water pipes shown on Exhibit B except the ability to enforce the terms of this Agreement in the courts of law or equity; and,

WHEREAS, after the Completion Date, assuming compliance with all the terms of the Agreement, CCG will prepare and file in the real estate records of the Muscogee County Superior Court a release extinguishing any easement held by the Adjoining Property Owner which allowed the placement of the waterlines shown on Exhibit B.

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

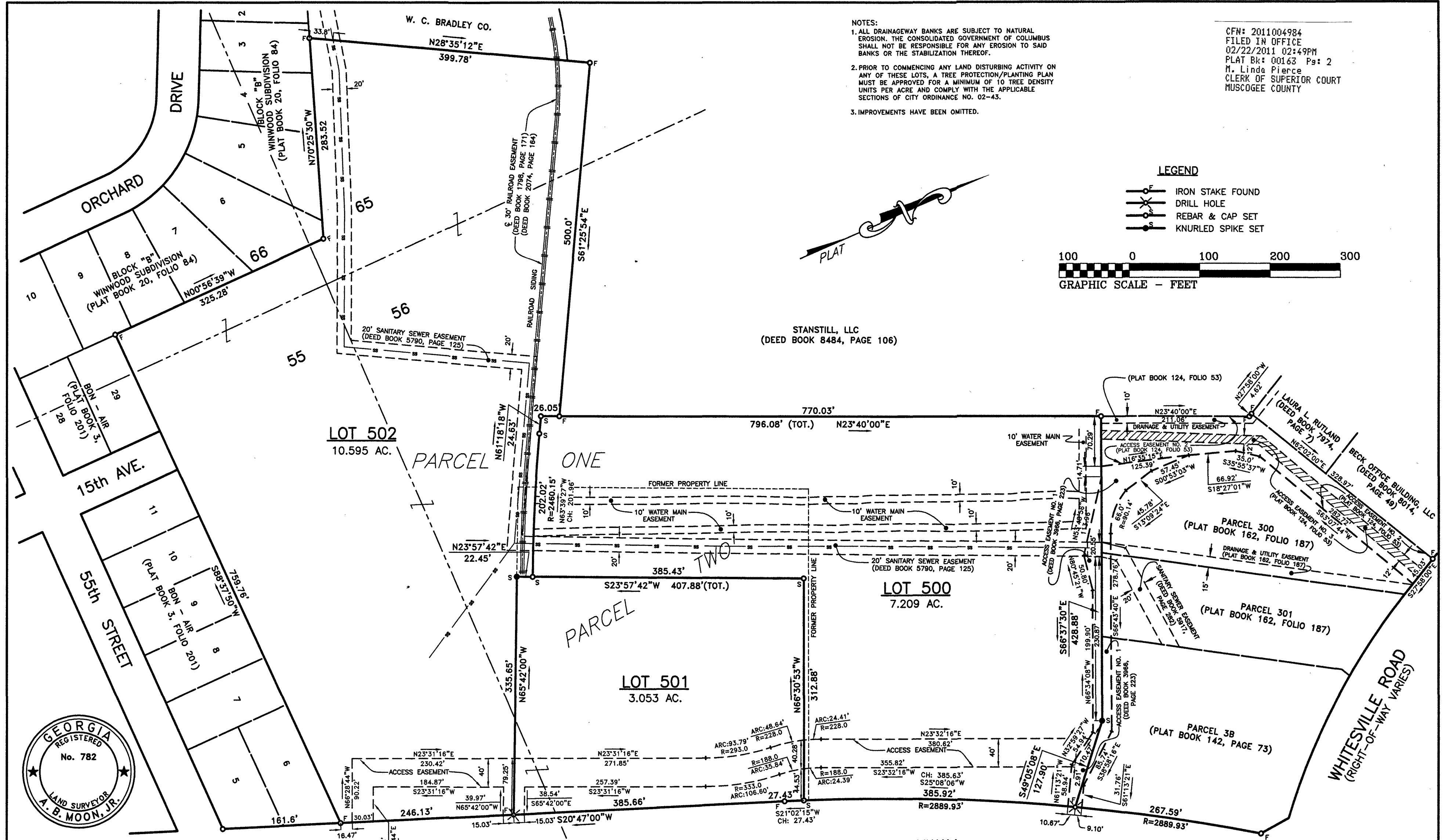
That the City Manager is hereby authorized to execute an agreement for the repair of the parking lot located at 5601 Veteran's Parkway, Department of Public Health, which contains the terms set forth above.

Introduced at a regular meeting of the Council of Columbus, Georgia, held on the _____ day of _____ 2023 and adopted at said meeting by the affirmative vote of ten members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Begly voting	_____.
Councilor Cogle voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson III, Mayor

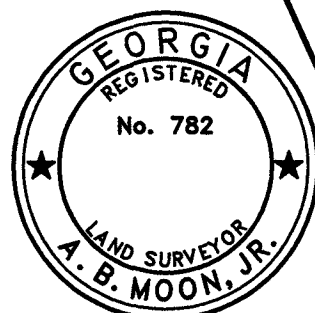
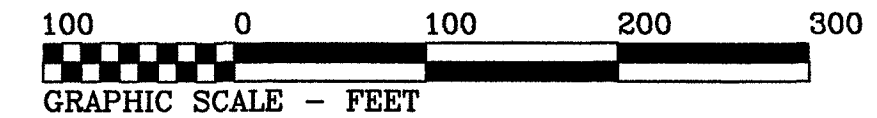


NOTES:
1. ALL DRAINAGEWAY BANKS ARE SUBJECT TO NATURAL EROSION. THE CONSOLIDATED GOVERNMENT OF COLUMBUS SHALL NOT BE RESPONSIBLE FOR ANY EROSION TO SAID BANKS OR THE STABILIZATION THEREOF.
2. PRIOR TO COMMENCING ANY LAND DISTURBING ACTIVITY ON ANY OF THESE LOTS, A TREE PROTECTION/PLANTING PLAN MUST BE APPROVED FOR A MINIMUM OF 10 TREE DENSITY UNITS PER ACRE AND COMPLY WITH THE APPLICABLE SECTIONS OF CITY ORDINANCE NO. 02-43.
3. IMPROVEMENTS HAVE BEEN OMITTED.

CFN: 2011004984
FILED IN OFFICE
02/22/2011 02:49PM
PLAT Bk: 00163 Pg: 2
M. Linda Pierce
CLERK OF SUPERIOR COURT
MUSCOGEE COUNTY

LEGEND

- IRON STAKE FOUND
- DRILL HOLE
- REBAR & CAP SET
- KNURLED SPIKE SET



SURVEYOR'S CERTIFICATE

IT IS HEREBY CERTIFIED THAT THIS PLAT IS TRUE AND CORRECT AND WAS PREPARED FROM AN ACTUAL SURVEY OF THE PROPERTY BY ME OR UNDER MY SUPERVISION; THAT ALL MONUMENTS SHOWN HEREON ACTUALLY EXIST AND THEIR LOCATION, SIZE, TYPE AND MATERIAL ARE CORRECTLY SHOWN.

THE FIELD DATA UPON WHICH THIS PLAT IS BASED HAS A CLOSURE PRECISION OF ONE FOOT IN 32,845 FEET, AND AN ANGULAR ERROR OF 03" PER ANGLE POINT AND WAS ADJUSTED USING LEAST SQUARES RULE.

THE FOLLOWING TYPE EQUIPMENT WAS USED TO OBTAIN THE LINEAR AND ANGULAR MEASUREMENTS USED IN THE PREPARATION OF THIS PLAT: TOPCON GTS-3030 TOTAL STATION.

THIS PLAT HAS BEEN CALCULATED FOR CLOSURE AND WAS FOUND TO BE ACCURATE WITHIN ONE FOOT IN MORE THAN 40,000 FEET.

A. B. MOON, JR.
REGISTERED GEORGIA LAND SURVEYOR NO. 782
3900 ROSEMONT DRIVE
COLUMBUS, GEORGIA, 31904
(706) 327-8306

OWNER'S CERTIFICATE

THE UNDERSIGNED CERTIFIES THAT HE OR SHE IS THE FEE SIMPLE OWNER OF THE LAND SHOWN ON THIS PLAT AND THAT THE PLAT AND THE PUBLIC IMPROVEMENTS CONTAINED THEREIN OR ASSOCIATED THEREWITH MEET ALL APPLICABLE REQUIREMENTS AND STANDARDS OF THE COLUMBUS UNIFIED DEVELOPMENT CODE.

OWNER'S NAME: W. C. BRADLEY CO.

OWNER'S ADDRESS: 1001 FRONT AVE.

COLUMBUS, GA 31901

DATE: 2-14-2011

OWNER'S SIGNATURE

CERTIFICATE FOR ENGINEERING APPROVAL

STREETS AND STORM DRAINAGE DESIGN CONSTRUCTION PLANS AND EASEMENTS MEET THE REQUIREMENTS OF THE COUNCIL OF COLUMBUS, GEORGIA AND ARE APPROVED BY THE DEPARTMENT OF ENGINEERING OF COLUMBUS, GEORGIA.

DATE: 02/22/11

DEPARTMENT OF ENGINEERING

OWNER'S SIGNATURE

VETERANS PARKWAY
(RIGHT-OF-WAY VARIES)

CERTIFICATE FOR FINAL PLAT APPROVAL

ALL REQUIREMENTS OF THE COLUMBUS UNIFIED DEVELOPMENT CODE HAVING BEEN REPRESENTED AS BEING FULFILLED BY THIS PLAT, THE UNDERSIGNED ACTING UNDER AUTHORITY OF THE CITY COUNCIL OF THE COLUMBUS CONSOLIDATED GOVERNMENT HEREBY APPROVES THIS PLAT FOR RECORDATION BY THE CLERK OF THE SUPERIOR COURT.

DATE: 2/22/11

DIRECTOR OF PLANNING

OWNER'S SIGNATURE

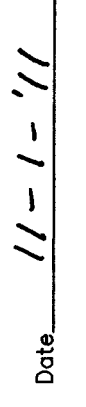
REPLAT OF
PARCEL ONE & PARCEL TWO
PLAT OF
LOT 4, PART OF LOT 5, BLOCK "G"
PROPERTY OF

DEVELOPERS-INVESTORS, INC.
AND ADJACENT PROPERTIES

LYING IN LAND LOTS 55, 56, 65 & 66, 8TH DISTRICT
COLUMBUS, MUSCOGEE COUNTY, GEORGIA

Scale 1" = 100' 17 January 2011

MOON, MEEKS, MASON & VINSON, INC.
Civil Engineers Columbus, Georgia



AGREEMENT REGARDING PARKING LOT AT 5601 VETERAN'S PARKWAY

WHEREAS, the Columbus, Georgia Consolidated Government (hereinafter "CCG") holds the primary leasehold interest in the property owned and leased to it by the Columbus Building Authority which is located at 5601 Veteran's Parkway, Columbus, Georgia, and more specifically described in the survey attached as Exhibit A (hereinafter, "the Premises"); and

WHEREAS, the Adjacent Landowner, Old Gregg, LLC, located at 5547 Veteran's Parkway in Columbus, Georgia has a waterline that runs across the parking lot area of the Premises pursuant to an Easement shown on the plat attached as Exhibit B below; and

WHEREAS, the waterline ruptured, causing damage to the parking lot of the Premises: and

NOW THEREFORE, the parties have agreed to resolve all claims relating to the damage to the parking lot on the following basis:

1. Adjacent Landowner will at its own expense engage Wolford Contracting Company and Gordy Construction Company (hereinafter, "the Contractor") as the contractor to repair the damage to the parking lot. Repair shall be made in accordance with the proposal document attached hereto as Exhibit C, and Adjacent Landowner and Contractor will be responsible for obtaining all legally required permits for the work. The water pipe will be capped and abandoned by the Adjacent Landowner who hereby releases any rights to continue to use the water pipe. After capping the pipe, the contractor will repair all damaged surfaces of the parking lot which are designated on Exhibit C.
2. Adjacent landowner will warrant the parking lot repairs for a period of two years from the "Completion Date" which is defined as the date on which the completed work required under this agreement is inspected and accepted by CCG.
3. The Adjacent Landowner shall require the contractor to supply a performance bond covering its work in favor of the CCG in form acceptable to the CCG. The bond shall cover the work up to and including a period of two years after the Completion Date. The Contractor shall also provide proof of liability insurance satisfactory to the CCG and naming it as an additional insured for the period while Contractor is working on the Premises.
4. CCG hereby releases any additional claims against Old Gregg, LLC arising out of the water damage to the Premises caused by the water pipes shown on Exhibit B except the ability to enforce the terms of this Agreement in the courts of law or equity.
5. After the Completion Date, assuming compliance with all of the terms of this Agreement, CCG will prepare and file in the real estate records of the Muscogee County Superior

Court a release extinguishing any easement held by the Adjoining Property Owner which allowed the placement of the waterlines shown on Exhibit B.

Entered into this 7 day of June, 2023.

Old Gregg, LLC

By: 

Title: Owner

**Columbus, Georgia
Consolidated Government**

By: _____
Isaiah Hugley, City Manager

Attest:

Sandra T. Davis, Clerk of Council

Witness: 

SEAL

Notary Attestation

Judy Johnson
NOTARY PUBLIC
MUSCOGEE COUNTY, GEORGIA
My Commission Expires
01/11/2025



**Wolford Contracting
Company**
Asphalt Paving and Grading

2723 Smith Road
P.O. Box 1266
Fortson, GA 31808-1266
Office (706) 327-3835
Fax (706) 327-2575

Item #2.

Quote#: **6770**

September 29, 2022

RE:

**ASPHALT PATCH THREE (3) LOCATIONS IN UTILITY EASEMENT
BEHIND COLUMBUS HEALTH DEPARTMENT**

5547 VETERANS PARKWAY

COLUMBUS

GA

MUSCOGEE

To:

REYNOLDS BICKERSTAFF

Please accept this quote for the following:

Item #	Description	Quantity (ea)	Unit of Measure	Unit Price	Extension
1	WORK DESCRIBED BELOW	1	LUMP SUM	\$21,625.00	\$21,625.00
	SEE ATTACHED GOOGLE EARTH PHOTO FOR WORK AREAS				
	PATCH #1 : 42' x 54'				
	PATCH #2: 19' x 9'				
	PATCH #3: 26' x 12'				
	A) ASPHALT PATCHING: THREE (3) LOCATIONS TOTALING APPROX 306 SQ YDS				
	1) SAW CUT AREAS AS NEEDED				
	2) DIG OUT 4" AND HAUL DEBRIS OFF-SITE				
	3) FURNISH, PLACE AND COMPACT 4" ASPHALT (AVG THICKNESS COMPACTED)				

Total for PROJECT: **\$21,625.00**

This quote **comes with and includes** the following :

1	All applicable taxes
2	Due to the volatile price of asphalt this quote is valid until asphalt increases by \$1.00 or more per ton at the silo including sales tax. Acceptance of this quote does not mean the price can be honored until work can be performed. If needed, the project will be requoted and accepted by the Contractor/Customer before any work is performed.
3	This quote is to perform the work during normal business hours Monday thru Friday, 8am to 5pm. Weekends or nights will require additional pricing.

This quote **does not include** the following OR has the following **stipulations**:

1	Poisoning grass, weeds, etc.
2	Pavement markings, signage, wheel stops, etc.
3	Any permits, engineered drawings, as-built drawings, testing or engineering.
4	

PAYMENT TERMS : DUE AT COMPLETION

Thank you for the opportunity to quote this work.

If accepted, please sign and fax to 706.327.2575 or email it to doug@wolfordcontracting.com or text a photo of it to 706.575.3689.

Doug Wolford, Estimator

Acceptance of QUOTE - The above prices, specifications and stipulations are understood and hereby accepted. You are authorized to do the work and payment will be made as specified. Should account be turned over to collections, maximum allowable by law interest fees and reasonable attorney fees will be charged in addition to the invoice amount.

Print Name / Company Name

- Page 180 -

PO#

Date



File Attachments for Item:

3. Integrated Waste Recycling Grant

Approval is requested to submit and accept grant funding from the Recycling Partnership in the amount of \$90,000 with no match from the city for the implementation of educational and outreach efforts with the goal of improving and enhancing our residential curbside recycling program.

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #3.

TO:	Mayor and Councilors
AGENDA SUBJECT:	Integrated Waste Recycling Grant
AGENDA SUMMARY:	Approval is requested to submit and accept grant funding from the Recycling Partnership in the amount of \$90,000 with no match from the city for the implementation of educational and outreach efforts with the goal of improving and enhancing our residential curbside recycling program.
INITIATED BY:	Public Works

Recommendation: Approval is requested to submit and accept grant funding from the Recycling Partnership in the amount of \$90,000 with no match from the city for the implementation of educational and outreach efforts with the goal of improving and enhancing our residential curbside recycling program.

Background: The Recycling Partnership seeks to offer funding to assist municipalities with implementing educational and outreach programs that will improve our residential recycling program and increase the number of households that opt-in to recycling services.

Analysis: The Department of Public Works researched and found available grant funding offered through The Recycling Partnership in the amount of \$90,000. The grant is an education and outreach grant without a matching requirement.

Financial Considerations: None, no matching funds required. The grant request will be for \$90,000, based on our current educational and outreach programs. Additional “in-kind” services of up to \$125,000 will also be offered in addition to this grant funding. These services include but are not limited to access to Recycling Partnership staff, technical support for strategic planning, program assessment, measurement activities, and recycling education and outreach, including graphic design customization.

Legal Considerations: The Columbus Consolidated Government is eligible to receive the grant funding offered by The Recycling Partnership without any matching funds.

Recommendation/Action: Approval is requested to apply for the grant funding and accept if awarded.

**RESOLUTION
NO. _____**

**A RESOLUTION AUTHORIZING THE APPLICATION FOR GRANT FUNDING
TO IMPLEMENT AN EDUCATIONAL AND OUTREACH PROGRAM TO ENHANCE
AND GROW OUR COMMUNITY RESIDENTIAL CURBSIDE RECYCLING
PROGRAM.**

Item #3.

WHEREAS, The Columbus Consolidated Government (CCG) desires to provide citizens with the opportunity to opt-in our recycling program; and

WHEREAS, the assurance of citizens participating in our residential curbside recycling program allows the CCG the opportunity to reduce the amount of waste going into the Pinegrove Landfill which is critical to extending the life of this landfill; and

WHEREAS, the Recycling Partnership a private non-profit entity is granting funds without any matching requirement to enhance and invest in local communities recycling programs; and

WHEREAS, grant funding is available to support Columbus Consolidated Government's Waste Diversion program; and

WHEREAS, the Recycling Partnership has been identified as a partner for waste diversion and recycling for communities seeking to expand their recycling programs; and

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

The City Manager is authorized to apply for grant funds and if awarded accept these funds from The Recycling Partnership to support the cost of implementing an educational and outreach program to enhance our curbside residential recycling program.

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

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Begley voting	_____.
Councilor Cogle voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.

RECYCLING PARTNERSHIP GRANT AGREEMENT

This Grant Agreement is hereby made and entered into on the last date of execution below (“Effective Date”), by and between The Recycling Partnership, Inc. (“The Partnership”) and the Columbus Consolidated Government, Georgia (“Grantee”), which are referred to collectively herein as the “Parties” and individually as a “Party.”

1. **Grant Agreement Documents; Entire Agreement:** This Grant Agreement consists of this document and its attachments: (a) Terms and Conditions (Attachment A), and (b) Work Plan (Attachment B). This Grant Agreement comprises the entire agreement between the Parties and supersedes any and all previous and contemporaneous agreements and representations, whether oral or written.
2. **Term:** This Grant Agreement shall be effective during the Grant Period, which begins on the Effective Date and ends on August 31, 2024 unless the Parties agree to amend this Grant Agreement as provided in Paragraph 8.
3. **Grantee’s Duties:** Subject to Paragraph 10 hereof, the Grantee shall take reasonable and appropriate steps to substantially complete the Work Plan as set out in Attachment B and under the conditions set forth in Attachment A.
4. **Duties of Partnership and Grantee:** The Partnership shall make cash grants to the Grantee in an amount not to exceed NINETY THOUSAND DOLLARS (\$90,000) to support the implementation of educational and outreach efforts with the goal of improving and enhancing Grantee’s residential curbside recycling program and increasing the number of households that opt-in to recycling services (“Cash Grants”). The details of the Cash Grants and the anticipated costs and expenditures associated with this grant project are detailed in Section f, Project Budget and Grant Funding, of Attachment B.

In addition to the Cash Grants, during the Grant Period The Partnership shall also provide the Grantee with access to resources, Partnership staff time, and other in-kind services with an estimated value of ONE HUNDRED TWENTY FIVE THOUSAND DOLLARS (\$125,000). The purpose of these in-kind services is to support the Grantee’s public recycling program through the provision of technical support for strategic planning, program assessment, measurement activities, and recycling education and outreach including graphic design customization. The amounts set forth below represent The Partnership’s intended distribution of in-kind resources to the Grantee.

Description of In-Kind Resources from The Recycling Partnership	Projected Value
Access to Recycling Partnership educational campaign materials	Up to \$100,000
Dedicated technical assistance and outreach campaign design support from Partnership staff	Up to \$25,000
Total projected value of in-kind assistance and support	Up to \$125,000

In exchange for the Cash Grants and in-kind resources from The Partnership, the Grantee will commit staff time and resources for the planning and implementation of the project that is the subject of this Grant Agreement, including reviewing and approving Partnership-designed educational materials, developing and implementing an education program that includes the use of Grantee's website, digital content, and supported events, producing and distributing educational materials with the delivery of new recycling carts, conducting recycling program operations, supporting research and program analysis through the provision data, and providing additional support as the project requires in the Work Plan as set out in Attachment B, and under the conditions set forth in Attachment A.

Subject to Paragraph 10 hereof, the Grantee will take reasonable and appropriate steps to substantially complete the Work Plan in accordance with the Anticipated Implementation Timeline described in the Work Plan.

5. Distribution Provisions: The Partnership shall distribute Cash Grants to the Grantee to reimburse the Grantee for actual allowable expenditures the Grantee has made or otherwise incurred during the Grant Period (collectively, "Allowable Expenditures" and individually, an "Allowable Expenditure"). An Allowable Expenditure is one associated with work performed or goods or services acquired to complete the Work Plan as set out in Attachment B as determined by The Partnership in its sole and absolute discretion. Excluding the final Cash Grant, The Partnership shall make such distributions to the Grantee within thirty (30) days of receiving from the Grantee invoices prepared as described in Paragraph 6 hereof documenting Allowable Expenditures. Unless otherwise determined by The Partnership in its sole and absolute discretion, the total Cash Grants from The Partnership will not exceed ninety percent (90%) of reimbursable costs until the submittal of a final report ("Final Report") as defined in Section t, Reporting and Additional Post Award Requirements, of Attachment A; the remaining ten percent (10%) of reimbursable expenses shall be paid upon Final Report submittal. Cash Grants may be distributed to the Grantee by check or direct deposit, as the Grantee and The Partnership shall mutually agree prior to the distribution of a Cash Grant.

6. Invoices: As described in Section u, Reimbursement, of Attachment A, the Grantee shall submit reimbursement requests to The Partnership in the form of an invoice using a template provided by The Partnership. All invoices submitted to The Partnership by the Grantee shall be accompanied by reasonable and appropriate evidence for The Partnership to determine the actual amounts paid by the Grantee for work and services associated with each Allowable Expenditure, and documentation that

provides evidence of payment by the Grantee for each Allowable Expenditure submitted, which shall include copies of invoices for Allowable Expenditures for which the Grantee is seeking reimbursement. The Grantee's final invoices must be received by The Partnership with the Grantee's Final Report. In addition to supporting documentation, the Grantee shall provide a summary of the expenses paid by the Grantee in a table or spreadsheet outlining the expense, vendor, and the purpose of the expense. Upon delivery of such invoices and documentation, the Grantee will then be eligible for reimbursement of up to ninety percent (90%) of the amount of the Cash Grants to be provided by The Partnership for Allowable Expenditures with the final ten percent (10%) available as detailed in Paragraph 5 above.

7. Grant Contacts: Contacts for purposes of this Grant Agreement are set forth below.

Primary Partnership Contact:	Secondary Partnership Contact	Grantee Project Manager:
Rob Taylor, Vice President of Grants and Community Development Telephone: (919) 777-3964 Email: rtaylor@recyclingpartnership.org	Craig Wittig, Vice President of Grant Implementation and Community Engagement Telephone: (919) 830-0547 Email: cwittig@recyclingpartnership.org	John Pittman, Integrated Waste Manager Columbus Consolidated Government Office: (706) 225-4662 Mobile: (762) 207-0551 Pittman.John@columbusga.org

8. Amendments and Changes: This Grant Agreement may be amended in a writing signed by the Parties. Notwithstanding the foregoing, the amount of the Cash Grants may be increased or decreased in a writing signed by an authorized person of the Grantee and a Partnership contact set out in Paragraph 7 hereof.

9. Signature Warranty: Each of the undersigned represents and warrants that he or she is authorized to execute this Grant Agreement.

10. Appropriations Limitation: All expenditures and other performance by the Grantee under this Grant Agreement are subject to appropriations by the Consolidated Council of the Grantee. Consequently, this Grant Agreement shall bind the Grantee only to the extent the Grantee appropriates sufficient funds for the Grantee to perform its obligations hereunder.

[The balance of this page is intentionally left blank.]

The Parties have executed this Grant Agreement as of the Effective Date.

The Recycling Partnership, Inc.

By: _____

Name: Rob Taylor

Title: Vice President of Grants and Community Development

DATE: _____

Columbus Consolidated Government, Georgia

By: _____

Name:

Title:

DATE: _____

Attachment A: Terms and Conditions

- a. Termination:** Either Party may terminate this Grant Agreement in writing with thirty (30) days' notice to the other Party. If the Grantee fails to substantially fulfill its obligations under this Grant Agreement in a timely and proper manner, The Partnership may provide written notice to the Grantee of its intent to terminate this Grant Agreement. Such notice shall specify the reasons for termination and allow the Grantee thirty (30) days to mitigate any specified reasons. If the Grantee fails to cure, as determined by The Partnership in its sole discretion, The Partnership may terminate this Grant Agreement by giving written notice to the Grantee of such termination and the effective date of such termination. In such event, the Grantee may receive Cash Grants equal to the total amount of actual Allowable Expenditures paid or entered into in good faith and subject to the other terms and conditions of this Grant Agreement that were incurred by the Grantee prior to receipt of a notice of termination from The Partnership and submitted for reimbursement within thirty (30) days of such receipt date in accordance with Paragraphs 5 and 6 of this Grant Agreement.
- b. Notices:** All notices required by the terms of this Grant Agreement to be sent to The Partnership must be delivered by email with a read receipt requested to The Partnership's primary and secondary contacts set out in Paragraph 7 hereof. All notices required by the terms of this Grant Agreement to be sent to the Grantee must be delivered by email with a read receipt requested to the Grantee's contact set out in Paragraph 7 hereof.
- c. Recycled Paper:** The Partnership encourages the Grantee, if cost effective, to have all publications produced as a result of this Grant Agreement be printed double-sided on recycled-content paper with minimal thirty percent (30%) post-consumer recycled content.
- d. Lobbying:** The Grantee shall not use or appropriate any Cash Grant to carry on propaganda or otherwise attempt to influence legislation.
- e. Compliance with Work Plan:** The Grantee shall substantially adhere to the timeline and objectives detailed in the Work Plan as set out in Attachment B and strive to make sufficient progress toward fulfilling such timeline and objectives.
- f. Extensions:** The Partnership may grant extensions of time for the Grantee to perform its obligations hereunder, but such extensions are not guaranteed. If the Grantee desires an extension, the Grantee shall submit a written request to The Partnership's primary and secondary contacts as set out in Paragraph 7 hereof at least sixty (60) days prior to the due date of an obligation.
- g. Retroactive Costs:** Costs incurred before the Grant Period are not eligible for reimbursement

unless approved in writing by a primary or secondary contact of The Partnership as set out in Paragraph 7 hereof.

h. Travel Expenses: Cash Grants from The Partnership may not be used for travel expenses without prior written approval from a primary or secondary contact of The Partnership as set out in Paragraph 7 hereof.

i. Technical Assistance: The Grantee agrees to work with The Partnership during the design, implementation, and monitoring of the program improvements, both educational and operational, during the Grant Period.

j. Collection Frequency: The Grantee must provide residents with a recycling program under which recyclables are collected on a weekly or every other week basis.

k. Cart Distribution: The Grantee must distribute carts for recycling collection free of additional charge to residents beyond standard monthly utility rate for waste and recycling services and in accordance with existing policies and procedures of the Grantee.

Do we meet this?
l. Recycled Content for Recycling Carts: The Grantee is encouraged to acquire and distribute recycling carts that have been manufactured with a minimum of five percent (5%) residential post-consumer recycled plastic content based on the weight of the entire mass of the body, lid, and wheels. To qualify as residential post-consumer content, the reclaimed plastic must have been generated by a household and collected for recycling by a curbside or drop-off recycling program. This optional recycled content specification cannot be met through the use of post-industrial plastics or plastic sourced from end-of-life carts or bins.

m. Material Collection and Management of Recyclable Materials: The Grantee shall provide The Partnership a listing of the materials currently accepted for recycling by the Grantee's program. After a review by The Partnership of recycling materials already accepted by the Grantee, and as agreed between the Parties, the Grantee shall work with the Materials Recovery Facility processing its recyclables ("MRF" or "MRFs" accordingly), the Grantee's contracted curbside recycling collection service provider (if applicable), and The Partnership and/or a contractor hired at The Partnership's expense to evaluate the current mix of recycling materials collected residentially and consider the inclusion of other recyclable materials as appropriate in curbside collection.

The Parties agree that recyclable materials meeting reasonable contamination standards established by the Grantee, the Grantee's contracted curbside recycling collection service providers (if applicable) and/or the MRFs processing Grantee's recyclable materials that are collected for recycling by the

program benefitted by Cash Grants made pursuant of this Grant Agreement will be delivered to a reputable MRF for recycling and recovery. The Grantee shall work in good faith with The Partnership to address any issues related to the recycling and/or recovery of such materials with the goal that properly prepared recyclable materials collected by the Grantee's program will be managed responsibly.

Direct Mail

n. Educational Best Practices: The Partnership utilizes a behavior change approach to recycling education and outreach. Our best practices consist of direct to resident communication with information about acceptable materials and recycling collection schedule along with the implementation of anti-contamination strategies to reinforce correct recycling behavior. At a minimum, the Partnership requires that grant funds allocated for education and outreach be used toward the procurement of direct to resident communications as described herein, and further requires that Grantee cooperate with the Partnership in support of the design and implementation of the education and outreach campaign. The Partnership's best practices further require that as carts are delivered that they are accompanied by an information packet that includes an acceptable materials information card/magnet/sticker, an introductory letter, and information about how to identify the recycling collection schedule. To support an effective campaign, The Partnership encourages the Grantee to select at least two (2) additional awareness communication components, such as digital and/or print advertisements, festival/event kit, billboards, truck signage, etc. Finally, the Partnership requires that the Grantee update its websites with updated messaging and information about the public recycling services in its jurisdiction based on recent work with the Partnership to include at a minimum a listing of acceptable materials, how to request a recycling cart, and how to gain additional information about recycling collection schedule.

Update your website with Direct Mail showing to residents

o. Publicity and Press Events: The Grantee may make information regarding this Grant Agreement and the associated grant project public at any time after this Grant Agreement is fully executed and in a manner which it deems appropriate. This requirement is not intended to limit or otherwise restrict the Grantee's public information obligations or requirements and is instead intended to allow the Parties to coordinate public announcements about the project. The Grantee agrees to cooperate with reasonable efforts by The Partnership during the Grant Period to publicize the grant, including, but not limited to designating a suitable representative to appear on behalf of the Grantee at publicity events, providing relevant and pertinent information to include in press releases and distributions, and responding as appropriate to relevant and pertinent press inquiries. The Partnership agrees to give reasonable notice to the Grantee's Grant Contacts regarding any such publicity / press events.

Press Release

p. Graphic Design Edits: The Partnership will work with the Grantee to customize educational materials to fit the needs of the Grantee's campaign in accordance with the timeline established by the Parties. The Grantee must give at least five (5) days' notice for any edits or changes to educational materials that are to be conducted by The Partnership. If the Grantee uses a third-party service provider

for the design of education and outreach materials, The Partnership will cooperate with the third-party service provider by providing access to Partnership tools, artwork, and images for use by such third-party provider. The Partnership will not, however, provide customized design services to such a third-party service provider. The Partnership will work with the Grantee on campaign materials and will provide two (2) rounds of edits to the graphic design of these materials. Additional rounds of editing on graphic design materials may be provided by mutual agreement between the Parties. The project timeline may be delayed if there are approval delays during the two rounds of edits. This may result in the extension of the deadline of project completion. It is a best practice to have one Grantee staff member serve as the point of contact for the Grantee and collect all approvals and edits to educational materials to deliver to The Partnership for graphic design completion. Print buying and approvals are the sole responsibility of the Grantee unless otherwise agreed by the Parties.

q. Logo Usage: During the Grant Period, the Grantee shall use The Partnership logo with the phrase “Funded in part by” on all education materials associated with the project that is the subject of this Grant Agreement, unless otherwise agreed by the Parties or prohibited by law. When a Partnership project is funded by one or more other funders, then, in addition to The Partnership logo, such funders may also need to be acknowledged by the Grantee in communications materials with the “Funded in part by” language, and the use of one or more funder logos may be requested, with the final acknowledgment to be developed by mutual agreement between the Parties. Prior to finalization, The Partnership requires proof review of any campaign materials developed by the Grantee or a third-party that uses campaign images, graphics, or logos of The Partnership and any of its funders. Upon presentation of materials for review, The Partnership agrees to review proofs and provide feedback within five (5) business days, or it shall lose the right to require the use of The Partnership logo, and the logos of any of its funders and associated use of the “Funded in part by” phrasing. The Partnership understands that under no circumstances may the Grantee appear to be endorsing or advertising on behalf of a private business.

r. Compliance with Patent, Trademark and Copyright Laws: The Parties agree that all work performed under this Grant Agreement shall comply with all applicable patent, trademark and copyright laws, rules, regulations, and codes. The Parties further agree that neither will use any protected patent, trademark, or copyright in performance of their respective work unless a Party has obtained proper permission and all releases and other necessary documents. The Parties agree to release, indemnify, and save one another harmless from any and all claims, damages, suits, costs, expenses, liabilities, actions, or proceedings of any kind or nature whatsoever, of or by anyone whomsoever, in any way resulting from, or arising out of, directly or indirectly, the performance or work under this Grant Agreement which infringes upon any patent, trademark, or copyright protected by law.

s. Electronic Signatures and Electronic Records: The Partnership consents to the use of electronic signatures by the Grantee. This Grant Agreement, and any other documents requiring a

signature that are related to this Grant Agreement, may be signed electronically by the Grantee in the manner specified by the Grantee. The Parties agree not to deny the legal effect or enforceability of this Grant Agreement or any document related thereto solely because it is in electronic form or because an electronic record was used in its formation. The Parties agree not to object to the admissibility of this Grant Agreement or any document related thereto in the form of an electronic record, or a paper copy of an electronic document, or a paper copy of a document bearing an electronic signature, on the ground that it is an electronic record or electronic signature or that it is not in its original form or is not an original.

t. Reporting and Additional Post-Award Requirements: The Grantee shall comply with reporting requirements, including:

- The Grantee shall provide The Partnership, within fifteen (15) days of the Effective Date, a notice as set out in Section b hereof with the Grantee's employer identification number, as that term is defined in Treasury Regulations Section 301.7701-12, and was assigned to the Grantee by the Internal Revenue Service pursuant to (i) Code Section 6011(b), (ii) corresponding provisions of prior law, or (iii) Code Section 6109, and which consists of nine digits separated by a hyphen in the following format: 00-0000000.
- In order to establish a baseline for measurement of project success, the Grantee shall provide The Partnership with monthly waste and recycling tonnage data for at least the twelve (12) month period immediately before the project that is the subject of this Grant Agreement is initiated. If such data is not available, then the Grantee agrees to work with The Partnership to help develop estimates for waste and recycling tonnage data for the baseline period.
- The Grantee shall deliver to The Partnership monthly waste and recycling data reports on a quarterly basis for the later of (i) through the end of the Grant Period as defined in Paragraph 2 of this Grant Agreement and (ii) one (1) calendar year beyond the date of the implementation of the project that is the subject of this Grant Agreement. Such reports shall be submitted electronically to The Partnership via a reporting system and format established by The Partnership.
- The Grantee shall establish an account with the Municipal Measurement Program ("MMP") system for annual reporting. Reporting in the MMP system is free and involves entering annual tonnage data and answering questions about waste and recycling programs and services through a web-based analytical tool. The Grantee, upon finalization of this Grant Agreement, shall submit waste and recycling data about their most recently completed annual period into the MMP system, and to aid in the tracking of the long-term impacts of the work conducted, the Grantee commits to reporting annually in the MMP system for five (5) years following the term of this Grant Agreement.
- The Grantee shall submit to The Partnership for review a draft Final Report at least thirty (30) days prior to the end of the Grant Period. The Partnership will provide the required format for the Final Report and will provide feedback to the Grantee about the draft Final Report, including necessary changes and points of clarification, within fourteen (14) days of receipt of the draft Final Report, and

a fully reviewed and finalized Final Report is required to be submitted within sixty (60) days of the end of the Grant Period.

- Additional reporting requirements may be included in Work Plan set out in Attachment B.

u. Reimbursement: As set out in Paragraph 5 of this Grant Agreement, Cash Grants will be distributed by The Partnership on a reimbursement basis. When seeking reimbursement for grant related expenditures, the Grantee must utilize the format provided by The Partnership. When submitting reimbursement requests, the Grantee must include a copy of any invoices or receipts for which the Grantee seeks reimbursement from The Partnership. Each invoice should be accompanied by associated proof that the Grantee paid the invoice in question. Acceptable proof of payment includes copies of canceled checks or Grantee finance system reports showing that payment was made.

The Partnership shall reimburse the Grantee for actual Allowable Expenditures with The Partnership retaining ten percent (10%) of the amount of the Cash Grants until all grant-related activities are completed and all reports are received and accepted. The remaining ten percent (10%) of reimbursable expenses shall be paid upon completion of a satisfactory Final Report as described in Section t, Reporting and Additional Post-Award Requirements.

The Partnership may withhold making Cash Grants if the Grantee does not meet its reporting obligations as set out in Section t, Reporting and Additional Post-Award Requirements.

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Attachment B: Work Plan

a. Background: The Grantee is a consolidated city/county government that provides waste collection services to about 60,000 single-family households within its jurisdiction. The Grantee also operates an opt-in curbside recycling collection program that collects recyclables on a weekly basis. Curbside recycling in Grantee's jurisdiction has traditionally been provided using smaller, 18-gallon, recycling bins, but the Grantee is transitioning its curbside recycling system to collection using carts. The Grantee estimates that about 15,000 households have requested and received a 65-gallon recycling cart to date. Grantee's curbside recycling program collects about 5,000 tons per year. In addition to providing recycling collection services, Grantee also owns its own Material Recovery Facility that is operated in partnership with Pratt Industries. The Grantee issued a Request For Proposals (RFP) for the operation of its MRF in March 2023, and ultimately desires to maximize the use of this resource by moving to universal, cart-based recycling, as well as seeking new recycling tons from surrounding communities. Grantee's curbside recycling program does not currently accept glass, but there is a desire to eventually add glass into the program should the MRF eventually have the capacity to manage this material.

As a part of growing curbside recycling in its jurisdiction, Grantee has been awarded a grant from the Georgia Department of Environmental Protection to support the purchase of approximately 4,500 new recycling carts. These carts will be distributed to households that opt in to recycling collection services. The purpose of this grant is to support the Grantee's education and outreach for the opt-in campaign planned for the summer and fall of 2023.

b. Project Description: With the support of grant funding and assistance from The Partnership, the Grantee will conduct an education and outreach campaign to promote the availability of recycling carts to households that have not already opted into the cart-based curbside recycling program (~45,000 HH) and to ensure that currently participating households (~15,000 HH) understand which materials are accepted by the recycling program and how to properly prepare materials for recycling collection. It is expected that grant funding will support two (2) direct mail postcards to all 60,000 homes. The Grantee agrees to work with The Partnership to develop messaging for this outreach campaign, and as the opportunity arises both Parties are interested in testing the effectiveness of two different messages for which the city can track the impact of the message by measuring the location of the new residential cart requests. The grantee will deliver a 65-gallon recycling cart to the households that opt-in to service during the campaign. Should request for carts exceed the available inventory of carts, the Grantee will procure additional carts from existing budget.

c. Measurement Plan: The Grantee will implement a system for tracking the number of households eligible to receive curbside recycling service along with the number of households that have

opted into the program and been issued a recycling cart. Grantee will also track the addresses of households that have opted into cart-based recycling service to ensure the ability to easily identify uncarted households when/if the transition to universal carting takes place. The Grantee will also implement a system for tracking monthly tonnage data for municipal solid waste and curbside recyclables, with the particular goal of measuring waste and recyclables generated by and collected from curbside recycling eligible households. Required reports transmitting the number of households opting in to curbside recycling as a result of the campaign along with monthly tonnage data and other project elements will be provided to The Partnership as outlined in Section t, Reporting and Additional Post-Award Requirements, of Attachment A.

To the degree possible and as opportunities arise and resources allow, the Grantee will also work with The Partnership and the Grantee's recycling service provider and MRF operators to evaluate contamination and capture rates of recovered materials and this data will be shared with The Partnership when and if it becomes available. It is further possible, but not required, that The Partnership may present the Grantee with the opportunity to collaborate in a Partnership-funded study to assess pre and post implementation capture rates for individual recyclable materials. Such a study, if conducted, will be planned in collaboration with Grantee, and Grantee will have access to results of this measurement work.

d. Public Outreach Plan: The Grantee will work closely with The Partnership to develop and implement an effective education and outreach campaign in support of the Grantee's curbside recycling program utilizing the approach outlined in Section n, Educational Best Practices, of Attachment A. As possible and agreed upon by the Parties, this approach will feature two different messaging strategies, that allow the Parties to determine the efficacy of each strategy to engage residents and result in positive recycling behavior changes. The messaging strategies employed will be created by The Partnership and the Parties will collaborate to determine how to best deploy those messaging strategies to different segments of the Grantee's curbside recycling eligible households. Technical support will be provided by The Partnership as set out in this Grant Agreement. The Grantee will partner closely with The Partnership to maximize the educational efforts and materials developed during this campaign.

This educational effort will focus on educating residents about how to request recycle services and will also work to ensure that residents are informed of what is acceptable and not acceptable in the recycling carts. The educational effort will target all eligible recycling households in the Grantee's service jurisdiction and will at a minimum utilize the following supporting tools:

- Direct to resident messaging;
- A packet of information about recycling to be delivered with the cart to all residents that receive a recycling cart; and

- The implementation of anti-contamination strategies, as needed, to reinforce correct recycling behavior.

In addition, and as agreed by the Parties, outreach efforts may be expanded to include one or more of the following outreach elements:

- Public activation event to drive citizen engagement in recycling;
- Social media boosting;
- Paid advertisements; and/or
- Other strategies determined effective by the Parties.

e. Anticipated Implementation Timeline: The Parties agree to develop and maintain a detailed Project Timeline providing milestones in the implementation of the project. The anticipated key dates in the project are as follows:

- July 2023– Initiate planning for education and outreach campaign
- September 2023– Begin public-facing education and outreach efforts and distribute recycling carts in response to resident requests
- Project is estimated to be complete by March 2024.

The Parties acknowledge the difficulty of predicting the exact dates for implementation of the various elements of this project. With this in mind, the above dates are intended as milestones, and with the understanding that if unanticipated changes or delays in the above schedule occur, then the Parties agree to revisit the timeline and adjust as necessary to pursue the successful implementation of the project as described in Section b, Project Description, above. In addition, and as necessary, the Parties may modify the Grant Period as set out in Paragraph 2 of this Grant Agreement.

f. Project Budget and Grant Funding: The amounts set forth in the table below represent The Partnership's intended distribution of Cash Grants to the Grantee:

Grant Element	Description	Grant Amount
Education and Outreach Support	Grant funding to implement a recycling education and outreach campaign in support of expanding curbside recycling.	\$90,000

All costs associated with project implementation beyond the grant funding from The Partnership will be the responsibility of the Grantee. It is understood that actual expenses may vary depending on a variety of factors, including the actual expenses associated with the Grantee's education and outreach effort and the specific education and outreach priorities as agreed upon by the Parties. Upon mutual written agreement of the Parties, the final allocation of Cash Grants may be adjusted between expense categories. The actual amount of Cash Grants will be based on actual reimbursable expenditures as

outlined in Section u, Reimbursement, of Attachment A, and the total amount of Cash Grants shall not exceed the amount specified in Paragraph 4 of this Grant Agreement. Any Cash Grants to the Grantee are subject to the requirements set out in Paragraph 10 of this Grant Agreement. The Grantee shall only invoice and receive reimbursement for actual Allowable Expenditures incurred.

File Attachments for Item:

4. Integrated Waste SERDC Infrastructure Recycling Grant

Approval is requested to apply for and accept, if awarded, a grant from the (SERDC) Southeast Recycling Development Council in the amount of \$25,540.75 or as otherwise awarded, with no local match requirement, for the purchase of recycling carts and for educational campaign materials.

SERDC RECYCLING INFRASTRUCTURE GRANT AGREEMENT

This Grant Agreement is hereby made and entered into on the date executed below by and between Southeast Recycling Development Council (SERDC) and the City of Columbus, Georgia (Grantee), which are referred to collectively herein as the “Parties.”

- 1) **Grant Agreement Documents:** The Grant Agreement consists of this document and its attachments, (a) Terms and Conditions (Attachment A), and (b) Grantee’s Work Plan (Attachment B). This Grant Agreement comprises the entire agreement between the Parties and supersedes any and all previous and contemporaneous agreements and representations, whether oral or written. The Parties may amend the Grant Agreement as provided in Paragraph 8.
- 2) **Term:** The Grant Agreement shall be effective during the Grant Period, which begins on the execution date (being the date of signature of the Executive Director of SERDC – see Part 10. and ends on July 31, 2024 unless the Parties agree in writing to extend the Grant Period.
- 3) **Grantee’s Duties:** Subject to Paragraph 10 hereof, the Grantee shall take reasonable and appropriate steps to substantially complete the Grantee’s Work Plan as set out in Attachment B.
- 4) **Duties of SERDC and Grantee:** SERDC shall make a cash grant to the Grantee in the amount of \$25,540.75 toward the cost of qualifying recycling carts that are to be distributed to households in Columbus and for educational campaign materials. The actual grant amount paid (the “Grant”) is a combination of funding paid for recycling carts plus funding paid for education and outreach. Grant funds paid for recycling carts will be based on the invoice for carts to be distributed to residential units in Columbus as determined at the time of cart delivery and as verified by documents provided according to Paragraph 6 hereof. Grant funds paid for education and outreach will be based on the total number of households served by the city’s curbside recycling program as confirmed by the number of carts received. The total grant amount will be \$25,540.75. Qualifying carts are defined in Attachment A sections i and j.

During the Grant Period, SERDC shall also provide the Grantee with access to support resources, including SERDC staff time and other in-kind services with an estimated value of \$8,000.

The City of Columbus will purchase and distribute recycling carts that are 64+/- gallon in volume to eligible residents for curbside recycling collection.

Subject to Paragraph 9 hereof, the Grantee will take reasonable and appropriate steps to substantially complete the Grantee's Work Plan (Plan) in accordance with the Anticipated Implementation Timeline described in the Plan. The Grantee estimates that it will make the following expenditures to complete Plan as outlined in Attachment B:

Projected Columbus Funding (for carts and outreach):	
_____ Funding for Education and Outreach	\$1,728.00
_____ Funding for Recycling Carts	\$23,812.75
Total:	\$25,540.75

- 5) **Distribution Provisions:** SERDC shall distribute Grant funds to the Grantee by reimbursement to the Grantee of the actual allowable expenditures the Grantee has made or otherwise incurred during the Grant Period. SERDC shall make such distributions to the Grantee within thirty (30) days of receiving from the Grantee invoices prepared as described in Paragraph 6 below documenting allowable expenditures. Total distributions from SERDC will not exceed 90 percent of reimbursable costs until the submittal of a final project report. The remaining ten (10) percent of reimbursable expenses shall be paid upon final report submittal. SERDC shall make distributions by check and payable to the order of City of Columbus.
- 6) **Invoices:** As described in the section of Attachment A captioned "Reporting," the Grantee shall submit reimbursement requests to SERDC, which shall include copies of invoices of allowable expenditures for which the Grantee is seeking reimbursement. The Grantee's final invoices must be received by SERDC with the Grantee's Final Report, as described in the "Reporting" section of Attachment A. With respect to all invoices submitted to SERDC, the Grantee shall provide reasonable and appropriate evidence for SERDC to determine the actual number of recycling carts received for distribution to households within the city, the actual amounts paid by Grantee for work and services associated with allowable expenditures, and

documentation that provides evidence of payment by the Grantee for all allowable expenditures submitted. In addition to supporting documentation, the Grantee shall provide a summary of the expenses paid by the Grantee in a table or spreadsheet outlining the expense, vendor, and the purpose of the expense. Upon presentation of the herein described invoices and documentation, the grantee will then be eligible for reimbursement of up to 90 percent of the amount of grant funds to be provided by SERDC for allowable expenditures and with the final 10 percent becoming available as detailed in Paragraph 5 above.

7) **Grant Contacts:** Programmatic contacts for SERDC and the Grantee are set forth below.

SERDC Executive Director:	Grantee Key Personnel:
Will Sagar (828) 507-0123 will.sagar@serdc.org	John Pittman (706) 225-4662 Pittman.John@columbusga.org

8) **Changes and Amendments:** Any change to this Grant Agreement that increases or decreases the amount distributable to the Grantee is not effective until approved in writing by the SERDC Executive Director. The Grant Agreement may be amended or modified in writing signed by the Parties.

9) **Subject-to-Appropriations:** All expenditures and other performance by the Grantee under this Grant Agreement are subject to appropriations by the city council of the Grantee. Consequently, this Grant Agreement shall bind the Grantee only to the extent that the City appropriates sufficient funds for the Grantee to perform its obligations hereunder.

10) **Signature Warranty:** Each of the undersigned represents and warrants that he or she is authorized to execute this Grant Agreement.

Columbus, Georgia

SERDC

By _____

Isaiah Hugley
City Manager

Will Sagar
Executive Director

Signed by the City of Columbus on this date:

Signed by SERDC on this date:

Attachment A

Terms and Conditions

- a) **Termination:** Either Party may terminate the Grant Agreement in writing with thirty (30) days' notice to the other Party. In the event the Grant Agreement is terminated by SERDC, the Grantee will receive a distribution from SERDC equal to the total amount of grant funds owed for actual allowable expenditures obligated or entered in to in good faith and within keeping of other terms and conditions of this agreement that were incurred by Grantee prior to notice of termination and within thirty (30) days of the Grantee's submission of invoices in accordance with Paragraphs 5 and 6 of the Grant Agreement.
- b) **Termination for Cause:** If the Grantee fails to substantially fulfill its obligations under this Grant Agreement in a timely and proper manner, SERDC may provide written notice to the Grantee of its intent to terminate the Grant Agreement. Such notice shall specify the reasons for termination and allow the Grantee thirty (30) days to mitigate any specified reasons. If the Grantee fails to mitigate the specified reasons, SERDC may terminate this Grant Agreement by giving written notice to the Grantee of such termination and the effective date of such termination. In such case, the Grantee is entitled to receive a distribution from SERDC equal to the total amount of grant funds owed for actual allowable expenditures obligated or entered in to in good faith and within keeping of other terms and conditions of this grant agreement that were incurred by Grantee prior to notice of termination and within thirty (30) days of the Grantees submission of invoices in accordance with Paragraphs 5 and 6 of the Grant Agreement.
- c) **Lobbying:** The Grantee shall not use or appropriate any funds received from SERDC to carry on or support propaganda or to otherwise attempt to influence legislation.
- d) **Compliance with Work Plan:** The Grantee shall substantially adhere to the timeline and objectives detailed in the Grantee's Work Plan as set out in Attachment B and shall strive to make sufficient progress toward fulfilling such timeline and objectives.

Costs and Extensions

- e) **Final Grant Amount:** The Grantee agrees that at least one cart will be delivered to each household participating in curbside recycling service within the Grantee's jurisdiction. SERDC

agrees to pay the Grantee \$23,812.75 of qualifying recycling cart costs for carts distributed to households in the City and \$1,728.00 for educational campaign materials assuming that grantee satisfies the associated reporting requirements outlined in Paragraphs 5 and 6 of the SERDC Grant Agreement.

- f) **Retroactive Costs:** Costs incurred before the Grant Period are not eligible for reimbursement unless approved in writing by the SERDC Executive Director.
- g) **Travel Expenses:** Grant funds from SERDC may not be used for travel expenses without prior written approval from the SERDC Executive Director.
- h) **Extensions:** No-cost time extensions are possible, but not guaranteed by SERDC. If the Grantee seeks a no-cost time extension, the Grantee shall submit a written request for extension to the SERDC Executive Director at least sixty, (60) days prior to the end of the Grant Period.

Cart Grant Requirements

- i) **Collection Frequency:** Communities must provide residents with a recycling program under which recyclables are collected on a weekly basis. The Collection frequency of the grantee's recycling program impacts cart size requirements as follows:
 - Weekly collection: minimum of 64+ gallon cart is required.
- j) **RFID (Radio Frequency Identification) Tags:** The Grantee will acquire and distribute carts with embedded RFID tags.

Working with SERDC

- k) **Technical Assistance:** The Grantee agrees to work with SERDC during the design, implementation, and monitoring of the program improvements, both educational and operational, during the Grant Period.
- l) **Educational Best Practices:** SERDC utilizes a behavior change approach to recycling education that consists of three main components. The key three (3) behavior change educational components include: 1) a direct-to-resident information card/hanger informing them that carts are coming; 2) a kit of information delivered with the cart, which includes an

acceptable materials magnet/sticker, an introductory card, service calendar, etc.; and 3) use of oops/congrats tags to reinforce correct recycling behavior after carts are delivered. At a minimum, SERDC requires that grant funds allocated for education and outreach be used toward the procurement of these key three items unless otherwise agreed in advance between SERDC and the Grantee. To support an effective campaign, SERDC encourages the Grantee to select at least TWO (2) additional awareness communication components, such as billboards, digital and/or print advertisements, festival/event kit, truck signage, etc. Finally, SERDC requires that the Grantee update its websites to communicate the basics of the cart roll out to its citizens and community. SERDC offers technical assistance for the development of message and content.

- m) **Material Collection:** The Grantee shall provide a listing of the materials currently accepted for recycling. After a review by SERDC of recycling materials already accepted by the Grantee, the Grantee shall work with its Materials Recovery Facility (MRF), hauler (if applicable) and SERDC to evaluate the current mix of recycling materials collected residentially and consider the inclusion of other recyclable materials as appropriate in curbside collection.
- n) **Press Events:** The Grantee agrees to participate in local press events related to SERDC, which may include, but is not limited to, press releases, interviews, ribbon cutting ceremonies, etc. SERDC agrees to give reasonable notice to the Grantee Key Personnel regarding any such press events.
- o) **Graphic Design Edits:** SERDC will work closely with the Grantee to customize educational material to fit the needs of the campaign in accordance with the timeline established by the Parties. The Grantee must give at least one week notice for any edits or changes to educational materials that are to be conducted by SERDC.
- p) **Logo Usage:** SERDC requires that the Grantee use the SERDC logo, and the Coca-Cola Foundation logo, and that the phrase “Funded in part by” be included on all education materials associated with the Grant project that are developed using The Recycling Partnership templates or that are to be supported by SERDC grant funding. Prior to finalization, SERDC requests proof review of any campaign materials developed by the Grantee or a third party that uses campaign images, graphics, or logos of SERDC. Upon presentation of materials for review, SERDC agrees to review proofs and provide feedback within one (1) week (five (5) business days), or to forfeit the right to require the use of the SERDC logo and associated “Funded in part by” phrasing.

Reporting

q) **Reporting and Additional Post-Award Requirements:** The Grantee shall comply with reporting requirements, including:

- The Grantee shall deliver to SERDC quarterly progress reports through the end of the Grant Term as defined in Paragraph 2 of the SERDC Grant Agreement or for the period of time extending one (1) calendar year beyond the date of the implementation of recycling with carts funded by SERDC, whichever is later.
- The Grantee shall provide monthly waste and recycling tonnage data for at least TWELVE (12) months after all carts are distributed, using the Municipal Measurement Program (MMP) service. SERDC will provide technical assistance to the Grantee in creating and utilizing the MMP.
- SERDC seeks to capture data that supports SERDC's model of carts, education and outreach, and technical assistance in driving increased recovery rates. Therefore, with cart delivery tentatively scheduled for July 2023 reporting will commence for the period starting August 2023 and continue through the period ending August 31, 2024. It is understood by both parties that these dates may change according to when cart-based curbside recycling is initiated, and that the goal of the reporting requirement is to capture one (1) full year of data following the launch of a cart based curbside recycling system.
- The Grantee shall submit a draft final report to SERDC at least 30 days prior to the end of the Grant Period for review. SERDC will provide feedback to the Grantee about the final report including necessary changes and points of clarification within two weeks of receipt of the draft report, and a complete final report is required to be submitted within 60 days of the end of the Grant Period.
- A copy of any invoices for which the Grantee seeks reimbursement from SERDC should be attached to the quarterly report, which shall satisfy the requirements of Section 6 of the Grant Agreement. All invoices should be accompanied by associated proof that Grantee has made payment for the invoices in question. Acceptable proof of payment can include copies of canceled checks or Grantee finance system reports showing that the payment has been made.
- The final 10 percent of grant funds will be held until Grantee has submitted its final project report. The remaining 10 percent of reimbursable expenses shall be paid upon final report submittal.

Attachment B

Grantee's Work Plan

Grantee Contact Information:

Name, Title	Email Address	Telephone	Mailing Address
John Pittman Integrated Solid Waste Manager	Pittman.John@columbusga.org	706-225-4662	602 11th Ave. Columbus, Ga. 31901

Project Description:

As set forth in Paragraph (a.) above, the City of Columbus will distribute qualifying recycling carts to every household unit requesting curbside recycling service within its jurisdiction for single stream, weekly (once per week) collection. Every other week collection is acceptable if carts are 95 gallon.

Measurement Plan:

A baseline will be developed to monitor progress during the Grant Period. The baseline will be developed using monthly curbside waste and recycling tonnage data for the twelve months prior to the implementation of cart-based curbside recycling. The Grantee commits to providing SERDC with pre-cart-based curbside recycling set out rate data and monthly tonnage data for municipal solid waste and recyclables. In addition, measurement data will be provided to SERDC for at least twelve (12) months after the month in which cart roll out is completed. The Grantee will also work with SERDC to evaluate contamination and participation rates of recovered materials, as resources allow.

Public Outreach Plan:

The Grantee will work closely with SERDC to develop and implement an effective education and outreach campaign utilizing the approach outlined in paragraph n of Attachment A. Technical support will be provided by SERDC as set out in the Grant Agreement. The Grantee will collaborate closely with SERDC to maximize the educational efforts and materials developed during this campaign.

Anticipated Implementation Timeline:

The cart distribution timeline will be developed and agreed upon with SERDC staff. The goal is for cart distribution to take place beginning during the month of August 2023 and for cart-based

curbside recycling collection to begin in August 2023. If unanticipated delays in this schedule occur, then SERDC and the Grantee agree to revisit the cart distribution timeline and the grant agreement end date as stipulated in Paragraph 2 of The Recycling Infrastructure Grant Agreement.

Anticipated Budget:

The following anticipated budget represents the Grantee's current estimation of its expenditures to implement Grantee's Work Plan. It is understood that actual expenses may vary depending on a variety of factors including the final number of carts distributed. Any expenditures to be made by the Grantee are subject to the requirements provided in paragraph 10 of The Recycling Equipment Grant Agreement. As stipulated in paragraph 4 of The Recycling Infrastructure Grant Agreement, the actual amount of grant funds to be paid to Grantee may vary based on the actual number of carts purchased, not to exceed 1,728 carts, and the associated education and supportive education and outreach materials and services as outlined in paragraph n of Attachment A. The Grantee shall only invoice and receive reimbursement for actual allowable expenditures incurred.

Projected Budget Based on 1,728 units delivered (actual amount to be determined at time of distribution).

**Columbus Consolidated Government
Council Meeting Agenda Item**

Item #4.

TO:	Mayor and Councilors
AGENDA SUBJECT:	Integrated Waste SERDC Infrastructure Recycling Grant
AGENDA SUMMARY:	Approval is requested to apply for and accept, if awarded, a grant from the (SERDC) Southeast Recycling Development Council in the amount of \$25,540.75 or as otherwise awarded, with no local match requirement, for the purchase of recycling carts and for educational campaign materials.
INITIATED BY:	Public Works

Recommendation: Approval is requested to apply for and accept if awarded, a grant from the (SERDC) Southeast Recycling Development Council in the amount of \$25,540.75, or as otherwise awarded, with no local match requirement, to assist in the purchasing of recycling carts and for educational campaign materials.

Background: The SERDC seeks to offer funding to assist municipalities with the purchasing of recycling carts and to assist with education and outreach.

Analysis: The Department of Public Works researched and found available grant funding offered through the SERDC in the amount of \$25,540.75. The grant is to assist with the purchasing of recycling carts as well as to assist with education and outreach and no local match requirement.

Financial Considerations: None, no matching funds required. The grant is for \$25,540.75 to purchase recycling carts and to assist with education and outreach. These services include but are not limited to access to SERDC. The Grantee will have access to support resources, including SERDC staff time and other in-kind services, with an estimated value of \$8,000.

Legal Considerations: The Columbus Consolidated Government is eligible to receive the grant funding offered by The SERDC without matching funds.

Recommendation/Action: Approval is requested to apply for and accept if awarded, a grant from the (SERDC) Southeast Recycling Development Council in the amount of \$25,540.75, or as otherwise awarded, with no local match requirement, to assist in the purchasing of recycling carts and for educational campaign materials.

**RESOLUTION
NO. _____**

A RESOLUTION AUTHORIZING THE APPLICATION AND ACCEPTANCE, IF AWARDED, A GRANT FROM THE SOUTHEAST RECYCLING DEVELOPMENT COUNCIL IN THE AMOUNT OF \$25,540.75, OR AS OTHERWISE AWARDED, WITH NO LOCAL MATCH REQUIREMENT, FOR THE PURCHASING OF RECYCLING CARTS AND TO ASSIST WITH EDUCATION AND OUTREACH.

Item #4.

WHEREAS, The city of Columbus is constantly growing, and where the Columbus Consolidated Government (CCG) desires to provide citizens with the opportunity to opt-in to our recycling program; and

WHEREAS, the assurance of citizens participating in our residential curbside recycling program allows the CCG the opportunity to reduce the amount of waste going into the Pinegrove Landfill, which is critical to extending the life of this landfill; and

WHEREAS, the Southeast Recycling Development Council, a private non-profit entity, is granting funds without any matching requirement to enhance and invest in local communities recycling programs; and

WHEREAS, grant funding is available to support the Columbus Consolidated Government's Waste Diversion and Recycling program; and

WHEREAS, the Southeast Recycling Development Council has been identified as a partner for waste diversion and recycling programs for communities seeking to expand and or improve its recycling programs; and

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

Authorization is given to apply for grant funds and, if awarded, accept these funds from The SERDC Southeast Recycling Development Council to support the cost of purchasing recycling carts as well as assist with education and outreach.

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

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Begley voting	_____.
Councilor Cogle voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.

Councilor Garrett voting
Councilor Huff voting
Councilor Thomas voting
Councilor Tucker voting

_____.
_____.
_____.
_____.

Item #4.

Sandra T. Davis, Clerk of Council

B. H. “Skip” Henderson III, Mayor

File Attachments for Item:

A. Assessment Entity for Promotional Testing Services for CPD (Annual Contract) – RFP No. 23-0025

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	Assessment Entity for Promotional Testing Services for CPD (Annual Contract) – RFP No. 23-0025
INITIATED BY:	Finance Department

It is requested that Council authorize the execution of an annual contract with Mark Foster Company (Athens, GA) to provide an assessment center for promotional testing services on an as-needed basis for the Columbus Police Department.

The contractor will provide assessment testing services each year alternating between Sergeant (Year 1), Lieutenant/Captain (Year 2), Sergeant (Year 3), etc.

The initial term of the contract will be for five years with the option to renew for five additional twelve-month periods. Contract renewal will be contingent upon the mutual agreement of the City and the Contractor.

Annual Contract History:

The University of Georgia has provided this service to the City since 1983. The Chief of Police at that time, Jim Wetherington, met with the Council, Mayor and City Attorney at a retreat in Callaway Gardens and a plan for an assessment center was developed. The Police Department has used the same Assessment Center plan and UGA has provided this service since that time, with the exception of one interruption. In 1999, the Police Department ran into a problem with adverse impact (4/5 Rule) and the University of Georgia was unable to provide this service based on possible discrimination. Per Resolution 179-96, Council approved an annual contract with Morris & MacDaniel to provide promotional testing services for the Police Department. Morris & McDaniel had given notice that contract renewal would cost \$65,000, which when compared to UGA's \$40,000 cost, was not cost effective to renew the contract. The Police Chief, City Council and City Attorney met and modified the process, which enabled UGA to provide the services again. The Police Chief, Dozier, decided to bring UGA back to conduct promotional testing.

RFP Advertisement and Receipt of Qualifications:

On March 8, 2023, RFP specifications were posted on the web page of the Purchasing Division, the Georgia Procurement Registry and DemandStar. This RFP has been advertised, opened and evaluated. Five proposals were received on March 31, 2023, from the following firms:

Mark Foster Company (Athens, GA)

University of Georgia Research Foundation, Inc. (Athens, GA)

Industrial/Organizational Solutions, Inc. (Oak Brook, IL)

Resource Management Associates (Tinley Park, IL)

Morris & McDaniel, Inc. (Alexandria, VA)

The following events took place after receipt of the proposals:

RFP MEETINGS/EVENTS

Description	Date	Agenda/Action
Pre-Evaluation Meeting	04/24/23	The Purchasing Manager advised evaluation committee members of the RFP rules and process, and the project manager provided an overview. Proposals were distributed to each committee member to review.
1 st Evaluation Meeting	05/25/23	The Evaluation Committee discussed each submission and determined clarifications were not required.
Evaluation Forms Sent	05/26/23	Evaluation forms were forwarded to the voting committee members.
Evaluation Forms Returned	05/31/23	The last set of evaluation forms were completed and returned to Purchasing for compilation of results.
Evaluation Results	06/14/23	Evaluation results were forwarded to the committee.
Award Recommendation	06/14/23	The voting committee unanimously recommended award to the highest-ranking firm, Mark Foster Company.

Evaluation Committee:

The qualification submittals and proposals were reviewed by members of the Evaluation Committee, which consisted of one voting member from the Police Administrative Services, one voting member from Police Patrol Services, and one voting member from Fire/EMS Special Operations.

One representative from Police Administrative Services and one representative from Police Professional Standards served as alternate voters.

Two additional representatives from the Police Administrative Services served as non-voting advisors.

Award Recommendation:

The voting committee unanimously recommended award to Mark Foster Company as the contractor for the following reasons:

- The vendor's familiarity, work history and experience with Columbus Police Department.
- The vendor scores exams on-site as candidates complete the exam.
- The vendor's proposed cost is within CPD budget for Promotional testing and is lowest cost submitted.

Vendor Qualifications/Experience:

- Mark Foster Company is relatively new; however, Dr. Mark Foster worked with UGA for many years and handled CPD testing. He is very familiar with CPD SOP manual and can produce the assessments needed quickly. Experience with this vendor has always been exceptional.
- Dr. Foster earned his doctorate in industrial/organizational psychology from the University of Georgia and has consulted with more than 100 law enforcement agencies regarding selection and promotional testing. He is a member of the American Psychological Association, the Society of Industrial and Organizational Psychology, and the Society of Police and Criminal Psychology.
- Dr. Foster primarily consults in the area of analysis, test development and validation, and assessment center design, administration and development. He has conducted more than 500 job analysis studies using various techniques, developed more than 450 written job knowledge examinations and more than 650 assessment centers.

- Dr. Foster has published book chapters regarding assessment center programs and job analysis, and has published in distinguished journals of research such as the Journal of Applied Psychology, Personnel Psychology, and Human Performance.
- Below are clients serviced by Mark Foster Company:
 - *Richmond County Sheriff's Office (Augusta, Georgia) – Promotional Testing: \$15,000.00*
 - *Chatham County Police (Savannah, Georgia) – Promotional Testing: \$18,000.00*
 - *Henry County Police (McDonough, Georgia) – Promotional Testing: \$10,000.00*
 - *Opelika Alabama Police (Opelika, Alabama) – Promotional Testing: \$12,000.00*
 - *Clayton County Police (Jonesboro, Georgia) – Promotional Testing: \$27,500.00*

The City's Procurement Ordinance, Article 3-110 (Competitive Sealed Proposals (Negotiations) governs the RFP Process. During the RFP process, there is no formal opening due to the possibility of negotiated components of the proposal. In the event City Council does not approve the recommended offeror, no proposal responses or any negotiated components are made public until after the award of the contract. Therefore, the evaluation results and cost information have been submitted to the City Manager in a separate memo for informational purposes.

Funds will be budgeted each fiscal year for this ongoing expense: General Fund – Police – Chief of Police – Promotional Exam Board Fees; 0101-400-1000-POLC-6356.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING AN AGREEMENT WITH THE MARK FOSTER COMPANY (ATHENS, GA) TO PROVIDE AN ASSESSMENT CENTER FOR PROMOTIONAL TESTING SERVICES FOR THE POLICE DEPARTMENT FOR A PERIOD OF FIVE (5) YEARS, WITH AN OPTION TO RENEW FOR AN ADDITIONAL FIVE (5) TWELVE-MONTH PERIODS.

WHEREAS, an RFP was administered (RFP No. 23-0025), and five (5) proposals were received; and,

WHEREAS, the proposal submitted by Mark Foster Company met all proposal requirement and was deemed responsive to the RFP.

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

That the City Manager is hereby authorized to enter into an agreement with the Mark Foster Company to provide an assessment center for promotional testing services for the Police Department for a period of five (5) years, with the option to renew for an additional five (5) twelve-month periods. Funds will be budgeted each fiscal year for this ongoing expense: General Fund – Police – Chief of Police – Promotional Exam Board Fees; 0101-400-1000-POLC-6356.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the _____ day of _____, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Begly voting	_____.
Councilor Cogle voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson III, Mayor

File Attachments for Item:

B. ArcGIS Installation and Migration Planning Support Services for Information Technology – Georgia State Contract Cooperative Purchase

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	ArcGIS Installation and Migration Planning Support Services for Information Technology – Georgia State Contract Cooperative Purchase
INITIATED BY:	Finance Department

It is requested that Council approve the purchase of ArcGIS Enterprise installation and migration planning support services from ESRI (Environmental Systems Research Institute), inc. (Redlands, CA) in the amount of \$28,724.00. This purchase will be accomplished via Georgia Statewide Contract #99999-AWP02242017-001.

ESRI is the developer of various software packages used by the GIS Division and other departments for map generation, as well as, data editing and maintaining the City's tax parcels, streets, zoning and addressing data.

Consulting services are needed to assist with (1) the installation and configuration of two (2) new ArcGIS Enterprise base deployment environments; and (2) the development of a technically oriented migration planning document that can be used for guidance and recommendations to migrate content from the current Columbus ArcGIS Server implementation to the new ArcGIS Enterprise 10.9.1 environment(s).

Georgia Statewide Contract #99999-AWP02242017-001 is a cooperative contract whereby Environmental Systems Research Institute is the vendor contracted to provide ESRI GIS Products, Software and Services. The term of the contract is good through April 4, 2024. The contract is available for use by any Georgia governmental entity. The City's Procurement Ordinance, Article 9-101, authorizes the use of cooperative purchasing.

Funding is available from LOST – Information Technology – Infrastructure – Computer Equipment – GIS System Aerial Imagery Upgrade; 0109-210-9901-LOST -7751-90008-20230.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING THE PURCHASE OF ArcGIS ENTERPRISE INSTALLATION AND MIGRATION PLANNING SUPPORT SERVICES FROM ESRI (ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE), INC. (REDLANDS, CA) IN THE AMOUNT OF \$28,724.00. THIS PURCHASE WILL BE ACCOMPLISHED VIA GEORGIA STATEWIDE CONTRACT #99999-AWP02242017-001.

WHEREAS, ESRI is the developer of various software packages used by the GIS Division and other departments for map generation, as well as, data editing and maintaining the City's tax parcels, streets, zoning and addressing data; and,

WHEREAS, consulting services are needed to assist with (1) the installation and configuration of two (2) new ArcGIS Enterprise base deployment environments; and (2) the development of a technically oriented migration planning document that can be used for guidance and recommendations to migrate content from the current Columbus ArcGIS Server implementation to the new ArcGIS Enterprise 10.9.1 environment(s); and,

WHEREAS, Georgia Statewide Contract #99999-AWP02242017-001 is a cooperative contract whereby Environmental Systems Research Institute is the vendor contracted to provide ESRI GIS Products, Software and Services. The term of the contract is good through April 4, 2024. The contract is available for use by any Georgia governmental entity. The City's Procurement Ordinance, Article 9-101, authorizes the use of cooperative purchasing.

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

That the City Manager is hereby authorized to purchase ArcGIS Enterprise installation and migration planning support services from ESRI (Environmental Systems Research Institute), Inc. (Redlands, Ca) in the amount of \$28,724.00. This purchase will be accomplished via Georgia Statewide Contract #99999-AWP02242017-001. Funding is available from LOST – Information Technology – Infrastructure – Computer Equipment – GIS System Aerial Imagery Upgrade; 0109-210-9901-LOST -7751-90008-20230.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the _____ day of _____, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____
Councilor Barnes voting	_____
Councilor Begly voting	_____
Councilor Cogle voting	_____
Councilor Crabb voting	_____
Councilor Davis voting	_____
Councilor Garrett voting	_____
Councilor Huff voting	_____
Councilor Thomas voting	_____
Councilor Tucker voting	_____

Sandra T. Davis, Clerk of Council

B.H. "Skip" Henderson III, Mayor

File Attachments for Item:

C. Aerial Imagery Services and Related Planimetric Data for the Information Technology Department /
GIS – Georgia Department of Community Affairs Cooperative Contract

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO:	Mayor and Councilors
AGENDA SUBJECT:	Aerial Imagery Services and Related Planimetric Data for the Information Technology Department / GIS – Georgia Department of Community Affairs Cooperative Contract
INITIATED BY:	Finance Department

It is requested that Council approve the purchase of aerial imagery services and related planimetric data, to be used in the City's Geographic Information System (GIS), from The Sanborn Map Company, Inc. (Colorado Springs, CO) in the amount of \$117,798.98. This price includes three (3) years of streaming imagery. This purchase will be accomplished by Cooperative purchasing via Georgia (DCA) Department of Community Affairs, RFP Number 42800-DCA0000021. It is also requested that Council approve payment for future annual maintenance and license renewals which will be budgeted in the appropriate fiscal years.

The Sanborn Map Company will provide an updated Aerial Imagery which is needed to support GIS functions used by the various departments within CCG.

The purchase will be accomplished by Cooperative Purchase via Request for Proposal (RFP) #42800-DCA0000021, initiated by Georgia (DCA) Department of Community Affairs, whereby The Sanborn Map Company was the successful vendor contracted to provide Aerial Imagery Services. The contract, which commenced October 1, 2022, is good through October 31, 2023. The contract is available for use by entities within the State of Georgia. The City's Procurement Ordinance, Article 9-101, authorizes the use of cooperative purchasing.

Funding is available from LOST – Information Technology – Infrastructure – Computer Equipment – GIS System Aerial Imagery Upgrade; 0109-210-9901-LOST -7751-90008-20230.

A RESOLUTION**NO.**_____

A RESOLUTION AUTHORIZING THE PURCHASE OF AERIAL IMAGERY SERVICES AND RELATED PLANIMETRIC DATA, TO BE USED IN THE CITY'S GEOGRAPHIC INFORMATION SYSTEM (GIS), FROM THE SANBORN MAP COMPANY, INC. (COLORADO SPRINGS, CO) IN THE AMOUNT OF \$117,798.98. THIS PRICE INCLUDES THREE (3) YEARS OF STREAMING IMAGERY. THIS PURCHASE WILL BE ACCOMPLISHED BY COOPERATIVE PURCHASING VIA GEORGIA (DCA) DEPARTMENT OF COMMUNITY AFFAIRS, RFP NUMBER 42800-DCA0000021. THIS RESOLUTION ALSO AUTHORIZES PAYMENT FOR FUTURE ANNUAL MAINTENANCE AND LICENSE RENEWALS WHICH WILL BE BUDGETED IN THE APPROPRIATE FISCAL YEARS.

WHEREAS, The Sanborn Map Company will provide an updated Aerial Imagery which is needed to support GIS functions used by the various departments within CCG; and,

WHEREAS, the purchase will be accomplished by Cooperative Purchase via Request for Proposal (RFP) #42800-DCA0000021, initiated by Georgia (DCA) Department of Community Affairs, whereby The Sanborn Map Company was the successful vendor contracted to provide Aerial Imagery Services. The contract, which commenced October 1, 2022, is good through October 31, 2023. The contract is available for use by entities within the State of Georgia. The City's Procurement Ordinance, Article 9-101, authorizes the use of cooperative purchasing.

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

That the City Manager is hereby authorized to purchase aerial imagery services and related planimetric data, to be used in the City's Geographic Information System (GIS), from The Sanborn Map Company, Inc. (Colorado Springs, CO) in the amount of \$117,798.98. This price includes three (3) years of streaming imagery. This purchase will be accomplished by Cooperative purchasing via Georgia (DCA) Department of Community Affairs, RFP Number 42800-DCA0000021. The City Manager is further authorized to pay future annual maintenance and license renewals. Funding is available from LOST – Information Technology – Infrastructure – Computer Equipment – GIS System Aerial Imagery Upgrade; 0109-210-9901-LOST -7751-90008-20230.

Funding will be budgeted in the appropriate fiscal years for future annual maintenance and license renewal payments.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the _____ day of _____, 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen voting	_____
Councilor Barnes voting	_____
Councilor Begly voting	_____
Councilor Cogle voting	_____
Councilor Crabb voting	_____
Councilor Davis voting	_____
Councilor Garrett voting	_____
Councilor Huff voting	_____
Councilor Thomas voting	_____
Councilor Tucker voting	_____

Sandra T. Davis, Clerk of Council

B.H. “Skip” Henderson III, Mayor

File Attachments for Item:

ONE (1) MISCELLANEOUS MILITARY GATOR™ FOR THE PARKS AND RECREATION DEPARTMENT

On June 7, 2023, a purchase order was executed for one (1) miscellaneous military Gator™ (International Automated) for the Parks and Recreation Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from SunSouth LLC (Columbus, GA) at a unit price of \$28,500.00. The vehicle will be used by the Athletics Division staff during tournaments to transport injured participants during events and to transport supplies to playing fields. This is a new vehicle.

Funds are budgeted in the FY23 Budget: General Fund – Parks and Recreation – Athletics – Other Equipment; 0101-270-3410-ATHL-7762.

ONE (1) 2024 GMC SIERRA 2500HD PICKUP TRUCK FOR THE PUBLIC WORKS DEPARTMENT

On June 13, 2023, a purchase order was executed for one (1) 2024 GMC Sierra 2500HD pickup truck for the Public Works Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Glenn Smith Chevrolet, Inc. (Opelika, AL) at a unit price of \$56,378.00. The vehicle will be used by Rainwater Division staff as they check and perform maintenance on City sewer lines and watersheds. This is a new vehicle.

Funds are budgeted in the FY23 Budget: Sewer (Stormwater) Fund – Public Works – Sewer Maintenance – Light Trucks; 0202-260-3210-SWRM-7722.

Columbus Consolidated Government
Information Only: Exigent “Off the Lot” Vehicle Purchase

1. ONE (1) MISCELLANEOUS MILITARY GATOR™ FOR THE PARKS AND RECREATION DEPARTMENT

On June 7, 2023, a purchase order was executed for one (1) miscellaneous military Gator™ (International Automated) for the Parks and Recreation Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from SunSouth LLC (Columbus, GA) at a unit price of \$28,500.00. The vehicle will be used by the Athletics Division staff during tournaments to transport injured participants during events and to transport supplies to playing fields. This is a new vehicle.

Funds are budgeted in the FY23 Budget: General Fund – Parks and Recreation – Athletics – Other Equipment; 0101-270-3410-ATHL-7762.

2. ONE (1) 2024 GMC SIERRA 2500HD PICKUP TRUCK FOR THE PUBLIC WORKS DEPARTMENT

On June 13, 2023, a purchase order was executed for one (1) 2024 GMC Sierra 2500HD pickup truck for the Public Works Department due to exigent circumstances, as approved by Council per Resolution No. 067-23.

The vehicle was purchased from Glenn Smith Chevrolet, Inc. (Opelika, AL) at a unit price of \$56,378.00. The vehicle will be used by Rainwater Division staff as they check and perform maintenance on City sewer lines and watersheds. This is a new vehicle.

Funds are budgeted in the FY23 Budget: Sewer (Stormwater) Fund – Public Works – Sewer Maintenance – Light Trucks; 0202-260-3210-SWRM-7722.

File Attachments for Item:

A. City Hall Update - Ryan Pruett, Director, Inspections and Code

City Council Meeting
June 20, 2023

COLUMBUS CITY HALL UPDATE



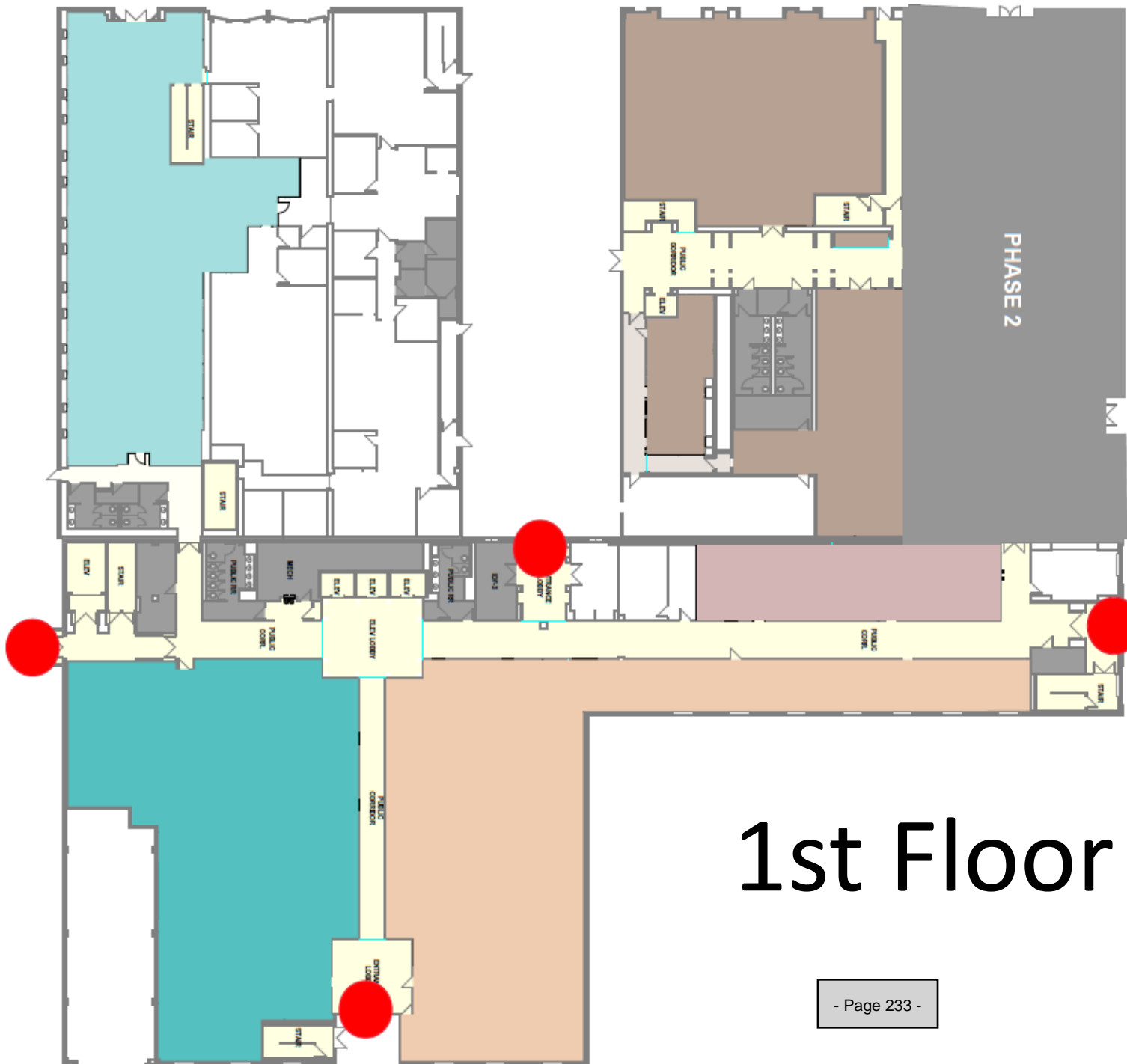
Item #A.

COLUMBUS CITY HALL









PHASE I TIMELINE

- Certificate of Occupancy obtained June 9, 2023
- Final cleaning, furniture relocation, and closeout activities ongoing.
- Moving activities tentatively scheduled to begin the week of June 19, 2023. All departments tentatively scheduled to be relocated by the end of July 2023.

Department	Current Location	Relocating to	1 st Day in New Location (Subject to Change)	Item #A.
Information Technology	5th Floor, Government Center	Development Resource Center - 2nd Floor	June 21st	
Finance	5th Floor, Government Center	Development Resource Center - 1st Floor	June 23rd	
UGA Cooperative Extension	Annex	Development Resource Center - 1st Floor	June 29th	
Job Training Division	Annex	Development Resource Center - 2nd Floor	June 28th	
Parks & Recreation	Citizen Service Center	Development Resource Center - 2nd Floor	June 29th	
Human Resources	East and West Wing Government Center	Human Resources Building - 1st Floor and 2nd Floor	July 5th	
Mayor’s Office	6th Floor, Government Center	Development Resource Center - 3rd Floor	July 18th	
City Manager’s Office	6th Floor, Government Center	Development Resource Center - 3rd Floor	July 18th	
City Attorney’s Office	6th Floor, Government Center	Development Resource Center - 3rd Floor	July 18th	
Clerk of Council’s Office	6th Floor, Government Center	Development Resource Center - 3rd Floor	July 18th	
311 Citizen Services Center	<div>- Page 232 -</div> Citizen Service Center	Development Resource Center - 1st Floor	July 18th	



DEPARTMENT

-  PUBLIC CIRCULATION
-  BUILDING SUPPORT
-  311 Citizen Service Center
-  HUMAN RESOURCES
-  FINANCE
-  COOPERATIVE EXTENSION
-  WELLNESS CENTER
-  FOR FUTURE USE

Item #A.



1st Floor

Item #A.

Item #A.

FUTURE USE

PHASE 2

PUBLIC CIRCULATION

BUILDING SUPPORT

INFORMATION TECHNOLOGY

HUMAN RESOURCES


JOB TRAINING

PARKS & RECREATION

2nd Floor



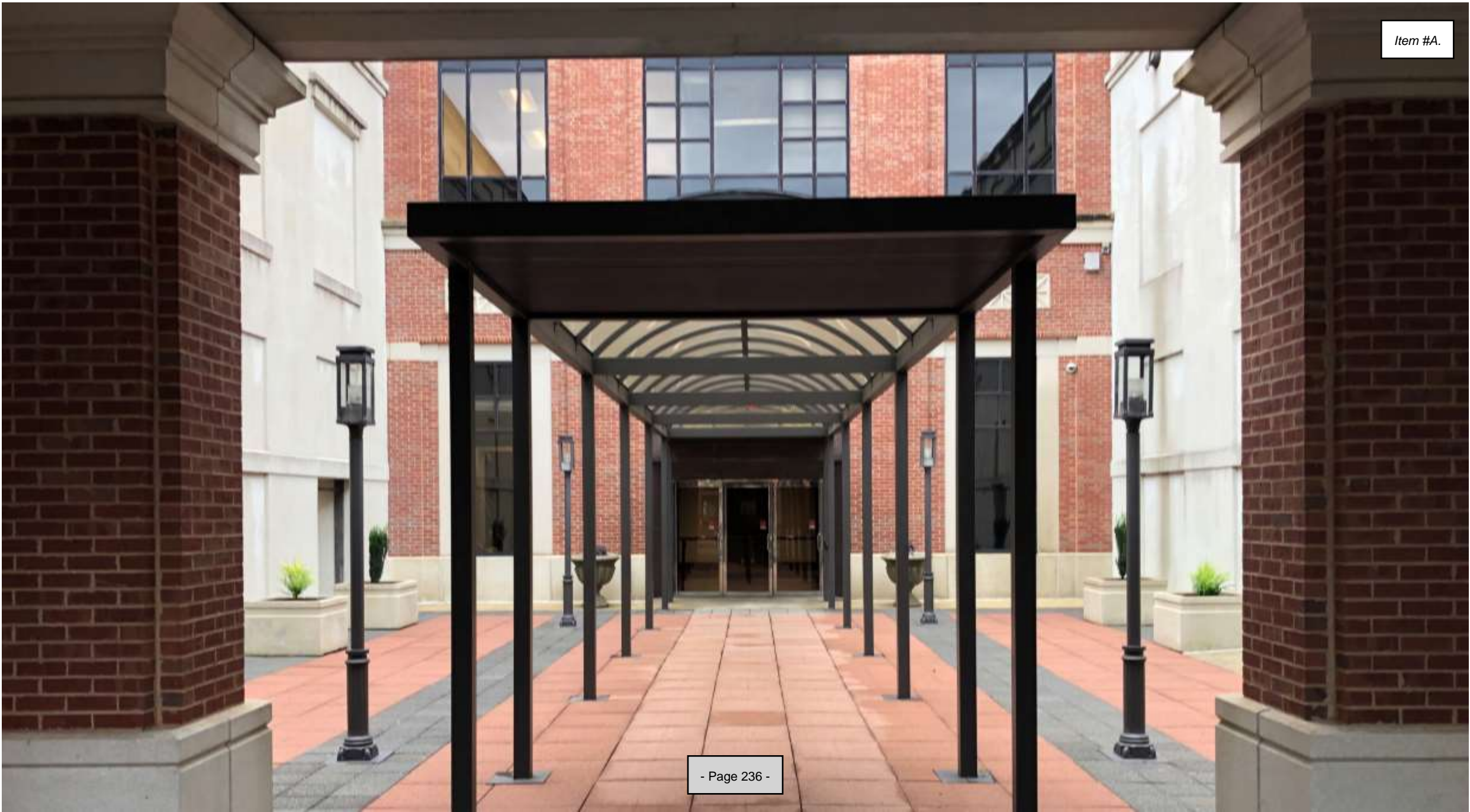
DEPARTMENT

- 
- | | |
|---|---------------------------|
|  | PUBLIC CIRCULATION |
|  | BUILDING SUPPORT |
|  | City Attorney's Office |
|  | Mayor's Office |
|  | City Manager's Office |
|  | Clerk of Council's Office |

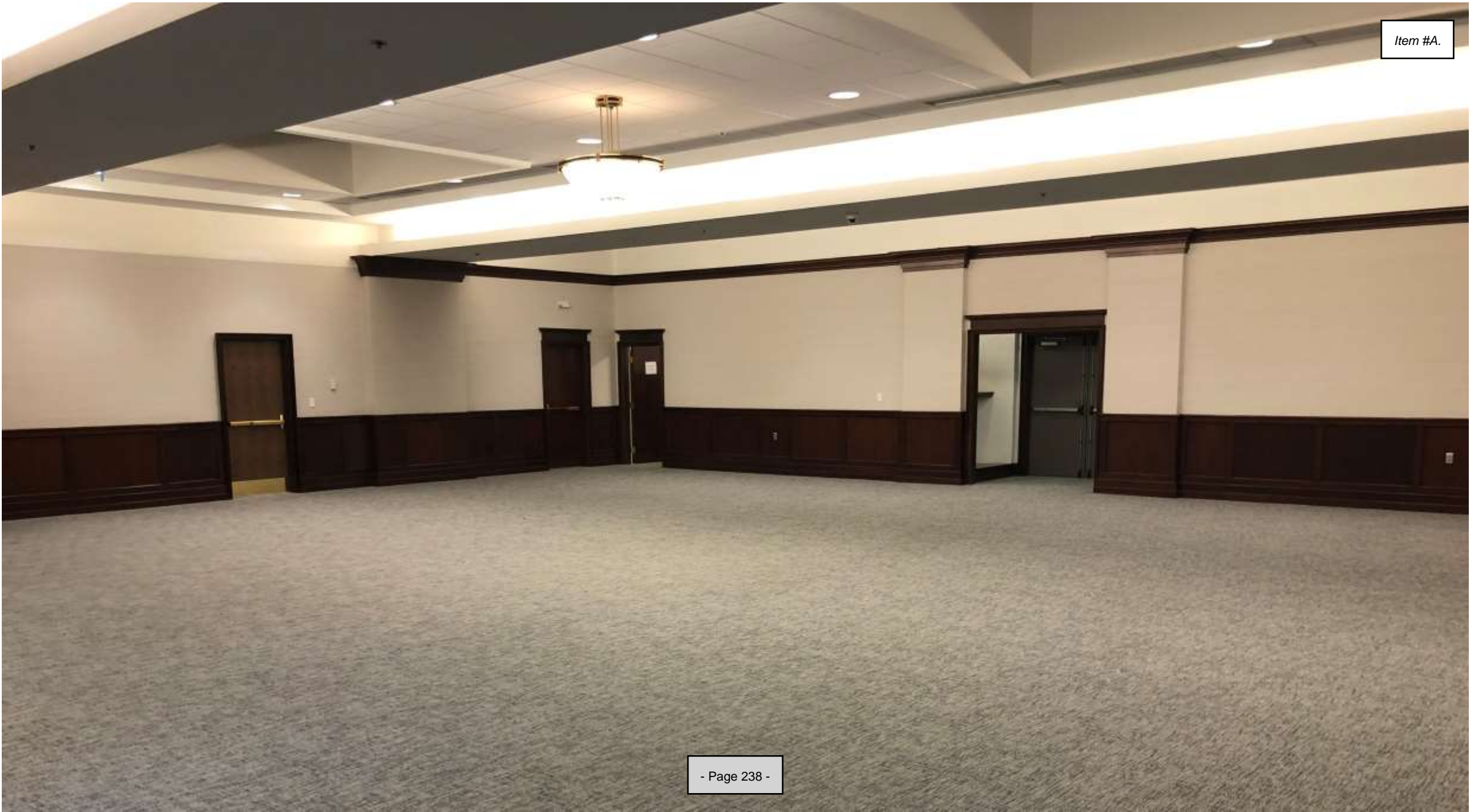


3rd Floor















Item #A.

PHASE II TIMELINE

- Synovus vacates Executive Building – July 31, 2024
- Renovation of Executive Building – August 2024 – March 2025
- Phase 2 Relocations - 2025
 - Mayor's Office – 5th Floor of the Executive Building
 - City Manager's Office – 4th Floor Executive Building
 - City Attorney's Office – 3rd Floor Executive Building
 - Clerk of Council's Office – 2nd Floor Executive Building
 - Engineering Department, Inspections & Code Department, Planning Department, Community Reinvestment Department - 3rd Floor Development Resource Center
 - Finance Department-Revenue Division – 1st Floor Executive Building
 - Print Shop – Basement of Broadway South Building

QUESTIONS

File Attachments for Item:

DATE: June 20, 2023

TO: Mayor and Councilors

FROM: Finance Department

SUBJECT: Advertised Bids/RFPs/RFOs

June 23, 2023

Demolition Services (Annual Contract) – RFP No. 23-0024

Scope of RFP

Columbus Consolidated Government is requesting proposals for qualified vendors to provide all necessary equipment, materials, transportation, and labor for residential and commercial demolition services.

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

July 12, 2023

Removal of Residual Ground Material & Removal and Disposal/Reuse of Large Tree Trunks (Annual Contract) – RFB No. 23-0043

Scope of bid

The Consolidated Government of Columbus, Georgia (City) invites qualified contractors to submit bids to provide the following services on an “as needed” basis:

Option 1: Residual waste removal on an “as needed” basis, for either Pine Grove or Granite Bluff Landfill. Such ground material could be used as fuel, mulch, or some other recyclable commodity.

Option 2: Removal and disposal/reuse of large tree trunks on an “as needed” basis.

The contract would be awarded to the vendor that can provide the greatest economic benefit to the City for each option.

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

July 14, 2023

Automated Speed Detection for School Zone Safety Enforcement (Annual Contract) – RFP No. 23-0036

Scope of RFP

The Columbus Consolidated Government is requesting proposals for automated speed detection for school zone safety enforcement systems and services, specifically LiDAR (Light Detection and Ranging) with ALPR (Automated License Plate Readers) functions to integrate with the existing Flock Safety system for the Columbus Police Department.

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

DATE: June 20, 2023

TO: Mayor and Councilors

FROM: Finance Department

SUBJECT: Advertised Bids/RFPs/RFQs

June 23, 2023

1. Demolition Services (Annual Contract) – RFP No. 23-0024

Scope of RFP

Columbus Consolidated Government is requesting proposals for qualified vendors to provide all necessary equipment, materials, transportation, and labor for residential and commercial demolition services.

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

July 12, 2023

1. Removal of Residual Ground Material & Removal and Disposal/Reuse of Large Tree Trunks (Annual Contract) – RFB No. 23-0043

Scope of bid

The Consolidated Government of Columbus, Georgia (City) invites qualified contractors to submit bids to provide the following services on an “as needed” basis:

Option 1: Residual waste removal on an “as needed” basis, for either Pine Grove or Granite Bluff Landfill. Such ground material could be used as fuel, mulch, or some other recyclable commodity.

Option 2: Removal and disposal/reuse of large tree trunks on an “as needed” basis.

The contract would be awarded to the vendor that can provide the greatest economic benefit to the City for each option.

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

July 14, 2023

2. Automated Speed Detection for School Zone Safety Enforcement (Annual Contract) – RFP No. 23-0036

Scope of RFP

The Columbus Consolidated Government is requesting proposals for automated speed detection for school zone safety enforcement systems and services, specifically LiDAR (Light Detection and Ranging) with ALPR (Automated License Plate Readers) functions to integrate with the existing Flock Safety system for the Columbus Police Department.

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

File Attachments for Item:

City Manager's Office Referrals 6.13.23

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
1	5/30/23	Glen Davis	<p><u>Mayor's Summer Youth:</u></p> <p>Can we partner with community members and businesses to have kids or adults come in and beautify their business areas and keep the city clean?</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Howard Pendleton Felecia Marshall
2	5/30/23	Toyia Tucker	<p><u>City Hall Update:</u></p> <p>Requests to make sure that there is a conference room in the clerk of council's permanent space.</p> <p><u>Response:</u></p> <p>Director Pruett assures us that there will be a conference room assigned to the Clerk and a secondary shared conference room on their floor.</p>	Pam Hodge Ryan Pruett
3	5/30/23	Glen Davis	<p><u>City Hall Update:</u></p> <p>Requests insight on carrying the operation budget. Will we be closing other buildings? He would like to see the numbers.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Pam Hodge Angelica

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
4	5/30/23	Judy Thomas	<p><u>City Hall Update:</u></p> <p>Councilor Thomas wants to know what the main entrance to the city hall area will be. She also would like to know if there will be deputies in the facility. Director Pruett explained that there will be several entrances.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Pam Hodge Ryan Pruett
5	5/30/23	Glenn Davis	<p><u>Expanded Golf Cart Area:</u></p> <p>Councilor Davis suggests exploring how Peachtree City and other cities handle Golf Carts</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Pam Hodge Donna Newman Will Johnson
6	5/30/23	Joanne Cogle	<p><u>Expanded Golf Cart Areas:</u></p> <p>Would Metra Golf Cart system addition be included in the golf cart expanded area? The City Manager advised that we could look into it.</p>	Lisa Goodwin Rosa Evans Everett Fleming

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
			<p><u>Response:</u></p> <p>METRA has designated the areas for the Uptown Shuttle to cover from 9th Street to 13th Street and from Bay Avenue to 1st Avenue. Due to the safety concerns of traffic coming down east bound from 13th street at higher speeds, the drivers of the golf carts and passengers were of great concern in crossing over 13th street. The golf carts will excel to 30mph, but the average top speed is 25mph which would be a hazard in areas of beyond 13th Street and 1st Avenue.</p> <p>We have other safer ways to access 14th Street and the Broadway area by going under the 13th Street bridge via Front Avenue to get to places i.e., the Hotel Indigo and Country's BBQ.</p>	
7	5/30/23	Charmaine Crabb	<p><u>Expanded Golf Cart Areas:</u></p> <p>Suggest mirroring other cities and using different colors of street paint to signal drivers that Golf carts are allowed in the area. DCM Hodge advised that we can't use paint since Veterans is a federal street, but we can use signs. Councilor Crabb suggested using paint on the streets that we own.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Pam Hodge Donna Newman

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
8	5/30/23	Bruce Huff	<p><u>Infrastructure Update:</u></p> <p>Councilor Huff wants to know why GDOT isn't managing Spiderweb since it was a tiered project. DCM Hodge explained that we would manage it. He wants to be sure that we will be ready to move on this project when bids come in. Mrs. Pam informed him that it would. Councilor Huff requested that Mrs. Pam give him a call for further construction. Councilor Huff requested a timeframe for project completion. DCM Hodge advised at least two years for project completion.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Pam Hodge
9	5/30/23	Joanne Cogle	<p><u>Infrastructure Update:</u></p> <p>Would like the council to have access to a database that will give an update on resurfacing and restriping projects. Mrs. Pam advised that we could look into the software to see if there is some sort of public-facing information.</p> <p><u>Response:</u></p> <p>Per Director Newman They are still in the training phase of the software.</p>	Pam Hodge Donna Newman

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
10	5/30/23	Glen Davis	<p><u>Infrastructure Update:</u></p> <p>Mentioned Mount Pilgrim being interested in a historic marker with the demolition of the old property to Councilor Huff.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Pam Hodge
11	5/30/23	Glenn Davis	<p><u>Infrastructure Update:</u></p> <p>Requests a drawing of the Landscape Plan for the Diverging Diamond Project. Some of his constituents would like to save the magnolia trees and rehome them if possible. DCM Hodge said she will check into that. Would like to know if GDOT, now taking management of certain projects, would open the door to the request he made earlier. DCM Hodge advised that we now have the local Lett Agreement signed, so we can start incurring the cost and being reimbursed, which is the initial start to speed up projects.</p> <p><u>Response:</u></p> <p>Per Director Newman: Will reach out to GDOT on landscape plans.</p>	Pam Hodge Donna Newman

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
12	5/30/23	City Manager Hugley	<p><u>Infrastructure Update:</u></p> <p>Would like to lower the speed limit and request double fines in the Steam Mill Construction Zone.</p> <p><u>Response:</u></p> <p>Per Director Newman:</p> <p>We will get with the consultant concerning this.</p>	Pam Hodge Donna Newman
13	5/30/23	Toyia Tucker	<p><u>Infrastructure Update:</u></p> <p>Wants to make sure that we can provide a buffer for improvement since school is out.</p> <p><u>Response:</u></p> <p>DCM Hodge says we will come back with an update.</p>	Pam Hodge Donna Newman
14	5/30/23	City Manager	<p><u>Traffic Calming:</u></p> <p>Suggests having an annual budget for speed tables (Create a list and determine who will wait) city Manager suggests that we bring something we can present to create a policy on how we go forward with speed tables.</p> <p><u>Response:</u></p>	Pam Hodge

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
			<p>Per Director Newman:</p> <p>I am researching retrofitted speed tables (is there a new mouse trap that doesn't fail)</p>	
15	5/30/23	Joanne Cogle	<p><u>Short Term Vacation Rental:</u></p> <p>Wants to know how long the Airbnb owner must wait when notifying the neighbors. What if the neighbor is an apartment complex, or the neighbors are renters? Director Pruett informed them that receipt of sending a certified letter will suffice. If they don't have proof of delivery, they will have to send it again. Also, a returned Certified letter will also suffice. Councilor Cogle also wants to know how we determine what properties to send letters to. Some people get them who aren't Airbnb. Director Pruett explained that we receive a detailed report from the Visitor Bureau. However, some of the listings are outdated, but we don't have the staff to confirm all 120 Short Term Vacation Rentals.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Pam Hodge Ryan Pruett
16	5/30/23	Charmaine Crabb	<p><u>Short-Term Vacation Rental:</u></p> <p>Suggests that the letter sent to owners needs to be revamped. The letter tells them that they need to comply, but there is no way to comply.</p>	Pam Hodge Ryan Pruett

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
			<p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	
17	5/30/23	Glenn Davis	<p><u>City Hall Update:</u></p> <p>Requests Director Pruett to bring a comparison of short-term rentals from other cities.</p> <p><u>Response:</u></p> <p>Director Pruett requests 60- 90 days to bring back a report on the Airbnb's that are now in compliance.</p>	Pam Hodge Ryan Pruett
18	5/30/23	Toyia Tucker	<p><u>Wifi at Shriley Winston:</u></p> <p>Concerned about Wi-Fi at Shirley Winston. DCM Goodwin informs her that it has been taken care of. She also requests that a gate be put up at Shirley B for after-hours.</p> <p><u>Response:</u></p> <p>Response: A gate and fencing at Shirley Winston will require action by city council.</p>	Lisa Goodwin Holli Browder Forrest Toelle
19	5/30/23			

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
		Charmaine Crabb	<p><u>Bike Trail:</u></p> <p>Requesting that a tree/bush be removed on the bike trail between Burger King and Manchester. It has created a site restriction.</p> <p><u>Response:</u></p> <p>Per Director Browder: Director Short is getting with the contracted vendor to address.</p>	Lisa Goodwin Drale Short Holli Browder
20	6/13/2023	Toyia Tucker	<p><u>Parks and Recreation Facilities Assessment:</u></p> <p>Request that Holli email the presentation she did during budget Add Delete Hearings.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	Lisa Goodwin Holli Browder
21	6/13/2023	Jerry "Pop's" Barnes	<p><u>Parks and Recreation Facilities Assessment:</u></p> <p>Request that Holli and her team perform a needs assessment for all of our parks and Rec Facilities</p>	Lisa Goodwin Holli Browder

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
			<p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p> <p>.</p>	
22	6/13/2023	Toyia Tucker	<p><u>Parks and Recreation Facilities A</u></p> <p>Request small group meetings with Director Browder and her team.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p> <p>.</p>	Lisa Goodwin Holli Browder
23	6/13/2023	Glen Davis	<p><u>Westville</u></p> <p>Request that City Manager comes back in 6 months if Westville requests more time.</p> <p><u>Response:</u></p> <p>City Manager confirmed that he will bring it back.</p> <p>.</p>	Lisa Goodwin Holli Browder
24	6/13/2023		<u>Outdoor Parks</u>	Pam Hodge Angelica Alexander

Columbus Consolidated Government ~ Council Referrals

Item #	Date of Request	Requested by:	Proposed Work Session Item and/or Referral	Assigned Depart.
		Councilor Tucker	<p>Requests update how many businesses received the ARPA grant. How much money do we have that has not been extended/assigned? The City Manager said he will take a look to see if something can be worked out.</p> <p><u>Response:</u></p> <p>The matter is still under review. A response is expected soon.</p>	
25	6/13/2023	Councilor Tucker	<p><u>Veterans</u></p> <p>Requests update how many businesses received the ARPA grant. How much money do we have that has not been extended/assigned? The City Manager said he will take a look to see if something can be worked out.</p> <p><u>Response:</u></p> <p>Isaiah mentioned that Metra is working on it.</p>	Lisa Goodwin Rosa Evans

File Attachments for Item:

1. RESOLUTION - A resolution excusing Councilor Tyson Begly from the June 20, 2023 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 Tyson Begly is hereby excused from attendance of the June 20, 2023 Council Meeting for the following reasons:

Personal Business:

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 20th day of June 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begly	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____

Sandra T. Davis
 Clerk of Council

B. H. "Skip" Henderson, III
 Mayor

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

File Attachments for Item:

2. RESOLUTION - A resolution excusing Councilor Joanne Cogle from the June 20, 2023 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 Joanne Cogle is hereby excused from attendance of the June 20, 2023 Council Meeting for the following reasons:

Personal Business:

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 20th day of June 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begly	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____

Sandra T. Davis
 Clerk of Council

B. H. "Skip" Henderson, III
 Mayor

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

File Attachments for Item:

3. RESOLUTION - A resolution excusing Councilor R. Walker Garrett from the June 20, 2023 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 R. Walker Garrett is hereby excused from attendance of the June 20, 2023 Council Meeting for the following reasons:

Personal Business:

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 20th day of June 2023 and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Begly	voting _____
Councilor Cogle	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____

Sandra T. Davis
Clerk of Council

B. H. "Skip" Henderson, III
Mayor

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

File Attachments for Item:

4. Email Correspondence from Mr. Stephen Waters resigning from his seat on the Animal Control Advisory Board.

Sandra T Davis

From: Lindsey Mclemore
Sent: Thursday, June 15, 2023 4:24 PM
To: Sandra T Davis
Subject: FW: [EXTERNAL] RE: TEST

Sandra,

Below is the resignation of Stephen Waters from the Animal Control Advisory Board.

Lindsey

From: turbo6@bellsouth.net <turbo6@bellsouth.net>
Sent: Thursday, June 15, 2023 4:17 PM
To: Lindsey Mclemore <Mclemore.Lindsey@columbusga.org>
Subject: [EXTERNAL] RE: TEST

Due to the fact that Columbus Consolidated Government and myself are at odds with my freedom of speech and religion I am resigning from the Animal Advisory Board effective immediately. I hate that this has had to come to this but now I can really speak out about this government and Columbus Animal Killing Center. A piece of advice for anyone to come after me is to be a yes man and do nothing and they will have a long stay on this board.

Stephen G Waters

From: Lindsey Mclemore <Mclemore.Lindsey@columbusga.org>
Sent: Thursday, June 15, 2023 4:15 PM
To: turbo6@bellsouth.net
Subject: TEST



Lindsey G. McLemore

Deputy Clerk of Council
City Council of Columbus, Georgia
Office: (706) 225-4013
Direct: (706) 225-3157

Mclemore.Lindsey@columbusga.org | www.columbusga.gov/coc

File Attachments for Item:

5. Minutes of the following boards:

Animal Control Advisory Board, March 14, 2023

Board of Tax Assessors, #20-23

Crime Prevention Board, May 13, May 20, and June 3, 2020; February 16, April 14, April 28, May 12, May 26, and November 17, 2021

Employee Benefits Committee, August 24 and October 26, 2022; February 22, 2023

Mayor's Commission for Persons with Disabilities, March 21, 2023

New Horizons Behavioral Health- Mental Health, Addictive Diseases and Developmental Disabilities- Community Service Board, January 10, February 14, March 14, May 9, June 13, August 15, September 12, October 10, and December 12, 2022

Retirees Health Benefits Committee, February 15, 2023

Columbus Consolidated Government**Minutes of a Quarterly Scheduled****Animal Control Advisory Board****March 14, 2023****2:30 pm****Location of Meeting:**

Public Works Driver's Training Room

602 – 11th Avenue Bldg. E

Columbus, GA, 31901

Vicious

Present at Meeting:

Drale Short

Canita Johnson

Courtney Pierce

Raymond Culpepper

Kristi Ludy

Sabine Stull, Chairperson

Julee Fryer

Stephen Waters

Dr. Scott McDermott

Channon Emery

Absent from Meeting:

Dr. Jean Waguespack

Jayne Dunn

The meeting was called to order by Sabine Stull at 2:31 pm. Drale Short introduced the new Animal Control Division Manager of Canita Johnson.

Ms. Short informed the Board there were some inquiries about the composition and voting aspects of each member. Ms. Short explained, to the Council changed the voting rights of some Board Members a while back which included the Public Works Director from non-voting to voting. The PAWS seat and the Public Health Department seat were changed to non-voting members. She believes Council changed PAWS to non-voting because they have a permanent seat on the Animal Control Advisory Board and wanted that seat to remain neutral. Courtney Pierce inquired why PAWS does not have a vote and other

rescues do. Ms. Short replied this was changed and voted by Council, and she was not aware. Ms. Short stated, she did require extra research from the Clerk of Council on the voting changes.

Sabine Stull asked for approval of the last meeting minutes on 02/03/2023. Raymond Culpeper motioned to approve the minutes, and Stephon Waters second the motion. *****ACTION TAKEN: ALL VOTING MEMBERS PRESENT APPROVAL MINUTES FROM BOARD MEETING 02.03.2023.**

Contreana Pearson went over the monthly reports for November 2022, December 2022, and January 2023. Channon Emery inquired about decisions of aggressive dogs being on the euthansia list and is a behaviorist consulted. Ms. Pearson stated these decisions are usually done staff that interact with the dogs daily and also how the dogs behave their runs. Ms. Short stated, it is actually several variables to include; if the dogs are coming at the fence, how they act when food is place in the run, can the staff safely give shots, etc. all these play a factor if the dog is deemed aggressive.

Sabine Stull asked Drale Short can the rescues receive a euthansia list before animals are euthanized instead of afterwards. Contreana Pearson stated the list changes as rescues are pulling, adoptions are taking place and returned to owners. She stated the list of 10 that maybe given now is a list of 6 and this number may go up if animals are on the trucks, or other intakes are coming in. Drale Short state, she does not have a problem with sharing the list with Rescues as this list is only for rescues and not to be shared with public.

Sabine Stull stated the next agenda item is proposed by-laws. She stated, she did not know the board was governed by by-laws because when she spoke with the Clerk of Council, she stated the Board is governed by the ordnance. Contreana Pearson explained the Board voted on by-laws back in 2018 which were approved by the seating Board then but could not find where the City Attorney's office had approved. The suggestion is to bring these by-laws back before the Board for approval and include the dog classification language as well. Canita Johnson also stated within the proposed by-laws, she would like the term of the chairperson to be a 2 year term instead of every February voting for a new person. The Board stated they would table the discussion for by-laws until the next scheduled quarterly meeting.

The next item on the agenda is the vote for a new chairperson. Canita Johnson asked for any nominations. Courtney Pierce and Julee Fryer names were mentioned. Ms. Short stated every member write down your nomination name and Ms. Johnson would count the votes. Ms. Johnson stated Courtney Pierce received the majority votes of 3 (three). Ms. Pierce will be the new chairperson effective *March 15, 2023*.

Sabine Stull stated the Board needed to collectively re-vote on the tethering ordinance because Courtney Pierce voted last meeting and she was not supposed to have a vote. Contreana Pearson read the current ordinance **Section 5-.7.2 Restraint** and polled each member if they wanted the language to change or remain the same. The Board member would vote yes, language remain the same or no to change the language in the ordinance. *****ACTION TAKEN: VOTING MEMBERS PRESENT DRALE SHORT: YES, SABINE STULL:NO, JULEE FRYER: YES, STEPHEN WATERS:NO; RAYMOND CULPPEPER: YES, SCOTT MCDERMOTT: YES, CHANNON EMERY:NO,**

VOTE OF 4-3 APPROVAL FOR NO CHANGE TO THE ORDINANCE SECTION 5.7.2 RESTRAINT

Courtney Pierce wanted to revisit the talk about aggressive and scared dogs at Animal Control Center. She believes this could be affected by the decibel levels there because it is so loud. She wanted to know if the Board finds funding to help with this issue would Animal Control be receptive to the help. Drale Short stated yes, it would be welcomed. Courtney Pierce believes it would go a long way to improve the dogs and cats' quality of life while they are impounded at Animal Control.

Stephen Waters shared with the Board his ride along experience with the Animal Control Supervisor Lt Syck to respond to three Animal Control calls. He stated the software Animal Control uses is antiquated. Ms. Short stated a request for new software has been placed in the FY24 budget and prior years before as well. Mr. Waters stated Lt Syck did a good job, and he was very professional. He stated, Animal Control does a great job with interacting and responding to citizen's request.

The meeting was adjourned at 4:31 pm The next scheduled meeting Tuesday, June 13, 2023.

C: Clerk of Council, ACAB Members



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

Lanitra Sandifer Hicks
Assessor

Kathy J. Jones
Assessor

Todd A. Hammonds
Assessor

Trey Carmack
Vice Chairman

Chief Appraiser
Suzanne Widenhouse

MINUTES #20-23

CALL TO ORDER: Vice Chairman Trey Carmack calls the Columbus, Georgia Board of Assessors' meeting to order on Monday, June 5, 2023, at 9:00 A.M.

PRESENT ARE:

Vice Chairman Trey Carmack
Assessor Kathy Jones
Assessor Todd Hammonds
Deputy Chief Appraiser Glen Thomason
Recording Secretary Katrina Culpepper

APPROVAL OF AGENDA: Assessor Hammonds motions to accept agenda. Assessor Jones seconds and the motion carries.

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

MISCELLANEOUS: Assessor Hammonds motions to excuse the absence of Chairman Govar today. Assessor Jones seconds and the motion carries. Deputy Chief Appraiser Glen Thomason reminded the board that Monday, June 19th is a holiday and there will be no board meeting.

At 9:03, Personal Property Manager Stacy Pollard presents to the Board:

- Motor Vehicle Appeals – Signed & Approved.

At 9:10, Commercial Property Manager Jeff Milam presents to the Board:

- Settlement Conference Results – no vote needed.

At 9:26, Deputy Chief Appraiser Glen Thomason presents to the Board:

- 2023 Appeals Update
- Map Splits - #120 001 019; 018; 114; 015 039 006; 007; 008; 044 002 007; 045 001 018 – Signed & Approved.

At 9:29, Vice Chairman Carmack adjourns the meeting without any objections.

Suzanne Widenhouse
Chief Appraiser/Secretary

APPROVED:  06/12/2023

MIN# 21-23 JUN 12 2023

Absent

J. GOVAR
CHAIRMAN



L. SANDIFER HICKS
ASSESSOR



K. JONES
ASSESSOR



T.A. HAMMONDS
ASSESSOR



T. CARMACK
VICE CHAIRMAN

Crime Prevention Board – Work Session

ZOOM Meeting

May 13, 2020

Board Members Present: LaRae Moore-Chair, Winston Bailey, Herman Miles

Board Members Absent: Joseph LaBranche, Marcus Gibson, Lane Jimmerson, Angela Vickers

Call to Order: Chair LaRae Moore called the work session to order at 2:15 pm.

Discussion: Members present discussed their findings of the first batch of grant applications. Board members removed the ones that did not fit all the criterion. No quorum was present so it was treated as a work session.

Adjournment: There being no other business, the meeting adjourned at 3:00 pm. The next meeting is May 20, 2020 via Zoom.

Crime Prevention Board

ZOOM Meeting

May 20, 2020

Board Members Present: LaRae Moore-Chair, Lane Jimmerson. Angela Vickers, Winston Bailey, Herman Miles

Board Members Absent: Joseph LaBranche, Marcus Gibson

Call to Order: Chair LaRae Moore called the work session to order at 3:00 pm.

Discussion: Members present discussed their findings of the second and third batch of grant applications. Board members removed the ones that did not fit all the criterion.

Adjournment: There being no other business, the meeting adjourned at 4:10 pm. The next meeting is June 3, 2020 via Zoom.

Crime Prevention Board

ZOOM Meeting

June 3, 2020

Board Members Present: LaRae Moore-Chair, Lane Jimmerson. Angela Vickers, Winston Bailey, Herman Miles, Joseph Labranche

Board Members Absent: Marcus Gibson

Call to Order: Chair LaRae Moore called the work session to order at 3:00 pm.

Discussion: Members present discussed how the funds should be distributed to the final batch of applicants. After the completion, the Director said he would work on contracts and get back to the Board about Council.

Adjournment: There being no other business, the meeting adjourned at 4:30 pm. The next meeting is TBD.

Crime Prevention Board Meeting Minutes

Date: February 16, 2021

Board Members Present: LaRae Moore, Lane Jimmerson, Joyce Fitzpatrick, Angela Vickers, Keith Weeks and, Marcus Gibson

Board Members Not Present: Joseph LaBranche

Facilitated By: Seth Brown

Meeting called to order by LaRae Moore

Board Business:

Sally Baker with the Springer Academy's PAIR Program provided a status report. First two schools – Fox and S. Columbus 3rd Grades. Participation to date has been 17 Teachers, 75 Parents and 127 Kids. This year has been a successful Phase I of what they hope will be a 3 Phase program for all MCS's

Seth discussed some minor allocation issues related to new Finance personnel. Update: Issue has been resolved

Mr. Baily expressed his desire for the Board to initiate another Boxwood Rec Center Project Re-Opening Project and recommended the Belvedere Rec Center. The Board agreed to the concept and asked Seth to have Holly Browder attend our next meeting to review the possibilities and options for this project.

Hope Harbour extended an invitation to Board meetings for a site visit. Once this date is set, Seth will send a notification to Board Members

Next meeting scheduled for April 14, 2021

Meeting was adjourned by Chairperson LaRae Moore

Crime Prevention Board Meeting Minutes

Date: April 14, 2021

Board Members Present: LaRae Moore, Lane Jimmerson, Joyce Fitzpatrick, Angela Vickers, Keith Weeks

Board Members Not Present: Joseph LaBranche, Marcus Gibson

Facilitated By: Seth Brown

Meeting called to order by LaRae Moore

Board Business:

Seth distributed the first batch of the applications. The Board went over the first batch and discussed the current budget.

It was agreed to meet back in 2 weeks to discuss the next batch.

Next meeting scheduled for April 28, 2021

Meeting was adjourned by Chairperson LaRae Moore

Crime Prevention Board Meeting Minutes

Date: April 28, 2021

Board Members Present: LaRae Moore, Lane Jimmerson, Joyce Fitzpatrick, Angela Vickers, Keith Weeks and, Marcus Gibson

Board Members Not Present: Joseph LaBranche

Facilitated By: Seth Brown

Meeting called to order by LaRae Moore

Board Business:

Seth distributed the second batch of the applications. The Board went over the first batch and second batch and discussed the current budget.

It was agreed to meet back in 2 weeks to discuss the last batch.

Next meeting scheduled for May ?, 2021

Meeting was adjourned by Chairperson LaRae Moore

Crime Prevention Board Meeting Minutes

Date: May 12, 2021

Board Members Present: LaRae Moore, Lane Jimmerson, Angela Vickers, Keith Weeks

Board Members Not Present: Joseph LaBranche, Marcus Gibson and Joyce Fitzpatrick

Facilitated By: Seth Brown

Meeting called to order by LaRae Moore

Board Business:

Seth distributed the third batch of the applications. The Board went over all three batches again and discussed the ones that didn't apply.

It was agreed to meet back in 2 weeks to discuss levels of funding.

Next meeting scheduled for May 26, 2021

Meeting was adjourned by Chairperson LaRae Moore

Crime Prevention Board Meeting Minutes

Date: May 26, 2021

Board Members Present: LaRae Moore, Lane Jimmerson, Joyce Fitzpatrick, Angela Vickers, Keith Weeks and, Marcus Gibson

Board Members Not Present: Joseph LaBranche

Facilitated By: Seth Brown

Meeting called to order by LaRae Moore

Board Business:

Seth distributed the spreadsheet with previous years funding. The Board used it to discuss the current batch. The Board went over the remaining applications and made recommendations for funding.

Seth stated he would try to be in front of Council before the end of July to present. The Board would be notified of the upcoming date.

No definite meeting was scheduled for the remainder of the year.

Meeting was adjourned by Chairperson LaRae Moore

Crime Prevention Board Meeting Minutes

Date: November 17, 2021

Board Members Present: LaRae Moore, Lane Jimmerson, Joyce Fitzpatrick, Angela Vickers, Keith Weeks and, Marcus Gibson

Board Members Not Present: Joseph LaBranche

Facilitated By: Seth Brown

Meeting called to order by Chairperson LaRae Moore

Seth stated that he was continuing to have issues and delays with Finance. When asked why by Chairperson Moore, he stated that the new software was causing issues but the turn over of new employees seemed to be the biggest problem. He stated he would continue to work closely with Finance to make sure the programs were getting paid.

During the past few weeks, Seth has been attending several neighborhood meetings in order to establish Neighborhood Associations. All groups seemed receptive but have yet to sit down with him and work up their plan. All groups have been put in touch with CPD as well in order to get the Neighborhood Watch in place.

The Director stated that this would be the last meeting of the year and he would see everyone in February.

Meeting was adjourned by Chairperson LaRae Moore

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, August 24, 2022
10:00 AM

ATTENDEES	P	A	ATTENDEES	P	A
Lance Deaton	X		Troy Vanerson	X	
Nancy Boren	X		Ardria McGruder	X	
Timothy A. Smith	X		Shannon H. Hubbard	X	
			Holli Browder	X	
Angelica Alexander, Ex-Officio	X		Pamela Hodge	X	
Reather Hollowell, Ex-Officio	X		Lisa Goodwin	X	

Others Present: Tammi Starkey, Vanessa Stephens, Todd Hooper, Sheila Holt - NFP,
Erin McDill - CareATC, Keisha Johnson, Sheila Risper, Cynthia Holliman, and Amaris B. Fryer

CALL TO ORDER: LANCE DEATON – CHAIR (10:00AM)

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from the **June 22, 2022**, meeting was reviewed and approved.
- Erin McDill – CareATC gave a Personnel Health Assessment (PHA) update. A total of 480 employees reported to have completed their PHAs (including spouses and retirees). Based on the total of eligible employees (full time; excluding retirees), the goal for PHA completion has been set for 1770. In addition to the 480 completed PHAs, CareATC received scheduling for 246 PHA appointments.

**Larger CCG departments received specific dates/times for PHA appointments; all other appointments were booked on an open schedule.*

**The deadline for PHA completion set for Friday, October 21st (2022).*

CareATC continues to advertise the 24/7 TeleMed option for acute visits. All three forms of visitation can be scheduled via the online portal.

- Tammi Starkey – NFP gave a Health Plan Claims update as well as a review of the Open Enrollment process and future design changes. The average medical and prescription drug claims

for 2022 reported to be \$ 863 per employee per month for medical and prescription drug claims compared to 2021 at \$8.00 and \$41841 (slight increase of about 2.5%). Open Enrollment reported to be held October 3rd – October 21st (2022) with the Virtual Benefits Fair on October 21st and the Virtual Education meeting on September 26th at 10:00 AM. NFP reported to continue to offer virtual enrollment assistance throughout open enrollment.

- Reather Hollowell presented the question of a possible CCG sponsored childcare center, managed by Parks and Recreation, to the Employee Benefits Committee for ideas and review. Pamela Hodge presented pros and cons of housing a potential childcare center at Columbus City Hall and prompts open discussion. Holli Browder expressed, that the move toward providing a childcare center for CCG employee utilization, would be a “good step as a benefit for our employees to be able to offer for them” as other large cities comparable to CCG have done the same. Troy Vanerson, Lance Deaton, and Ardria McGruder concurred.
- Reather Hollowell presented an update and overview of the process of the Columbus Consolidated Governments Classification and Compensation study (in partnership with Evergreen consultant). The classification and compensation plan key goals and objectives include addressing changes in city operations and staffing, addressing pay compression, considering \$15 an hour minimum wage for full-time employees, ensuring internal equity and external competitiveness, aligning salaries with the position, or assigned duties, and addressing specialty pay and differential pay for specific positions.

**(Due to the EBC being sanctioned by City Council, all further meetings will need to include an in-person meeting with at least three members of the committee present.)*

- There being no further business, a motion was made to adjourn. **(11:02 AM)**

Next Committee Meeting: Wednesday, October 26, 2022, 10:00AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, October 26, 2022
10:00 AM

ATTENDEES	P	A	ATTENDEES	P	A
Lance Deaton	X		Troy Vanerson	X	
Nancy Boren	X		Ardria McGruder	X	
Timothy A. Smith	X		Shannon H. Hubbard	X	
			Holli Browder	X	
Angelica Alexander, Ex-Officio	X		Pamela Hodge	X	
Reather Hollowell, Ex-Officio	X		Lisa Goodwin	X	

**Others Present: Tammi Starkey, Vanessa Stephens, Todd Hooper - NFP
Erin McDill - CareATC, Keisha Johnson, Sheila Risper, Cynthia Holliman, and Amaris B. Fryer**

CALL TO ORDER: LANCE DEATON – CHAIR (10:00 AM)

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from the **August 24, 2022** meeting was reviewed and approved.
- Erin McDill – CareATC gave a Personnel Health Assessment (PHA) update. Approximately 1567 PHAs have been completed to date (41 of which being dependents), and 102 reported Flu vaccines through the Health and Wellness Center. The 2024 Wellness Program Revamp will focus on a participatory model, utilizing more measures within Health Passport. Over the next few months, CareATC will offer recommendations to revamp the incentive structure based on participatory measures and NFP feedback, initially. CareATC will then provide to CCG for additional approval from relevant parties.
- NFP – provided a CCG 2023 Open Enrollment Review. For active employee enrollment participation, a total of 1102 employees completed enrollment, and 1257 did not. A total of 942 employees completed Open Enrollment online, 42 with an enroller, and 118 through the call center. For retiree enrollment participation, a total of 57 retirees completed enrollment. Of these, 25 completed enrollment online, 1 retiree completed with an enroller, and 31 retirees completed

through the call center. A total of 31 participants responded to the Open Enrollment survey, sent out on Monday, October 24th, with a completion rate of 73%. The survey deadline is Friday, November 4th (2022).

**The classification and compensation plan's key goals and objectives include addressing changes in city operations and staffing, addressing pay compression, considering a \$15-an-hour minimum wage for full-time employees, ensuring internal equity and external competitiveness, aligning salaries with the position, or assigned duties, and addressing specialty pay and differential pay for specific positions.*

**(Due to the EBC being sanctioned by City Council, all further meetings will need to include an in-person meeting with at least three members of the committee present.)*

- There being no further business, a motion was made to adjourn. **(10:44 AM)**

Next Committee Meeting is Scheduled for Wednesday, December 28, 2022, at 10:00 AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, February 22, 2023
10:00 AM

ATTENDEES	P	A	ATTENDEES	P	A
Lance Deaton		X	Troy Vanerson	X	
Nancy Boren	X		Ardria McGruder	X	
Timothy A. Smith	X		Shannon H. Hubbard	X	
			Holli Browder	X	
Angelica Alexander, Ex-Officio	X		Pamela Hodge	X	
Reather Hollowell, Ex-Officio	X		Lisa Goodwin	X	

Others Present: Todd Hooper - NFP

**Erin McDill, Mashari Thomas - CareATC, Keisha Johnson, Sheila Risper, Cynthia Holliman, and
Amaris B. Fryer**

CALL TO ORDER: HOLLI BROWDER – VICE CHAIR (10:00 AM)

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from the **October 26, 2022** meeting was reviewed and approved.
- Reather Hollowell – Presented an update on member term expirations for the Employee Benefits Committee (EBC). The member term for Lance Deaton was reported to expire on April 30th (2023). Due to Lance Deaton’s position being that of a public safety employee, the replacement nominee for the EBC vacant position must be selected by the Columbus Consolidated Government’s (CCG) public safety employees. Said position can be filled by any eligible public safety representative. Solicitation of interested public safety employees to serve on the EBC as well as a “voting registrar,” will be drafted at a later date. EBC member Tim Smith, whose first term is set to expire on April 30th (2023), was reported to be eligible to serve a consecutive term on the EBC if desired. Per the request of Holli Browder, the process of “staggering” term limits for EBC members, will be requested of the Clerk of Council; the report thereof is to be presented at the next EBC meeting.

- Erin McDill – CareATC gave a Personnel Health Assessment (PHA) update. CareATC, in collaboration with CCG Human Resources Specialist, Keisha Johnson, reported being in the planning stages of Open Enrollment/PHA completions. CareATC-sponsored webinars and wellness guides will continue to be provided in the coming months. Concerning additional CareATC processes, 16 hours a week have been added to the Healthcare Center Operations. Approximately 1567 PHAs have been completed to date (41 of which being dependents), and 102 reported Flu vaccines through the Health and Wellness Center. Erin McDill – reported on the 2024 Wellness Program Revamp, which focuses on a participatory model that utilizes more measures within Health Passport, with a single sign-on through the CareATC patient portal or app. The incentive-based structure incorporates “wellness challenges” and the annual “Step Challenge.”
- Todd Hooper - NFP provided a Healthcare Benefits Update. Claims from 2022, in comparison to years 2017 – 2021, were reported to be majority pharmacy and Health and Wellness Center claims. High-cost claimants out of total medical claims were reported to also include medications. Anthem Blue Cross Blue Shield report included information regarding CCG population health. Examples of intervention processes and preventative measures that can be utilized to minimize high-cost claimants were also provided.

**The CCG Classification and Compensation Study Pay Plan was implemented on January 27th (2023).*

All full-time employees would have received a pay adjustment, reflected on their January 27th paychecks. Limited feedback from employees, relative to pay plan implementation, included very few adjustments or issues. Final appeals to the City Manager are currently under review of the City Manager, and determinations of said appeals are expected to be submitted by mid-March (2023).

**(Due to the EBC being sanctioned by City Council, all further meetings will need to include an in-person meeting with at least three members of the committee present.)*

- There being no further business, a motion was made to adjourn. **(11:23 AM)**

Next Committee Meeting is Scheduled for Wednesday, April 26, 2023, at 10:00 AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant

AGENDA- NOTES

MCPD

Date | time 3/21/2023

Commission Members

Andres Velez, GoodwillSR | Antonio Owens, CCG | William Jenkins, CCG | Carla Floyd, TSYS | Dianne Pope, Autism Hope Center| Elizabeth Holmes, BVA | Oree Crittenden, Access to Independence| Sheila Risper, CCG| Liz Miller ESP| Jennifer Ledenney PEERS |Laddia King CCG

Attendees: Elizabeth Holmes, GaQuilla Hunter-Mathews, Kia Barrow, Dalia Diaz, Carla Floyd, Diane Pope, Andres Velez, Jennifer Ledenney, Laddia King, Katherine Andrews, Latisha Spikes, Liz Miller, Guests: Tori Stopford, Gabriel Jones

Welcome

Organization Presentation – Wheel Chariot, a review platform for the disability community that allows the 1 in 4 Americans with a disability to tell their own story and bring accountability to businesses.

Mr. Jones is present from Wheel Chariot to discuss the services provided. The Wheel Chariot is in place to set a standard for what business should be doing in regard to ADA. Users will be able to rate the accessibility of the business for others to know before they visit. They want to help care takers and disabled persons to have a better understanding of access before coming in by those with the lived experience.

The website is not up and running as a prototype and allows people to rate the accessibility (accommodation ratings)

Meeting Topics

- ☐ New Members Application and voting

Applications were passed around for review and voting.

**Denes Brown- Sherriff: Carla, Andres, Liz, Diane, Elizabeth - yes*

**Angela Florence- Police: Liz, Kia, Carla, Diane, Angela, Dalia, Andres- Yes*

Assistant Chief Debra Kennedy: Can attend, but not a voting member.

**Ms. Dupree- GVRA: Carla, Dalia, Liz, Diane, Angela, Elizabeth - yes*

**Chloe Landered-New Horizons- Will verify if we have to Divert to Hunter as the voting rep.*

**GaQuilla Hunter Mathews-New Horizons: Angela, Carla, Dalia, Diana, Angela*

- ☐ 2023 Planning – plans for this year? When ?

Mental health month is in May.

May 20th for mental health training.

Could we contact 988 for at review? Mathew Clay- Angela stated that she would reach out and see

- ☐ Ideas for next meeting presenter.
- ☐ What activity would you like for disability awareness month (In October)

Will pick up for the next meeting. A Suggestion was made that we have CPR-First Aid class.

Announcements

- ☐ Autism Resource Fair – Saturday April 29, 2023
- ☐ TSYS reminder - Save the date for May 16 Project search Graduation.
- ☐ Goodwill Tax season started – if interested please call 1-833-755-2179

Next Activities

- ☐ Mega Resource Fair – April 26 from 10am to 2pm

Reminder

The general purpose of the MCPD is:

- ☐ To identify employment barriers for persons with disabilities.
- ☐ Promote employment opportunities by raising awareness of the benefits of hiring people with disabilities
- ☐ Educate the public, government agencies, and businesses about issues, needs, and rights of individuals with disabilities.
- ☐ Assist in identifying and reducing barriers to services and resources and encouraging ADA compliance
- ☐ Collaborate with state and national agencies to facilitate services to individuals with disabilities – We identify community resources and connect people to these resources.

Questions or Concerns:

Next Meeting Dates:

March 21st, April 18, May 16, June 20th, August 15, September 19, October 17, November 21

ADJOURN



A Community Mental Health / Developmental Disabilities / Addictive Diseases Program

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2100 Comer Avenue
Columbus, GA 31906

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**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – Conference Room B
Columbus, GA 31906**

Date of Meeting: January 10, 2022

Members Present: Damon Hoyte, Nancy Schroeder, Joseph Williams, Edwina Turner, LaVerne Chaffin, Karen Johnson, and Sandra Gill

Members Excused: David Ranieri, Ed Harbison, Linda McElroy, Sherrell Terry, and April Hughes

Staff Present: Andrea Winston, Valerie Bowden, Denise Wade, Susan Gallagher, and Molly Jones

CALL TO ORDER: The meeting was called to order at 3:31 p.m. A quorum was established at that time. Board Chair David Ranieri was unable to attend today's meeting. Board Member Damon Hoyte agreed to preside over the meeting.

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Mac Moye, Stewart County Manager.

*** SECRETARY'S MINUTES (Approval of December 13, 2021 minutes):** M/S/P Joseph Williams/Nancy Schroeder to approve the minutes of the December 13, 2021 meeting, Board approved.

FINANCIAL REVIEW: Valerie reported that due to the holidays and only four work days completed so far in January, the December financial report is not finalized. Additional Covid relief funds of \$72,623 to cover loss revenue was received. There were no unusual items in December and days Cash on Hand is at 59 days for the end of 2021. Board Members were excited to hear this news and congratulated the leadership team.

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AP CONTRACTS, C & A, FCC GRANT, STIMULUS FUNDS: Denise reported on the Staff Enhancement Contract for C & A programs that combines several elements: Apex Internship, Certified Peer Specialists-Youth and Parent, Housing Coordination, and Workforce Enhancements. Positions are posted for the CPS positions. Historically, we have had great difficulty in hiring for these positions. Housing Coordination will pay for a portion of staff salary to provide linkage to available housing programs to youth/young adults who are homeless or at risk of being homeless. Workforce enhancement includes funding for both an Apex Intern and as incentives for hiring and/or retaining staff. With current staff shortages and difficulties in filling positions, we are working to determine how best to operationalize this contract.

The USDA rural Telehealth Grant is for \$51,230 in telehealth equipment to improve services in outlying locations including Randolph, Harris, Stewart, and Talbot counties. Equipment will include smart phones, tablets, Bluetooth speakers, cases, wireless mouses, and signature capture pads. There is a 15% cash match required for this grant.

*** FY22 PERFORMANCE IMPROVEMENT PLAN:** A copy of the plan was sent to Board Members prior to the meeting for review. The purpose of the Performance Improvement Committee is to ensure that leadership, clinical and support employees demonstrate a consistent effort to provide quality services in a safe atmosphere respectful of the needs of the individuals and families served. We believe that continuously improving performance helps us to attain the highest standards of quality. New Horizons' Mission, Vision, and Values direct the agency to continuously improve the outcomes of care and service provided. New Horizons seeks feedback from persons served in a number of ways. Board members represent our service area counties, we participate in the Consumer Network, leadership and staff members are active participants and supporters of NAMI and our local chapter. Individuals in services complete Satisfaction Surveys annually, suggestion boxes are located in program waiting areas, and feedback is also received from external review organizations such as CARF, DBHDD, and ORS among others. Employee Satisfaction Surveys are also completed annually. DBHDD implemented Comprehensive Community Provider Standards (KPIs) and performance toward attainment of the standards is monitored regularly with feedback included in goal-setting decisions. Given the on-going Covid pandemic, additional means of input are being sought. The structure of Performance Improvement includes the Board, Executive Director, Staff Executive Committee, Performance Improvement Committee, Clinical Care, Environment of Care, and Rights, Responsibilities, and Ethics Subcommittees. Performance Improvement goals are selected, progress is monitored, and an annual report is provided which states whether or not goals are met. The Performance Improvement Plan is reviewed annually. M/S/P Joseph Williams/Edwina Turner to approve the FY22 PI Plan, Board approved.

***FY22 ELECTION OF BOARD OFFICERS:** As announced in the December Board meeting, it is time to elect officers for 2022. Our current slate of officers are: David Ranieri, Chair, Sherrell Terry, Vice Chair, and Sandra Gill, Secretary. M/S/P Joseph Williams/Nancy Schroeder to elect Damon Hoyte as Board Chair, Board Approved. M/S/P Joseph Williams/Edwina Turner to re-elect Sherrell Terry as Vice Chair, Board Approved. M/S/P Joseph Williams/Nancy Schroeder to re-elect Sandra Gill as Secretary, Board Approved. Mr. Hoyte expressed his thanks and gratitude to the Board for their nomination, approval, and support as the new Board chair.

***BOARD MEETING CALENDAR FOR 2022:** The 2022 Board meeting calendar was sent to Board members prior to the meeting. Andrea reminded the Board that no meeting is scheduled for November (rather than October) again this year as that is the month for the GACSB Educational Exchange. With no suggestions or concerns from members, M/S/P Joseph Williams/Nancy Schroeder to approve the 2022 Board meeting calendar/Board approved.

STRATEGIC PLAN: The plan was sent to Board members prior to the meeting for review. With goals of demonstrating superior treatment services, financial viability, and improving community awareness, Valerie indicated new objectives have been added and progress from the first two quarters updated since the Board's last review. With a number of goals added that relate to CCBHC implementation, progress on goals is going well. Telehealth and integrated healthcare are other areas we are looking to expand and improve. Continuing to implement systems and processes related to new demands/risks of the Covid 19 pandemic is ongoing.

CO-RESPONDER PROGRAM: Denise reported on the Co-Responder pilot program, through DBHDD, for a Licensed Clinician to work with law enforcement in responding to 911 calls related to behavioral health issues. This program is being implemented in many locations as the need is great to have trained staff to assist law enforcement with behavioral health crises. The position has been posted, but the critical work shortage we (like many agencies) are experiencing, leaves us challenged to find credentialed staff for this hands on, in the field, Masters level position.

Many other open positions for clinicians, nurses, and clerical staff remain unfilled. We have reached out to schools, recruiters, and staffing agencies to fill these positions, but with major competitors like West Central, Veterans Administration, Ft. Benning, and the Bradley Center who are in a position to pay higher salaries, the struggle continues.

ASSISTED OUTPATIENT TREATMENT: For many years, New Horizons has worked with the Probate Courts, primarily in Muscogee County, but also in our other seven counties, to utilize what we have called Outpatient Commitment, but DBHDD and others call Assisted Outpatient Treatment (AOT). Andrea announced that DBHDD has reached out to us to provide (AOT), a process by which an individual is assessed by New Horizons staff and a hearing held in Probate Court regarding whether they meet criteria for a Probate Court Order and, if so, they are mandated to participate in mental health treatment. New Horizons' staff develops a plan for what treatment the Judge may order as part of the commitment. The Court appoints an attorney to represent the individual and, if possible, invites a friend or family member to the hearing. If the Judge orders AOT after hearing testimony, the order can be for up to 12 months. The goal is to stabilize the individual, provide needed services, and decrease inpatient admissions and/or arrests of the individual. AOT works best with individuals who are assessed as needing antipsychotic medication, but are not taking it, and for whom substance use/addiction is not the major issue. In some cases, the Judge may order the individual to live in a certain location, attend other programs, or, if homeless, to ensure they have a residence. If the individual does not follow the plan, additional hearings may be requested and the Judge may adjust the plan, order days in jail, order an involuntary inpatient admission, or otherwise work to gain compliance with treatment. The Judge uses their status and authority to influence the individual's compliance. The order ends in 12 months, but New Horizons may seek an additional 12 months order in some cases.

MOTIVATIONAL SPEAKER FOR COUNTIES: Susan reached out to Shaun Golden, Executive Director of Golden Opp 4 U, a motivational speaker that Ms. Winston and several Board Members had the opportunity to hear at the GACSB Educational Exchange in November. Those who heard his presentation were very impressed and thought his message would be beneficial to students in their school systems, especially those with behavioral problems. Susan has also been in contact with Randolph, Clay, and Stewart County school systems but, due to Covid, they have not provided any dates as yet for speaking events. A date in late spring or just before summer vacation may be more appropriate for this type of event. As Mr. Golden has not yet responded, Susan will contact the GACSB for assistance in reaching him. Updates will be provided as additional information is received and plans finalized. Mr. Hoyte requested that Chattahoochee County schools be included.

“DID YOU KNOW” CAMPAIGN: Inspired by an idea from Ms. Winston, the “Did You Know” campaign is underway. The targeted marketing campaign, on a wide array of topics, is directed at members of City Council, Law Enforcement, Family Connection, and County Boards in our service area to name a few. A postcard, mailed monthly to the target group, will cover “Did You Know” topics including: Medication Assisted Treatment, Children’s Services, P.A.T.H. program services, Integrated Healthcare, Housing options, Walk-In/Open Access services, and Spravato (new medication) treatment, Muscogee County Jail/Court Services, Telehealth, and Genoa Pharmacy services. The goal of the campaign is to educate the public on the wide array of services New Horizons offers.

ANNOUNCEMENTS: A handout on DBHDD’s proposed 9-8-8 plans to address the national suicide prevention and mental health crisis system was included in Board member packets for information purposes. Andrea reported that starting July 2022, 9-8-8 calls in Georgia will be answered by the Georgia Crisis and Access Line (GCAL), 24 hours a day, 7 days a week, 365 days a year. Key features will include: Connecting a person with immediate and ongoing resources, promoting cost efficiency, reducing the burden on safety resources, and helping to end the stigma of seeking care. The handout emphasized that 9-8-8 is needed is to allow individuals to have “someone to talk to,” someone to respond,” and “somewhere to go.”

Andrea reported that Board Member April Hughes and Baby A.J. are doing well.

The Subcommittee, formed a few months ago to discuss the CEO’s benefits and retirement, will be contacted by Valerie soon to set up a meeting to review options. Subcommittee members are: Joseph Williams, Karen Johnson, and Edwina Turner.

Mr. Williams inquired about access to Conference Room B as some hallways in the building are blocked. Alternative ways to reach the room were shared as well as parking options to make access easier.

Mr. Hoyte stated he is honored to be elected to serve as Board Chair and to continue a leadership legacy from Chattahoochee and Stewart Counties. Chattahoochee County Commissioner Walt Rosso proudly served as Chair for two years and Lawrence Young, long-serving, dedicated Stewart County Board Member served as a mentor to Commissioner Hoyte.

PUBLIC COMMENT: No public comments were presented.

ADJOURNMENT: There being no further business, M/S/P Joseph Williams/Sandra Gill to adjourn the meeting at 4:23 p.m., Board approved.

Damon Hoyte
Chairperson



A Community Mental Health / Developmental Disabilities / Addictive Diseases Program

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**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – Conference Room B
Columbus, GA 31906**

Date of Meeting: February 14, 2022

Members Present: Damon Hoyte, Nancy Schroeder, Joseph Williams,
LaVerne Chaffin, Karen Johnson, April Hughes,
David Ranieri, and Sandra Gill,

Members Excused: Edwina Turner, Ed Harbison, and Linda McElroy

Staff Present: Andrea Winston, Valerie Bowden, Denise Wade, Cyndy Pattillo,
Susan Gallagher, Randall Newberry, and Molly Jones

CALL TO ORDER: The meeting was called to order at 3:28 p.m. A quorum was established at that time.

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Mac Moye, Stewart County Manager.

RECOGNITION OF NEW BOARD CHAIR: Andrea welcomed our new Board Chair, Damon Hoyte, who was elected during the January meeting. Mr. Hoyte met with Andrea recently to learn more about New Horizon, the Georgica Association of Community Service Boards (GACSB), and the role of the Board.

SERVICE AWARD PRESENTATION: A service award was presented to outgoing Board Chair, David Ranieri, who has served on the Board since 2013 and served as Chairman from December of 2018 to January of 2022. Mr. Ranieri has been a dedicated, faithful member and an exemplary Board Chair. Mr. Ranieri expressed his appreciation for the award, acknowledging it has been his pleasure to serve both as a Member and Chair of the Board. He expressed his support for Mr. Hoyte in his new role as Board Chair. Mr. Hoyte stated he is honored to continue the legacy of leadership on the Board established by his predecessors.

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LOSS OF BOARD MEMBER: With great sadness, we learned of the passing of Board Member and Vice Chair, Sherrell Terry, in January. Ms. Terry had served on our Board since 2017 and was the first female Magistrate and Probate Judge for Talbot County. Her passion and zest for life was evident in her dedication to her community, her family, her sorority, and her work. Mr. Hoyte attended Ms. Terry's funeral and shared that she was a pillar of both the Talbot and Harris County communities and touched the lives of all who knew her. A moment of silence to remember and honor Ms. Terry was shared by the Board.

***ELECTION OF VICE CHAIR:** To fill the vacant Vice Chair position, Nancy Schroeder was nominated to serve as Vice Chair. M/S/P Karen Johnson/Joseph Williams to approve, Board approved.

***SECRETARY'S MINUTES (Approval of January 10, 2022 minutes):** M/S/P Joseph Williams/Nancy Schroeder to approve the minutes of the January 10, 2022 meeting, Board approved.

FINANCIAL REVIEW / HISTORY: Valerie reported the agency had a surplus for the month of December 2021 of \$272,483 compared to the budget of \$21,937 and a year to date surplus of \$713,508 compared to the budget of \$111,236. There were no unusual items in the December financials. We have started receiving funding for the SAMSHA Community Mental Health Center (CMHC) grant and the DBHDD Certified Community Behavioral Health Center (CCBHC) grant. This funding will help to cover agency costs as we prepare to be CMHC and CCBHC certified. And, this funding is time limited to two years so this will help to put us in a position to weather the conversion to CCBHC. Days Cash on Hand at the end of January were 60.00 days.

For information and educational purposes, a history of the agency's worst and best financial positions was presented.

To illustrate New Horizons' worst financial position, Valerie reported that on 6/30/10, we had a deficit of \$1,236,542 and in February of 2015, negative 4.26 Days Cash on Hand. During June of 2011, our line of credit use was \$250,000 and in June of 2018, \$150,000. These amounts were repaid over time. Two furlough days a month were required for staff from January of 2010 through June of 2010 and one furlough day a month from January of 2012 to February of 2016. Loss of 30 staff through attrition/layoffs occurred on 6/30/2005 and a larger decrease of 128 staff through attrition/layoff on 6/30/2007.

Our best financial position came on 6/30/21 with a surplus of \$1,942,216 and in January of 2022 with 60 days cash on hand. CCBHC and CMHC two-year grants totaling \$4,500,000 were awarded in 2021. Right sizing, that took place in June of 2020 due to the Covid pandemic, resulted in annual savings of \$700,000 in salaries/benefits and \$260,000 in rent and overhead expenses from combining program sites. Provider relief funds through the Health Resources and Services Administration of over \$700,000 were allocated for June 2021 and June 2022. Salaries have been reviewed for various job categories and raises implemented to bring salary levels closer to market rates. Bonuses of \$200 for full-time staff and \$100 for part-time staff were distributed in November 2021.

NEW HORIZONS BEHAVIORAL HEALTH – THEN & NOW: Andrea presented “Where it All Began,” historical information from the late 60’s to present. New Horizons began with only three programs and was then known as Columbus Area Mental Health, Mental Retardation, and Substance Abuse Program. The 70’s saw programs increase to 8, an expansion in substance abuse treatment programs, and the creation of the Department of Human Resources (DHR) under Gov. Jimmy Carter. Day Treatment Programs for Mental Health and Substance Abuse were added in the 80’s bringing the program number to 15. A street team to fight AIDS, substance abuse treatment for adolescents, and a clinical evaluation team and family support for mental retardation were added. The 90’s brought an increase in programs to 25 and target area funding was received for chronically mentally ill adults and seriously emotionally disturbed children. Numerous programs were implemented to better serve these populations and we were charged with reducing utilization of state hospital beds. With many changes within the agency, change was also occurring at the State level. Community Service Boards (CSBs) were created in 1993, as a result of House Bill 100, a measure reforming the delivery of MH/MR/SA services. and administratively separating the Columbus Area Program from public health. An employee contest resulted in our new name, New Horizons Community Service Board. In 2006, House Bill 1223 was enacted into law. This legislation addressed the problem of board membership size resulting from population increase reflected in each county based on the United States census. It also addressed concerns raised about the operations of CSBs in recent reports of the State Department of Audits and Accounts. The organization was known as New Horizons Community Service Board until 2014 when the name was changed to New Horizons Behavioral Health. Currently, we have 293 team members and 36 locations in our eight county service area. The Covid pandemic led to a reduction in staff due to less individuals being served. An organizational chart was displayed that outlined programs, staff, and specialty services.

REGULATORY AND GOVERNING BODIES: To educate the Board on “Who does New Horizons answer to?” Denise shared information on the regulatory and governing bodies who provide oversight of the agency. New Horizons aspires to achieve in our efforts to ensure that we are aware of and take steps to comply with relevant laws, policies, and regulations on local, state, and federal levels. Applicable statutory requirements, rules, regulations, licensing, accreditation, and contractual/agreement requirements are evident in organizational policies, procedures, and practices. Regulatory agencies for programs/services, housing, licensing, inspections, billing, fiscal transparency, transportation, and the payee program include: Commission on the Accreditation of Rehabilitation Facilities (CARF), Department of Behavioral Health and Developmental Disabilities (DBHDD), Department of Community Affairs (DCA), Department of Community Health (DCH), Department of Human Services (DHS), Department of Public Health (DPH), Columbus Consolidated Government, USDA Food Assistance Program, Housing and Urban Development (HUD), Independent Annual Financial Audits, ModivCare, and the Social Security Administration. Websites were provided for the Board for additional information if interested. These agencies provide a high level of oversight to ensure we are monitored regularly.

INTERNAL GOVERNANCE: Cyndy presented information on governance within the agency that ensures we are following guidelines, policies and procedures, rules and regulations, and best practices to deliver quality services. An organizational chart was presented outlining the structure of leadership committees including Staff Executive, Performance Improvement, Medical Services, Clinical Care, and Environment of Care. Subcommittees are formed, as needed, with the recent additions of Certified Community Behavioral Health Centers and Electronic Medical Records. Committees meet on a regular basis and share information/data. These committees ensure that the agency has the appropriate level of checks and balances for service delivery, individual rights and ethics, policies/procedures, fiscal management, safety, and data collection.

CURRENT INITIATIVES: Denise gave an update on current initiatives including Assisted Outpatient Treatment (AOT), Certified Community Behavioral Health Centers (CCBHC), Co-Responder Program, Community Mental Health Centers (CMHC), and the Electronic Medical Record (EMR) Search. AOT is a legal procedure that may be employed in the case of a specific individual who meets certain criteria for involuntary commitment to a program of outpatient care. The AOT pilot program will be funded for four years. CCBHC, funded by DBHDD, is the future of behavioral health in Georgia that will treat the whole person including primary health care. We are working closely with DBHDD and other CSBs to move toward this value based care. The Co-Responder program partners Community Service Boards with Law Enforcement Agencies to reduce burdens on law enforcement in handling crisis situations involving behavioral health individuals. This is a nationwide initiative with several teams operating successfully in Georgia. The goal of the CMHC project, “Recovery, Resiliency, Restoration,” is to restore services to pre-pandemic levels using a combination of enhanced telehealth services, increased staffing, evidence-based practices, targeted outreach, cultural competencies, and staff mental health wellness support. New Horizons lost 934 individuals to services in FY20 as a result of the Covid pandemic. Our goal is to serve 1,000 new individuals over the two year grant period. The search for a new or updated EMR, made possible by grant funding, continues with several vendors under consideration and demos scheduled to help us determine the best fit for the agency. We are very excited about these initiatives that will bring new, enhanced services to our individuals.

DEVELOPMENT, MARKETING AND PUBLIC RELATIONS: “Did You Know” marketing campaign cards were distributed to each Board Member. Susan reminded them that a different topic/service will be highlighted each month. Susan suggested they use the cards to start a conversation about mental health with community leaders, co-workers, and friends, and to leave a cards in public places to spark conversations and share information with others. Susan is working with Image by Design on development of a new video with the theme “Hope is on the Horizon.” We continue to run ads related to mental health and Medication Assisted Treatment (MAT) on WTVM.

Mr. Hoyte asked for an update on the motivational speaker, Shaun Golden, to speak to students in the county school systems that Susan mentioned in the January Board meeting. Susan indicated some of the schools have been hesitant to schedule an assembly type program due to the pandemic. Ms. Hughes requested Susan send her the information to present to the Chattahoochee County school principals. Susan added that May is Mental Health Awareness Month and that would be an opportune time to schedule these programs for middle and high school students.

ANNOUNCEMENTS: Andrea announced that we have recently learned that our contract for jail services will end soon. A new vendor contract for medical services at the jail will include mental health and dental services. Andrea reached out to the Sheriff's office to discuss this further and was not able to speak with him directly, but was told they had decided to "go with something different." Our contract with the jail ends in June, but could be terminated sooner. Plans are to transition our jail staff to open positions.

The GACSB is working with CSBs on a strategy for alternative payment plans based on costs for services. More information will be shared as plans are developed.

Ms. Johnson inquired about the best approach to get someone into services in her area. Andrea suggested she reach out to the Behavioral Health Clinic in Randolph County to set up an intake and take the individual there as voluntary treatment works best. If the individual is not willing to come in for services, other options may be necessary. She asked Ms. Johnson to please contact us if additional assistance is needed.

Mr. Hoyte extended a Happy Valentine's Day to all in attendance.

PUBLIC COMMENT: No public comments were presented.

ADJOURNMENT: There being no further business, M/S/P Joseph Williams/Sandra Gill to adjourn the meeting at 4:46 p.m., Board approved.

Damon Hoyte
Chairperson



A Community Mental Health / Developmental Disabilities / Addictive Diseases Program

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**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – Conference Room B
Columbus, GA 31906**

Date of Meeting: March 14, 2022

Members Present: Damon Hoyte, Nancy Schroeder, Joseph Williams, Sandra Gill, and David Ranieri

Members Excused: Edwina Turner, Ed Harbison, Linda McElroy, Karen Johnson, LaVerne Chaffin, and April Hughes

Staff Present: Andrea Winston, Valerie Bowden, Denise Wade, Susan Gallagher, Kenyetta Plummer, Tara Malone, Shannon Robertson, Randall Newberry, and Molly Jones

CALL TO ORDER: The meeting was called to order at 3:29 p.m. A quorum was not established at that time.

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Mac Moye, Stewart County Manager.

*** SECRETARY'S MINUTES (Approval of February 14, 2022 minutes):** A quorum was not established during the meeting to approve the minutes.

FINANCIAL REVIEW: Valerie reported New Horizons had a surplus for the month of January 2022 of \$242,514 compared to the budget of (\$6,002) and a year to date surplus of \$956,022 compared to the budget of \$105,234. There were no unusual items in the January financials. Days Cash on Hand at the end of February were 63.00 days. We have started receiving funding for the SAMHSA Community Mental Health Center (CMHC) grant and the DBHDD Certified Community Behavioral Health Center (CCBHC) grant. This funding will help cover agency costs as we prepare to become CMHC and CCBHC certified, and is time limited to two years which will help put us in a position to weather the conversion to CCBHC.

Andrea emphasized that the agency must continue to be financially stable after the two large grants end in two years. Programs that are operating at a deficit are being looked at closely and tough decisions will need to be made on their future.

As we move forward with CCBHC preparation, one of the most significant needs is to know our costs and provide an accurate cost report yearly as reimbursement rates will be based on costs reported. To meet this need, we have hired a Financial Analyst/Cost Accountant. His name is Reid Denson. He has an undergraduate degree and Masters degree from Samford University and has 3 years of accounting experience in various accounting positions.

ANNUAL AUDIT UPDATE: We have received the FY21 Audit and there were no audit findings or audit adjustments. A copy of the audit report will be mailed directly to the Board Chair from the auditors.

***CORPORATE COMPLIANCE PLAN:** The updated plan was mailed to Board Members prior to the meeting for review. Ms. Winston reminded Board Members that Kenyetta Plummer, New Horizons' Compliance Officer, is the one employee who can report directly to the Board of Directors. Fraud, misconduct, ethics, or other complaints can be reported anonymously via the Compliance Hotline or directly to Kenyetta or Compliance Department Staff Member, Lowanna Richardson. The Compliance Plan reflects the agency's commitment to comply with the laws and regulations that apply to our business, and to promote the highest standard of ethics in the conduct of that business. Only two revisions were made to the December 2021 update of the plan, the Compliance Hotline number was updated and the new Board Chair, Damon Hoyte, was added. An acknowledgement page, signed by staff, indicates they have received and reviewed the plan. Since a quorum was not established in today's meeting, Board members in attendance voted to approve the plan and those not in attendance will be polled for their vote to reach a quorum.

FY21 AGGREGATED TRENDING REPORT: Kenyetta reminded the Board that the report is a tool that assists the agency in ensuring the health and safety of individuals and staff and to identify areas for program improvement. New Horizons is strongly committed to protecting the welfare of those who seek our services and to offer quality, professional care in a safe and humane environment and to delivering the highest quality of services in an ethical environment that is respectful to the rights and confidentiality of each individual served. Deaths and Critical Incidents (CIRs) are reportable to the Department of Behavioral Health and Developmental Disabilities (DBHDD) and Internal Incidents are used as a performance improvement tool to enhance services and safety to individuals. All incidents are reported by category and type and are subject to further analysis. The Corporate Compliance Department is charged with oversight of all reporting to DBHDD. Lowanna Richardson maintains the reports and collects the data for Critical Incidents, Internal Incidents, and Individual Rights Complaints. She uses this information to identify any trends and prepares a quarterly Performance Improvement report. The report indicated total incidents by type for FY21 as 252 compared to 251 in 2020, and 337 in 2019. This includes CIRs, Internal Incidents, Ethics, and Individual Rights. Effective 3/24/20, DBHDD implemented Coronavirus/Covid-19 tracking for community providers with exposures, positive cases, and deaths reported. The data is used to track trends and for 2021 CIRs increased (largely due to the pandemic), Internal Incidents had a dramatic decrease, as did Individual Complaints and Ethics Incidents. Analysis of the data indicates intervention and performance improvement measures continue to maintain reductions in falls and injuries. Safety plans are submitted with CIRs to show what action the agency is taking to prevent reoccurrences. Other solutions include elevated monitoring of individuals, implementing more behavioral coaching and direction with individuals to assist in reducing incidents, providing masks and PPE to staff and individuals to help mitigate the spread of Covid, and more direct supervision.

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***FY22 PERFORMANCE IMPROVEMENT GOALS:** The Performance Improvement Plan was approved in the January Board meeting. Denise reported on Performance Improvement goals for FY22 related to contract, fidelity, grant, audit, and KPI requirements, as well as identified needs and improving outcomes. Goals are program specific and relate to CARF, KPI, and other standards and guidelines with data reported monthly, quarterly, biannually, or annually. The Performance Improvement Committee meets monthly to track progress on these goals and in other areas as we strive to continuously monitor and improve performance.

ORGANIZATIONAL CLIMATE SURVEY RESULTS: Tara Malone, Human Resources Director, was introduced to the Board by Shannon Robertson, Operations Director. Tara has a Bachelors and Masters degree in Business with a focus on Human Resources, served in the military in personnel and logistics, and demonstrates outstanding customer service skills. She came to New Horizons as a part-time job developer, transitioned to Benefits Coordinator, and was recently promoted to Human Resources Director. Tara gave an overview of the results of the Organizational Climate Survey, an annual survey, that is submitted to the Georgia Association of Community Service Boards (GACSB) for analysis. The survey is one of our most effective tools to understand different employee perspectives on working for New Horizons. The constructive feedback is very helpful to leadership in assessing the strengths, weaknesses, and needs to develop corrective action plans. The survey consists of 33 questions divided into 11 domains (Core Dimensions). Agency strengths were in the domains of Mission and Purpose, Co-Workers/Teamwork, and Meaningfulness. We also scored an average of 5.57% higher than fellow CSBs in Communication. This domain has been enhanced by Staff Executive and Supervisor's Coalition meetings, posting meeting minutes on the Intranet that are available to all employees, Staff Supervision and Weekly Staff meetings, The Quest newsletter, and emails from our Leadership. As Tara emphasized, transparency is of key importance. The survey indicated opportunities for improvement were in the following areas: Compensation, Overall, and Work/Life Balance. In summary, employees understand and support the mission/vision of the agency and feel supported through leadership and teamwork. They feel there are opportunities for growth, in fact, 40 of our 43 supervisory positions were filled from within the organization. Improvement is needed in recognizing a job well done and cultivating an enduring performance/recognition program and pay continues to be an ongoing concern for the organization. Andrea announced that Governor Kemp has proposed a \$5,000 cost of living increase for all State employees. The downside is that currently it would not apply to our HCS Team members. Discussions are ongoing concerning this disparity. Open positions continue to be a struggle, but many have been filled.

THE APEX PROGRAM: The Apex program, funded by DBHDD, was created to address the problem of children with mental health problems receiving failing grades, dropping out of school, missing school, and suicide being the second leading cause of death for children age 9-17. Apex strives to build capacity and increase access to mental health services for school-aged youth, from pre-kindergarten to 12th grade, throughout the State. Apex recognizes schools as a natural environment for identification and intervention with the goal to reduce the number of youth with unmet mental health needs. With 71 children enrolled, New Horizons provides Apex services in Chattahoochee, Quitman, Clay, Stewart, Randolph, and Harris counties. Recently, an Apex youth was chosen to participate in an Academic Bowl in Plains, Georgia and several activities are planned for Children's Mental Health Week in May. We currently have job positions available in the Apex program.

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DEVELOPMENT, MARKETING, AND PUBLIC RELATIONS: Susan distributed “Did you Know” information cards related to school-based services. Board members were encouraged to distribute them in various locations in their communities to get the word out on services we offer. A new grant application, for \$7,500 to purchase furniture for residential programs, was submitted. Susan indicated the Community Mental Health Center grant is going smoothly and New Horizons consistently looks at other grant opportunities to see if we are eligible, the number of awards offered, and whether the grant is a good fit for the agency and our individuals. Facebook Live with Pops Barnes has been suspended for now due to changes in FaceBook.

ANNOUNCEMENTS: Andrea announced that the former CEO of McIntosh Trail Community Service Board (CSB) was charged with Theft by Taking, Fiduciary, in relation to their prior employment with the CSB. This information was provided by the GACSB.

Andrea reported on pending legislation that the GACSB is closely monitoring. CSBs have a stronger voice now that mental health needs are headline news, primarily due to the pandemic, resulting in a reduction in stigma and a focus on wellness. HB1013 - Mental Health Parity is a sweeping bill that would force insurers to cover mental health and substance abuse issues the same way they cover physical conditions. Co-Responder programs are also a component of the bill.

Mr. Hoyte asked if the Opioid settlement had been finalized and if counties would receive any funds from the settlement. Andrea responded that the settlement had not been finalized and her understanding was that the funds would primarily be disbursed to providers for treatment purposes. Any updates on the settlement will be shared with the Board.

Mr. Hoyte requested an update on the Jail contract or any response from the Sheriff’s office. Andrea indicated that the last information she received was that the new vendor for medical/mental health/dental services must be approved by City Council. Our contract with the Jail ends June 30, 2022.

Mr. Hoyte asked if any recommendations had been made for the vacant Board position in Talbot County. Andrea indicated there had been no recommendations and reminded members that we currently have Board vacancies in Talbot and Harris County. Board members were asked to provide names of candidates in either of these counties that might be interested in serving on the Board. Mr. Ranieri stated he knew someone in Harris County who might be interested and would contact them.

Mr. Hoyte pointed out two corrections that needed to be made on the New Horizons website. Susan will ensure they are promptly corrected.

PUBLIC COMMENT: No public comments were presented.

ADJOURNMENT: There being no further business, the meeting adjourned at 4:48 p.m.

Damon Hoyte
Chairperson

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**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – Conference Room B
Columbus, GA 31906**

Date of Meeting: May 9, 2022

Members Present: David Ranieri, Edwina Turner, Joseph Williams,
Sandra Gill, Karen Johnson, LaVerne Chaffin, and April Hughes

Members Excused: Damon Hoyte, Nancy Schroeder, Ed Harbison,
and Linda McElroy

Staff Present: Andrea Winston, Denise Wade, Susan Gallagher,
Karen Cotton-Everett, Cathy Thomas, Ada Thomas,
Randall Newberry, and Molly Jones

CALL TO ORDER: Due to Board Chair Damon.Hoyte being unable to attend today's meeting, David Ranieri presided over the meeting. The meeting was called to order at 3:31 p.m. A quorum was established at that time.

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Mac Moye, Stewart County Manager and Board Member April Hughes' infant son, A.J.

*** SECRETARY'S MINUTES (Approval of February 14, 2022 and March 14, 2022 minutes):** M/S/P Joseph Williams/Karen Johnson to approve the February 14, 2022 and the March 14, 2022 minutes, Board approved.

CHIEF FINANCIAL OFFICER LEAVE OF ABSENCE: Andrea announced that our CFO, Valerie Bowden, has taken a leave of absence due to her health needs. She has been undergoing treatment for ovarian cancer and is now at home under hospice care. While our staff is having a difficult time accepting this sad and devastating news, we are doing our best to support Valerie, stay in touch, and assist in covering her many duties as best we can. She continues to work from home on a more limited basis. Plans to borrow some CFO time from another CSB are being considered. With a few big projects underway, conversion to a new Electronic Health Record and Certified Community Behavioral Health Center Cost Study and Implementation, we are reaching out to other staff to assist in these and other areas. Board Members were asked to keep Valerie in their thoughts and prayers during this very challenging time.

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FINANCIAL REVIEW: Andrea reported New Horizons had a surplus for the month ending March 31, 2022 of \$288,054 compared to the budget of \$49,879 and a year to date surplus of \$1,667,678 compared to the budget of \$159,881. There were no unusual items in the March financials. Days Cash on Hand (COH) at the end of April were 85.00 days. The COH is high because we have drawn down all of the DBHDD Cost of Living Adjustment (COLA) funds, but it has not all been spent yet. We had to pay the payroll taxes and the tax withholdings in May on the lump sum and have 2 months of the COLA raise for May and June. The COH amount will drop down some in the next few months.

Andrea emphasized the importance of maintaining financial stability after the two large grants (CCBHC and CMHC) end in two years. Programs that are operating at a deficit are being looked at closely and tough decisions will need to be made on their future.

COST OF LIVING INCREASE: Andrea reported Governor Kemp signed HB910 in March of 2022. The Amended Fiscal Year 2022 budget included a \$5000 cost of living adjustment (COLA) for all NHBH full-time, benefit eligible, state employees effective April 1, 2022. While Community Service Boards are not state employees, thanks to advocacy from the CSB network by the GACSB, we were included in the eligibility. The raises were processed in two parts: First, full-time employee salaries were updated to reflect the approved cost of living adjustment effective April 1st 2022. The next step was to process a onetime supplement of up to \$3750 for employees based on the number of pay periods a team member was employed by the state between July 1st 2021 and April 1st 2022. Unfortunately, the COLA covered only current full-time NHBH employees, not our Health Care staffing team members or part-time/contract employees. Several Board members and many team members were understandably quite vocal in their response to this disparity as they felt unappreciated, that there was a dual system, and that they were not a valued part of the team. Our executive leadership team recognizes the value and commitment that all employees of the agency provide and offered enhanced compensation of \$1500 to full-time Health Care Staffing employees, \$750 to part-time Health Care Staffing and New Horizons employees and \$750 to contract employees. While this issue created a period of frustration for the agency and our team, strong advocacy from our Board, leadership, and team members and coming together as a united team resulted in creative, helpful ideas of ways we can improve in the future.

RESPECT INSTITUTE – ADA THOMAS: New Horizons' Peer Academy leader, Cathy Thomas, introduced Ada. Thomas, who has worked with New Horizons since November 2018 as a Certified Addiction Recovery Empowerment Specialist, also known as CARES. Ada has a Masters degree in Human Services/Addictions Counseling and is a recent graduate of the Respect Institute. She is a proud mother of one son and daughter-in-law with four grandchildren. Ada enjoys shopping at Goodwill, fishing, reading, and learning new things. One day she would like to pursue her Ph.D., and own a Resource Center and a transitional house for women coming out of prison.

Ada shared her compelling story of growing up in an abusive family situation and having the determination and strength to overcome much adversity, many hardships, and substance abuse issues to become an advocate and mentor to others. She is truly a survivor and we value her lived experience that inspires and encourages others who are struggling with mental health and substance abuse challenges.

The Peer Academy is the incubator for our Certified Peer Specialists that provides support and understanding to enable them to grow and learn while helping others through their challenges.

HOTEL/MOTEL & HARM REDUCTION/SUPPORT SERVICES GRANT APPLICATIONS:

Denise reported a renewal application was submitted on 5/6/22 for the Hotel/Motel Grant with a maximum of \$5,000 that covers our rural counties only. Funds are utilized to pay for hotel stays for individuals or families for a maximum of 30 days. The Harm Reduction/Support Services Grant was submitted by the deadline of April 29th with a maximum of \$50,000, based on the number of units. Case management, furniture, turnkey, and client assistance are eligible activities for these funds. Harm Reduction is a set of practical strategies that reduce negative consequences of drug use and mental illness and acknowledges that some ways of treating mental illness and using drugs are clearly safer than others and that recovery is an individual path. It also recognizes that persons with co-occurring disorders are the primary agents to reducing the harms of their own illness/drug use. Examples include safer/lower risk drinking (limits) and safer/lower risk drug use. These funds are attached to Permanent Supportive Housing in Harris County.

***SHELTER PLUS CARE OPTIONS:** Susan and Denise reported that in 2019 Cheryl Williams presented information to the Board on three Shelter Plus Care Programs, funded through the HUD Continuum of Care. In Muscogee County, we are currently contracted for 31 scattered site housing units for individuals and a matching component which we provide through Case Management Services. At the 2019 meeting, it was presented that the Muscogee County Program runs an annual operating deficit averaging \$150,000 per year. Individuals housed in the program are required to pay up to 30% of their income towards their housing costs. We consistently have had difficulties in collecting their portion of the rent and also incur costs involved when a unit is damaged, needs repairs or furniture, or has bedbugs or other infestations. We also fund a full-time position with benefits to administer the housing portion of the program. Neither the grant nor DBHDD fund this position. From 2018 to 2022, our average loss has been over \$136,000 annually. In April, a meeting was held with DCA to discuss releasing the Muscogee County Grant to another agency within the GA-505 Continuum of Care (CoC). DCA asked that we provide information on units under lease, persons in each unit, landlords, when each lease expires, and utility providers for each unit. The GA-505 CoC has indicated the local Salvation Army is interested in taking over the housing operations of the Grant. It is recommended that New Horizons enter into a MOU with the Salvation Army to continue providing Mental Health Treatment Services for residents and provide this information as the matching portion of the grant. DCA is in communication with Pat Frey, leadership at the GA-505 CoC, to move the process of transferring the grant ahead. Andrea indicated that we are seeking Board approval to proceed with the transfer of our Muscogee County units to another agency, but emphasized there will be no housing displacement or utility disruption to program participants. She added that should the transfer occur, it may be done a few units at a time. To remain financially stable in the future, this is one of the programs we have mentioned to the Board that is operating at a deficit and has for a number of years. Board members asked if this transfer would create any loss of jobs, but with 35 positions open currently, that is not an issue. M/S/P Edwina Turner/Joseph Williams to proceed with the transfer of Muscogee County Shelter Plus Care units, Board approved.

CERTIFIED COMMUNITY BEHAVIORAL HEALTH CENTER UPDATE: Karen gave an update on implementation listing six goals of CCBHC including expanding access to care, expanding our Integrated Primary Care Program, improving Veteran engagement, establishing a trauma-informed care environment, elevating standards of care through implementation of an outcome-based treatment model, and providing nationally recognized I/DD services to include Care Coordination. DBHDD Goals and Expectations for Tier 1 sites were outlined along with a project timeline. Attestation was completed prior to the deadline and submitted to DBHDD with evidence documents and feedback from DBHDD expected by the end of May. Training on new and updated policies is underway as well as twice monthly technical assistance meetings with MTM and meetings with DBHDD and other CSBs in sub-groups. Filling CCBHC positions continues to be an issue for all. Board members commended staff on completing the attestation ahead of schedule and acknowledged the huge endeavor involved in becoming a CCBHC.

DEVELOPMENT, MARKETING, AND PUBLIC RELATIONS: Susan reminded Board members and staff that May is National Mental Health Awareness Month. She listed development plans and goals as continuing to seek and submit local, state, federal, and private foundation grant applications, continuing to partner with accountability courts to provide treatment, continuing to partner with Morehouse School of Medicine USDA Rural Health Care Grant, and to seek opportunities to partner with Mercer School of Medicine, especially in Harris and Muscogee counties. Marketing plans and goals are to develop new 30-second spots for website and television commercials, provide Spanish language brochures to use in the community, and to continue to use Facebook to promote agency activities. To enhance Community Relations, Georgia Apex Project brought a Motivational Speaker to 4 schools in Randolph and Clay counties. Susan reached out to school superintendents and principals throughout the outlying counties and was able to coordinate speaking events for those that were interested. Susan is scheduled to conduct virtual trainings on Suicide Awareness and Prevention and Adverse Childhood Experiences (ACEs) for AFLAC employees during their Mental Health Wellness activities. Susan was delighted to announce that Community Health Fairs are starting to return. She attended an event in Ft. Gaines recently and one at the American Legion Post 35. “Did you Know” information cards related to Spravato, a cutting edge medication for treatment resistant depression, were distributed to Board members. They were encouraged to distribute the cards in various locations in their communities to get the word out on services New Horizons offers.

ANNOUNCEMENTS: Andrea asked if the August 8th Board Meeting could be changed to August 15th. The Strategic Planning Retreat for the GACSB is August 7th and 8th and she and Mr. Hoyte will be attending. All Board Members in attendance voted in favor of the change in dates for the August meeting.

Andrea also announced the following:

The CARF Intent to Survey is being prepared and will be submitted the end of May. We expect our CARF Survey to take place in September or October.

The Mental Health Parity Act, HB 1013, passed unanimously during the 2022 State Legislative session. HB1013 will help Georgians access affordable mental health and substance use disorder treatment for themselves and their children by ensuring that public and private health insurance plans cover behavioral health equitably with physical health.

In January 2022, it was announced that the State of Georgia had joined the multistate settlement agreement with Cardinal, McKesson, and AmerisourceBergen, three major pharmaceutical distributors. The final passage of SB500 legislation positions the state and its local governments to receive the full \$636,320,843.82 available for allocation under the \$26 billion multistate opioid settlement.

Coming in July of 2022, 988, a direct, national, three-digit line, will open the door for millions of Americans to seek the help they need while sending the message to the country that healing, hope, and help are happening every day in Georgia. Calls will be answered by the Georgia Crisis and Access Line (GCAL) 24/7/365.

DBHDD site visits scheduled for May include the EMERGE program (May 5, 2022) and the MAT/SOR program (May 11, 2022).

Mr. Ranieri has been reappointed for another 3 year Board term through June 2025.

Two other Board members, Karen Johnson and April Hughes terms expire later this year. Both acknowledged they would like to continue to serve on the Board. Reappointment forms will be sent to County Commissioners in their counties prior to their reappointment dates.

New Horizons' annual financial audit is scheduled to begin August 22, 2022 with Garland Williams, CPA.

PUBLIC COMMENT: Mrs. Johnson inquired about the pay schedule for Developmental Disability Supported Employment individuals changing to once a month. Andrea responded that this was the result of the Department of Labor audit several months ago that necessitated some changes in the program.

Mr. Ranieri thanked Board members and staff for attending today's meeting and extended thoughts and prayers to our CFO, Valerie Bowden.

ADJOURNMENT: There being no further business, M/S/P Joseph Williams/Edwina Turner to adjourn the meeting at 4:55 p.m., Board approved.

Damon Hoyte
Chairperson



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**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – Conference Room B
Columbus, GA 31906**

Date of Meeting: June 13, 2022

Members Present: Damon Hoyte, David Ranieri, Edwina Turner, Joseph Williams,
Nancy Schroeder, Karen Johnson, LaVerne Chaffin, Ed Harbison,
and Sandra Gill

Members Excused: April Hughes and Linda McElroy

Staff Present: Andrea Winston, Denise Wade, Susan Gallagher,
Randall Newberry, and Molly Jones

CALL TO ORDER: The meeting was called to order at 3:31 p.m. A quorum was established at that time.

A Moment of Silence was observed to honor the memory of our dedicated, valued, and beloved co-worker and Chief Financial Officer, Valerie Bowden, who passed away June 5, 2022.

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Cyde McQuien, owner of Image by Design, and Martha Williams, spouse of Board Member Joseph Williams.

*** SECRETARY'S MINUTES (Approval of May 9, 2022 minutes):** M/S/P Joseph Williams/Nancy Schroeder to approve the May 9, 2022 minutes, Board approved.

FINANCIAL REVIEW: Andrea reported New Horizons had a surplus for the month ending April 30, 2022 of \$518,081 compared to the budget of \$21,940 and a year to date surplus of \$2,185,759 compared to the budget of \$181,821. There were no unusual items in the April financials. Days Cash on Hand (COH) at the end of May were 90.26 days. The COH is high because we have drawn down all of the DBHDD Cost of Living Adjustment (COLA) funds, but it has not all been spent yet. The COH amount will decrease some over the next few months.

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CHIEF FINANCIAL OFFICER RECRUITMENT: While it will be impossible to replace Valerie, who had nearly 25 years of experience, dedication, and a wealth of knowledge about New Horizons and its finances, we are reaching out to other CSBs to discuss the possibility of sharing some CFO time until we have the opportunity to review applications, interview, and choose a candidate to fill the CFO position. Susan Gallagher, who has an accounting background, and Reid Denson, our new cost analyst, are reviewing contracts and handling some financial duties and reports. A meeting with Advantage CSB's CEO and CFO is scheduled tomorrow to discuss how they might assist us during this time. They are one of four CSBs in Georgia, as is New Horizons, working toward becoming a Certified Community Behavioral Health Center (CCBHC), a complicated process.

***RESOLUTION TO AUTHORIZE CONTRACTS:** The resolution, authorizing submission of responses and acceptance of contracts from the Georgia Department of Behavioral Health and Developmental Disabilities (DBHDD) and, if awarded, competitive funding, to enter into contracts with DBHDD to provide services as specified was presented for review/approval of the Board. M/S/P Joseph Williams/David Ranieri to approve the resolution, Board approved.

IMAGE BY DESIGN – COMMERCIAL PREVIEW: Cyde McQuien, owner and creative force behind Image by Design (IBD), has been recognized regionally and nationally for his ad agency and design experience. He is a past recipient of the American Advertising Federation Silver Medal Award which is presented in recognition of outstanding lifetime contributions to advertising, creative excellence, and responsibility in areas of social concern. He has served on New Horizons' Development Advisory Board for many years. Cyde is very passionate about New Horizons' "ministry," as he described it, to help those in need in our communities. He has produced several videos for New Horizons including the Telly Award winning "Stop the Stigma" video. Two new commercials, developed by Cyde and IBD were previewed for the Board, one targeting adolescents dealing with anxiety and feelings of helplessness, and the other targeted toward adults with mental health and substance abuse challenges. Both illustrated compelling and very relevant messages while making it clear that help is available and New Horizons is here to help. Cyde emphasized that all of us are impacted by mental illness, many on a very personal level, and we know that people are struggling and hurting. The strong, yet subtle messaging within the commercials will let people know New Horizons wants to help them. While exposure of the commercials on television is currently limited, both can be viewed on You Tube, our website, and Facebook and we hope to secure funding to increase television time in the future. Board members commended Cyde for the excellent job in producing the very moving commercials and his many years of dedication to New Horizons and the individuals we serve.

SHELTER PLUS CARE OPTIONS UPDATE: As discussed and approved in the May Board meeting, options to transfer our Muscogee County Shelter Plus Care units are being considered. Denise reminded Board members that, in 2019, Cheryl Williams presented information to the Board on three Shelter Plus Care Programs, funded through the HUD Continuum of Care. In Muscogee County, we are currently contracted for 31 scattered site housing units for individuals and a matching component which we provide through Case Management services. Individuals housed in the program are required to pay up to 30% of their income towards their housing costs. We consistently have had difficulties in collecting their portion of the rest and also incur costs involved when a unit is damaged, needs repairs or furniture, or has bedbugs or other infestations. We also fund a full-time position with benefits to administer the housing portion of the program. Neither the grant nor DBHDD fund this position. From 2018 to 2022, our average loss has been over \$136,000 annually. In April, a meeting was held with DCA to discuss releasing the Muscogee County Grant to another agency within the GA-505 Continuum of Care (CoC). DCA asked that we provide information on units under lease, persons in each unit, landlords, when each lease expires, and utility providers for each unit. The CoC had indicated the local Salvation Army was interested in taking over the housing operations of the grant. To update the Board, the Salvation Army has decided against moving forward with this plan and additional meetings have been held. SafeHouse Ministries and Neil Richardson have agreed to take over 18 of the 31 Muscogee County units. Notice will be given on the remaining vacant units. The transition is scheduled for late June/early July. New Horizons will continue to provide mental health treatment services for the residents of the units. There will be no housing displacement or utility disruption to program participants. The Harris County Shelter Plus Care program will remain with New Horizons. Andrea reminded the Board that New Horizons' overhead costs have made this program challenging for us financially, but partnering with SafeHouse to handle the housing component while we continue to provide case management for the residents will be more cost effective for the agency.

DEVELOPMENT, MARKETING, AND PUBLIC RELATIONS: Susan announced that Recovery on the River will be held Saturday, September 10, 2022 downtown at the corner of 11th and Bay Avenue. T-shirts will be handed out, prizes awarded, and speakers in recovery from substance abuse and mental health will share their stories. The 988 Suicide/Crisis Line begins 7/16/22 in Georgia. "Did you Know" information cards related to our open access services were distributed to Board members. They were encouraged to distribute the cards in various locations in their communities to get the word out on services New Horizons offers.

ANNOUNCEMENTS: Andrea announced that CareLogic was selected as our new Electronic Health Record vendor. The kick-off begins this week with the transition scheduled to be completed by 12/1/22. It is a mammoth undertaking for the agency, but one we are very excited about. Randall is working with “subject matter experts” throughout the agency to gather data needed in the implementation process.

Andrea also reported:

The CARF Intent to Survey was submitted in May and we expect the Survey to take place in September or October. No date for the survey has been chosen, but the Board will be informed in advance.

Our contract to provide mental health services at the Muscogee County Jail ends 6/30/22. The new medical provider at the jail will also provide mental health services. The transition has begun and New Horizons jail staff will transfer to previous or open positions within the agency.

A reminder that there is no Board meeting scheduled for July.

The August Board Meeting date was changed to August 15th due to the GACSB Strategic Planning retreat that Ms. Winston and Mr. Hoyte will attend August 7-9.

PUBLIC COMMENT: Mr. Hoyte thanked Mr. Ranieri for presiding over the May Board meeting in his absence.

Sandra Gill acknowledged the many staff accomplishments highlighted in the June edition of The Quest. Some achieved licensure or their degree, while others were honored for the great job they do or milestones reached.

ADJOURNMENT: There being no further business, M/S/P Edwina Turner/Joseph Williams to adjourn the meeting at 4:42 p.m., Board approved.

Damon Hoyte
Chairperson



A Community Mental Health / Developmental Disabilities / Addictive Diseases Program

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**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – New Horizons Training Room
Columbus, GA 31906**

Date of Meeting: August 15, 2022

Members Present: Damon Hoyte, David Ranieri, Edwina Turner,
Joseph Williams, Karen Johnson, LaVerne Chaffin,
Ed Harbison, and Sandra Gill

Members Excused: Nancy Schroeder, April Hughes, and Linda McElroy

Staff Present: Andrea Winston, Denise Wade, Susan Gallagher,
Randall Newberry, Tara Malone, Shannon Robertson,
and Molly Jones

CALL TO ORDER: The meeting was called to order at 3:30 p.m. A quorum was established at that time.

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Mac Moye, Stewart County Manager.

*** SECRETARY'S MINUTES (Approval of June 13, 2022 minutes):** M/S/P Joseph Williams/David Ranieri to approve the June 13, 2022 minutes, Board approved.

FINANCIAL REVIEW: Andrea reported the end of June surplus was \$1,052,878 compared to a budget of \$21,940 and the end of FY22 surplus was \$3,377,557 compared to the budget of \$225,701. Days Cash on Hand (COH) at the end of July were 116.87 days. Two grants, Certified Community Behavioral Health Centers (CCBHC) and Community Mental Health Centers (CMHC) have had a major impact on our current financial status, but we must remain frugal and continue to monitor program budgets closely to ensure programs can pay for themselves in order to remain fiscally stable when these grants end.

***FY23 PROPOSED ANNUAL BUDGET:** Andrea thanked Susan for all her hard work in gathering data, creating spreadsheets/reports, and working closely with our shared CFO from Advantage Behavioral Health to keep our financial reporting/data/information up to date. The FY23 Proposed Annual Budget is a product of their collaboration and indicates total revenue for FY23 as 23,527,127 (down from previous years due to number of individuals served), and total expenses of 22,599,721 for a projected surplus of 927,406. Revenue and expense assumptions were also listed and factored into the budget. Board members reviewed the budget. M/S/P Joseph Williams/Edwina Turner to approve the FY23 Proposed Budget, Board approved.

***COMMISSIONER'S REMARKS AT THE GACSB STRATEGIC PLANNING RETREAT (ADDED TO AGENDA):** M/S/P Edwina Turner/Joseph Williams to add Agenda item, Board approved. Andrea announced that DBHDD Commissioner, Judy Fitzgerald, spoke during the retreat she and Mr. Hoyte attended recently. Her opening remarks gave kudos to providers who are becoming CCBHCs, have implemented Co-Responder programs, and are operating I/DD Crisis Stabilization Units and Behavioral Health Crisis Centers/Stabilization Units. She then transitioned into what she termed "difficult conversations/tip toe remarks," beginning with the public perception that DBHDD does not hold CSBs accountable and what would Georgia behavioral health look like without CSBs or if DBHDD was not our primary payor? She reported that services for adults could soon be covered by a Care Maintenance Organization (CMO) procurement process for the aged, blind, and disabled adult population similar to the way children's services are handled now, with GIA, FFS, and I/DD staying with DBHDD. She added that geographical (catchment) areas may no longer be protected, no boundaries enforced, and we will be expected to compete with others, including CSBs, while also looking at opportunities for CSBs to merge when CEOs leave. She emphasized that the future will be defined by providers who can deliver services and who has access to those services.

Andrea added that New Horizons continues to diversify services and funding sources with Behavioral Health Partners (for private insurance individuals), grant opportunities, and increasing Integrated Health services.

HEALTHCARE STAFFING ANNOUNCEMENT: Andrea was excited and proud to announce the recent homecoming of our HealthCare Staffing employees' who have transitioned to become New Horizons employees with full benefits, including holidays, leave time, and student loan forgiveness. This has been a huge undertaking for our Human Resources department, but they have risen to the challenge and the process is almost complete. Those transitioning were required to complete paperwork and background checks, at New Horizons' cost. We are delighted to welcome them to our New Horizons family and know that working together on the same team will build morale while enhancing our services and the agency.

SHELTER PLUS CARE UPDATE/GRANT CONSOLIDATION: As reported in previous Board meetings, we have transitioned our Shelter Plus Care units in Muscogee County to SafeHouse Ministries as of June 30, 2022. We continue to receive HUD funding for housing services in Harris County through the Balance of State funding. Housing services include a combined rental and utility assistance grant for up to 8 individuals and 18 households. Previously, these were 2 grants that have now been combined into one. Other services include Harm Reduction and Support Services. These have also been combined and cover expenses related to staff, damages to the housing units, and other expenses. Individuals are required to pay up to 30% of their income toward their housing costs. Board members were reminded that

New Horizons' overhead costs made the Muscogee County program challenging for us financially, but partnering with SafeHouse to handle the housing component while we continue to provide case management for the residents is more cost effective for the agency.

FY22 PI GOALS/OUTCOMES: Denise presented the annual update for the FY22 Performance Improvement (P.I.) goals and outcomes. Data is collected from programs and reported monthly, quarterly, biannually, or annually. The plan is reviewed during P.I. meetings as we strive to continuously monitor and improve performance. P.I. Goals relate to contract, fidelity, grant, audit, and KPI requirements, and also to identifying needs and improving outcomes. While all program are working toward goals, three programs met their goals within all reporting periods. These were: Mental Health Residential, Georgia Housing Voucher Program, and I/DD Residential. All other programs had mixed results with some quarters met, some not met. Goals related to attendance, enrollment, and staff retention were generally not met, primarily due to the pandemic. For FY23, we are working to change goals to focus on access, efficiency, and effectiveness, how outcomes are tracked, consistently acting on the data, and working more closely with programs throughout the year.

CARF SURVEY UPDATE: No date has been given for our upcoming CARF survey, but we anticipate it will be scheduled in October or November. It will be an in-person survey and Board members were reminded that they should plan to attend the CARF entrance and exit sessions and also be prepared for Board member interviews. Once a date is scheduled, members will be notified.

RECOVERY MONTH PLANS: A number of events are planned to celebrate Recovery Month in September. Recovery in the Park will be held September 10, 2022 from 10 am – Noon at the Lakebottom Park Bandshell. Speakers, in Recovery from mental health and addictive disease, will share their stories beginning at 11:00 am. Free t-shirts to the first 100 attendees, door prizes, music, and snacks will be available at this family friendly event. Project Change Clubhouse is painting rocks with uplifting messages and placing them at locations in the Community and Midtown Recovery is hosting a cook-out and fellowship at Cooper Creek Park Friday, September 16th. We are proud and honored to recognize and celebrate our individuals and their Recovery.

JOURNEY TO RECOVERY/CRISIS RESPITE PROGRAM PRESENTATION: Denise reported that our semi-independent, residential, substance use treatment program, Journey to Recovery, serves adults 18 and older and can accommodate a total of 16 individuals with an average length of stay of six months. Attendees receive off-site substance abuse treatment at Midtown Recovery Program that aligns with their supportive and structured living environment. With a basic rehabilitation focus on early recovery skills and the negative impact of substances and substance use, tools for developing support and relapse prevention skills lead to successful outcomes. The Crisis Respite Apartments offer respite for individuals 18 and older with a primary mental health diagnosis who need a supportive environment due to a housing crisis. They must be able to live independently and be safely served in a voluntary community-based setting. They also must meet one or more of the following criteria: Transitioning back into the community from a psychiatric facility, crisis stabilization unit, or 23-hour observation area, preventing an admission or readmission into a psychiatric inpatient facility, CSU, or 23-hour observation area, chronically homeless, recently released from jail or prison, or frequently seen in the Emergency Room for Behavioral Health needs.

Services for crisis respite include: Individualized engagement, crisis planning, linkage to Behavioral Health Treatment/Supports, linkage to other community resources necessary for the individual to safely reside in the community, and includes transportation assistance when needed to access appropriate services, supports, and levels of care.

DEVELOPMENT, MARKETING, AND PUBLIC RELATIONS: Television ads continue to air on WTVM for child and adolescent services, adult services, and Medication Assisted Treatment (MAT). We will participate in the Chamber of Commerce Partners in Education Kick Off Event for Muscogee County Schools. New Horizons Behavioral Health has been asked to speak on Children's Mental Health and Resources in one of the break-out sessions. The event is Thursday, October 6th at the Trade Center from 8 am –11:30 am. Plans are to expand the use of billboards utilizing outreach funds. We continue to post news and information about mental health and New Horizons on our FaceBook page and on our Website.

ANNOUNCEMENTS: Andrea announced the GACSB Educational Exchange will be held November 6-8 at Lake Lanier Resort. Board members interested in attending should let Molly know as soon as possible.

PUBLIC COMMENT: Mr. Moye addressed the group on concerns he has related to the recent school shootings and what measures could be taken to prevent them.

Board Members will review and complete Ms. Winston's PMF during the Executive Session today. She encouraged them to make recommendations and provide feedback on her job performance and requested a brief Executive Session in a future meeting to discuss and review her performance as she welcomes their input.

ADJOURNMENT: M/S/P Edwina Turner/Joseph Williams to adjourn the meeting at 4:49 p.m. to go into Executive Session, Board approved.

EXECUTIVE SESSION: At 4:57 p.m., M/S/P Edwina Turner/Joseph Williams to enter into Executive Session to discuss the annual evaluation of our director. At 5:12 p.m., M/S/P Edwina Turner /Joseph Williams to end the Executive Session, Board approved.

Damon Hoyte
Chairperson



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**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – New Horizons Training Room
Columbus, GA 31906**

Date of Meeting: September 12, 2022

Members Present: Nancy Schroeder, Edwina Turner, Joseph Williams,
Karen Johnson, LaVerne Chaffin, and Sandra Gill

Members Excused: Damon Hoyte, David Ranieri, April Hughes, Ed Harbison,
and Linda McElroy

Staff Present: Andrea Winston, Denise Wade, Susan Gallagher,
Cyndy Pattillo, Randall Newberry, and Molly Jones

CALL TO ORDER: The meeting was called to order by Vice Chair Nancy Schroeder at 3:38 p.m. A quorum was established at that time.

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Mac Moye, Stewart County Manager.

*** SECRETARY'S MINUTES (Approval of August 15, 2022 minutes):** M/S/P Joseph Williams/Edwina Turner to approve the August 15, 2022 minutes, Board approved.

FINANCIAL REVIEW: Susan reported we closed the month of July 2022 with a surplus of \$273,347. She indicated that revenues were \$111,500 less than budgeted and expenses were \$288,263 less than budgeted. We continue to closely watch Billing and Contract Revenue while working to ensure we keep expenses under control. Days Cash on Hand (COH) at the end of July was 116.76 days. Andrea emphasized that during Covid, we served fewer individuals resulting in people not getting needed services. Our goal now is to bring people back by improving access to services, making it easier and less burdensome to get treatment. Karen Johnson shared some concerns reported to her about changes related to how contract staff are paid. Ms. Winston explained the process and added that she would be happy to discuss it directly with the employees.

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***FY23 PERFORMANCE IMPROVEMENT (PI) PLAN & GOALS:** Cyndy briefly discussed the FY23 PI Plan that outlines the structure and purpose of Performance Improvement and reviewed a number of the FY23 PI Goals. With many changes in requirements for services/programs, our goal is to match PI goals to those requirements focusing on access (easier to get into services), efficiency (a system that saves time and money), and efficacy (ensure treatment is effective and symptoms are reduced). Cyndy highlighted a number of program goals including Residential Services, Shelter Plus Care - Harris, Harm Reduction, Rural Rapid Rehousing, Case Management, Supported Employment, REACH, and Midtown. Goals can be revised or added to throughout the year and outcomes are reviewed at the end of the fiscal year. Edwina Turner inquired about follow-up for individuals in the Rural Rapid Rehousing program. Denise will get more information and contact Ms. Turner with a response.

CARF SURVEY UPDATE: Cyndy reported that New Horizons is on the November survey schedule, but no date has been selected. We anticipate a mid-November date and have confirmation that five surveyors will conduct our survey. The Board will be notified once a survey date has been determined.

ASSISTED OUTPATIENT TREATMENT (AOT): Cyndy is participating in the Statewide Committee on expanding implementation of Assisted Outpatient Treatment (AOT), part of HB 1013 legislation that was passed. Since the late 90's, New Horizons has had an outpatient commitment program (similar to AOT) and we now are one of the pilot sites in the State for AOT. The process, mandated by a Probate Judge, requires individuals who meet the criteria, to receive treatment. Cyndy indicated AOT is another tool to bring people who have a history of noncompliance and multiple crisis interventions, to treatment. With our past experience, we have learned which individuals it works best with and when it may not be as effective. An RFP was released recently for funds associated with the service and there are three positions available with one filled. With many meetings held and new forms developed, additional information will be presented to the Board on this expanded service.

***SHELTER PLUS CARE GRANT – HARRIS:** M/S/P Edwina Turner/Joseph Williams to approve Grant #GA0063L4B012114 for Harris County Shelter Plus Care in the amount of \$287,244.00, Board approved.

CERTIFIED COMMUNITY BEHAVIORAL HEALTH CENTER (CCBHC) GOVERNANCE: Andrea reminded Board members that CCBHCs are a new provider type in Medicaid, designed to provide a comprehensive range of mental health and substance abuse disorder services to vulnerable individuals. In return, CCBHCs receive an enhanced Medicaid reimbursement rate based on their anticipated costs of expanding services to meet the needs of these complex populations. CCBHC certification criteria includes a requirement for ensuring consumer participation through a representative board. This requirement can be satisfied in one of three ways: Option 1: Fifty one percent of the Board is comprised of families, consumers, or people in recovery from behavioral health conditions; Option 2: A substantial portion of the governing board members meet the criteria, and there are other specifically described methods for consumers, people in recovery, and family members to provide meaningful input to the board about CCBHC policies, processes, and services; and, Option 3: Other means are established to enhance the governing body's ability to ensure that the CCBHC is responsive to the needs of its consumers, families, and communities, focusing on the full range of consumers, services provided, geographic areas covered, types of disorders, and levels of care provided.

New Horizons comes close to meeting Option 2 criteria, but will need to include a specific mechanism to have strategic input from CCBHC persons served, or their family members. Our CCBHC Board enhancement plan will ensure that consistent input from persons served is provided to the Board of Directors via scheduled inclusion from representatives of New Horizons Behavioral Health's Peer Academy at the Board of Directors' meetings. A peer is a person with lived experience relating to a behavioral health disorder. The rotation of peers ensures that we have representation from individuals recovering from mental health, and addictive disease, that are representative of our CCBHC population.

PRODUCTIVITY – ANNUAL REPORT: Denise presented an overview of our Productivity standards, a common practice in behavioral health organizations. Productivity is based on recommended guidelines and expectations are clearly communicated, while giving staff a target for success. Unmet productivity is linked to revenue loss and can be an indicator of over staffing or under serving. For FY21, unmet productivity resulted in loss revenue of \$131,896.81 and for FY 22, revenue loss of \$204,506.81. With a clearly defined policy, productivity is reviewed on a monthly basis and staff is expected to meet or exceed their productivity standard. Failure to meet monthly and/or yearly goals may result in adverse action such as reduction in pay, suspension, and/or termination. For staff who struggle to meet productivity, coaching by supervisors and tips from those who are making productivity, are offered to give staff every opportunity to reach their goal. Full-time staff, with a productivity standard, are eligible for a bonus if they meet or exceed productivity for the year. Fifteen staff (42% of those on productivity) that included providers, clinicians, engagement specialists, and case managers were recently awarded bonuses for meeting productivity in FY22. We congratulate each of them.

Andrea added that tracking productivity regularly helps us measure revenue we are losing, who is working to their potential, and who is not. The transition to CCBHC will tie in closely as staff that is costing us month after month, after much coaching, could face termination.

CO-RESPONDER PROGRAM: Denise presented an overview of the co-responder program, a collaborative approach to behavioral crisis response that pairs mental health professionals with law enforcement, resulting from HB1013 and SB403 legislation. The goals are to: de-escalate crisis situations, assist in diversion from jail and/or behavioral health crisis services by connecting individuals in crisis with services, and to increase access to care and promote engagement with treatment. The target population is individuals experiencing a behavioral health crisis who are the subject of a 911 intervention that could benefit from behavioral health services and supports within the community, as opposed to being detained in jail. New Horizons is one of eight pilot locations/providers who were selected based on targeting areas of high volume of behavioral health related 911 calls, areas of high officer-involved shootings, and densely populated areas. Intended outcomes are to decrease the volume of nonviolent 911 calls that require law enforcement response, diversion of individuals with severe mental illness from jail to treatment, and to de-escalate crisis calls on the scene and prevent use of force. Facilitating rapid, brief screenings to swiftly connect individuals to services, providing follow-up and appropriate levels of care, improving outcomes and interaction between law enforcement and those they serve, and reducing overuse of law enforcement resources are also goals. Challenges identified by DBHDD include workforce, hiring licensed Clinicians, additional funding, and identifying other funding opportunities. Data from August 2022 911 calls, co-responses, and outcomes was included in the report. Opportunities to collaborate and build rapport with law enforcement will benefit both agencies.

RECOVERY MONTH EVENTS/DEVELOPMENT, MARKETING, & PUBLIC RELATIONS: Susan reported that Recovery on the Park, held September 10th at Lakebottom Park, was a great success thanks to our great speakers, our generous sponsors Aflac, The Overby Company, Piggly Wiggly, and Shred Away, our wonderful volunteers, vendors, and face painters, and over 100 attendees. Hearing the touching, lived experience stories shared by several of our individuals in Recovery was the highlight of the event. Information on Integrated Healthcare, the Peer Academy, and our Midtown Recovery program was also presented. Other programs have events planned to celebrate Recovery Month in September. We are proud and honored to recognize and celebrate our individuals and their Recovery.

Susan announced that additional funding in our HIV program presented an opportunity to develop a new TV commercial for HIV testing. It is now included in the rotation of 4 ads running on WTVM. Billboards are also being planned.

ANNOUNCEMENTS: Andrea announced the GACSB Educational Exchange is November 6-8 at Lake Lanier Resort. Registration and lodging reservations have been made for those who expressed interest in attending.

Information on Georgia Medicaid Managed Care Re-Procurement Recommendations was included in Board packets today for Board member review.

Karen Johnson has been reappointed to another three year term by the Randolph County Commissioners.

Please keep Mr. Hoyte and Mr. Ranieri in your thoughts and prayers. Mr. Hoyte has Covid and Mr. Ranieri has an upcoming surgery this week.

Laverne Chaffin thanked Susan for New Horizons' participation in the Clay County School District's Back to School event titled "25 Books." Katie Wright, Randolph County Behavioral Health, attended the event, providing school supplies and information on how to access services.

The 988 crisis number, implemented in July, is reported to be going well, with an average of 800 calls per day.

PUBLIC COMMENT: No public comments were presented.

ADJOURNMENT: M/S/P Joseph Williams/Nancy Schroeder to adjourn the meeting at 4:53 p.m., Board approved.

Damon Hoyte
Chairperson



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**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – New Horizons Training Room
Columbus, GA 31906**

Date of Meeting: October 10, 2022

Members Present: Damon Hoyte, Nancy Schroeder, David Ranieri, Joseph Williams, Karen Johnson, and Sandra Gill

Members Excused: Edwina Turner, LaVerne Chaffin, April Hughes, Ed Harbison, and Linda McElroy

Staff Present: Andrea Winston, Denise Wade McLeod, Susan Gallagher, Cyndy Pattillo, Randall Newberry, Karen Cotton-Everett, and Molly Jones

CALL TO ORDER: The meeting was called to order by Chair Damon Hoyte at 3:30 p.m. A quorum was established at that time.

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Mac Moye, Stewart County Manager.

*** SECRETARY'S MINUTES (Approval of September 12, 2022 minutes):** M/S/P Joseph Williams/Sandra Gill to approve the September 12, 2022 minutes, Board approved.

FINANCIAL REVIEW: Susan reported we closed the month of August with a surplus of \$248,496 for a Year to Date surplus of \$521,844. Revenues for the month were \$40,098 more than budgeted, however, our Medicaid Waiver and Medicaid fees continue to be less than budgeted and expenses were \$103,898 less than budgeted. Some County funds were not received due to a delay in receiving the appropriation letter from Columbus Consolidated Government. We continue to closely monitor billing revenue and contract revenue while working to ensure we continue to keep expenses under control. Days Cash on Hand (COH) at the end of August was 117.73 days Susan indicated the CSB average for Days Cash on Hand is 51 days. Andrea added that based on the Commissioner's remarks at the GACSB Strategic Planning event and the transition to CCBHC, CSBs are encouraged to have reserve funds and more diverse funding sources as we prepare for changes with Medicaid reimbursements. Board members inquired about plans for filling the CFO position, and Andrea responded that the shared CFO and Susan are doing a great job in working together to ensure financial data/reporting is up to date.

CARF SURVEY PLANS: Cyndy reported our CARF survey dates are November 16 – 18 and five surveyors will conduct the survey. CARF Orientation will be on the 16th in Conference Room B and Board members should plan to attend, if possible. Board Member interviews will be held following Orientation. Cyndy provided some examples of questions they might be asked. The CARF Exit meeting will be November 18th, we expect around 2:00 p.m., in Conference Room A and board members are also encouraged to attend. The surveyors will give an overview of their findings during the Exit, with official results and a Corrective Action Plan (CAP) expected 6 to 8 weeks after the survey. More details will follow once the schedule is finalized.

***FY23 PERFORMANCE IMPROVEMENT (PI) PLAN & GOALS:** With a brief review in the September Board meeting, Cyndy provided more detailed information of the FY23 PI Plan that was sent to Board members prior to the meeting, outlining the structure and purpose of Performance Improvement and the development of the FY23 PI Goals. With many changes in requirements for services/programs, PI goals focus on access (easier to get into services), efficiency (a system that saves time and money), and efficacy (ensure treatment is effective and symptoms are reduced). Goals may be revised or added to throughout the year and outcomes are reported quarterly and reviewed at the end of the fiscal year. M/S/P Joseph Williams/David Ranieri to approve the FY23 Performance Improvement Plan, Board approved.

***FY23 CLINICAL PLAN:** The FY23 Clinical Plan, sent to Board members prior to today's meeting, outlines the agency's purpose and scope, history, population served, organization and services structure, and treatment philosophy/planning among many topics covered. New additions include Certified Community Behavioral Health Centers (CCBHC), Co-Responder Program, Assisted Outpatient Treatment (AOT) Pilot Program, Community Mental Health Center (CMHC), and CareLogic. Services, programs, or agencies no longer included are Jail Services, Shelter Plus Care – Muscogee County, and Healthcare Staffing agency. Changes resulting from the impact of Covid-19 focus on increasing the number of individuals served and continuing to offer and improve telehealth services. M/S/P Joseph Williams/Nancy Schroeder to approve the FY23 Clinical Plan, Board approved.

BEACON AUDIT RESULTS: Karen presented an overview of our recent Beacon Behavioral Health Quality Review that took place September 19-23. Forty charts were reviewed, five individuals interviewed, and seven Crisis Respite apartments charts were reviewed, along with a virtual visit. Our Overall Score was 94% (up from 89% on previous audit), Billing Validation - 88%, Focused Outcome Areas - 97%, Assessment & Planning - 95%, and Service Guidelines - 95%. Significant strengths and improvements included the overall score, Columbia Suicide Severity Rating Scale completed in all records, and Psychiatrists/Extenders notation of the Prescription Drug Monitoring Program being utilized to avoid medication errors/over-utilization. Opportunities for improvement noted were: Individuals with a history of suicidal ideation were missing a history flag, some records were missing minimum contacts, some discharge/transition plans were missing all required components, and some progress notes were not entered within seven calendar days. Kudos to the Revenue Acquisition Team, that includes Utilization Management, Operations, and Billing, for doing a great job in preparing for the audit, using information from previous audits to improve our systems, and for working so well with the auditors in providing information promptly to keep the audit running smoothly.

CERTIFIED COMMUNITY BEHAVIORAL HEALTH CENTER (CCBHC) TIMELINE:

As discussed in previous meetings, CCBHCs are a new model of service delivery. New Horizons was awarded a CCBHC grant to cover costs prior to implementation of the new model, \$2 million a year for two years, from December 1, 2021 to December 30, 2023. Karen indicated that CCBHC will provide an increase in access to care, quality of care, and care coordination. Integrated healthcare is a key component of care coordination. Becoming a CCBHC will impact the entire agency and assist us in becoming more accessible for our individuals, having enhanced efficiencies in our operations, and will result in a more equitable level of reimbursement for all of the wonderful services we provide. The goal of CCBHC is to strengthen community-based mental health and addiction treatment services, integrate behavioral healthcare with physical healthcare, and used evidence-based care more consistently. Our accomplishments so far include: Assignment of Trauma-Informed Care and Military Culture trainings, hiring Care Coordinators, expanding Integrated Care to the main clinic, attestation and evidence submission to DBHDD with feedback and resubmission, CareLogic contract began, expansion of intake hours, submission of the first forms of cost study, and submitting the National Association of Dually Diagnosed (NADD) application. Next steps are certification review and implementation of prospective payment system.

DEVELOPMENT, MARKETING, & PUBLIC RELATIONS: Susan reported that today is World Mental Health Day, an international day for global mental health education, awareness, and advocacy against social stigma. It was first celebrated in 1992 at the initiative of the World Federation for Mental Health, a global mental health organization with members and contacts in more than 150 countries. Susan and other New Horizons staff are participating in community events throughout the area. Gigi Robinson and Katrina Cummings participated in the Chattahoochee County Breast Cancer Awareness Month, Walk for a Cure event. Juan Garcia attended the Columbus Chamber of Commerce's Annual Partners in Education (PIE) Kick Off. A promotional video, CSB is Me, is posted on New Horizons' Facebook page. The Morehouse School of Medicine will visit New Horizons Thursday, October 13th to interview and film New Horizons leadership staff and other community partners promoting the H.E.R.O. (Health Equity and Rural Opportunities) through digital health project. We are proud to have this great partnership with Morehouse.

ANNOUNCEMENTS: Andrea reminded Board Members that the GACSB Educational Exchange is November 6-8 at Lake Lanier Resort. Several Board Members and staff are planning to attend and registration and lodging reservations have been made.

One of our sister CSBs, Bridge Health in the Lookout Mountain area, reached out to other CSBs for assistance due to flooding in their area. We were able to provide some of the items needed and, thanks to Amazon, have them delivered. They were very appreciative of all the support and help they received.

We are excited to welcome guests from Morehouse School of Medicine this Thursday.

PUBLIC COMMENT: Mr. Hoyte thanked New Horizons' staff for attending the ChattCo event in Cusseta over the weekend. He also expressed appreciation for thoughts and prayers extended to him while he was out with Covid and for Mr. Ranieri's recovery from recent surgery.

ADJOURNMENT: M/S/P Joseph Williams/Nancy Schroeder to adjourn the meeting at 4:32 p.m., Board approved.

Damon Hoyte
Chairperson



A Community Mental Health / Developmental Disabilities / Addictive Diseases Program

*Administration
P.O. Box 5328
2100 Comer Avenue
Columbus, GA 31906*

*(706) 596-5588
FAX (706) 596-5589*

**NEW HORIZONS BEHAVIORAL HEALTH
BOARD OF DIRECTORS
2100 Comer Avenue – New Horizons Training Room
Columbus, GA 31906**

Date of Meeting: December 12, 2022

Members Present: Damon Hoyte, Nancy Schroeder, Joseph Williams,
Ed Harbison, Edwina Turner, Sandra Gill, LaVerne Chaffin,
and Linda McElroy

Members Excused: David Ranieri, Karen Johnson, and April Hughes

Staff Present: Andrea Winston, Denise Wade McLeod, Susan Gallagher,
Danny Davenport, and Molly Jones

CALL TO ORDER: The meeting was called to order by Chair Damon Hoyte at 3:31 p.m. A quorum was established at that time. Mr. Hoyte welcomed Board Member Linda McElroy to the meeting. She has not been able to attend a meeting for some time due to some health concerns,

RECOGNITION OF GUEST(S) ATTENDING TODAY'S MEETING: Mac Moye, Stewart County Manager.

*** SECRETARY'S MINUTES (Approval of October 10, 2022 minutes):** M/S/P Joseph Williams/Ed Harbison to approve the October 10, 2022 minutes, Board approved.

FINANCIAL REVIEW: Susan reported New Horizons closed the month of September with a surplus of \$352,578 and a year to date surplus of \$874,422. Medicaid waivers and Medicaid revenue increased some, but were less than budgeted. Personnel costs are lower than budgeted, due to a large number of vacant positions. With an aging vehicle fleet, resulting in more costly repairs, our motor vehicle expense is higher than budgeted. October ended with a surplus of \$187,436 and a year to date surplus of \$1,061,858. Rental/Utility assistance was \$22,000 over the budgeted amount. Days Cash on Hand at the end of October was 119 days. Our CareLogic go live date is January 3rd and we anticipate some billing issues and glitches with the system that would cause billing delays. Having reserve funds will help us maintain financial stability during the transition to CareLogic and in becoming a CCBHC in July of 2023 with the new Medicaid reimbursement schedule. Large numbers of individuals on the Medicaid waiver waiting list are causing delays in services for many individuals and loss of funds for providers. We closely monitor billing and contract revenue and keep a watchful eye on our expenses.

CARF SURVEY REVIEW: Denise reported the CARF Survey in November went very well and thanked Cyndy Pattillo, our Board Members, and all staff who participated and worked hard to ensure it was a success. Of the 2,114 CARF standards the surveyors reviewed, we had 13 recommendations (requirements) and 11 suggestions (optional). Some of the recommendations included: Add projection of capital expenditures to budget, update evacuation routes and post them in more locations, test disaster recovery annually, add efficacy of medications (current and past) to Assessment, add information about Military history (not just yes or no) to Assessment, add information about experience with trauma, neglect, violence, and sexual assault to Assessment, and add triggers to Safety Plan. Suggestions ranged from keeping a master policy/document tracking grid for updating plans and policies to locating Narcan at every program with easy access. We are awaiting the official CARF report, but work has begun on corrective action plans to address the recommendations. While not official, we are expecting a three-year accreditation.

Board Members inquired about availability of Narcan in rural counties and were told to contact their local health department. Denise and Susan provided additional information about Narcan supplies that will be emailed after the meeting.

*** APPROVAL OF DEPARTMENT OF COMMUNITY AFFAIRS EMERGENCY SOLUTIONS GRANT (ESG) HOTEL/MOTEL & SUPPORT SERVICES:** Board approval is requested for two Department of Community Affairs grants for Emergency Solutions Grant (ESG) Hotel/Motel funds of \$2,460.00 and Permanent Supportive Housing (PSH) Support Service funds of \$24,000.00. These grants are in effect from July 2022 to June of 2023. M/S/P Joseph Williams/Ed Harbison to approve the two grants, Board approved.

FY23 – ELECTION OF BOARD OFFICERS (JANUARY MEETING): Andrea reminded Members that Board Officers for 2023 will be elected in January. Please give some consideration to your selections for Board Chair, Vice Chair, and Secretary.

ANNOUNCEMENTS: It was announced recently, and somewhat unexpectedly, that DBHDD Commissioner Judy Fitzgerald had submitted her resignation and Monica Johnson had been named as the Interim Commissioner. Within a few weeks, Kevin Tanner, head of the Behavioral Health Reform and Innovation Commission since 2019 and County Manager of Forsyth, was appointed the new DBHDD Commissioner effective December 16th. Mr. Tanner previously served four terms as a State Representative for District 9 and has a total of thirty-two years in public service. He was recognized in 2011 as the Appointed Official of the Year by the Georgia Association of County Commissioners. This transition has happened rather quickly and we are bracing for any changes that it may bring.

April Hughes has been appointed for another three year term by the Chattahoochee County Commissioners. We appreciate her service and dedication to New Horizons Behavioral Health.

PUBLIC COMMENT: LaVerne Chaffin thanked New Horizons staff for providing services to some of the school children in Clay County. Ms. Winston added that if there are other areas that New Horizons can be of assistance in the counties, to please let us know.

Linda McElroy indicated she was excited to join fellow Board members and staff at today's meeting and hoped to be able to attend more meetings in the future. Board members extended thoughts and prayers on her upcoming medical procedures.

ADJOURNMENT: M/S/P Joseph Williams/Ed Harbison to adjourn the meeting at 4:07 p.m., Board approved.

Fun, food, games, and fellowship followed.

Damon Hoyte
Chairperson

**MINUTES OF THE
RETIREE HEALTH BENEFITS COMMITTEE
February 15, 2023**

MEMBERS (PRESENT/ABSENT)	P	A	OTHERS ATTENDING	P	A
Peri Johnson, Chairperson	X		Vanessa Stephens, NFP		X
Larry Campbell	X		Tammi Starkey, NFP		X
Tom Barron	X		Todd Hooper, NFP	X	
Mike Massey	X		Sheila Holt, NFP		X
Renee McAneny	X		Cynthia Holliman	X	
Shirley Gaultney, Advisory Member	X		Sheila Risper	X	
Lester Ray Massey, Advisory Member		X	Cheryl Tate	X	
Jack Kinsman, Advisory Member		X			
Saundra Hunter, Advisory Member		X			
Reather Hollowell, Ex-Officio	X				

CALL TO ORDER AND ATTENDANCE REPORT:

Peri Johnson, called the meeting to order.

--- (10:09 AM)

AGENDA AND DISCUSSION:

- The minutes of the November 16, 2022, meeting were reviewed and approved by committee members.
- Todd Hooper, NFP – presented a benefits update and a review of United Healthcare HouseCalls, LifeLine, and hearing aid benefits for retirees.
- United Healthcare House Calls program includes one (1) 45 - to 60-minute at-home visit from a healthcare practitioner, each year, a head-to-toe exam, health screenings, and answers to health questions. The program allows for no time spent in waiting rooms, and summaries are provided of retiree House Call visits.
- The LifeLine emergency response system allows retirees to ask for help whenever needed, Features of the LifeLine system include optional AutoAlert fall detection, cellular or landline compatibility, and a waterproof help button.
- Hearing aid services provided by United Healthcare include savings of up to 50-80 percent off.
- Retirees also have access to Medicare fitness programs that include free gym memberships, personalized fitness plans, and access to workout videos via Fitbit Premium.

There being no further business, the meeting was adjourned.

--- (10:49 AM)

Submitted by:

Amaris B. Fryer
Administrative Assistant, Human Resources Department

File Attachments for Item:

. COUNCIL APPOINTMENTS- READY FOR CONFIRMATION:

BOARD OF FAMILY & CHILDREN SERVICES: Dr. Chandler Padgett was nominated to serve in the *Pediatric healthcare provider's seat* to fill the unexpired term of Ms. Tolua Puailoa. (*Councilor Barnes' nominee*) Term expires: June 30, 2025

BOARD OF WATER COMMISSIONERS: Ms. Jennifer S. Upshaw was nominated to fill the unexpired term of Ms. Rebecca Rumer and to serve a full term. (*Councilor Thomas' nominee*) Term expires: December 31, 2027

BUILDING AUTHORITY OF COLUMBUS: Mr. Tyler Martindill was nominated to succeed Mr. Vincent Allen. (*Councilor Begly's nominee*) Term expires: March 24, 2025

KEEP COLUMBUS BEAUTIFUL COMMISSION: Ms. Dorris Bishop was nominated to succeed Mr. Matt Hornes as the *SD-15 Representative*. (*Councilor Begly's nominee*) Term expires: June 30, 2026

KEEP COLUMBUS BEAUTIFUL COMMISSION: Mr. David Houser was nominated to fill the unexpired term of Mr. Doug McLeod, Jr. as the *SD-15 Representative*. (*Councilor Thomas' nominee*) Term expires: June 30, 2024

KEEP COLUMBUS BEAUTIFUL COMMISSION: Ms. Kimberly Wright was nominated to succeed Mr. William Bandy as the *SD-29 Representative*. (*Councilor Thomas' nominee*) Term expires: June 30, 2026

KEEP COLUMBUS BEAUTIFUL COMMISSION: Ms. Pamela Green Thomas was nominated to fill the unexpired term of Ms. Alyssa Williams as the *At-Large Representative*. (*Councilor Thomas' nominee*) Term expires: June 30, 2024

PLANNING ADVISORY COMMISSION: Mr. Rick Stallings was nominated to succeed Ms. Sheila Brown. (*Mayor Pro Tem Allen's nominee*) Term expires: August 31, 2026

REGION 6 REGIONAL ADVISORY COUNCIL FOR DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL DISABILITIES: Dr. Janet Bussey was nominated to succeed Ms. Cynthia Smith. (*Councilor Barnes' nominee*) Term expires: June 30, 2026

RETIREES' HEALTH BENEFITS COMMITTEE: Mr. John D. Hawk was nominated to succeed Mr. Mike Massey. (*Councilor Thomas' nominee*) Term expires: June 30, 2026

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

COMMUNITY DEVELOPMENT ADVISORY COUNCIL:

Sendreka Lakes

(Council District 9- Thomas)

Seat declared vacant

Term Expires: March 27, 2024

PUBLIC SAFETY ADVISORY COMMISSION:

Pamela Williams

(Council District 2- Davis)

Seat declared vacant

Term Expires: October 31, 2023

Jennifer S. Upshaw

(Council District 5- Crabb)

Seat declared vacant

Term Expires: October 31, 2023

Vacant

(Council District 6- Allen)

Term Expires: October 31, 2023

These are three-year terms. Board meets monthly.

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

BUILDING AUTHORITY OF COLUMBUS:

Leila Carr
reappointment

Open for Nominations
(Council's Appointment)

Not seeking

Term Expired: March 24, 2023

This is a two-year term. Board meets as needed.

Women: 3

Senatorial District 15: 2

Senatorial District 29: 3

COLUMBUS AQUATICS COMMISSION:

Bruce Samuels
succeed

Open for Nominations
(Council's Appointment)

Not Eligible to

Term Expired: June 30, 2022

These are two-year terms. Meets quarterly.

Women: 2

Senatorial District 15: 5

Senatorial District 29: 2

KEEP COLUMBUS BEAUTIFUL COMMISSION:

Lee Jordan
Representative)

Open for Nominations
(Council's Appointment)

(SD-29

Eligible to succeed

Term Expires: June 30, 2023

Dr. Kar'retta Venable
Member)

Open for Nominations
(Council's Appointment)

(At-Large

Not Eligible to succeed

Term Expires: June 30, 2023

These are three-year terms. Meets every even month.

Women: 4

Senatorial District 15: 6

Senatorial District 29: 3

PLANNING ADVISORY COMMISSION:

Gloria Thomas
succeed

Open for Nominations
(Council's Appointment)

Eligible to

Term Expires: August 31, 2023

These are three-year terms. Meets two times a month.

Women: 3

Senatorial District 15: 6

Senatorial District 29: 3

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

6. COUNCIL APPOINTMENTS- READY FOR CONFIRMATION:

- A. BOARD OF FAMILY & CHILDREN SERVICES:** Dr. Chandler Padgett was nominated to serve in the *Pediatric healthcare provider's seat* to fill the unexpired term of Ms. Tolua Puailoa. (*Councilor Barnes' nominee*) Term expires: June 30, 2025
- B. BOARD OF WATER COMMISSIONERS:** Ms. Jennifer S. Upshaw was nominated to fill the unexpired term of Ms. Rebecca Rumer and to serve a full term. (*Councilor Thomas' nominee*) Term expires: December 31, 2027
- C. BUILDING AUTHORITY OF COLUMBUS:** Mr. Tyler Martindill was nominated to succeed Mr. Vincent Allen. (*Councilor Begly's nominee*) Term expires: March 24, 2025
- D. KEEP COLUMBUS BEAUTIFUL COMMISSION:** Ms. Dorris Bishop was nominated to succeed Mr. Matt Hornes as the *SD-15 Representative*. (*Councilor Begly's nominee*) Term expires: June 30, 2026
- E. KEEP COLUMBUS BEAUTIFUL COMMISSION:** Mr. David Houser was nominated to fill the unexpired term of Mr. Doug McLeod, Jr. as the *SD-15 Representative*. (*Councilor Thomas' nominee*) Term expires: June 30, 2024
- F. KEEP COLUMBUS BEAUTIFUL COMMISSION:** Ms. Kimberly Wright was nominated to succeed Mr. William Bandy as the *SD-29 Representative*. (*Councilor Thomas' nominee*) Term expires: June 30, 2026
- G. KEEP COLUMBUS BEAUTIFUL COMMISSION:** Ms. Pamela Green Thomas was nominated to fill the unexpired term of Ms. Alyssa Williams as the *At-Large Representative*. (*Councilor Thomas' nominee*) Term expires: June 30, 2024
- H. PLANNING ADVISORY COMMISSION:** Mr. Rick Stallings was nominated to succeed Ms. Sheila Brown. (*Mayor Pro Tem Allen's nominee*) Term expires: August 31, 2026
- I. REGION 6 REGIONAL ADVISORY COUNCIL FOR DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL DISABILITIES:** Dr. Janet Bussey was nominated to succeed Ms. Cynthia Smith. (*Councilor Barnes' nominee*) Term expires: June 30, 2026
- J. RETIREES' HEALTH BENEFITS COMMITTEE:** Mr. John D. Hawk was nominated to succeed Mr. Mike Massey. (*Councilor Thomas' nominee*) Term expires: June 30, 2026

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

A. **COMMUNITY DEVELOPMENT ADVISORY COUNCIL:**

Sendreka Lakes

(Council District 9- Thomas)

Seat declared vacant

Term Expires: March 27, 2024

B. **PUBLIC SAFETY ADVISORY COMMISSION:**

Pamela Williams

(Council District 2- Davis)

Seat declared vacant

Term Expires: October 31, 2023

Jennifer S. Upshaw

(Council District 5- Crabb)

Seat declared vacant

Term Expires: October 31, 2023

Vacant

(Council District 6- Allen)

Term Expires: October 31, 2023

These are three-year terms. Board meets monthly.

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

A. **BUILDING AUTHORITY OF COLUMBUS:**

Leila Carr

Open for Nominations

Not seeking reappointment

(Council's Appointment)

Term Expired: March 24, 2023

This is a two-year term. Board meets as needed.

Women: 3

Senatorial District 15: 2

Senatorial District 29: 3

B. COLUMBUS AQUATICS COMMISSION:

Bruce Samuels

Not Eligible to succeed

Term Expired: June 30, 2022

Open for Nominations
(Council's Appointment)

These are two-year terms. Meets quarterly.

Women: 2

Senatorial District 15: 5

Senatorial District 29: 2

C. KEEP COLUMBUS BEAUTIFUL COMMISSION:

Lee Jordan

(SD-29 Representative)

Eligible to succeed

Term Expires: June 30, 2023

Open for Nominations
(Council's Appointment)

Dr. Kar'retta Venable

(At-Large Member)

Not Eligible to succeed

Term Expires: June 30, 2023

Open for Nominations
(Council's Appointment)

These are three-year terms. Meets every even month.

Women: 4

Senatorial District 15: 6

Senatorial District 29: 3

D. PLANNING ADVISORY COMMISSION:

Gloria Thomas

Eligible to succeed

Term Expires: August 31, 2023

Open for Nominations
(Council's Appointment)

These are three-year terms. Meets two times a month.

Women: 3

Senatorial District 15: 6

Senatorial District 29: 3

File Attachments for Item:

A. Audit Committee (Mayor & Council's Appointments)

COLUMBUS CONSOLIDATED GOVERNMENT

BOARDS, COMMISSIONS & AUTHORITIES

Audit Committee: It shall be the responsibility of the audit committee to provide independent review and oversight of a government's financial reporting processes, internal controls and external auditors. The audit committee's functions may include: (a) participating in the process of selecting or retaining the consolidated government's independent external auditor; (b) communicating directly with the external auditor on at least an annual basis to review the work of the external auditor as to the scope of the annual audit and any matters of concern with respect to internal controls; and (c) reviewing any reports of the internal auditor in advance of their presentation to Council. The internal auditor of the consolidated government will be available to provide information and technical assistance to the Committee. The Council shall bi-annually designate two of its members and three external members to serve as an audit committee. The external members will be required to have a finance, governmental or accounting background. Two external members will be chosen by the Mayor, and one external member to be chosen by City Council. No member may serve more than six continuous years. The terms shall be two years and members may serve three consecutive terms (Ref. of 11-8-22)

<u>Board Members</u>	<u>Term</u>	<u>Appointment</u>
New Member	07-01-2023 - 06/30/2025	Mayor
New Member	07-01-2023 - 06/30/2025	Mayor
New Member	07-01-2023 - 06/30/2025	Council
Council Member	07-01-2023 - 06/30/2025	Council
Council Member	07-01-2023 - 06/30/2025	Council