

## Council Members

R. Gary Allen  
Charmaine Crabb

Jerry 'Pops' Barnes  
Glenn Davis

John M. House  
Bruce Huff

R. Walker Garrett  
Toyia Tucker

Judy W. Thomas  
Evelyn 'Mimi' Woodson

**Clerk of Council**  
Sandra T. Davis



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

September 13, 2022  
9:00 AM  
Regular Meeting

---

## MAYOR'S AGENDA

---

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

**INVOCATION:** Offered by Reverend Carlton Mahone, Sr, Holsey Monumental CME Church of Columbus, Georgia

**PLEDGE OF ALLEGIANCE:** Led by Mayor Henderson

### **MINUTES**

1. Approval of minutes for the August 30, 2022 Council Meeting.

### **PROCLAMATIONS:**

2. **PROCLAMATION:** Help the Hooch Days

**RECEIVING:** Lisa Thomas-Cutts, Director of the Keep Columbus Beautiful Commission

3. **PROCLAMATION:** Public Safety Week

**RECEIVING:** Public Safety Officials

4. **PROCLAMATION:**

Constitution Week

**RECEIVING:**

The George Walton Chapter of the Daughters of the American Revolution (DAR), Oglethorpe DAR Chapter, Coweta Falls Sons of the American Revolution (SAR) Chapter, Lucy Spell Raiford CAR Society

# **CITY ATTORNEY’S AGENDA**

## **ORDINANCES**

- 1. 2nd Reading-** An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes. (Continued on 1st Reading from 8-23-22) (Mayor Pro-Tem)
- 2. 2nd Reading-** An ordinance regulating vehicular traffic in Columbus, Georgia by establishing a list of roadways approved for the use of speed detection devices on behalf of the Columbus Consolidated Government; repealing conflicting ordinances; and for other purposes. (Mayor Pro-Tem)
- 3. 2nd Reading-** An ordinance amending the operating and capital improvement budget for the Fiscal Year 2023 beginning July 1, 2022, and ending June 30, 2023, for certain funds of the Consolidated Government of Columbus, Georgia to provide for a five percent increase to the current salaries of Juvenile Court Judges serving Muscogee County pursuant to an order of the Chief Judge of Superior dated June 30,2022; and for other purposes. (Request of Muscogee County Superior Court)
- 4. 1st Reading-** REZN-07-22-1374: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia, to change certain boundaries of a district located at 1310 13th Avenue / 1315 Delauney Avenue (parcel # 026-005-006 / 026-005-005) from NC (Neighborhood Commercial) Zoning District to GC (General Commercial) Zoning District. (Planning Department and PAC recommend approval) (Councilor Woodson)
- 5. 1st Reading-** REZN-07-22-1377: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia, to change certain boundaries of a district located at 3408 5th Avenue, 3414 5th Avenue, 500 35th Street, 502 35th Street , 504 35th Street, 506 35th Street , 508 35th Street, 3419 6th Avenue, 3417 6th Avenue, 3413 6th Avenue, 3411 6th Avenue, 3409 6th Avenue, 3403 6th Avenue, 3401 6th Avenue, 3319 6th Avenue, 3317 6th Avenue, 3313 6th Avenue, 3309 6th Avenue, and 3305 6th Avenue from RMF1 (Residential Multifamily 1) and RMF2 (Residential Multifamily 2) Zoning District to RMF2 (Residential Multifamily 2) Zoning District. (Planning Department and PAC recommend approval) (Councilor Garrett)

## **RESOLUTIONS**

- 6.** A resolution disapproving the pay plan pursuant to Section 8-304(2) of the Charter to prevent its implementation without Council action. (Request of Councilor Thomas)

## **PUBLIC AGENDA**

1. Ms. Pat Hugley Green, representing the Columbus Alumnae Chapter Delta Sigma Theta Sorority, Inc., Re: The Columbus Alumnae Chapter of Delta Sigma Theta Sorority, Inc would like to encourage our great City of Columbus and the Tri-County Area to become registered voters and vote in every election.
2. Mr. Ladarius Colbert, Re: A request for rectification of systematic injustice during the administration of criminal law.
3. Ms. Jennifer Le Denney, Re: The proposed pay raises for all city employees without caps.

## **CITY MANAGER'S AGENDA**

### **1. Retiree Health Insurance Plan**

Approval is requested authorizing renewal of the Medicare eligible healthcare plan benefits and the United Healthcare Medicare Advantage plan. The post-65 retiree health insurance costs will be reduced by 5.4% in 2023 and there are no plan design changes.

### **2. Supplemental Contract for the Military Drive Project**

Approval is requested to authorize the City Manager to execute an amendment to the contract with the Georgia Department of Transportation (GDOT) for additional funding for the Preliminary Engineering (PE) phase of the Military Drive project from Infantry Road to the Hampton Inn. The supplemental agreement provides additional funding of \$297,987.46 for the Preliminary Engineering Phase of this project for a total of \$519,987.46 (\$415,989.97 Federal 80% and \$103,997.49 Local 20%). The funding source for the 20% match of \$103,997.49 is available through the Paving Fund.

### **3. SS4A Grant Applications**

Approval is requested to submit and accept grant funds under the Safe Streets and Roads for All (SS4A) Discretionary Grant Opportunity. The application will be for South Lumpkin Road. Columbus Consolidated Government may be required to pay up to a 20% local match, funds to support the local match will be from TSPLOST. Columbus Consolidated Government will be applying for a \$1 million grant.

### **4. PURCHASES**

**A.** Engineering Services for Military Drive P.I. #0017138 – RFP No. 22-0005

**B.** One (1) Remote-Operated Tracked Slope Mower for the Public Works Department – Georgia Statewide Contract Cooperative Purchase



- C. Computer Software Security Program for Information Technology – Federal GSA Cooperative Contract Purchase
- D. One (1) Ford Expedition for the Coroner’s Office – Georgia Statewide Contract Cooperative Purchase

**5. UPDATES AND PRESENTATIONS**

- A. Compensation Pay Plan Update - Reather Hollowell, Human Resource Director
- B. Standing Boy Trails Update – Blake Melton, Chair, Standing Boy INC.
- C. 9/13 Comprehensive Camera Update - Lisa Goodwin, Deputy City Manager

**BID ADVERTISEMENT**

**September 14, 2022**

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

Scope of Bid

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

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

**2. Pharmaceutical Supply Services (Annual Contract) – RFB No. 23-0013**

Scope of RFB

The City of Columbus, Georgia is seeking bids from area hospitals, non-area hospitals, wholesale distributors and/or other vendors, interested in providing Pharmaceutical Supply Services for the Columbus Fire and Emergency Medical Services. The contract period will be for two (2) years with the option to renew for three (3) additional twelve-month periods.

**September 16, 2022**

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

Scope of RFP

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

## **September 21, 2022**

### **1. Bus Shelters (Annual Contract) – RFB No. 23-0011**

#### **Scope of Bid**

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

### **2. Drill Field Maintenance and Inspections for Fire & EMS Department (Annual Contract) RFB No. 23-0014**

#### **Scope of RFB**

It is the intent of the Columbus Consolidated Government (the City) to secure an annual contract with a vendor to provide drill field maintenance and inspections. The contract period will be for two (2) years with the option to renew for three (3) additional twelve-month periods.

Upon notification by Columbus Fire and EMS, the successful vendor shall provide preventive maintenance services, semi-annual inspections, and equipment repairs for the department drill field burn tower located at 4191 Macon Road, (behind Station 9 at 3601-3773 Giddens Road) Columbus, GA 31907 to include the natural gas ignition system.

## **September 23, 2022**

### **1. Security Surveillance & Security Access Equipment (Annual Contract) – RFP No. 23-0002**

#### **Scope of Proposal**

Columbus Consolidated Government is seeking to enter into a contractual agreement with a qualified contractor for the provision and maintenance services of security surveillance and security access equipment for various locations. The contract term will be for two years with the option to renew for three additional twelve-month periods.

## **September 28, 2022**

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

#### **Scope of Bid**

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

Utilities were relocated in Phase I of the project. The Annette Avenue roundabout at Martin Luther King, Jr. Boulevard and Annette Avenue were constructed in Phase I.

**2. Roofing Services at Edgewood Senior Center – RFB No. 23-0007**

**Scope of Bid**

Provide all labor, equipment, and materials to remove the existing roof at the Edgewood Senior Center and replace with a thermoplastic polyolefin (TPO) roof system, in full compliance with the project manual.

**3. Fox Senior Center Wall and Roof Project – RFB No. 23-0008**

**Scope of Bid**

Provide all labor, equipment, and materials to repair the designated roof and walls, in full compliance with the project manual, at Fox Senior Center.

**4. Exterior Wall Renovation at 29<sup>th</sup> Street Gym – RFB No. 23-0009**

**Scope of Bid**

Provide all labor, equipment, and materials to repair the designated walls, in full compliance with the project manual, at the 29<sup>th</sup> Street Gym.

**5. Public Safety Building Deck and Wall Restoration – RFB No. 23-0010**

**Scope of Bid**

Provide all labor, equipment, and materials to repair the designated deck and walls, in full compliance with the project manual, at the Public Safety Building.

**October 7, 2022**

**1. Architectural & Engineering Services (Annual Contract) – RFP No. 23-0007**

**Scope of RFP**

Columbus Consolidated Government is requesting proposals from qualified firms to provide professional architectural and engineering services on an as-needed basis for various construction projects.

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

**2. Roofing Consulting Services (Annual Contract) – RFP No. 23-0008**

**Scope of RFP**

Provide complete roofing consulting services, on an as-needed basis, for individual buildings. Columbus Consolidated Government owns buildings consisting of approximately 60 buildup roofs, 40 metal roofs and 75 shingle roofs; however, services may not be required for all the buildings.

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

# **CLERK OF COUNCIL'S AGENDA**

## **ENCLOSURES - ACTION REQUESTED**

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

Board of Elections & Registration, August 22, 2022

Board of Tax Assessors, #25-22 and #26-22

Community Development Advisory Council, June 9, 2022

Development Authority, August 22, 2022

Tree Board, August 22, 2022

## **BOARD APPOINTMENTS - ACTION REQUESTED**

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

#### **A. COLUMBUS IRONWORKS CONVENTION & TRADE CENTER AUTHORITY:**

**Craig Burgess**- Interested in serving another term

*(Mayor's Appointment)*

*Eligible to succeed*

Term Expires: October 24, 2022

**Lauren Chambers**

*(Mayor's Appointment)*

*Not eligible to succeed*

Term Expires: October 24, 2022

*These are three-year terms. Board meets monthly.*

**Women: 2**

**Senatorial District 15: 1**

**Senatorial District 29: 4**

**B. PUBLIC SAFETY ADVISORY COMMISSION:**

**Pete Temesgen**

*(Mayor's Appointment)*

*Accepted a judgeship*

Term Expires: October 31, 2023

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

**A. PUBLIC SAFETY ADVISORY COMMISSION:**

**Bryon Hickey**

**(Council District 1- Barnes)**

*Not eligible to succeed*

Term Expires: October 31, 2022

**Friar Noel Danielewicz**

**(Council District 3- Huff)**

*Seat Declared Vacant*

Term Expires: October 31, 2022

**Donald Watkins**

**(Council District 5- Crabb)**

*Not eligible to succeed*

Term Expires: October 31, 2022

**Lisa Branchcomb**

**(Council District 7- Woodson)**

*Does not desire reappointment*

Term Expires: October 31, 2022

**Scott Taft**

**(Council District 9- Thomas)**

*Eligible to succeed*

Term Expires: October 31, 2022

*These are three-year terms. Board meets monthly.*

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

**A. BOARD OF HONOR:**

**Bob Hydrick**

*(passed away)*

Term Expires: October 31, 2022

Open for Nominations  
**(Council's Appointment)**

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

*This is a four-year term. Board meets as needed.*

**Women: 3**

**Senatorial District 15: 5**

**Senatorial District 29: 2**

**B. PERSONNEL REVIEW BOARD:**

**Dr. Shanita Pettaway**

**(Alternate Member 5)**

*Resigned*

Term Expires: December 31, 2022

Open for Nominations  
**(Council's Appointment)**

*The terms are three years. Board meets monthly.*

**Women: 3**

**Senatorial District 15: 5**

**Senatorial District 29: 3**

**UPCOMING BOARD APPOINTMENTS:**

[A.](#) Hospital Authority of Columbus (Council Confirmation / Authority Selection)

[B.](#) Housing Authority of Columbus (Mayor's Appointment)

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

**File Attachments for Item:**

1. Approval of minutes for the August 30, 2022 Council Meeting.



# COUNCIL OF COLUMBUS, GEORGIA

## CITY COUNCIL MEETING

### MINUTES

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

August 30, 2022  
9:00 AM  
Regular Meeting

---

#### **M A Y O R ' S   A G E N D A**

---

**PRESENT:** Mayor B. H. "Skip" Henderson, III and Mayor Pro Tem R. Gary Allen and Councilors Jerry "Pops" Barnes (via Microsoft Teams), Charmaine Crabb, Glenn Davis, R. Walker Garrett, John M. House, Bruce Huff (arrived at 10:18 a.m.), Judy W. Thomas, Toyia Tucker, and Evelyn "Mimi" Woodson (arrived at 9:16 a.m.). City Manager Isaiah Hugley, City Attorney Clifton Fay, Clerk of Council Sandra T. Davis, and Deputy Clerk of Council Lindsey G. McLemore were present.

**The following documents have been included as a part of the electronic Agenda Packet:** (1) Classification & Compensation Plan – Pay Plan Summary Presentation; (2) Pay Plan Implementation Costs Presentation; (3)

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

**INVOCATION:** Offered by Mayor Pro Tem R. Gary Allen

**PLEDGE OF ALLEGIANCE:** Led by Mayor Henderson

#### **MINUTES**

1. Approval of minutes for the August 23, 2022 Council Meeting. Councilor Tucker made a motion to approve the minutes, seconded by Mayor Pro Tem Allen and carried unanimously by the eight members present, with Councilors Huff and Woodson being absent for the vote.

#### **CRIME PREVENTION GRANTS**

**Crime Prevention Director Seth Brown** approached the rostrum to provide information on the organizations proposed to receive grant funding from the Crime Prevention Office.

**Crime Prevention Chair Danny Arencibia** approached the rostrum to thank the Mayor and Council for their support of the Crime Prevention Board. He explained in the future the Crime Prevention Board may come before Council during the budget season to request additional funding to allow them to fund more programs in the community.

#### **REFERRAL(S):**

##### **FOR THE CRIME PREVENTION DIRECTOR:**

- Have the programs receiving grant funding from Crime Prevention to provide an update to Council on occasion. *(Request of Councilor Woodson)*

2. **Resolution (241-22):** American Youth Arts Society - A resolution and contract authorizing a request to enter into a Local Assistance Grant agreement with American Youth Arts Society for \$25,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
3. **Resolution (242-22):** Better Work - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Better Work for \$25,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
4. **Resolution (243-22):** Boyz 2 Men - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Boyz 2 Men for \$25,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
5. **Resolution (244-22):** Boys and Girls Club - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Boy and Girls Club for \$10,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
6. **Resolution (245-22):** Building Wellness - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Building Wellness for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
7. **Resolution (246-22):** Children 1st - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Children 1st for \$10,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
8. **Resolution (247-22):** Columbus Community Center - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Community Center for \$20,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
9. **Resolution (248-22):** Columbus Dream Center - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Dream Center for \$17,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
10. **Resolution (249-22):** Columbus Museum - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Museum for \$5,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.

11. **Resolution (250-22):** Columbus Scholars - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Columbus Scholars for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
12. **Resolution (251-22):** Columbus Technical College - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CTC for \$55,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
13. **Resolution (252-22):** CORTA - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CORTA for \$20,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
14. **Resolution (253-22):** CSO - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with CSO for \$5,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
15. **Resolution (254-22):** East Carver Soccer - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with East Carver Soccer for \$20,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
16. **Resolution (255-22):** Easter Seals - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Easter Seals for \$10,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
17. **Resolution (256-22):** Flourishing Ladies - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Flourishing Ladies for \$40,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
18. **Resolution (257-22):** Focus Program - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Focus Program for \$30,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
19. **Resolution (258-22):** Girls Inc. - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Girls Inc. for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.

20. **Resolution (259-22):** Hope Harbour - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Hope Harbour for \$13,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
21. **Resolution (260-22):** Legitimation Station - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Legitimation Station for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
22. **Resolution (261-22):** Liberty Theatre - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Liberty Theatre for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
23. **Resolution (262-22):** Literacy Alliance - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Literacy Alliance for \$20,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
24. **Resolution (263-22):** Micah's Promise - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Micah's Promise for \$20,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
25. **Resolution (264-22):** New Birth Outreach - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with New Birth Outreach for \$20,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
26. **Resolution (265-22):** NFOAAY - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with NFOAAY for \$25,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
27. **Resolution (266-22):** Omega Lambda - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Omega Lambda for \$20,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
28. **Resolution (267-22):** Open Door - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Open Door for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.

29. **Resolution (268-22):** Overflo - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Overflo for \$25,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
30. **Resolution (269-22):** Protege Project - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Protege Project for \$10,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
31. **Resolution (270-22):** Right from the Start - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Right from the Start for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
32. **Resolution (271-22):** Second Chance Works - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Second Chance Works for \$50,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
33. **Resolution (272-22):** Springer - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Springer for \$25,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
34. **Resolution (273-22):** STEAM - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with STEAM for \$10,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
35. **Resolution (274-22):** Truth Springs - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Truth Springs for \$25,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
36. **Resolution (275-22):** Turn Around Columbus - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Turn Around Columbus for \$25,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
37. **Resolution (276-22):** Whole Person/ I am Her - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with I am Her for \$10,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.

38. **Resolution (277-22):** Whole Person/ Men Act This Way - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Whole Person - Men Act This Way for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
39. **Resolution (278-22):** Young Life - A resolution and contract authorizing a request to enter into a Local Assistance grant agreement with Young Life for \$15,000 in Crime Prevention Grant funds. Councilor Thomas made a motion to approve the resolution, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.

### **JOHNATHAN HATCHER SKATEBOARD PARK:**

**Councilor Evelyn “Mimi” Woodson** addressed concerns expressed by several citizens regarding the Johnathan Hatcher Skateboard Park. She explained there have been reports of gunfire and drag racing going on in and around the skate park.

**Columbus Police Chief Freddie Blackmon** approached the rostrum to respond to the comments made by Councilor Woodson. He explained when officers have responded to calls at the skate park, most of the time the individuals involved will leave the scene. He stated the officers then use other resources available to identify the individuals involved.

## **CITY ATTORNEY’S AGENDA**

### **ORDINANCES**

1. **Ordinance (22-042) - 2nd Reading-** REZN-05-22-0912: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to change certain boundaries of a district located at **0 / 3390 Wooldridge Road** (parcel # 075-001-033 / 075-001-030) from RE1 (Residential Estate 1) Zoning District to HMI (Heavy Manufacturing / Industrial) Zoning District with amended conditions. (Planning Department and PAC both recommend conditional approval.) (As amended) (Councilor Davis) Councilor Davis made a motion to adopt the ordinance, seconded by Mayor Pro Tem Allen and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.

**Councilor Glenn Davis** submitted for the record several documents provided by the surrounding neighborhood associations regarding the negotiations between the neighborhoods and Vulcan Construction Materials, LLC pertaining to this rezoning.

2. **Ordinance (22-043) - 2nd Reading-** REZN-06-22-1184: An ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia to amend certain boundaries of a district known as The Sable Oaks Subdivision of Midland from RE1 (Residential Estate) Zoning District to SFR2 (Single Family Residential 2) Zoning District. (Planning Department and PAC recommend approval) (Mayor Pro-Tem) Mayor Pro Tem Allen made a motion to adopt the ordinance, seconded by Councilor House and carried unanimously by the nine members present, with Councilor Huff being absent for the vote.
3. **Ordinance (22-044) - 2nd Reading-** An ordinance to authorize the Recorder’s Court of Columbus, Georgia to hear evidence and enforce civil penalties for violations of O.C.G.A. Sections 40-14-17 and 40-14-18, related to speed detection devices and speeding fines in school zones: and for other purposes. (Mayor Pro-Tem) Mayor Pro Tem Allen made a motion adopt the

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

4. **1st Reading-** An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes. (Continued on 1st Reading from 8-23-22) (Mayor Pro-Tem)

## **CITY MANAGER'S AGENDA**

### **3. UPDATES AND PRESENTATIONS**

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

**Human Resources Director Reather Hollowell** approached the rostrum to provide a presentation on the compensation and pay study conducted by Evergreen. (*NOTE: This update was called up as the next order of business as listed on the City Manager's Agenda Item 3 "A"*) She provided information on the timeline of implementation as it currently stands and if there are further delays. She responded to questions by the members of Council regarding the correction process and the average pay adjustments.

#### **REFERRAL(S):**

##### **FOR THE HUMAN RESOURCES DIRECTOR:**

- Setup a process like what is in place for the Personnel Review Board or some other avenue for the appeals submitted by employees to be reviewed and allow the employee to be heard. (*Request of Councilor Thomas*)

**Finance Director Angelica Alexander** approached the rostrum to provide information on the costs associated with the implementation of the proposed pay plan. She explained the various funds in which the funding would come from and the need to increase the monthly garbage fee by \$1.50 in order to implement and sustain the proposed pay plan.

Councilor Davis made a motion to remove the \$1.50 fee and implement Option C as presented by the Finance Director to use approximately \$1 million in General Fund Reserves (approximately two reserve days) for one year, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.

#### **REFERRAL(S):**

##### **FOR THE FINANCE DIRECTOR:**

- Have a detailed analysis done on the Integrated Waste Fund. (*Request of Councilor Davis*)

## **CITY ATTORNEY'S AGENDA (continued)**

4. **1st Reading-** An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes. (Continued on 1st Reading from 8-23-22) (Mayor Pro-Tem)

**Recreation Services Manager Teresa Snellings** approached the rostrum to voice her concerns regarding the proposed pay plan and where Evergreen has recommended her position fall on the pay scale based on her responsibilities and the demands of her position.

5. **1st Reading-** An ordinance regulating vehicular traffic in Columbus, Georgia by establishing a list of roadways approved for the use of speed detection devices on behalf of the Columbus Consolidated Government; repealing conflicting ordinances; and for other purposes. (Mayor Pro-Tem)
6. **1st Reading-** An ordinance amending the operating and capital improvement budget for the Fiscal Year 2023 beginning July 1, 2022, and ending June 30, 2023, for certain funds of the Consolidated Government of Columbus, Georgia to provide for a five percent increase to the current salaries of Juvenile Court Judges serving Muscogee County pursuant to an order of the Chief Judge of Superior dated June 30, 2022; and for other purposes. (Request of Muscogee County Superior Court) Mayor Pro Tem Allen made a motion to change the effective date to the same as implementation of the pay plan for all city employees, seconded by Councilor Garrett and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.

## **RESOLUTIONS**

7. **Resolution (279-22):** A resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-054-2022. (Mayor Pro-Tem) Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.
8. **Resolution (280-22):** A resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-055-2022. (Mayor Pro-Tem) Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.
9. **Resolution (281-22):** A resolution authorizing execution of Federal Aviation Administration Grant Airport Improvement Program (AIP) Grant No. 3-13-0035-056-2022. (Mayor Pro-Tem) Mayor Pro Tem Allen made a motion to approve the resolution, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.

## **PUBLIC AGENDA**

1. Ms. Johanna Rightnowar, Re: Garbage pickup. ***Not Present***

## **CITY MANAGER'S AGENDA**

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



**Resolution (282-22):** A resolution authorizing the City Manager to authorize the abandonment of vehicles and other equipment from various departments, declaring them surplus and donating vehicles and equipment to the City of Woodbury, Georgia and Woodland, Georgia. Councilor Woodson made a motion to approve the resolution, seconded by Councilor Crabb and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.

## **2. PURCHASES**

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

**Resolution (283-22):** A resolution authorizing the annual contract with Crowdergulf, LLC (Mobile, AL) primary contractor and DRC Emergency Services, LLC (Galveston, TX) secondary contractor, to provide emergency clean-up & debris removal services on an “as needed” basis. Councilor Huff made a motion to approve the resolution, seconded by Councilor Garrett and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.

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

**Resolution (284-22):** A resolution authorizing payment to Dataworks Plus (Greenville, SC), in the amount of \$25,869.00, for the annual preventive maintenance of the Fingerprint/Mugshot Livescan Plus Hardware and Software System. Payment is further authorized for subsequent annual maintenance fees for the Fingerprint/Mugshot Livescan Plus Hardware and Software System. Councilor Huff made a motion to approve the resolution, seconded by Councilor Garrett and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.

## **3. UPDATES AND PRESENTATIONS**

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

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

## **BID ADVERTISEMENT**

### **August 31, 2022**

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

##### **Scope of Bid**

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

### **September 2, 2022**

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

##### **Scope of RFP**

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

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

### **September 7, 2022**

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

##### Scope of RFP

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

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

### **September 14, 2022**

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

##### Scope of Bid

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

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

### **September 16, 2022**

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

##### Scope of RFP

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

### **September 28, 2022**

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

##### Scope of Bid

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

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

## **CLERK OF COUNCIL’S AGENDA**

### **ENCLOSURES - ACTION REQUESTED**

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

Columbus Board of Health, June 22, 2022

Convention & Visitors Board of Commissioners, May 18, 2022

Employee Benefits Committee, June 22, 2022

Planning Advisory Commission, July 20, 2022

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

## **BOARD APPOINTMENTS - ACTION REQUESTED**

### **2. COUNCIL'S APPOINTMENT- READY FOR CONFIRMATION:**

- A. ANIMAL CONTROL ADVISORY BOARD:** Ms. Julee Fryer was nominated to serve another term of office. (*Councilor Thomas' nominee*) Term expires: October 15, 2024. Mayor Pro Tem Allen made a motion for confirmation, seconded by Councilor Garrett and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.
- B. ANIMAL CONTROL ADVISORY BOARD:** Ms. Channon Emery was nominated to serve another term of office. (*Councilor Tucker's nominee*) Term expires: October 15, 2024. Councilor Garrett made a motion for confirmation, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.
- C. BOARD OF HONOR:** Mr. John Wells was nominated to serve another term of office. (*Councilor Crabb's nominee*) Term expires: October 31, 2026. Councilor Crabb made a motion for confirmation, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.
- D. COMMISSION ON INTERNATIONAL RELATIONS & CULTURAL LIAISON ENCOUNTERS (CIRCLE):** Ms. Natasha Banks was nominated to succeed Ms. Rose Spencer. (*Councilor Barnes' nominee*) Term expires: March 1, 2025. Councilor Crabb made a motion for confirmation, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.
- E. LAND BANK AUTHORITY:** Ms. Deidre Tilley was nominated to serve another term of office. (*Councilor Huff's nominee*) Term expires: October 31, 2026. Councilor Huff made a motion for confirmation, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.
- F. LAND BANK AUTHORITY:** Mr. Christopher Phillips was nominated to succeed Mr. Patrick Coleman. (*Councilor Crabb's nominee*) Term expires: October 31, 2026. Councilor Huff made a motion for confirmation, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.
- G. PERSONNEL REVIEW BOARD:** Ms. Donna Baker was nominated to succeed Ms. Darlene Small as Alternate Member 3. (*Mayor Pro Tem Allen's nominee*) Term expires: December 31, 2024. Councilor Garrett made a motion for confirmation, seconded by Councilor Woodson and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote.

With there being no further business to discuss, Mayor Henderson entertained a motion for adjournment. Motion by Councilor Garrett to adjourn the August 30, 2022 Regular Council Meeting, seconded by Councilor House and carried unanimously by the nine members present, with Councilor Barnes being absent for the vote, and the time being 2:05 p.m.

---

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

**File Attachments for Item:**

**1. 2nd Reading-** An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes. (Continued on 1st Reading from 8-23-22) (Mayor Pro-Tem)

## ORDINANCE

No. \_\_\_\_\_

An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes.

**THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS, AS FOLLOWS:****PART 1****Adoption of a new Classification and Compensation Plan Report and Repeal of Conflicting Ordinances****SECTION 1**

The Classification and Compensation Plan Report designated as “Exhibit A” submitted by Evergreen Solutions and dated August 23, 2022 (hereinafter “the Pay Plan”), is hereby approved and shall be implemented during Fiscal Year 2023, beginning with the first pay period after the Finance Director and Human Resources Director confirm in writing that the necessary data downloads are in place. The first day of the first pay period to which the Pay Plan can be applied shall hereinafter be referred as the “Implementation Date.”

**SECTION 2**

Placement of Public Safety and general government positions in the Pay Plan shall be as follows:

- (a) Initial placement of employees into the Pay Plan will be based upon the position held on the Implementation Date.
- (b) Placement into the new Pay Plan at a different level, title or rank than held by the employee prior to the Implementation Date is not to be considered a promotion. Therefore, the new promotion policy contained in this ordinance does not apply to the initial placement of employees into the new Pay Plan and will not result in a promotional salary increase.

**SECTION 3**

Pursuant to the Pay Plan, all full-time classified CCG employees shall receive an annual increase of at least one step in grade as approved by Council during the budget process starting with the fiscal year beginning July 1, 2023. Those certain employees whose salaries currently meet or exceed the maximum step for their grades as set forth in the Pay Plan shall receive step increases and other Council approved pay increases that will be calculated consistently with the Pay Plan.

#### SECTION 4

As recommended by Evergreen Solutions, the City Staff shall review advancing the pay scale annually during the budget process to keep pace with the CPI (Consumer Price Index) or the ECI (Employment Cost Index) and make recommendations for Council approval.

#### SECTION 5

Ordinance No. 06-40, Section 24, and Ordinance No. 06-87, in its entirety, are hereby repealed.

### PART II

#### **Amendments to Ordinance No. 22-027, the Operating Budget for the Fiscal Year ending June 30, 2023**

#### SECTION 6

The first paragraph of Section 28 of Ordinance No. 22-027 is hereby repealed and replaced with the section below and reads as follows:

“ Public Safety officers hired after the implementation of the Pay Plan shall receive a sign-on bonus of \$5,000.00, provided the employee continuously meets the written criteria established by the hiring department. Each Public Safety department shall develop written criteria for receipt of the bonus and such written criteria shall be approved in advance by the Director of Public Safety. The bonus shall be paid semiannually over a 24 month period in increments of \$1,250.00 to officers continuing to be employed and meeting the written criteria. Public Safety officers rehired within twelve months of their separation date are ineligible for a second sign-on bonus. The Public Safety officer may; however, receive any remaining portion of the initial sign-on bonus. The sign-on bonus shall be reviewed by the Council every two years after the effective date of this ordinance. The sign-on bonus applies to Public Safety Officers in the Police Department, Sheriff’s Office, Fire/EMS Department, and Muscogee County Prison.”

#### SECTION 7

The second paragraph of Section 28 of Ordinance No. 22-027 which pertains to the quarterly retention bonus of \$1,500 payable to all full-time sworn personnel in the Police Department including 911 Communications Technicians, Fire/EMS Department, Emergency Management/Homeland Security Department, Sheriff’s Office, and Muscogee County Prison shall be repealed effective upon the Implementation Date of the Pay Plan.

## SECTION 8

Upon the Implementation Date of the Pay Plan, Sections 29, 30, 31, 32, 36, 38, and 39 of Ordinance No. 22-027 are repealed in their entirety. Pay Reform and Restructure ordinances, Pay Reform Longevity Plan and Recruitment and Retention Plan ordinances adopted related to the Police Department, Sheriff's Office, Fire/EMS Department, and Muscogee County Prison in Ordinance No. 15-24, Ordinance No.16-17, Ordinance No.18-21, Ordinance No.19-027, Ordinance No.17-24, Ordinance No.20-018, and Ordinance No.21-032 are repealed and replaced with the following paragraph upon the Implementation Date:

Public Safety sworn personnel in the Police Department, Sheriff's Office, Fire/EMS Department, Muscogee County Prison, and Emergency Management/Homeland Security will receive a one-step in grade longevity increase in the new pay plan at certain "milestone" years that mirror the increases they received under the "Pay Reform" system. Therefore, after years 3, 5, 7, 10, 15, 20, 25, 30 and 35, Public Safety sworn employees will receive an additional step increase above and beyond the increases that are approved by Council for all employees.

Public Safety Officers who separate and are re-hired in any Public Safety Department forfeit any milestone or longevity pay received during prior employment. Re-hired Public Safety Officers will be treated as a newly hired sworn officer as it relates to longevity pay.

## SECTION 9

Upon the Implementation Date, Section 40 of Ordinance No 22-027 is hereby repealed to the extent it is inconsistent with any new hourly pay rates set forth in the Pay Plan.

## **PART III** **Revisions of Chapter 16B of the Columbus Code**

## SECTION 10

Columbus Code Sections 16B-3-2 and 16B-3-2.1 are hereby deleted in their entirety and are replaced by a new Section 16B-3-2-- **Promotions** to read as follows:

"Public Safety and general government employees that are selected for promotion will receive a six step increase measured from their current pay grade and step and placed into the new grade at the nearest salary. Or, the employee will be placed at the first step of the new position and grade, whichever is greater."

## SECTION 11

Columbus Code Section 16B-3-3 – **Demotions** is hereby deleted in its entirety and replaced by a new section 16B-3-3 to read as follows:



“When an employee is demoted for cause to a lower grade position, the employee’s pay shall be decreased by six steps measured back from their current pay grade and step and be placed into the new grade and step at the nearest salary. If the employee cannot be decreased by six steps as required by this paragraph, the employee will be placed at the first step for the new position and grade.”

## SECTION 12

Columbus Code Section 16B-7-7 – **Voluntary demotions** is hereby deleted in its entirety and replaced by a new section 16B-7-7 to read as follows:

“An employee may be demoted at his or her request to a vacant position in a lower class, subject to the approval of the Human Resources Director with compensation to be determined in accordance with Columbus Code Section 16B-3-3 with appropriate adjustments consistent with the Pay Plan that are recommended by the affected Department and approved by the Human Resources Director. The Human Resources Director, in conjunction with the Department Director, shall determine whether the employee is qualified to perform the duties and responsibilities of the lower class of position.”

## Part IV Other Pay Incentives and Supplements to be Continued

### SECTION 13

The existing supplements or pay enhancements currently in effect before the Implementation Date that are not specifically addressed in this ordinance, including but not limited to OLOST supplements for the various Public Safety agencies and certification pay and specialty pay for the Fire and EMS Departments, shall remain in effect and be paid in addition to the grade and step pay indicated for each employee in the Pay Plan.

### SECTION 14

Educational Incentive Pay for Public Safety shall be subject to the following provisions:

(a) Public Safety employees receiving their first bachelor’s or master’s degree after June 30, 2006, but before October 31, 2022, while employed by a Public Safety Department, shall receive an educational incentive of \$1,200 for each degree. The incentive shall be paid as a separate line item and not be included in the base employee compensation that is calculated on a step basis.

(b) Public Safety employees who were employed by a Public Safety Department and enrolled in a baccalaureate or master’s program on June 30, 2006, receiving their first bachelor’s or master’s degree on or before June 30, 2008, at their option, shall continue to receive the educational incentive authorized prior to July 1, 2006, in lieu of the incentive amounts set forth in paragraph (a) above. If elected, this incentive shall be paid by- advancing the employee’s salary two steps in the same grade, up to the maximum pay for the grade.

(c) A Public Safety employee receiving the first associate's or bachelor's degree after October 31, 2022, shall receive an educational incentive of \$1,250 for an associate degree or \$2,500 for a bachelor's degree. The incentive shall be paid as a separate line item and not be included in the base employee compensation.

(d) Public safety employees currently employed and enrolled in a master's degree program on October 31, 2022, receiving their first master's degree on or before October 31, 2024, may receive the educational incentive authorized prior to October 31, 2022, pursuant to paragraph (b) above. No education incentive will be offered for receiving a master's degree after October 31, 2024.

(e) For purposes of this section, the following definitions and requirements shall apply:

*Accredited College or University:* An institution accredited by the Council for Higher Education Accreditation, or National Student Clearinghouse.

*Associate's Degree:* An associate's degree or the educational equivalent of an associate's degree which for the purpose of applying subsection (c) above is defined as a minimum of 96 quarter hours or 63 semester hours of post-secondary education at an accredited college or university. provided said course work is above the developmental level and contains, at least: two English; one math; two science or technology; one social studies; and one humanity. This definition shall not be construed as waiving the associate or higher degree requirement for promotional qualification or any other process.

*Proof of enrollment and degree requirements:* For each educational supplement, Human Resources will verify all transcripts for proof of enrollment, receipt of the degree, and the accreditation of the institution through the Council for Higher Education Accreditation, the National Student Clearinghouse, or an equivalent, except when an official transcript is supplied directly to Human Resources by the institution granting the degree, and Human Resources otherwise has proof of the institution's accreditation. .

## SECTION 15

### **Operational procedure for Multi-level Qualifications and Career ladder positions-**

Public safety and general government positions assigned multiple levels by the Pay Plan, to provide salary differentials for different levels of qualifications shall be administered by the following general rules:

- (a) Clear measurable criteria will be used to determine qualification for each advanced level. Where the criteria were not specified in the Pay Plan, departments will develop appropriate standards to be approved by the City Manager.
- (b) Employees that qualify for advancement in pay grade will receive the salary obtained by advancing the current salary in the current grade six steps and placed into the new grade at the nearest salary. Or, the employee will be placed at the minimum step for the new position and grade, whichever is greater.
- (c) Initial placement of employees in multi-level positions will be as specified by the Pay Plan or based upon their assigned position on the Implementation Date. A department

head may request changes in recommended levels with appropriate justification and approval of the City Manager.

- (d) This procedure only applies to positions in the pay plan designated with a numbered footnote and multi-level description. Positions assigned a “tag” number and having a separate job description are promotional positions and not part of a career ladder, even if the title is numbered or contains the word “senior” in the title. Employees may only advance to promotional positions by successfully competing for an authorized vacant position.”

Part V Effective Date and Repealer

SECTION 16

This ordinance shall be effective upon the Pay Plan Implementation Date as defined above.

SECTION 17

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

-----

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 23<sup>rd</sup> day of August, 2022; continued on 1<sup>st</sup> Reading on August 30,2022, and introduced for 2<sup>nd</sup> Reading at a regular meeting of said Council held on the \_\_\_\_ day of \_\_\_\_\_, 2022, and adopted at said meeting by the affirmative vote of \_\_\_\_ members of said Council.

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

Sandra T. Davis, Clerk of Council

B.H. “Skip” Henderson, III, Mayor

# Classification and Compensation Study and Analysis for Columbus Consolidated Government, GA

## FINAL REPORT



Evergreen Solutions, LLC

August 23, 2022

# Table of Contents

	PAGE
<b>1.0 INTRODUCTION1-1</b>	
1.1 Study Methodology .....	1-2
1.2 Report Organization.....	1-3
<b>2.0 SUMMARY OF EMPLOYEE OUTREACH ..... 2-1</b>	
2.1 General Feedback .....	2-1
2.2 Compensation and Classification .....	2-1
2.3 Positions of Concern .....	2-3
2.4 Summary .....	2-3
<b>3.0 ASSESSMENT OF CURRENT CONDITIONS ..... 3-1</b>	
3.1 Analysis of Pay Plans.....	3-1
3.2 Grade Placement Analysis .....	3-3
3.3 Quartile Analysis .....	3-6
3.4 Compression Analysis .....	3-10
3.5 Summary .....	3-18
<b>4.0 MARKET SUMMARY..... 4-1</b>	
4.1 Market Data .....	4-3
4.2 Salary Survey Results.....	4-6
4.3 Salary Survey Conclusion.....	4-12
<b>5.0 BENEFITS SURVEY RESULTS..... 5-1</b>	
5.1 Employee Insurance Coverages and Miscellaneous Benefits.....	5-2
5.2 Health Plans.....	5-2
5.3 EAP, Tuition Reimbursement, 529 Plans, and Financial Planning.....	5-8
5.4 Retirement .....	5-8
5.5 Employee Leave, Holidays, and Compensatory Time.....	5-10
5.6 Summary .....	5-13
<b>6.0 RECOMMENDATIONS ..... 6-1</b>	
6.1 Classification Recommendations.....	6-1
6.2 Compensation Recommendations.....	6-2
6.3 Compensation and Classification System Administration .....	6-6
6.4 Summary .....	6-9

## APPENDICES

Appendix A – Position Grade Assignments – Alphabetical  
 Appendix B – Position Grade Assignments – Department  
 Appendix C – General Employee Pay Plan  
 Appendix D – Public Safety Pay Plans



# Chapter 1 - Introduction

The leadership of Columbus Consolidated Government (CCG) in keeping with its commitment to attracting and retaining the staff necessary to provide high quality services to its citizens determined that its current compensation and classification system and structures needed to be updated to better reflect best practices. The project sought to evaluate the strengths and weaknesses of CCG's current systems and identify prevailing or best practices among peers. This was accomplished by conducting job analysis, collecting peer salary data, and recommending a new structure or tweaking the current structure to ensure market competitiveness. This study and the analysis contained within provides leadership with valuable information related to their employee demographics, opinions, market data, as well as internal and external equity.

Internal equity relates to the fairness of an organization's compensation practices among its current employees. Specifically, by reviewing the skills, responsibilities, and duties of each position, it can be determined whether similar positions are being compensated in an equitable manner within the organization. External equity relates to the differences between how an organization's classifications are valued and the compensation available in the marketplace for the same skills, responsibilities, and duties. This component of the study aims to address how CCG is positioned in the market relative to other local area government organizations with similar positions and to develop recommendations that allow CCG to recruit and retain quality employees. The classification component of this study resolves any inconsistencies related to job requirements or job titles and ensures that all jobs are appropriately categorized and aligned with the work currently performed.

## 1.1 STUDY METHODOLOGY

Evergreen Solutions combines qualitative and quantitative data analysis to produce recommendations that maximize the fairness and competitiveness of an organization's compensation structure and practices. It is important to note that the data utilized in the study represents a snapshot in time. As market conditions can change rapidly, it is important for CCG to conduct regular market surveys to ensure their external market position does not decay. A full compensation and classification review is recommended every five years. approximately. Some examples of project activities included:

- Conducting a project kick-off meeting;
- Presenting orientation sessions to employees;
- Facilitating focus group sessions with employees;
- Conducting an external market salary survey;
- Developing recommendations for compensation management;



- Revising classification descriptions based on employee JAT feedback;
- Developing recommendations for compensation and classification changes;
- Creating draft and final reports; and
- Conducting training sessions with human resources staff in the methodology used to systematically assess job classifications.

### Kickoff Meeting

The kickoff meeting provided an opportunity to discuss the history of CCG, finalize the work plan, and begin the data collection process. Data collection included the gathering of relevant background material including: existing pay plans, organization charts, policies, procedures, training materials, classification specifications, and other pertinent material.

### Employee Outreach

Through the orientation sessions, Evergreen consultants briefed employees on the purpose and major processes of the study. This process addressed employee questions to resolve misconceptions about the study and related tasks and explained the importance of employee participation in the JAT process.

In addition, employees participated in focus group sessions designed to gather input from their varied perspectives as to the strengths and weaknesses of the current system. Feedback received from employees in this context was helpful in highlighting aspects of the organization which needed particular attention and consideration. This information provided some basic perceptual background, as well as a starting point for the research process.

### Job Assessment Tool® (JAT) Classification Analysis

Employees were asked to complete individual JAT surveys, where they shared information pertaining to their work in their own words. These JATs were analyzed and compared to the current classification descriptions, and classifications were individually scored based on employee responses to five compensable factor questions. Each of the compensable factors—Leadership, Working Conditions, Complexity, Decision Making, and Relationships—were given weighted values based on employee responses, resulting in a point factor score for each classification. The rank order of classes by JAT scores was used to develop a rank order of classes within the proposed compensation structure. Combined with market data, this information formed the foundation of the combined recommendations. The nature of each compensable factor is described below:

- Leadership –relates to the employee’s individual leadership role, be it as a direct report of others who have leadership responsibilities, or as an executive who has leadership over entire departments or CCG.
- Working Conditions – deals with the employee’s physical working conditions and the employee’s impact on those conditions, as well as the working conditions impact or potential impact on the employee.



- Complexity – describes the nature of work performed and includes options ranging from entry-level manual or clerical tasks up to advanced scientific, legal, or executive management duties.
- Decision Making – deals with the individual decision-making responsibility of the employees. Are decisions made on behalf of the employee or is the employee making autonomous decisions that impact the individual, other employees, or even the entire organization and the citizens that rely on CCG?
- Relationships –deals with organizational structure and the nature of the employee’s working relationships. Responses range from employees who work primarily alone, those who work as members of a team, those who oversee teams, and even those who report to elected officials or the public.

## Salary Survey

The external market for this study was defined as identified local government organizations with similar positions as well as similar characteristics, demographics, and service offerings. There were 127 positions benchmarked for the market survey, although not all positions had matching positions in the peer organizations. The data were then analyzed comparing CCG classifications to the jobs performing the same duties at peer organizations to gain a fuller understanding of their market position.

## Recommendations

Evergreen developed recommendations for CCG to consider helping maximize the effectiveness and efficiency of its current compensation and classification structure. Evergreen provided CCG with a variety of recommendations for the future at various costs. Plans ranged from minor tweaks to the current compensation and classification systems to wholesale changes to the entire organizational structure. These plans were designed to fix the issues identified in this report, while continuing to build on the strengths CCG currently exhibits.

## 1.2 REPORT ORGANIZATION

This report includes the following additional chapters:

- Chapter 2 – Summary of Employee Outreach
- Chapter 3 – Assessment of Current Conditions
- Chapter 4 – Market Summary
- Chapter 5 – Benefits Analysis
- Chapter 6 – Recommendations





## Chapter 2 – Summary of Outreach

Outreach was conducted by Evergreen -. Evergreen met with CCG employees and explained the process of the study and fielded questions from Employees. Focus groups were conducted to solicit information from employees that gave Evergreen solid information to begin researching. Employees provided Evergreen their opinions on classifications that were outdated, behind market, or had become crucial classifications that were difficult to retain or recruit. Information was also provided on the employees' opinions of the biggest competitors to CCG. Finally, employees provided information on all the positive aspects of employment with CCG. Evergreen used employee opinions as a starting point for some data collection, but everything that was used during this study was independently verified by Evergreen. A full summary of the outreach can be found in **Chapter 2** of this report.

## Chapter 3 - Assessment of Current Conditions

An assessment of current conditions was conducted to help Evergreen better understand the current standing of all CCG pay plans, demographics, and compensation structures. This assessment should be considered a snapshot in time and is reflective of the conditions present within CCG upon the commencement of this study. By leveraging this information, Evergreen was able to gain a better understanding of the strengths and weaknesses of the current compensation system. When combined with the market results, the Assessment of Current Conditions helped provide a basis for recommendations. A full summary of the Assessment of Current Conditions can be found in **Chapter 3** of this report.

## Chapter 4 - Market Summary

A salary survey was designed by Evergreen and approved by CCG's human resources department. The external market was defined by CCG leaders in Phase One of this study and was not adjusted for Phase Two. After the results were received, the data were analyzed to compare CCG to the overall results. Combined with the Assessment of Current Conditions, the market survey gave Evergreen the information needed to understand CCG's position relative to its labor market. A full summary of the market results can be found in **Chapter 4** of this report.

## Chapter 5 – Benefits

A benefits survey was designed by Evergreen and approved by CCG's human resources department. A benefits analysis represents a snapshot in time of what is available in peer organizations and can provide CCG with an understanding of the full compensation package offered by its peers. A full summary of the benefits survey can be found in **Chapter 5** of this report.



## Chapter 6 – Recommendations

During the recommendations phase, Evergreen provided several different solution options based on their current relationship to market. Solutions were provided that only require minor tweaks to the current compensation and classification systems, as well as some solutions that would require wholesale changes to CCG current structures. Evergreen has provided CCG with recommendations that can both leverage the current compensation structure and help expand its ability to recruit and retain talent in the most competitive classifications. A full explanation of the recommendations can be found in **Chapter 6** of this report.



## Chapter 2 – Summary of Employee Outreach

Evergreen Solutions, LLC (Evergreen) consultants completed outreach using orientation, department head interviews, and focus groups (both in-person and virtually). During the orientation sessions, the Evergreen Solutions team provided information to participants about the goals of the study and the role of employees in the study process. Within the employee focus groups and department head interviews, questions were asked which were designed to gather feedback on several topics related to the study.

The observations in this chapter are a generalized summary of opinions, general themes, and trends expressed by employees who either participated in a focus group or provided direct feedback to Evergreen. Information that may identify the commenter has been removed. It is important to note that the views shared in this summary are perceptual in nature and may not necessarily reflect actual conditions.

Comments are separated into the following four categories below:

- 2.1 General Feedback
- 2.2 Compensation and Classification
- 2.3 Market Peers
- 2.4 Summary

### 2.1 GENERAL FEEDBACK

The comments described in this section reflect the factors that incentivize prospective applicants to pursue employment with CCG, and the reasons employees have decided to continue working for the CCG. These elements are as important to highlight as compensation, which while a principal factor is often not the sole determination for where employees wish to work. The responses varied from stability, benefits, and leave. However, there was a perception that CCG should offer better incentives, hire more employees, and improve communication. While Evergreen Solutions receives this input frequently while conducting these types of studies, this belief was expressed by employees in most of the outreach sessions and was a predominant theme.

### 2.2 COMPENSATION AND CLASSIFICATION

Focus group participants contributed the following related to the compensation structure and associated pay practices:



- **External Equity** – Feedback on the competitiveness of pay within CCG was noted as one of the primary concerns, with some employees stating they often job hop between CCG and other cities to increase their salary, as raises are not often given.
- **Internal Equity** – Employees expressed several concerns or requests regarding internal equity. Common themes involved:
  - A need for staff development and an established path for career progression
  - Compensation for additional certification or licenses
  - Equality between departments in terms of pay and incentives
  - Higher rate of pay separation between classes to reduce compression
  - Parity between pay and the depth of responsibility.
- **Raises** – Employees expressed a desire to see cost-of-living adjustments and true merit raises that are tied to performance evaluations and adjusted for workload and ability.
- **Benefits**– Employees are happy with the benefits, but expressed concerns about:
  - The cost of insurance
  - Concern that retirement funds will not be available when individual employees hit retirement age
  - Forced loss of annual leave, as employees are too short-staffed to be able to take leave.
- **Performance Management** – Employees and supervisors alike enjoyed the 360 discussions, with a few requesting the opportunity to utilize the 360s as the evaluation system. Overall, all would like to see
  - A merit-based raise to reflect the evaluations
  - Job Specificity
  - Objectivity
  - Standardization
- **Classifications** – Employees are concerned that job descriptions are out- of -date and seem confused as to the differences between job descriptions and position descriptions with working titles. Additionally, employees would like to see the development of career paths with training made available to all.
- **Safety**- Employees expressed a deep concern for their safety; not only due to the lack of appropriate equipment, but due to the increased crime in the areas where they work.
- **Compensation** - Employees would like to see transparent and standard pay ranges; as well as supplemental pay to offset night and weekend shifts, longevity, and education/certifications held by individual employees.



## 2.3 POSITIONS OF CONCERN

Outreach employees expressed deep concern about the loss of employees and the number of vacancies within in public safety departments, with maintenance employees, and bus drivers for METRA.

## 2.4 SUMMARY

According to your employees and leaders their top concerns include appropriate, competitive wages with a reduction in the cost of benefits as employees understand CCG is competing with Fort Benning, Phenix City, AL, Savannah, Atlanta, and Augusta, GA. All of which are raising rates, lowering requirements, or offering benefits employees believe to be better.

The concerns expressed and reported above are common and exist in many organizations today. CCG's commitment to seeking employee input and feedback regarding the compensation and classification system is a positive step toward improvement in these areas. This information could provide senior leaders with valuable insight on the morale of their employees.

The information received during this employee outreach provided a foundation for understanding the current environment while conducting the remainder of the study. The feedback aided Evergreen Solutions in the consideration and development of the recommendations that are provided in **Chapter 6** of this report.



**EVERGREEN SOLUTIONS, LLC**

## Chapter 3 – Assessment of Current Conditions

The purpose of this chapter is to provide a statistical analysis of the classification and compensation system in place at Columbus Consolidated Government at the start of this study. The assessment is divided into the following sections:

- 3.1 Analysis of Pay Plans
- 3.2 Grade Placement Analysis
- 3.3 Quartile Analysis
- 3.4 Compression Analysis
- 3.5 Summary

The analysis represented in this chapter represents a snapshot in time – this chapter was built off employee information collected in March of 2022. Every organization changes continuously, so this chapter is not meant to be a definitive statement on continuing compensation practices at CCG. Rather, this AOCC is meant to represent the conditions that were in place when this study began. The data contained within provide the baseline for analyses through the course of this study but are not sufficient cause for recommendations in isolation. By reviewing employee data, Evergreen gained a better understanding of the structure and methods in place and identified issues for both further review and potential revision.

### **3.1 ANALYSIS OF PAY PLANS**

The purpose of analyzing the various pay plans used within CCG is to help gain an overview of the compensation philosophy as it existed when the study began. CCG had a system in place that categorized classifications by level and type of work. This system used alpha-numeric pay grades to represent classifications of varying level and responsibility. For this report, general and public safety employee pay grades have been separated to differentiate between the pay ranges available to the two employee groups. In addition, only pay grades with pay ranges are being analyzed in this report. **Exhibit 3A** displays CCG's pay plan summarized for ease of comparison. The exhibit provides the name; each pay grade on the plan; the value of each pay grade at minimum, midpoint and maximum; the range spread for each pay grade – which is a measure of the distance between the minimum and maximum of the grade; the midpoint progression between grades; and the number of employees per pay grade.

CCG's pay plan includes 28 occupied pay grades (with public safety employees shown separate) that hold 2,115 employees. The range spreads of the grades are 56 percent, consistent throughout the entire pay plan. Pay grade G29 only has a single employee, while pay grade 14 on the Public Safety plan contains the most employees with 371.



### EXHIBIT 3A PAY PLAN SUMMARY

Pay Plan	Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression	Employees
General	G1	\$ 19,333	\$ 24,743	\$ 30,153	56%	-	25
General	G2	\$ 20,311	\$ 25,995	\$ 31,679	56%	5%	39
General	G3	\$ 21,340	\$ 27,311	\$ 33,283	56%	5%	5
General	G4	\$ 22,420	\$ 28,694	\$ 34,968	56%	5%	19
General	G5	\$ 23,555	\$ 30,146	\$ 36,738	56%	5%	5
General	G6	\$ 24,748	\$ 31,673	\$ 38,598	56%	5%	3
General	G7	\$ 26,000	\$ 33,276	\$ 40,552	56%	5%	67
General	G8	\$ 27,317	\$ 34,961	\$ 42,605	56%	5%	16
General	G9	\$ 28,700	\$ 36,731	\$ 44,762	56%	5%	31
General	G10	\$ 30,153	\$ 38,590	\$ 47,028	56%	5%	3
General	G11	\$ 31,679	\$ 40,544	\$ 49,408	56%	5%	51
General	G12	\$ 33,283	\$ 42,596	\$ 51,910	56%	5%	311
General	G13	\$ 34,968	\$ 44,753	\$ 54,538	56%	5%	42
General	G14	\$ 36,738	\$ 47,018	\$ 57,299	56%	5%	133
General	G15	\$ 38,598	\$ 49,399	\$ 60,199	56%	5%	29
General	G16	\$ 40,552	\$ 51,899	\$ 63,247	56%	5%	78
General	G17	\$ 42,605	\$ 54,527	\$ 66,449	56%	5%	56
General	G18	\$ 44,762	\$ 57,287	\$ 69,813	56%	5%	20
General	G19	\$ 47,028	\$ 60,187	\$ 73,347	56%	5%	36
General	G20	\$ 49,408	\$ 63,234	\$ 77,060	56%	5%	27
General	G21	\$ 54,538	\$ 69,799	\$ 85,060	56%	10%	35
General	G22	\$ 60,199	\$ 77,045	\$ 93,890	56%	10%	13
General	G23	\$ 66,449	\$ 85,043	\$ 103,637	56%	10%	21
General	G24	\$ 73,347	\$ 93,872	\$ 114,396	56%	10%	6
General	G25	\$ 80,961	\$ 103,617	\$ 126,272	56%	10%	9
General	G26	\$ 89,366	\$ 114,373	\$ 139,381	56%	10%	6
General	G28	\$ 114,396	\$ 146,408	\$ 178,419	56%	28%	3
General	G29	\$ 139,381	\$ 178,384	\$ 217,386	56%	22%	1
Public Safety	12	\$ 33,283	\$ 42,596	\$ 51,910	56%	-	128
Public Safety	13	\$ 34,968	\$ 44,753	\$ 54,538	56%	5%	22
Public Safety	14	\$ 36,738	\$ 47,018	\$ 57,299	56%	5%	371
Public Safety	15	\$ 38,598	\$ 49,399	\$ 60,199	56%	5%	28
Public Safety	16	\$ 40,552	\$ 51,899	\$ 63,247	56%	5%	189



**EXHIBIT 3A (CONTINUED)  
PAY PLAN SUMMARY**

Pay Plan	Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression	Employees
Public Safety	18	\$ 44,762	\$ 57,287	\$ 69,813	56%	-	161
Public Safety	19	\$ 47,028	\$ 60,187	\$ 73,347	56%	5%	4
Public Safety	20	\$ 49,408	\$ 63,234	\$ 77,060	56%	5%	73
Public Safety	22	\$ 60,199	\$ 77,045	\$ 93,890	56%	22%	25
Public Safety	23	\$ 66,449	\$ 85,043	\$ 103,637	56%	10%	18
Public Safety	24	\$ 73,347	\$ 93,872	\$ 114,396	56%	10%	3
Public Safety	25	\$ 80,961	\$ 103,617	\$ 126,272	56%	10%	1
Public Safety	27	\$ 98,644	\$ 126,247	\$ 153,850	56%	22%	2

Comparing the summary data in **Exhibit 3A** to best practices, a few observations can be made regarding CCG pay plans. Based on the analysis of the pay plan, the following facts can be observed:

- With range spreads set at 56 percent, CCG falls within the typically recommended range of 50-70 percent.
- The number of employees on each pay grade is widely varied. Multiple pay grades have only a single incumbent occupying the grade, while several pay grades contain more than 100 employees.
- The minimum annual pay offered to any CCG employee is \$19,333 while the maximum salary of any pay grade is \$217,386.

**3.2 GRADE PLACEMENT ANALYSIS**

The Grade Placement Analysis examines how employee salaries are distributed throughout the pay grades. This can help identify salary progression issues, which are usually accompanied by employee salaries that are clustered in segments of the pay grades. A clustering of employee salaries in the lower part of ranges can indicate a lack of salary progression for employees or an elevated level of employee turnover. A clustering of employee salaries in the high end of pay ranges can be a sign of high employee tenure or a sign that the pay ranges are behind market, forcing the organization to offer salaries near the maximum of the range to new hires. Regarding minimum and maximum salaries, employees at the grade minimum are typically newer to the organization or to the classification, while employees at the grade maximum are typically highly experienced and highly proficient in their classification. The Grade Placement Analysis examines how salaries compare to pay range minimums, midpoints, and maximums. Only pay grades with at least one incumbent are included in this analysis.





**Exhibits 3B** displays the percentage and number of employees compensated at their pay grade minimum and pay grade maximum. The percentages presented are based on the total number of employees in that grade. As can be seen in the exhibit, 18.6 percent (394 total) of all employees are compensated at their pay grade's minimum. A smaller percentage of employees, at 2.5 percent (53 total), are compensated at their pay grade's maximum.

**EXHIBIT 3B**  
**EMPLOYEES AT MINIMUM AND MAXIMUM BY GRADE**

Grade	Employees	# at Min	% at Min	# at Max	% at Max
G1	25	0	0.0%	24	96.0%
G2	39	38	97.4%	0	0.0%
G3	5	5	100.0%	0	0.0%
G4	19	19	100.0%	0	0.0%
G5	5	5	100.0%	0	0.0%
G6	3	0	0.0%	0	0.0%
G7	67	47	70.1%	0	0.0%
G8	16	8	50.0%	0	0.0%
G9	31	7	22.6%	0	0.0%
G10	3	0	0.0%	0	0.0%
G11	51	29	56.9%	1	2.0%
G12	311	148	47.6%	1	0.3%
G13	42	14	33.3%	0	0.0%
G14	133	32	24.1%	0	0.0%
G15	29	2	6.9%	0	0.0%
G16	78	9	11.5%	4	5.1%
G17	56	14	25.0%	0	0.0%
G18	20	2	10.0%	2	10.0%
G19	36	5	13.9%	0	0.0%
G20	27	2	7.4%	1	3.7%
G21	35	8	22.9%	0	0.0%
G22	13	0	0.0%	0	0.0%
G23	21	0	0.0%	0	0.0%
G24	6	0	0.0%	0	0.0%
G25	9	0	0.0%	0	0.0%
G26	6	0	0.0%	0	0.0%
G28	3	0	0.0%	0	0.0%
G29	1	0	0.0%	0	0.0%
12	128	0	0.0%	1	0.8%
13	22	0	0.0%	0	0.0%
14	371	0	0.0%	2	0.5%
15	28	0	0.0%	1	3.6%
16	189	0	0.0%	7	3.7%
18	161	0	0.0%	5	3.1%
19	4	0	0.0%	0	0.0%
20	73	0	0.0%	3	4.1%
22	25	0	0.0%	0	0.0%
23	18	0	0.0%	1	5.6%
24	3	0	0.0%	0	0.0%
25	1	0	0.0%	0	0.0%
27	2	0	0.0%	0	0.0%
<b>Total</b>	<b>2115</b>	<b>394</b>	<b>18.6%</b>	<b>53</b>	<b>2.5%</b>



In addition to assessing the number of employees at minimum and maximum, an analysis was conducted to determine the number of employees below and above pay grade midpoint. The percentages refer to the percentage of employees in each pay grade that are above and below midpoint. **Exhibit 3C** displays the results of this analysis: a total of 1,700 employees are compensated below their pay grade midpoint  $\frac{3}{4}$  which is 80.4 percent of all employees for CCG. There are 415 employees compensated above midpoint of their pay grade, which is 19.6 percent of all employees.

**EXHIBIT 3C**  
**EMPLOYEES ABOVE AND BELOW MIDPOINT BY PAY GRADE**

Grade	Employees	# < Mid	% < Mid	# > Mid	% > Mid
G1	25	1	4.0%	24	96.0%
G2	39	39	100.0%	0	0.0%
G3	5	5	100.0%	0	0.0%
G4	19	19	100.0%	0	0.0%
G5	5	5	100.0%	0	0.0%
G6	3	3	100.0%	0	0.0%
G7	67	67	100.0%	0	0.0%
G8	16	16	100.0%	0	0.0%
G9	31	31	100.0%	0	0.0%
G10	3	3	100.0%	0	0.0%
G11	51	50	98.0%	1	2.0%
G12	311	303	97.4%	8	2.6%
G13	42	42	100.0%	0	0.0%
G14	133	125	94.0%	8	6.0%
G15	29	29	100.0%	0	0.0%
G16	78	73	93.6%	5	6.4%
G17	56	53	94.6%	3	5.4%
G18	20	17	85.0%	3	15.0%
G19	36	33	91.7%	3	8.3%
G20	27	18	66.7%	9	33.3%
G21	35	20	57.1%	15	42.9%
G22	13	10	76.9%	3	23.1%
G23	21	20	95.2%	1	4.8%
G24	6	3	50.0%	3	50.0%
G25	9	3	33.3%	6	66.7%
G26	6	5	83.3%	1	16.7%
G28	3	2	66.7%	1	33.3%
G29	1	0	0.0%	1	100.0%
12	128	110	85.9%	18	14.1%
13	22	21	95.5%	1	4.5%
14	371	301	81.1%	70	18.9%
15	28	9	32.1%	19	67.9%
16	189	89	47.1%	100	52.9%
18	161	99	61.5%	62	38.5%
19	4	2	50.0%	2	50.0%
20	73	40	54.8%	33	45.2%
22	25	20	80.0%	5	20.0%
23	18	11	61.1%	7	38.9%
24	3	3	100.0%	0	0.0%
25	1	0	0.0%	1	100.0%
27	2	0	0.0%	2	100.0%
<b>Total</b>	<b>2115</b>	<b>1700</b>	<b>80.4%</b>	<b>415</b>	<b>19.6%</b>



### 3.3 QUARTILE ANALYSIS

The last part of the Grade Placement Analysis is a detailed look at how salaries are distributed through pay grades, through a quartile analysis. Here, each pay grade is divided into four segments of equal width, called quartiles. The first quartile represents the first 25 percent of the pay range; the second quartile represents the part of the range above the first quartile up to the mathematical midpoint; the third quartile represents the part of the range from the midpoint to 75 percent of the pay range; and the fourth quartile represents the part of the range above the third quartile up to the pay range maximum. Employees are assigned to a quartile within their pay range based on their current salary.

The quartile analysis is used to determine the location of employee salary clusters. Quartile analysis helps identify whether clusters exist in specific quartiles of pay grades. Additionally, the amount of time the employee has spent at the organization is also analyzed, to observe any relationship between organizational tenure and salary progression. This information, while not definitive alone, can shed light on any root issues within the current compensation and classification plan when combined with market data and employee feedback.

**Exhibit 3D** shows the number of employees that are in each quartile of each grade, as well as the average overall tenure (i.e., how long an employee has worked for CCG) by quartile. Overall, data provide that 52.4 percent of employees fall into Quartile 1 of their respective grade; 28.9 percent fall into Quartile 2; 15.2 percent fall into Quartile 3; and 3.5 percent fall into Quartile 4. While this distribution does not lead to a conclusion, data for average tenure do lead to determinations on the relationship between tenure and salary.

Specifically, overall average tenure increases as quartile increases; the average tenure in Quartile 1 is 8.1 years; in Quartile 2 is 12.2 years; in Quartile 3 is 16.6 years; and in Quartile 4 is 26.0 years. This would seem to indicate that employees are moved through their pay grades equitably, or at the very least a positive linear relationship exists between tenure and pay.

**Exhibit 3E** displays a graphical representation of the data contained in **Exhibit 3D**. Each pay grade is divided into up to four sections representing the percentage of employees, in that pay grade, who belong in each quartile. For example, pay grade CF10 has zero employees in Quartile 1, 2, or 3. That pay grade is represented by a 100 percent purple bar, showing that 100 percent of CF10 employees are in Quartile 4. Pay grades CL5-CL20 have employees in all four quartiles, however, and are consequently represented with bars displaying all four colors, corresponding to the percentage of employees for each pay grade in each quartile.



### EXHIBIT 3D

#### QUARTILE ANALYSIS AND TIME WITH THE ORGANIZATION

GRADE	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
G1	1	12.2	1	0.8	0	-	0	-	0	-
G2	39	3.9	39	3.9	0	-	0	-	0	-
G3	5	11.3	5	11.3	0	-	0	-	0	-
G4	19	7.1	19	7.1	0	-	0	-	0	-
G5	5	6.1	5	6.1	0	-	0	-	0	-
G6	3	3.3	3	3.3	0	-	0	-	0	-
G7	67	5.8	64	4.7	3	29.1	0	-	0	-
G8	16	4.5	16	4.5	0	-	0	-	0	-
G9	31	7.1	31	7.1	0	-	0	-	0	-
G10	3	0.1	3	0.1	0	-	0	-	0	-
G11	51	7.0	49	6.3	1	33.3	0	-	1	14.5
G12	311	8.5	294	7.4	9	24.8	7	30.7	1	29.3
G13	42	13.2	40	12.0	2	36.8	0	-	0	-
G14	133	12.2	121	10.2	4	23.6	6	37.1	2	35.7
G15	29	12.7	28	11.9	1	36.4	0	-	0	-
G16	78	10.8	72	10.9	1	10.2	1	40.8	4	1.7
G17	56	16.0	49	14.1	4	23.0	3	35.8	0	-
G18	20	14.9	10	6.2	7	28.5	1	5.2	2	14.9
G19	36	13.6	31	10.4	2	32.6	2	30.6	1	34.4
G20	27	12.9	17	8.4	1	32.6	7	23.5	2	4.4
G21	35	9.9	19	7.2	1	32.8	10	9.3	5	15.3
G22	13	10.2	8	10.1	2	14.5	2	4.6	1	13.1
G23	21	15.9	16	14.5	4	20.3	1	20.2	0	-
G24	6	15.0	2	11.1	1	1.4	1	1.8	2	32.2
G25	9	12.6	2	7.1	1	0.7	6	16.4	0	-
G26	6	23.1	0	-	5	21.1	1	33.0	0	-
G28	3	30.1	0	-	2	25.6	1	39.2	0	-
G29	1	37.5	0	-	0	-	1	37.5	0	-
12	128	8.4	24	4.7	86	6.3	11	18.8	7	29.8
13	22	10.0	1	3.0	20	9.6	1	25.2	0	-
14	371	6.2	95	2.1	206	6.1	60	11.2	10	17.5
15	28	10.9	1	23.8	8	6.7	17	10.5	2	24.3
16	189	13.8	17	12.1	72	12.2	85	12.7	15	29.0

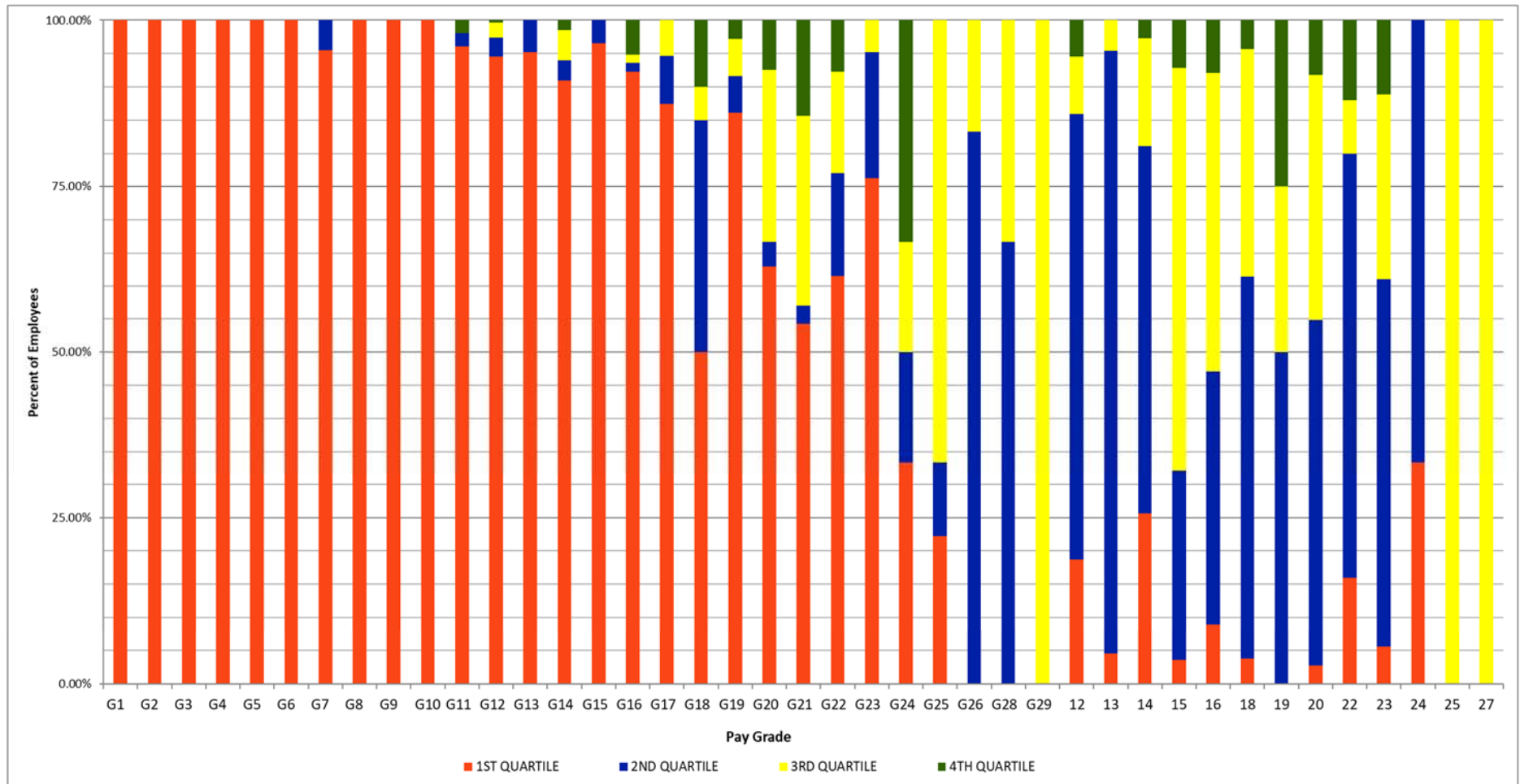


**EXHIBIT 3D (CONTINUED)**  
**QUARTILE ANALYSIS – TENURE**

GRADE	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
18	161	18.0	6	13.2	93	17.4	55	17.3	7	36.7
19	4	18.0	0	-	2	10.8	1	15.9	1	34.5
20	73	24.4	2	19.6	38	21.7	27	26.4	6	33.8
22	25	30.2	4	26.4	16	27.7	2	38.6	3	43.3
23	18	28.9	1	24.9	10	24.9	5	32.8	2	40.8
24	3	32.8	1	33.5	2	32.5	0	-	0	-
25	1	0.3	0	-	0	-	1	0.3	0	-
27	2	18.8	0	-	0	-	2	18.8	0	-
<b>Overall</b>	<b>2091</b>	<b>11.2</b>	<b>1096</b>	<b>8.1</b>	<b>604</b>	<b>12.2</b>	<b>317</b>	<b>16.6</b>	<b>74</b>	<b>26.0</b>



### EXHIBIT 3E QUARTILE PLACEMENT BY PAY GRADE



Studying the data from the following exhibits can reveal certain patterns. One thing that can be observed is the high percentage of employees in Quartile 1 throughout the General employee pay plan. This percentage does begin to decrease as you progress through the pay grades; however, most employees on this pay plan appear to remain in the first quartile of their pay grade. For example, you can observe mostly orange bars consistent from pay grade G1 through G17, showing that most employees in these pay grades are in Quartile 1 of their grade. You can begin to see the orange bars decrease at pay grade G18, which is represented by a bar containing all four colors, meaning there are some more employees in the other three quartiles of this pay grade. This indicates that as employees on the General pay plan move up into the highest pay grades, they are progressing through the individual pay range, as well.

Alternatively, the Public Safety pay plan contains fewer employees in Quartile 1. Most pay grades on this plan are represented by bars showing all four colors, meaning most pay grades contain employees in all four quartiles. The primary reason for this imbalance between employee groups is likely the “Pay Reform” policies put in place for Public Safety that grants automatic advancement for employees at certain milestone years of employment. Without a historical analysis it is impossible to determine why this pattern is occurring for certain.

### 3.4 COMPRESSION ANALYSIS

Pay compression can be defined as the lack of variation in salaries between employees with significantly distinct levels of experience and responsibility. Compression can be seen as a threat to internal equity and morale. Two common types of pay compression can be observed when the pay of supervisors and their subordinates are too close, or when the pay of highly tenured staff and newly hired employees in the same job are too similar.

According to the Society for Human Resources Management (SHRM), specific examples of actions that may cause pay compression include the following:

- Reorganizations change peer relationships and can create compression if jobs are not reevaluated.
- In some organizations, certain departments or divisions may be liberal with salary increases, market adjustments, and promotions<sup>3/4</sup> while others are not.
- Some employers have overlooked their Human Resources policies designed to regulate pay, paying new hires more than incumbents for similar jobs under the mantra of “paying what it takes to get the best talent.”
- Many organizations have found it easy to hire people who have already done the same work for another organization, eliminating the need for training. Rather than hiring individuals with high potential and developing them for the long term, they have opted for employees who could “hit the ground running” <sup>3/4</sup> regardless of their potential.



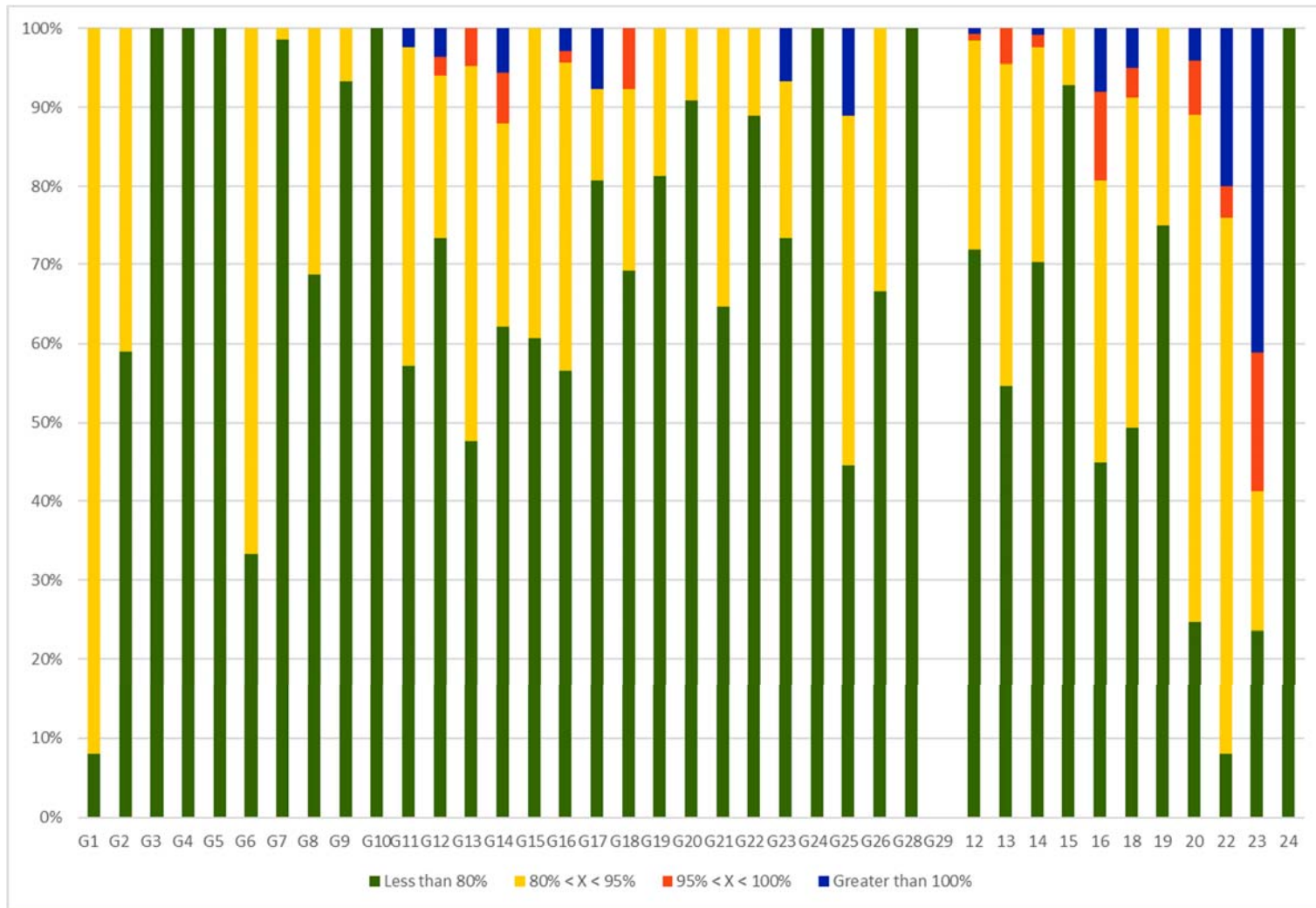
**Exhibit 3F** indicates the ratio of subordinate to supervisor salaries by grade graphically and **Exhibit 3G** displays these results numerically. Employees were grouped into categories reflecting whether their actual salary was less than 80 percent, less than 95 percent, or greater than 95 percent of their supervisor's salary. Less than 80 percent would indicate that the ratio of an employee's salary to his supervisor's salary would yield a result of less than 0.8. For example, an employee with a salary of \$79,000.00 and a supervisor with a salary of \$100,000.00 would yield a ratio of 0.79 and be placed into the Less than 80 percent category.

An analysis of the data would quickly reveal that most positions in CCG are in a great position, with plenty of space between employee and supervisor salaries. However, there are many employees approaching their supervisors' salaries as identified in gold, and anywhere orange or blue appears on **Exhibit 3F** is somewhere that warrants an examination of supervisor vs. employee salary.





EXHIBIT 3F  
EMPLOYEE TO SUPERVISOR SALARY RATIO BY PAY GRADE



**EXHIBIT 3G**  
**EMPLOYEE TO SUPERVISOR SALARY RATIO BY PAY GRADE**

Grade	Less than 80%	80% < X < 95%	95% < X < 100%	Greater than 100%
G1	2	23	0	0
G2	23	16	0	0
G3	5	0	0	0
G4	19	0	0	0
G5	5	0	0	0
G6	1	2	0	0
G7	66	1	0	0
G8	11	5	0	0
G9	28	2	0	0
G10	3	0	0	0
G11	24	17	0	1
G12	220	62	7	11
G13	20	20	2	0
G14	77	32	8	7
G15	17	11	0	0
G16	39	27	1	2
G17	42	6	0	4
G18	9	3	1	0
G19	26	6	0	0
G20	20	2	0	0
G21	11	6	0	0
G22	8	1	0	0
G23	11	3	0	1
G24	5	0	0	0
G25	4	4	0	1
G26	4	2	0	0
G28	2	0	0	0
G29	0	0	0	0
12	92	34	1	1
13	12	9	1	0
14	261	101	6	3
15	26	2	0	0
16	84	67	21	15



**EXHIBIT 3G (CONTINUED)**  
**EMPLOYEE TO SUPERVISOR SALARY RATIO BY PAY GRADE**

Grade	Less than 80%	80% < X < 95%	95% < X < 100%	Greater than 100%
18	79	67	6	8
19	3	1	0	0
20	18	47	5	3
22	2	17	1	5
23	4	3	3	7
24	3	0	0	0
Totals	1286	599	63	69

**Exhibit 3H** and **Exhibit 3I** highlight the actual vs. expected salaries of CCG employees, sorted by pay grade. Expected salary is calculated using a thirty-year progression assumption for employees. For example, an employee who had worked at his position for fifteen years would expect to be at the grade midpoint, while an employee with thirty or more years of class years would expect to be at the grade maximum. An important distinction between this compression table and the quartile analysis: this compression table utilizes class years, while the Quartile analysis uses tenure. Class years are differentiated from tenure by using the date that you started working in your current classification as the start date, instead of the date you first were hired. To illustrate, if an employee had been an accountant for fifteen years, and then was promoted last year to Accountant Supervisor that employee would have fifteen years of tenure, but only one class year.

On **Exhibit 3I**, it is easy to discern that most CCG Public Safety employees are being paid wages that are more than 10 percent above what they would expect to receive, based on their class years. On the other hand, many General employees are being paid wages that are only less than 5 percent above what they would expect to receive, based on their class years, with many even being paid less than 5 percent below what they would expect to receive. Regarding the Public Safety pay plan, it could mean that CCG is overpaying employees or that pay grades are too low, forcing the leadership to advance employees more quickly through pay grades to keep competitive with the market. However, it could just as easily be another indicator of employee promotion and advancement through the ranks. As mentioned in the description of the quartile analysis, when an employee has advanced to near the top of his pay grade and he receives a promotion, he will often not start at his new pay grade minimum. An employee will not accept a pay decrease, so that employee is therefore started above the minimum on his new pay grade. That puts him above his “expected pay,” by definition. He has zero class years, but his pay is above the minimum. Then, if he advances exactly at the speed expected for the rest of his career, he will always remain above his “expected” pay. When looking at the General pay plan, it could mean that employees on this plan are not advancing through pay grades or are not being promoted. While the truth lies somewhere in between these examples, a definitive answer cannot be determined without more data.



**EXHIBIT 3H  
ACTUAL VS. EXPECTED SALARY**

Grade	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
G1	0	0	0	1	0
G2	13	16	10	0	0
G3	5	0	0	0	0
G4	11	8	0	0	0
G5	3	1	0	0	0
G6	0	1	1	0	0
G7	11	16	37	1	1
G8	1	2	13	0	0
G9	3	9	13	0	0
G10	0	0	3	0	0
G11	5	7	31	0	2
G12	58	41	183	7	7
G13	10	3	29	0	0
G14	27	19	68	3	6
G15	5	3	20	0	1
G16	10	10	44	2	2
G17	13	9	23	2	2
G18	3	2	8	2	2
G19	3	3	21	4	2
G20	4	3	8	3	6
G21	0	4	11	2	9
G22	3	1	4	1	4
G23	1	2	10	3	3
G24	0	1	2	0	2
G25	0	0	2	1	6
G26	0	0	3	2	1
G28	0	1	1	1	0
G29	0	0	1	0	0
12	4	8	22	17	75
13	0	0	7	3	12
14	4	25	51	76	150
15	0	0	3	3	22
16	1	4	20	9	105

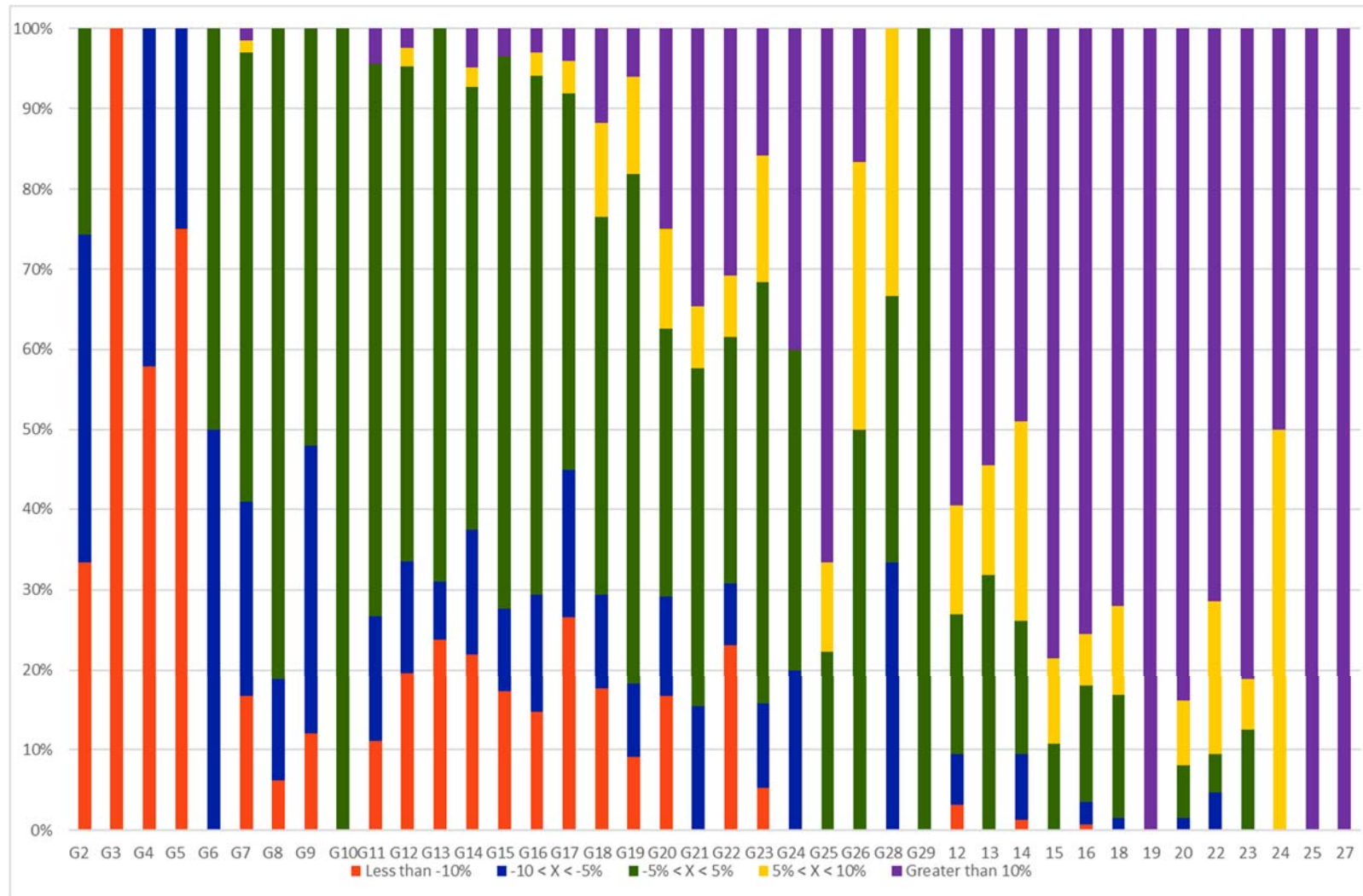


EXHIBIT 3H (CONTINUED)  
ACTUAL VS. EXPECTED SALARY

Grade	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
18	0	2	19	14	90
19	0	0	0	0	3
20	0	1	4	5	52
22	0	1	1	4	15
23	0	0	2	1	13
24	0	0	0	1	1
25	0	0	0	0	1
27	0	0	0	0	2
Totals	198	203	675	168	597



EXHIBIT 3I  
ACTUAL VS. EXPECTED SALARY



### 3.6 SUMMARY

CCG utilizes one pay plan, separated into two categories, to classify their various employee groups. There were many observations made with respect to CCG's compensation system in place at the beginning of the study.

- Range spread, typically recommended to be between 50-70 percent, is set at 56 percent for all pay grades on the pay plan.
- Many Public Safety employees are paid more than their "expected salary" based on internal analysis only and a thirty-year progression plan, while most General employees are paid less than their expected salary. This imbalance is likely due to the automatic advancement granted by the "Pay Reform" policy in place at the City.
- More than three-quarters of employees are paid below their pay grade midpoint.
- A little less more half of employees (52.4 percent) are in Quartile 1 of their pay grade. This can indicate a workforce with a high turnover or that has recently expanded with many new hires. Further analysis is required to determine the cause of this imbalance.
- Most CCG employees are paid less than 80.0 percent of their supervisors' salaries.
- While there will always be outliers, CCG has a strong, positive relationship between tenure and pay grade penetration.
- CCG has maintained a high degree of correlation between the level of responsibility for a given classification and the pay grade midpoint of that classification.

This analysis acts as a starting point for the development of recommendations in subsequent chapters of this report. Paired with market data, Evergreen can make recommendations that will ensure that CCG compensation system is structurally sound in terms of best practice, competitive with the market, and treats all employees equitably moving forward.



## EVERGREEN SOLUTIONS, LLC

## Chapter 4 – Market Summary

The purpose of the market summary chapter is to benchmark CCG's compensation practices against that of its market peers to establish how competitive CCG is for employees within its market. To complete this market study, Evergreen compared pay ranges of select benchmark positions that CCG possesses against the compensation of positions performing those same duties within peer organizations. By aggregating the differences in pay ranges across all the positions, a reasonable determination is made as to CCG's competitive position within the market.

It is important to note that individual salaries are not analyzed in this methodology, since individual compensation can be affected by several variables such as experience and performance. For this reason, Evergreen looked at average pay ranges across the entire classification to make the most accurate comparison. The results of this market study should be considered reflective of the current state of the market at the time of this study; however, market conditions can change rapidly. Consequently, it is necessary to perform market surveys of peer organizations at regular intervals for an organization to consistently monitor its position within the market. Furthermore, the market results detailed in this chapter provide a foundation for understanding CCG's overall structural standing to the market, and the rates reflected in this chapter, while a key factor, are not the sole determinant for how classifications were placed into the proposed salary ranges outlined in **Chapter 5**.

Evergreen conducted a comprehensive market salary survey for CCG, which included one local organization, eight cities, nine counties, and three consolidated governments responding to 127 benchmark positions. Target peers were selected based on several factors, including geographic proximity and population size. Target organizations were also identified for their competition to CCG for employee recruitment and retention efforts. The list of targets that provided data for the purpose of this study is included in **Exhibit 4A**.





### EXHIBIT 4A TARGET MARKET PEERS

Respondent Organizations
Chattanooga, TN
Fayetteville, NC
Jacksonville, FL
Knoxville, TN
Albany, GA
Savannah, GA
DeKalb County, GA
Forsyth County, GA
Fulton County, GA
Gwinnett County, GA
Hall County, GA
Henry County, GA
Athens-Clarke
Augusta-Richmond
Macon-Bibb
Muscogee County School District
Cobb County, GA
Auburn, AL
Harris County
Troup County
LaGrange, GA

Since the data collected for the market summary was from various regions of Georgia as well as a few other states, it was necessary to adjust peer responses relative to CCG based on cost of living. For all organizations that fell outside CCG's immediate region, a cost-of-living adjustment was applied to the reported pay ranges to ensure a market average was attained in terms of the spending power an employee would have in CCG. Evergreen utilizes cost of living index information from the Council for Community and Economic Research, and the scale is based on the national average cost of living being set at 100. The cost-of-living index figures for CCG and each of the respondent market peers are in **Exhibit 4B**.



## EXHIBIT 4B RESPONDENTS WITH COST-OF-LIVING ADJUSTMENTS

Peer Organizations	Cost of Living
<b>Columbus Consolidated Government, GA</b>	<b>93.8</b>
Chattanooga, TN	95.9
Fayetteville, NC	93.6
Jacksonville, FL	103.3
Knoxville, TN	96.7
Albany, GA	89.4
Savannah, GA	95.8
DeKalb County, GA	103.0
Forsyth County, GA	103.9
Fulton County, GA	112.9
Gwinnett County, GA	97.5
Hall County, GA	95.7
Henry County, GA	92.9
Athens-Clarke	92.9
Augusta-Richmond	90.5
Macon-Bibb	92.6
Muscogee County School District	93.8
Cobb County, GA	104.5
Auburn, AL	93.1
Harris County	100.1
Troup County	91.5
LaGrange, GA	91.5

### 4.1 MARKET DATA

The results of the market study are displayed in **Exhibit 4C**, which includes the benchmark job titles and the market average salaries for each position at the minimum, midpoint, and maximum points of the pay ranges. Also included within the exhibit are the percent differentials of CCG's pay ranges at each respective point, relative to the market average pay. A positive percent differential is indicative of CCG's pay range exceeding that of the average of its market peers; alternatively, a negative percent differential indicates CCG's compensation for a given position lagging behind the average of its peers. For those classifications where no differential is shown, this is due to CCG not possessing a pay range for comparison to the market. The exhibit also includes the average pay range for the market respondents for each position, as well as how many responses each benchmark received.

While all benchmarks are surveyed by each peer, not every peer organization possesses an appropriate match to supply salary information for. Consequently, the benchmarks receive varying levels of response. For this study, all positions that received less than five matches from market peers were not considered in establishing CCG's competitive position. The rationale behind these positions being excluded is that insufficient response can lead to unreliable averages that may skew the aggregated data, blurring the reality of CCG's actual position in the market. 89 of the 127 positions surveyed had a sufficient response for inclusion.



## EXHIBIT 4C MARKET SURVEY RESULTS

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff	Range	
1	911 CENTER SUPERVISOR	\$45,327.56	-20.9%	\$56,914.33	-19.0%	\$68,501.10	-17.8%	51.2%	8.0
2	ACCOUNTING MANAGER	\$62,193.43	6.6%	\$77,375.56	9.4%	\$92,557.69	11.3%	49.2%	10.0
3	ACCOUNTS PAYABLE TECHNICIAN	\$32,839.90	1.3%	\$39,657.86	7.1%	\$47,104.93	9.7%	44.1%	9.0
4	ADMINISTRATIVE ASSISTANT - PW	\$33,379.35	-0.3%	\$42,869.55	-0.6%	\$52,051.60	-0.3%	56.7%	16.0
5	ADMINISTRATIVE COORDINATOR	\$38,526.59	-4.8%	\$48,455.67	-3.0%	\$58,082.13	-1.4%	50.7%	12.0
6	ANIMAL CONTROL OFFICER I	\$32,235.33	3.2%	\$40,307.37	5.5%	\$48,957.75	5.9%	51.6%	13.0
7	APP DEVELOPMENT & SUPPORT MGR	\$66,291.79	0.2%	\$84,881.11	0.2%	\$103,954.94	-0.3%	58.2%	5.0
8	APPLICATION DEVELOPER	\$49,828.03	-5.8%	\$62,989.93	-4.6%	\$76,151.82	-3.8%	53.6%	6.0
9	ASSIST PARKS & REC DIRECTOR	\$71,400.27	-7.2%	\$90,500.33	-6.2%	\$109,166.68	-5.2%	50.2%	2.0
10	ASSISTANT CITY ATTORNEY	\$75,948.28	16.2%	\$95,919.42	17.6%	\$115,320.32	18.9%	52.6%	7.0
11	ASSISTANT DIRECTOR OF TECHNOLO	\$76,080.65	6.2%	\$95,647.31	8.0%	\$115,213.98	9.2%	51.5%	5.0
12	ASSISTANT ENGINEERING DIRECTOR	\$81,747.44	-1.0%	\$100,639.21	2.9%	\$119,530.98	5.5%	46.0%	3.0
13	ASSISTANT FINANCE DIRECTOR	\$80,330.95	-9.1%	\$98,536.51	-4.8%	\$117,812.28	-2.9%	48.0%	6.0
14	ASSISTANT HUMAN RESOURCES DIR	\$73,825.92	-0.7%	\$90,205.82	4.0%	\$105,928.92	7.7%	40.8%	5.0
15	ASSISTANT TO THE CITY MANAGER	\$67,302.06	-11.1%	\$85,717.75	-10.7%	\$100,440.53	-6.7%	45.8%	4.0
16	ATHLETIC PROGRAM SPECIALIST	\$42,259.80	-14.0%	\$54,014.37	-13.8%	\$65,856.35	-13.9%	57.4%	5.0
17	BATTALION CHIEF	\$67,114.48	-10.9%	\$84,664.10	-9.4%	\$101,135.71	-7.4%	53.0%	14.0
18	BUDGET/MANAGEMENT ANALYST - FI	\$47,071.90	-0.1%	\$59,206.57	1.6%	\$71,128.93	3.1%	50.9%	14.0
19	BUILDING INSPECTION&CODES DIR	\$75,527.61	6.9%	\$101,269.83	2.3%	\$127,012.04	-0.6%	68.1%	5.0
20	BUILDING INSPECTOR	\$40,533.20	0.0%	\$50,273.81	3.2%	\$60,241.06	4.9%	48.6%	16.0
21	BUS OPERATOR	\$25,587.71	26.1%	\$33,940.33	22.6%	\$41,010.51	23.5%	68.2%	3.0
22	BUYER	\$37,403.38	-1.8%	\$47,305.77	-0.6%	\$57,208.16	0.2%	53.4%	9.0
23	CHIEF APPRAISER	\$103,430.96	-24.4%	\$124,952.01	-18.7%	\$150,879.89	-17.8%	48.5%	8.0
24	CHIEF DEPUTY CORN	-	-	-	-	-	-	-	0.0
25	CHIEF INSPECTOR - INSPECTIONS	\$54,167.20	10.5%	\$68,292.18	12.0%	\$82,265.66	13.2%	49.4%	6.0
26	CHIEF OF POLICE	\$106,934.63	-8.1%	\$139,980.64	-10.3%	\$169,895.18	-9.9%	59.5%	9.0
27	CHIEF OF STAFF AND EXECUTIVE A	\$45,361.80	8.5%	\$55,562.95	12.9%	\$65,166.27	16.7%	42.7%	5.0
28	CHIEF SAFETY OFFICER	\$39,926.13	21.2%	\$57,554.86	9.4%	\$75,183.60	2.5%	88.3%	1.0
29	CITY ATTORNEY	\$82,319.96	32.6%	\$130,837.78	11.2%	\$184,006.02	-3.1%	130.5%	5.0
30	CITY MANAGER	\$118,562.37	16.1%	\$142,769.67	22.2%	\$172,881.71	22.8%	44.5%	4.0
31	CLERK OF COUNCIL	\$68,114.72	-2.5%	\$85,484.27	-0.5%	\$102,853.81	0.8%	51.0%	5.0
32	CODE ENFORCEMENT MANAGER	\$54,168.00	0.7%	\$69,716.33	0.1%	\$83,937.23	1.3%	53.9%	8.0
33	CODE ENFORCEMENT OFFICER	\$37,149.37	8.8%	\$47,330.59	9.2%	\$57,980.61	8.7%	55.1%	14.0
34	COMMUNITY REINV PLANNER	\$47,261.34	-10.4%	\$59,501.82	-8.7%	\$71,742.31	-7.7%	51.9%	2.0
35	CORRECTIONAL OFFICER	\$37,298.00	-11.4%	\$46,929.82	-9.7%	\$57,049.50	-9.4%	54.4%	5.0
36	COURT COORDINATOR-MAGISTRATE C	\$39,981.64	11.3%	\$49,367.18	14.9%	\$58,752.73	17.2%	47.0%	2.0
37	CRIME ANALYST	\$42,417.23	-4.5%	\$53,416.28	-2.9%	\$64,470.65	-1.9%	50.8%	11.0
38	CRIMINAL RECORDS TECHNICIAN	-	-	-	-	-	-	-	0.0
39	CUSTODIAN	\$24,588.18	0.6%	\$30,336.77	4.3%	\$36,085.36	6.7%	46.7%	14.0
40	DEPUTY CHIEF OF POLICE MD	\$85,414.44	-25.0%	\$106,428.56	-22.3%	\$127,442.67	-20.6%	49.2%	4.0
41	DEPUTY CITY MANAGER-OPERATIONS	\$98,670.92	14.8%	\$126,713.41	14.4%	\$154,755.91	14.2%	56.4%	4.0
42	DEPUTY CLERK OF COUNCIL	\$55,246.19	-30.7%	\$71,680.34	-32.0%	\$88,114.49	-32.9%	59.7%	2.0
43	DEPUTY FIRE CHIEF	\$85,653.87	-25.3%	\$104,543.05	-20.6%	\$122,249.24	-16.5%	43.2%	8.0
44	DIRECTOR OF COMMUNITY REINVEST	\$87,073.15	-17.1%	\$115,584.58	-20.7%	\$144,407.71	-23.2%	63.5%	5.0
45	DIRECTOR OF TRANSPORTATION	\$91,104.54	-11.8%	\$106,567.21	-2.8%	\$121,101.69	4.2%	29.0%	4.0
46	DIRECTOR OFFICE OF CRIME PREVE	-	-	-	-	-	-	-	0.0
47	DPT Y SHERIFF	\$39,440.37	-7.1%	\$50,611.59	-7.4%	-	-	57.0%	9.0
48	EMERGENCY COMMUNICATION TECH I	\$33,401.70	-10.2%	\$42,215.91	-9.0%	\$50,810.30	-7.7%	52.9%	9.0
49	EMPLOYMENT COORDINATOR	\$41,898.05	-13.1%	\$52,950.29	-11.9%	\$64,002.53	-11.1%	52.9%	2.0
50	ENGINEERING DIRECTOR W/PE	\$80,636.61	10.3%	\$104,143.92	9.4%	\$130,996.57	6.2%	58.4%	6.0
51	ENGINEERING INSPECTOR	\$42,029.01	-3.6%	\$52,359.37	-0.9%	\$62,689.72	0.9%	49.2%	6.0
52	EQUIPMENT OPERATOR I	\$30,643.86	-1.6%	\$38,768.74	-0.5%	\$46,429.99	1.3%	51.6%	12.0
53	EXECUTIVE ASSISTANT- MAYOR'S O	\$43,676.10	-17.3%	\$53,559.21	-13.0%	\$64,271.76	-11.5%	46.3%	11.0
54	FACILITIES MAINTENANCE SUPERVI	\$43,390.61	-6.8%	\$55,424.30	-6.6%	\$67,458.00	-6.4%	55.7%	9.0
55	FACILITIES MAINTENANCE TECH	\$35,346.83	-6.0%	\$44,960.77	-5.4%	\$54,236.20	-4.4%	52.3%	7.0
56	FINANCE DIRECTOR	\$95,264.37	-6.4%	\$131,024.33	-13.6%	\$161,651.14	-14.8%	70.7%	9.0
57	FINANCIAL ANALYST - FINANCE	\$50,417.43	-7.0%	\$64,639.64	-7.1%	\$78,385.20	-6.6%	54.8%	11.0
58	FIRE CAPTAIN	\$60,442.20	-20.1%	\$72,168.96	-13.2%	\$83,610.29	-8.2%	39.1%	11.0
59	FIRE CAPTAIN- EMT	\$65,067.76	-27.4%	\$78,621.46	-21.7%	\$92,175.16	-17.9%	41.7%	1.0
60	FIRE EMA DIRECTOR MD	\$123,598.36	-22.5%	\$162,695.72	-25.2%	\$201,793.08	-27.0%	63.3%	1.0
61	FIRE LIEUTENANT	\$53,372.53	-17.5%	\$65,456.50	-13.3%	\$77,426.62	-10.3%	45.9%	11.0
62	FIRE SERGEANT	\$47,906.63	-16.6%	\$59,802.76	-14.2%	\$71,434.41	-12.2%	49.8%	3.0
63	FIREFIGHTER	\$38,572.77	-14.7%	\$47,346.40	-10.6%	\$56,235.93	-8.0%	44.8%	13.0
64	FIREFIGHTER/ EMT	\$42,441.10	-14.4%	\$48,890.79	-3.9%	\$56,804.98	0.9%	33.9%	5.0
65	FLEET MAINTENANCE TECH I	\$33,602.96	-10.8%	\$42,774.38	-10.3%	\$51,945.80	-9.9%	55.0%	6.0
66	FORENSIC AUDITOR	\$34,667.01	44.6%	\$46,166.53	40.8%	\$57,607.21	38.5%	60.6%	4.0
67	GIS Coordinator	\$55,312.62	-1.4%	\$68,889.30	1.3%	\$83,383.84	2.0%	50.8%	14.0
68	GIS TECHNICIAN - INSPECTION &	\$40,840.74	-10.6%	\$52,425.47	-10.9%	\$63,306.53	-10.0%	55.7%	13.0
69	GRANT COMPLIANCE ACCOUNTANT	\$45,636.12	7.9%	\$57,916.95	8.8%	\$70,197.79	9.3%	54.3%	8.0
70	HUMAN RESOURCES ANALYST	\$48,259.59	-2.6%	\$61,900.50	-2.8%	\$75,541.41	-2.9%	56.9%	11.0
71	HUMAN RESOURCES DIRECTOR	\$93,396.03	-4.4%	\$119,609.89	-4.5%	\$147,737.88	-5.8%	58.9%	10.0
72	HUMAN RESOURCES SPECIALIST	\$38,736.61	4.6%	\$48,977.69	5.8%	\$59,725.87	5.7%	55.2%	12.0
73	HVAC TECH I	\$36,669.93	-4.8%	\$46,628.00	-4.1%	\$55,969.94	-2.6%	53.5%	8.0
74	INFO TECHNOLOGY DIRECTOR	\$99,598.72	-10.8%	\$131,847.06	-14.2%	\$162,215.61	-15.1%	61.3%	7.0
75	INVESTIGATOR	\$43,144.54	-6.2%	\$54,432.03	-4.8%	\$65,737.95	-3.9%	53.2%	11.0
76	LEGAL ASSISTANT	\$35,686.07	2.9%	\$45,157.05	4.0%	\$54,596.66	4.8%	54.8%	12.0
77	LICENSING AND TAX CLERK - FINA	\$31,576.11	5.3%	\$39,585.19	7.3%	\$47,114.37	9.7%	50.1%	4.0
78	LIEUTENANT INVESTIGATOR	\$47,891.37	-6.8%	\$59,182.83	-3.3%	\$70,474.30	-0.9%	47.2%	2.0
79	LIFE GUARD	\$24,844.59	-	\$31,884.76	-	\$36,836.82	-	55.5%	6.0
80	MAINTENANCE WORKER I	\$28,051.90	-7.6%	\$34,634.21	-4.0%	\$41,345.28	-1.9%	46.9%	12.0



### EXHIBIT 4C MARKET SURVEY RESULTS (CONTINUED)

ID	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
81	NETWORK ENGINEER	\$60,694.41	-10.7%	\$71,758.78	-2.8%	\$86,805.47	-2.0%	46.4%	9.0
82	NETWORK OP MANAGER	\$64,073.82	-6.2%	\$87,082.19	-12.2%	\$110,090.56	-15.9%	71.8%	1.0
83	OFFICE MANAGER	\$43,584.23	-17.0%	\$56,125.65	-17.7%	\$68,143.70	-17.3%	57.7%	6.0
84	PARALEGAL	\$41,439.15	-7.1%	\$51,808.66	-4.8%	\$62,666.20	-4.0%	51.6%	10.0
85	PARK MAINTENANCE WORKER I	\$28,323.15	-8.6%	\$35,477.73	-6.4%	\$42,632.32	-5.0%	50.7%	6.0
86	PARKS & RECREATION DIRECTOR	\$97,114.11	-18.1%	\$130,188.45	-22.7%	\$159,991.38	-23.6%	64.2%	9.0
87	PARKS CREW LEADER	\$35,321.98	-15.8%	\$46,512.07	-18.6%	\$56,348.67	-18.0%	59.4%	6.0
88	PARKS SERVICES MANAGER	\$53,238.45	-22.2%	\$71,035.40	-26.3%	\$86,012.22	-25.7%	63.3%	6.0
89	PAYROLL SPECIALIST	\$37,251.13	8.5%	\$45,629.32	12.9%	\$57,053.66	10.3%	54.4%	10.0
90	PAYROLL SUPERVISOR	\$49,993.74	-11.0%	\$63,322.55	-10.0%	\$76,615.76	-9.3%	55.7%	5.0
91	PERMIT TECHNICIAN	\$31,372.48	5.9%	\$39,064.74	8.6%	\$47,837.28	8.2%	53.1%	11.0
92	PLANNER	\$43,216.77	-1.4%	\$54,293.55	0.4%	\$65,370.34	1.6%	51.5%	15.0
93	PLANNING DIRECTOR	\$100,464.84	-21.5%	\$126,722.84	-20.1%	\$149,665.23	-17.0%	50.3%	8.0
94	PLANNING MANAGER	\$58,490.34	2.9%	\$73,679.61	4.5%	\$88,718.49	5.7%	51.2%	9.0
95	PLANS EXAMINER	\$45,375.38	3.6%	\$57,635.35	4.3%	\$70,064.01	4.6%	54.2%	10.0
96	POLICE CAPTAIN AD	\$74,656.94	-21.4%	\$88,511.77	-13.9%	\$102,366.60	-8.6%	37.4%	10.0
97	POLICE CORPORAL	\$49,078.17	-19.0%	\$59,436.34	-13.5%	\$69,794.52	-9.8%	42.2%	5.0
98	POLICE LIEUTENANT BD	\$63,623.90	-25.2%	\$76,643.78	-19.2%	\$89,663.66	-15.1%	40.9%	13.0
99	POLICE OFFICER	\$42,314.15	-14.1%	\$51,502.66	-9.1%	-	-	45.5%	14.0
100	POLICE SGT MD	\$54,021.45	-18.7%	\$65,743.54	-13.7%	\$77,465.64	-10.4%	43.5%	13.0
101	PRINCIPAL PLANNER	\$56,010.68	-12.5%	\$70,856.39	-11.4%	\$85,702.10	-10.6%	53.1%	6.0
102	PROJECT ENGINEER	\$64,109.28	-6.3%	\$82,748.36	-7.1%	\$101,387.44	-7.7%	58.0%	3.0
103	PROJECT MANAGER	\$52,670.78	-	\$65,756.77	-	\$78,990.55	-	48.1%	6.0
104	PUBLIC WORKS DIRECTOR	\$108,411.40	-19.3%	\$143,117.96	-22.3%	\$174,195.51	-22.2%	61.6%	8.0
105	PURCHASING MANAGER	\$68,224.51	-2.6%	\$85,672.55	-0.7%	\$105,607.22	-1.9%	55.9%	7.0
106	RECORDS MANAGER	\$50,244.45	-21.4%	\$64,359.15	-21.4%	\$78,473.86	-21.5%	56.1%	4.0
107	RECORDS SPECIALIST	\$33,898.42	8.0%	\$42,445.32	10.2%	\$50,992.22	11.6%	50.5%	8.0
108	RECREATION SVCS DIVISION MGR	\$57,288.48	-19.7%	\$75,609.16	-22.7%	\$92,070.55	-22.6%	63.3%	5.0
109	RISK MANAGER	\$64,739.58	2.6%	\$82,286.44	3.3%	\$96,437.24	7.2%	48.5%	9.0
110	SENIOR ACCOUNTANT	\$47,887.38	3.1%	\$59,815.68	5.6%	\$71,743.98	7.1%	50.2%	10.0
111	STORMWATER DATA INSPECTOR	\$39,929.84	1.5%	\$50,552.15	2.6%	\$61,174.46	3.3%	53.1%	3.0
112	STORMWATER DATA TECH I	\$43,701.89	-27.1%	\$60,142.87	-34.2%	\$74,207.14	-35.4%	67.1%	3.0
113	STORMWATER MGMT ENGINEER	\$69,698.86	-14.6%	\$86,846.48	-12.0%	\$105,048.12	-11.2%	52.1%	5.0
114	SURVEY SUPERVISOR	\$44,405.74	-4.1%	\$58,184.34	-6.5%	\$71,439.13	-7.2%	62.1%	6.0
115	SURVEY TECHNICIAN	\$36,954.28	-10.5%	\$46,352.79	-8.4%	\$55,751.30	-7.1%	51.0%	4.0
116	TECHNICAL OPERATIONS MANAGER	\$53,191.67	22.2%	\$68,381.33	21.7%	\$83,571.00	21.4%	56.9%	3.0
117	TECHNICAL TRAINING COORDINATOR	\$47,116.68	-5.1%	\$60,072.05	-4.7%	\$73,027.41	-4.5%	55.0%	2.0
118	TRAFFIC ANALYST	\$40,519.85	-9.8%	\$51,429.09	-9.0%	\$62,338.33	-8.4%	53.9%	3.0
119	TRAFFIC OPERATIONS SUPERVISOR	\$44,108.85	6.4%	\$56,906.79	5.6%	\$69,704.72	5.1%	58.0%	2.0
120	TRAFFIC SIGNAL SUPERVISOR	\$37,738.11	12.1%	\$48,901.60	10.9%	\$62,071.49	6.8%	69.7%	3.0
121	TRAFFIC SIGNAL TECHNICIAN I	\$35,483.41	-6.4%	\$46,440.72	-8.6%	\$56,407.32	-8.3%	59.0%	13.0
122	TRANSIT COMPLIANCE OFFICER	\$39,365.97	22.6%	\$50,788.49	21.8%	\$62,211.02	21.3%	58.3%	3.0
123	TRANSIT MANAGER	\$53,929.88	11.0%	\$69,723.26	10.0%	\$85,516.63	9.3%	58.6%	2.0
124	TRANSIT SUPERVISOR	\$43,294.87	-6.5%	\$54,348.27	-4.6%	\$65,401.67	-3.3%	51.1%	2.0
125	TRANSPORTATION PLANNER	\$46,085.14	-17.7%	\$58,781.10	-17.3%	\$70,787.95	-16.2%	53.4%	5.0
126	WARDEN MD	-	-	-	-	-	-	-	0.0
127	WEB DEVELOPMENT MANAGER	\$49,945.12	18.6%	\$67,722.79	12.9%	\$82,507.88	12.9%	67.3%	4.0
Overall Average			-4.6%		-3.7%		-2.9%	53.9%	7.0
Outliers Removed*			-6.0%		-4.7%		-3.8%		



## 4.2 SALARY SURVEY RESULTS

### Market Minimums

It is important to assess where an organization is relative to its market minimum salaries, as they are the beginning salaries of employees with minimal qualifications for a given position. Organizations that are significantly below market may experience recruitment challenges with entry-level employees. As seen in **Exhibit 4C**, CCG is currently 6.0 percent below the market average minimum, when considering positions with sufficient responses. CCG's benchmark positions ranged from 25.3 percent below to 32.6 percent above the market minimum.

The following are summary points of the results analysis concerning the market minimum:

- Of the 89 CCG positions receiving sufficient response, 62 were below market, averaging 11.0 percent below. These 62 classifications represent roughly 70 percent of all surveyed positions receiving sufficient response.
- Of the 62 positions below market, 33 were more than 10.0 percent below the average market minimum. These positions are displayed in **Exhibit 4D**.



### EXHIBIT 4D CLASSIFICATIONS MORE THAN 10% BELOW THE MINIMUM

Classifications More than 10% Below Market	Diff
911 CENTER SUPERVISOR	-20.9%
ATHLETIC PROGRAM SPECIALIST	-14.0%
BATTALION CHIEF	-10.9%
CHIEF APPRAISER	-24.4%
CORRECTIONAL OFFICER	-11.4%
DEPUTY FIRE CHIEF	-25.3%
DIRECTOR OF COMMUNITY REINVEST	-17.1%
EMERGENCY COMMUNICATION TECH I	-10.2%
EXECUTIVE ASSISTANT- MAYOR'S O	-17.3%
FIRE CAPTAIN	-20.1%
FIRE LIEUTENANT	-17.5%
FIREFIGHTER	-14.7%
FIREFIGHTER/ EMT	-14.4%
FLEET MAINTENANCE TECH I	-10.8%
GIS TECHNICIAN - INSPECTION &	-10.6%
INFO TECHNOLOGY DIRECTOR	-10.8%
NETWORK ENGINEER	-10.7%
OFFICE MANAGER	-17.0%
PARKS & RECREATION DIRECTOR	-18.1%
PARKS CREW LEADER	-15.8%
PARKS SERVICES MANAGER	-22.2%
PAYROLL SUPERVISOR	-11.0%
PLANNING DIRECTOR	-21.5%
POLICE CAPTAIN AD	-21.4%
POLICE CORPORAL	-19.0%
POLICE LIEUTENANT BD	-25.2%
POLICE OFFICER	-14.1%
POLICE SGT MD	-18.7%
PRINCIPAL PLANNER	-12.5%
PUBLIC WORKS DIRECTOR	-19.3%
RECREATION SVCS DIVISION MGR	-19.7%
STORMWATER MGMT ENGINEER	-14.6%
TRANSPORTATION PLANNER	-17.7%

- Of the 89 positions receiving a sufficient response, 25 were above market, averaging 6.5 percent above. These classifications represent approximately 28 percent of all surveyed positions receiving sufficient response.
- Of those 25 positions, four were more than 10.0 percent above the market minimum average. These positions are displayed in **Exhibit 4E**.



**EXHIBIT 4E**  
**CLASSIFICATIONS MORE THAN 10% ABOVE THE MINIMUM**

Classifications More than 10% Above Market	Diff
ASSISTANT CITY ATTORNEY	16.2%
CHIEF INSPECTOR - INSPECTIONS	10.5%
CITY ATTORNEY	32.6%
ENGINEERING DIRECTOR W/PE	10.3%

**Market Midpoints**

The market midpoint is exceptionally important to analyze, as it is often considered the closest estimation of market average compensation. As seen in **Exhibit 4C**, CCG is currently 4.7 percent below the market midpoint.

Analysis of the market midpoint comparisons yielded the following information:

- With respect to the midpoint average, 58 of the surveyed positions receiving sufficient response were below the market midpoint, averaging 10.3 percent below. These 58 positions represent 65.2 percent of the positions surveyed receiving sufficient response.
- Of the 58 positions below the market midpoint, 28 were more than 10.0 percent below the midpoint. These positions are displayed in **Exhibit 4F**.



**EXHIBIT 4F**  
**CLASSIFICATIONS MORE THAN 10% BELOW THE MIDPOINT**

Classifications More than 10% Below Market	Diff
911 CENTER SUPERVISOR	-19.0%
ATHLETIC PROGRAM SPECIALIST	-13.8%
CHIEF APPRAISER	-18.7%
CHIEF OF POLICE	-10.3%
DEPUTY FIRE CHIEF	-20.6%
DIRECTOR OF COMMUNITY REINVEST	-20.7%
EXECUTIVE ASSISTANT- MAYOR'S O	-13.0%
FINANCE DIRECTOR	-13.6%
FIRE CAPTAIN	-13.2%
FIRE LIEUTENANT	-13.3%
FIREFIGHTER	-10.6%
FLEET MAINTENANCE TECH I	-10.3%
GIS TECHNICIAN - INSPECTION &	-10.9%
INFO TECHNOLOGY DIRECTOR	-14.2%
OFFICE MANAGER	-17.7%
PARKS & RECREATION DIRECTOR	-22.7%
PARKS CREW LEADER	-18.6%
PARKS SERVICES MANAGER	-26.3%
PLANNING DIRECTOR	-20.1%
POLICE CAPTAIN AD	-13.9%
POLICE CORPORAL	-13.5%
POLICE LIEUTENANT BD	-19.2%
POLICE SGT MD	-13.7%
PRINCIPAL PLANNER	-11.4%
PUBLIC WORKS DIRECTOR	-22.3%
RECREATION SVCS DIVISION MGR	-22.7%
STORMWATER MGMT ENGINEER	-12.0%
TRANSPORTATION PLANNER	-17.3%

- Of the 89 positions receiving sufficient response, 29 were above the market midpoint. These comprise 32.6 percent of the total classifications surveyed receiving sufficient response.
- Six positions were more than 10.0 percent above the market midpoint. These positions are displayed in **Exhibit 4G**.





**EXHIBIT 4G**  
**CLASSIFICATIONS MORE THAN 10% ABOVE THE MIDPOINT**

Classifications More than 10% Above Market	Diff
ASSISTANT CITY ATTORNEY	17.6%
CHIEF INSPECTOR - INSPECTIONS	12.0%
CHIEF OF STAFF AND EXECUTIVE A	12.9%
CITY ATTORNEY	11.2%
PAYROLL SPECIALIST	12.9%
RECORDS SPECIALIST	10.2%

**Market Maximums**

The pay range maximum averages, and how they compare to CCG's, are also detailed in **Exhibit 4C**. CCG is, on average, 3.8 percent below the market at the maximum of its salary bands for these 89 classifications.

The following points are regarding CCG's position relative to the market average maximum:

- At the market maximum, 54 of the 89 positions fell below the average, averaging 9.7 percent below. These 54 positions represent 60.7 percent of the total number of positions surveyed receiving sufficient response.
- Of these 54, 21 fell more than 10.0 percent below the market maximum. These 21 positions are displayed in **Exhibit 4H**.



### EXHIBIT 4H CLASSIFICATIONS MORE THAN 10% BELOW THE MAXIMUM

Classifications More than 10% Below Market	Diff
911 CENTER SUPERVISOR	-17.8%
ATHLETIC PROGRAM SPECIALIST	-13.9%
CHIEF APPRAISER	-17.8%
DEPUTY FIRE CHIEF	-16.5%
DIRECTOR OF COMMUNITY REINVEST	-23.2%
EXECUTIVE ASSISTANT- MAYOR'S O	-11.5%
FINANCE DIRECTOR	-14.8%
FIRE LIEUTENANT	-10.3%
INFO TECHNOLOGY DIRECTOR	-15.1%
OFFICE MANAGER	-17.3%
PARKS & RECREATION DIRECTOR	-23.6%
PARKS CREW LEADER	-18.0%
PARKS SERVICES MANAGER	-25.7%
PLANNING DIRECTOR	-17.0%
POLICE LIEUTENANT BD	-15.1%
POLICE SGT MD	-10.4%
PRINCIPAL PLANNER	-10.6%
PUBLIC WORKS DIRECTOR	-22.2%
RECREATION SVCS DIVISION MGR	-22.6%
STORMWATER MGMT ENGINEER	-11.2%
TRANSPORTATION PLANNER	-16.2%

- Of the 89 positions surveyed receiving sufficient response, 31 were above the market maximum. These 31 positions represent 34.8 percent of the total number of positions surveyed receiving sufficient response.
- Of the 31 above average positions, six of them were more than 10.0 percent above the market maximum. The positions are displayed in **Exhibit 4I**.



**EXHIBIT 4I**  
**CLASSIFICATIONS MORE THAN 10% ABOVE THE MAXIMUM**

Classifications More than 10% Above Market	Diff
ACCOUNTING MANAGER	11.3%
ASSISTANT CITY ATTORNEY	18.9%
CHIEF INSPECTOR - INSPECTIONS	13.2%
CHIEF OF STAFF AND EXECUTIVE A	16.7%
PAYROLL SPECIALIST	10.3%
RECORDS SPECIALIST	11.6%

### 4.3 SALARY SURVEY CONCLUSION

The standing of individual classifications pay range relative to the market should not be considered a definitive assessment of actual employee salaries being similarly above or below the market; however, such differentials can, in part, explain symptomatic issues with recruitment and retention of employees.

The main summary points of the market study are as follows:

- CCG is approximately 6.0 percent below the market minimum.
- CCG is approximately 4.7 percent below the market midpoint.
- CCG is approximately 3.8 percent below the market maximum.
- CCG's pay range spread is approximately 56.0 percent, while the peers' pay range spread is similar at 53.9 percent.

The results of the market summary chapter are pivotal in the formulation of recommendations by Evergreen Solutions. By establishing CCG's market position relative to its peers, Evergreen is better able to propose recommendations that enable CCG to occupy its desired competitive position.



## EVERGREEN SOLUTIONS, LLC

## Chapter 5 – Benefits Survey Results

As a component of this study, Evergreen conducted a benefits market analysis. A benefits analysis, much like a salary evaluation, represents a snapshot in time of what is available in peer organizations. The Benefit Survey can provide the organization with an understanding of the total compensation (salary and benefits) offered by its peers. It is important to realize that there are intricacies involved with benefits programs that are not captured by a benefits survey alone.

**This information should be used as a cursory overview and not a line-by-line comparison since benefits can be weighted differently depending on the importance to the organization.** It should also be noted that benefits are sometimes negotiated and acquired through third parties, so one-to-one comparisons can be difficult. The analysis in this chapter highlights aspects of the benefits survey that provide pertinent information and had high completion rates by target peers.

**Exhibit 5A** provides a list of the 14 target peers from which full or partial benefits data were obtained for this analysis.

**EXHIBIT 5A  
BENEFITS SURVEY RESPONDENTS**

Savannah, GA  
Forsyth County, GA  
Fulton County, GA  
Gwinnett County, GA  
Henry County, GA  
Athens-Clarke County, GA  
Augusta-Richmond County, GA  
Macon-Bibb County, GA  
Chattanooga, TN  
Fayetteville, NC  
Jacksonville, FL  
Knoxville, TN  
Auburn, AL  
Phenix City, AL



## 5.1 EMPLOYEE INSURANCE COVERAGES AND MISCELLANEOUS BENEFITS

**Exhibit 5B** displays a basic overview of peer benefits as a percentage of total compensation and the average number of health plans offered.

**EXHIBIT 5B  
OVERALL BENEFITS INFORMATION**

Total Compensation	Peer Average	Columbus Consolidated Government, GA
Benefits as a percentage of total compensation	26.0%	35.0%
Number of Plans	Peer Average	Columbus Consolidated Government, GA
Number of health plans offered	2.3	2

**Exhibit 5B** displays that the average number of health plans offered by peers (any combination of HMO, PPO, High Deductible, or other type of plan) is 2.3, while CCG offers two types of health plans.

## 5.2 HEALTH PLANS

**Exhibit 5C** displays data on the types of health plans offered by peers. As can be seen, 50 percent of peers offer an HMO plan, 60 percent offer a PPO plan, 40 percent offer a Health Savings Account plan, and 60 percent offer some other type of plan. The data show that the percentage of an individual employee's premium paid by the employer is, on average, 87.5 percent for HMO plans, 90.3 percent for PPO plans, 80 percent for HSA plans, and 87.5 percent for other plans. For employee plus child plans, employers contribute 76.7 percent for HMO plans, 70.3 percent for PPO plans, 80 percent for HSA plans, and 75.5 percent for other plans. For employee plus spouse plans, employers contribute 75.9 percent for HMO plans, 66.2 percent for PPO plans, 80 percent for HSA plans, and 74.7 percent for other plans. For employee plus family plans, employers contribute 72.4 percent for HMO plans, 61.5 percent for PPO plans, 80 percent for HSA plans, and 70.7 percent for other plans. In and out of network deductibles are also shown in **Exhibit 5C**.



### EXHIBIT 5C OVERVIEW OF HEALTH PLANS OFFERED BY PEERS

Health Plan Premiums & Deductibles	Peer HMO Average	Peer PPO Average	Peer HSA Average	Other Plans Average
Percentage of peers offering each plan	50.0%	60.0%	40.0%	60.0%
DOLLAR AMOUNT (monthly) of employee premium paid by employer	\$582.41	\$596.01	\$537.10	\$600.89
PERCENTAGE (monthly) of employee premium paid by employer	87.5%	90.3%	80.0%	87.5%
DOLLAR AMOUNT (monthly) of employee premium paid by employee	\$70.49	\$84.32	\$138.13	\$131.12
PERCENTAGE (monthly) of employee premium paid by employee	12.5%	9.7%	20.0%	12.5%
Individual Maximum Deductible in Network	\$225.00	\$1,285.71	\$1,750.00	\$850.00
Individual Maximum Deductible Out of Network	-	\$1,891.67	\$3,250.00	\$2,000.00
DOLLAR AMOUNT (monthly) of employee plus child premium paid by employer	\$972.76	\$794.74	\$1,026.68	\$1,000.67
PERCENTAGE (monthly) of employee plus child premium paid by employer	76.7%	70.3%	80.0%	75.5%
DOLLAR AMOUNT (monthly) of employee plus child premium paid by employee	\$201.62	\$299.31	\$257.07	\$298.86
PERCENTAGE (monthly) of employee plus child premium paid by employee	23.3%	29.7%	20.0%	24.5%
Employee Plus Child Maximum Deductible in Network	\$375.00	\$2,357.14	\$2,833.33	\$2,000.00
Employee Plus Child Maximum Deductible Out of Network	-	\$3,658.33	\$7,000.00	\$4,875.00
DOLLAR AMOUNT (monthly) of employee plus spouse premium paid by employer	\$993.64	\$801.69	\$1,026.68	\$1,020.38
PERCENTAGE (monthly) of employee plus spouse premium paid by employer	75.9%	66.2%	80.0%	74.7%
DOLLAR AMOUNT (monthly) of employee plus spouse premium paid by employee	\$253.62	\$350.97	\$275.98	\$365.26
PERCENTAGE (monthly) of employee plus spouse premium paid by employee	24.1%	33.8%	20.0%	25.3%
Employee Plus Spouse Maximum Deductible in Network	\$375.00	\$2,357.14	\$2,833.33	\$2,000.00
Employee Plus Spouse Maximum Deductible Out of Network	-	\$3,658.33	\$7,000.00	\$4,875.00
DOLLAR AMOUNT (monthly) of employee plus family premium paid by employer	\$1,340.28	\$883.00	\$1,338.48	\$1,372.25
PERCENTAGE (monthly) of employee plus family premium paid by employer	72.4%	61.5%	80.0%	70.7%
DOLLAR AMOUNT (monthly) of employee plus family premium paid by employee	\$357.02	\$484.77	\$393.07	\$499.70
PERCENTAGE (monthly) of employee plus family premium paid by employee	27.6%	38.5%	20.0%	29.3%
Employee Plus Family Maximum Deductible in Network	\$525.00	\$2,821.43	\$3,500.00	\$2,100.00
Employee Plus Family Maximum Deductible Out of Network	-	\$4,291.67	\$7,000.00	\$5,000.00



For comparison purposes, a summary of the plans offered by CCG is displayed in **Exhibit 5D**. As can be seen, CCG offers a POS – Silver Plan and a POS – Gold Plan. For the Silver plan, CCG covers 73.3 percent of the premium for all coverage tiers. For the Gold plan, CCG covers 66.1 percent of all coverage tiers.

**EXHIBIT 5D**  
**HEALTH PLANS OFFERED BY COLUMBUS CONSOLIDATED GOVERNMENT**

Health Plan Premiums & Deductibles	Columbus Consolidated Government, GA	Columbus Consolidated Government, GA
	POS-Silver Plan	POS-Gold Plan
DOLLAR AMOUNT (monthly) of employee premium paid by employer	\$434.14	\$442.57
PERCENTAGE (monthly) of employee premium paid by employer	73.3%	66.1%
DOLLAR AMOUNT (monthly) of employee premium paid by employee	\$158.23	\$226.74
PERCENTAGE (monthly) of employee premium paid by employee	26.7%	33.9%
Individual Maximum Deductible in Network	\$2,000.00	\$1,000.00
Individual Maximum Deductible Out of Network	\$2,000.00	\$1,000.00
DOLLAR AMOUNT (monthly) of employee plus child premium paid by employer	\$759.83	\$774.59
PERCENTAGE (monthly) of employee plus child premium paid by employer	73.3%	66.1%
DOLLAR AMOUNT (monthly) of employee plus child premium paid by employee	\$276.95	\$396.84
PERCENTAGE (monthly) of employee plus child premium paid by employee	26.7%	33.9%
Employee Plus Child Maximum Deductible in Network	\$4,000.00	\$2,000.00
Employee Plus Child Maximum Deductible Out of Network	\$4,000.00	\$2,000.00
DOLLAR AMOUNT (monthly) of employee plus spouse premium paid by employer	\$816.15	\$832.00
PERCENTAGE (monthly) of employee plus spouse premium paid by employer	73.3%	66.1%
DOLLAR AMOUNT (monthly) of employee plus spouse premium paid by employee	\$297.47	\$426.27
PERCENTAGE (monthly) of employee plus spouse premium paid by employee	26.7%	33.9%
Employee Plus Spouse Maximum Deductible in Network	\$4,000.00	\$2,000.00
Employee Plus Spouse Maximum Deductible Out of Network	\$4,000.00	\$2,000.00
DOLLAR AMOUNT (monthly) of employee plus family premium paid by employer	\$1,202.64	\$1,225.98
PERCENTAGE (monthly) of employee plus family premium paid by employer	73.3%	66.1%
DOLLAR AMOUNT (monthly) of employee plus family premium paid by employee	\$438.34	\$628.11
PERCENTAGE (monthly) of employee plus family premium paid by employee	26.7%	33.9%
Employee Plus Family Maximum Deductible in Network	\$4,000.00	\$2,000.00
Employee Plus Family Maximum Deductible Out of Network	\$4,000.00	\$2,000.00



In addition to questions regarding health care coverages, Evergreen asked peers to provide information on dental, vision, short-term disability, long-term disability, and life coverages.

**Exhibit 5E** shows that 21.4 percent of peers offer an employer paid dental insurance for employees, while 92.9 percent offer an employee paid dental plan option. Employers pay, on average, \$10.98 monthly for employee only dental insurance, and \$38.52 for employee plus dependent dental coverage. For the employee paid dental plans, employees pay on average \$23.02 for employee only coverage and \$62.92 for employee plus dependent coverage.

CCG offers an employee paid dental plan. CCG employees pay \$26.51 per month for employee only coverage, and \$94.13 per month for employee plus dependent coverage.

#### EXHIBIT 5E DENTAL COVERAGE QUESTIONS

Dental		Peer % Offered	Avg Number of Plans Offered	Avg max monthly amount that the employee pays for employee only coverage	Avg max monthly amount that the employee pays for employee plus dependent coverage	Avg max monthly amount the employer pays for employee only coverage	Avg max monthly amount the employer pays for employee plus dependent coverage
Dental Insurance	Employer Paid	21.4%	2.5	-	-	\$10.98	\$38.52
	CCG	no					
	Employee Paid	92.9%	1.0	\$23.02	\$62.92	-	-
	CCG	yes	2.0	\$26.51	\$94.13	\$0.00	\$0.00

**Exhibit 5F** shows that 14.3 percent of peers offer an employer paid vision insurance for employees, while 78.6 percent offer one or more employees paid vision plan options. The average cost to peers for employee and employee plus dependent vision coverage is \$7.24. The employee's premiums for optional employee paid plans averaged \$5.46 for employee only coverage while the average cost for employee plus dependent coverage is \$11.60. CCG offers an employee paid vision plan. The employees' premiums for employee only coverage is \$5.92 monthly and \$17.14 for employee plus dependent coverage.





### EXHIBIT 5F VISION COVERAGE QUESTIONS

Vision		Peer % Offered	Avg Number of Plans Offered	Avg max monthly amount that the employee pays for employee only coverage	Avg max monthly amount that the employee pays for employee plus dependent coverage	Avg max monthly amount the employer pays for employee only coverage	Avg max monthly amount the employer pays for employee plus dependent coverage
Vision Plan	Employer Paid	14.3%	1	-	-	\$7.24	\$7.24
	CCG	no					
	Employee Paid	78.6%	1.2	\$5.46	\$11.60	-	-
	CCG	yes	1.0	\$5.92	\$17.14	-	-

For short-term disability coverage, 14.3 percent of responding peers offer an employer paid plan and 50 percent offer an employee paid plan as displayed in **Exhibit 5G**. On average, peers pay an average of 60 percent of their salary at the time of a disability. CCG offers employees paid short-term disability coverage but does not offer employers paid short-term disability coverage. The monthly cost to employees for employee paid employee only coverage depends on income. CCG pays 60 percent of the salary at the time of disability.

### EXHIBIT 5G SHORT-TERM DISABILITY COVERAGE QUESTIONS

Short-Term Disability		Peer % Offered	Avg Number of Plans Offered	Monthly EE cost for EE only coverage	Monthly EE cost for EE plus dependent	Monthly ER cost for EE only coverage	Monthly ER cost for EE plus dep coverage	% of salary the employee receives
Plans	Employer Paid	14.3%	1.0	-	-		-	60.0%
	CCG	no						
	Employee Paid	50.0%	1.3	-	-	-	-	60.0%
	CCG	yes	Several Options	Income Based	\$0.00	-	-	60%



For long-term disability, 42.9 percent of responding peers offer an employer paid long-term disability plan and 50 percent offer an employee paid plan as displayed in **Exhibit 5H**. On average, employer paid plans pay 60 percent of salary at the time of a disability and employee paid plans paid an average of 66 percent of salary. CCG does not offer a Long-term disability plan.

**EXHIBIT 5H**  
**LONG-TERM DISABILITY COVERAGE QUESTIONS**

Long-Term Disability		Peer % Offered	Avg Number of Plans Offered	Monthly EE cost for EE only coverage	Monthly EE cost for EE plus dep	Monthly ER cost for EE only coverage	Monthly ER cost for EE plus dep coverage	% of salary the employee receives
Coverage Plans	Employer Paid	42.9%	1.20	-	-	-	-	60.0%
	CCG	no						
	Employee Paid	50%	1.14	-	-	-	-	66.0%
	CCG	no						

**Exhibit 5I** summarizes the life insurance offerings of responding peers and CCG. Overall, 100 percent of the responding peers offer life insurance and 78.6 percent indicated that they offer optional dependent coverage. CCG offers employer-paid life insurance and additional voluntary life insurance policies.

Of the responding peers, 66.7 percent indicated providing accidental death insurance and 92.9 percent indicated providing additional life insurance if desired. CCG offers accidental death insurance as well.

**EXHIBIT 5I**  
**LIFE INSURANCE**

Life Insurance	Peer Percentage Yes	Peer Average	CCG
Is employer-paid life insurance offered?	100.0%	-	Yes
Cost (monthly) to employer for individual coverage	-	\$4.72	\$0.134 per \$1,000
Dollar amount of death benefit	-	\$50,000.00	1.5 X BAE
Is Optional dependent coverage offered?	78.6%	-	Yes
Can the employee purchase (additional) life insurance if desired?	92.9%	-	Yes
Is accidental death insurance provided?	66.7%	-	Yes



**5.3 EAP, TUITION REIMBURSEMENT, 529 PLANS, AND FINANCIAL PLANNING**

**Exhibit 5J** displays questions regarding Employee Assistance Programs. As shown, 100 percent of participating peers offer EAP. For all respondents, benefits are available to family members in addition to the employee. On average, peers provide 7.5 EAP visits per year. CCG offers EAP with 6 annual visits and allows the benefits to be available to family members in addition to the employee.

**EXHIBIT 5J  
EMPLOYEE ASSISTANCE PROGRAMS**

EAP	Peer Percentage Yes	Peer Average	CCG
Is an EAP offered?	100.0%	-	Yes
Are benefits available to family members as well as the employee?	100.0%		Yes
Number of Annual EAP Visits Provided	-	7.5	6

**Exhibit 5K** displays questions regarding Tuition Reimbursement. As shown, 87.5 percent of the responding peers indicated that they have provisions to provide some type of tuition reimbursement for employees. On average, peers' tuition reimbursement limit was \$4,625.00. CCG does not offer tuition reimbursement.

**EXHIBIT 5K  
TUITION REIMBURSEMENT**

Tuition Reimbursement	Peer Percentage Yes	Peer Average	CCG
Is Tuition Reimbursement offered?	87.5%	-	No
Tuition Reimbursement Limit	-	\$4,625.00	-

**5.4 RETIREMENT**

**Exhibit 5L** displays that the average number of plans offered by peers is 1.8 while CCG has one plan.

**EXHIBIT 5L  
NUMBER OF RETIREMENT PLANS**

Number of Plans	Peer Average	CCG
Number of retirement plans offered	1.8	1



**Exhibit 5M** provides questions regarding retirement details. On average, participating peers offer 6.7 years to fully vest. As shown, 100 percent of participating peers' retirement plan offers a disability provision. For participating peers, employee contribution to this retirement option is 6.3 percent and employer contribution is 8.6 percent. CCG requires 10 years to fully vest. CCG contributes 9 percent to retirement while employees contribute 8 percent.

**EXHIBIT 5M  
RETIREMENT DETAILS**

Retirement Details	Peer Average	CCG
Years to Fully Vest	6.7	10
COLA Offered to Retiree Pensions	-	Yes
Does the organization's retirement plan offer a disability provision?	100.0%	Yes
What percent of salary does the organization contribute to this retirement option?	8.6%	9%
What percent of salary does the employee contribute to this retirement option?	6.3%	8%

**Exhibit 5N** displays questions regarding Retirement Participation. As shown, 27.3 percent of the responding peers indicated that participate in a State Retirement System. 72.7 percent of responding peers also indicated that they offer another retirement option, other than a state plan. CCG does not participate in a state retirement plan, but does offer different types of retirement plans.

**EXHIBIT 5N  
RETIREMENT PARTICIPATION**

Retirement Participation	Peer Percentage Yes	CCG
Does the organization participate in a State Retirement System?	27.3%	No
Is a retirement option other than a state plan offered?	72.7%	Yes
Is D.R.O.P. offered?	-	Yes
Is a 401k, 401a, 403(b), or 457 offered?	100.0%	Yes
Is a type of plan other than a 401k, 401a, 403(b) or 457 offered?	-	No
Does the employer contribute to any of these non-state retirement options?	100.0%	No

**Exhibit 5O** shows that 100 percent of participating peers offer health insurance to retired employees. Additionally, 100 percent of respondents offer dental insurance to retired employees while 50 percent offer life insurance to retired employees. CCG offers health, dental, and life insurance to retired employees.



### EXHIBIT 50 INSURANCE FOR RETIREES

Insurance for Retirees	Peer Average	CCG
Does your organization offer health insurance to retired employees?	100.0%	Yes
Does your organization offer dental insurance to retired employees?	100.0%	Yes
Does your organization offer life insurance to retired employees?	50.0%	Yes

## 5.5 EMPLOYEE LEAVE, HOLIDAYS, AND COMPENSATORY TIME

**Exhibit 5P** provides the average minimum and maximum accrual rates<sup>3/4</sup>the average years of service required to achieve the maximum accrual rate for Personal Leave, Sick Leave, Annual/Vacation Leave, and Paid Time off (PTO) leave for respondents.

### EXHIBIT 5P LEAVE TIME ACCRUAL

Leave Accrual	Organization	Offered?	Min Accrual Rate (Monthly)	Years of service does it require to begin to accrue the minimum rate?	Max Accrual Rate Monthly	Years to Achieve Max Accrual Rate	Max Allowed to Roll Over to Following Year
Sick Leave	Peer Average	90.0%	6.8	0.1	7.2	0.1	96.0
	CCG	Yes	8.6	0	8.6	1.0	104
Annual/Vacation Leave	Peer Average	90.9%	5.7	0.1	15.0	15.6	184
	CCG	Yes	6.6	0.0	13.3	15.0	120
Personal Leave	Peer Average	33.3%	8.0	0.0	20.0	15.0	-
	CCG	No	-	-	-	-	-
Paid-Time Off	Peer Average	28.6%	12.0	0.0	12.0	0	144
	CCG	No	-	-	-	-	-

As shown, 90.0 percent of peers offer sick leave, 90.9 percent of peers offer annual/vacation leave, 33.3 percent of peers offer personal leave and 28.6 percent of peers offer PTO.

CCG offers sick leave and annual/vacation leave and does not offer personal leave or paid time off.



**Exhibit 5Q** summarizes respondent policies regarding sick and vacation leave payout. Sick leave is not paid out upon voluntary or involuntary separation for peers. Unused sick leave counts towards retirement in 100 percent of participating peers. Vacation leave is paid out upon voluntary separation in 75 percent of responding peer organizations, and vacation leave is paid out upon involuntary separation in 100 percent of responding peer organizations.

CCG does not pay out sick leave upon voluntary and involuntary separation. CCG does allow unused annual/vacation leave to be paid out upon voluntary and involuntary separation.

**EXHIBIT 5Q  
SICK AND VACATION LEAVE PAYOUT**

Sick Leave Policies	Peer Percentage Yes	Peer Average	CCG
Is unused sick leave paid out upon voluntary separation?	-	-	No
Max hours of sick leave paid out upon voluntary separation	-	-	-
Is unused sick leave paid out upon involuntary separation?	-	-	No
Max hours of sick leave paid out upon involuntary separation	-	-	-
Can unused sick leave count towards retirement?	100.0%	-	No
Max hours of sick leave that can count towards retirement	-	0.0	-
Vacation Leave Policies	Peer Percentage Yes	Peer Average	CCG
Is unused annual/vacation leave paid out upon voluntary separation?	75.0%	-	Yes
Max hours of annual/vacation leave paid out upon voluntary separation	-	-	No Limit
Is unused annual/vacation leave paid out upon involuntary separation?	100.0%	-	Yes
Max hours of annual/vacation leave paid out upon involuntary separation	-	-	No Limit

The percentage of peers that offer various holidays are shown in **Exhibit 5R**. On average, peers offer 11.3 holidays to employees, compared to 11 offered by CCG.



**EXHIBIT 5R  
HOLIDAYS**

Paid Holiday observed by peer organizations	Peer Percentage Yes	CCG
New Year's Day	100.0%	Yes
New Year's Eve	21.4%	No
Martin Luther King, Jr. Day	100.0%	Yes
Lincoln's Birthday	0.0%	No
Presidents Day	35.7%	No
Good Friday	35.7%	No
Easter	7.1%	No
Memorial Day	100.0%	Yes
Independence Day	100.0%	Yes
Labor Day	100.0%	Yes
Veteran's Day	71.4%	Yes
Thanksgiving Day	100.0%	Yes
Day after Thanksgiving	100.0%	Yes
Christmas Eve	92.9%	Yes
Christmas Day	100.0%	Yes
Personal Holiday	7.1%	No
Employee Birthday	0.0%	1/4 Day
Other	42.9%	Columbus Day
Other	14.3%	No

**Exhibit 5S** shows that 75.0 percent of participating peers offer longevity pay and 66.7 percent offer merit raises. CCG offers longevity pay but does not offer merit raises.

**EXHIBIT 5S  
INCENTIVE PAY PROGRAMS**

Types of longevity pay, bonuses, allowances, or incentive pay programs.	Peer Percentage Yes	CCG
Does your organization offer: Longevity Pay?	75.0%	Yes
Does your organization offer: Merit Raises?	66.7%	No
Does your organization offer: Merit Bonuses?	0.0%	No
Does your organization offer: other programs?	0.0%	No



## 5.6 SUMMARY

Overall, Columbus Consolidated Government was found to be comparable to the market with respect to the benefits portion of total compensation. The results were not surprising in that when single benefits were analyzed in isolation, some of CCG's offerings appeared more or less generous than those offered by peers. However, when taken as a whole, the total package was in alignment with the market.





## Chapter 6 - Recommendations

After reviewing the information provided in the preceding sections of this report, Evergreen developed recommendations to improve CCG's current classification and compensation system. The recommendations, as well as the findings that led to each recommendation, are discussed in detail in this section. The recommendations are organized into three sections: classification, compensation, and administration of the system.

### 6.1 CLASSIFICATION RECOMMENDATIONS

An organization's classification system establishes how its human resources are employed to perform its core services. The classification system consists of the titles and descriptions of the different classifications, or positions, which define how work is organized and assigned. It is essential that the titles and descriptions of an organization's classifications accurately depict the work being performed by employees in the classifications to ensure equity within the organization and to enable comparisons with positions at peer organizations. The purpose of a classification analysis is to identify such issues as incorrect titles, outdated job descriptions, and inconsistent titles across departments. Recommendations are then made to remedy the identified concerns based on human resources best practices.

In the analysis of CCG's classification system, Evergreen Solutions collected classification data through the Job Assessment Tool (JAT) process. The JATs, which were completed by employees and reviewed by their supervisors, provided information about the type and level of work being performed for each of CCG's classifications. Evergreen reviewed the data provided in the JATs and used the information as the basis for classification recommendations.

#### FINDING

The classification system being utilized by CCG was generally accurate, and titles described the work being performed by employees, although classification titles could be standardized by removing department names from titles. Generic job descriptions would allow CCG to focus on those generalized duties that are performed by all employees in one classification. Positions descriptions are a better tool for identifying departments and the specific needs of the departments.

**RECOMMENDATION 1: Update existing class description to reflect the new classification system, and review all updated descriptions for FLSA status.**

In conjunction with CCG making the proposed title changes, Evergreen will provide updated classification descriptions to ensure that they accurately reflect the work being carried out by employees. These are being provided under separate cover. Upon completion and approval



of the proposed class descriptions, Evergreen will further recommend an updated FLSA status for the roles based on the new, updated content contained within the description.

## 6.2 COMPENSATION RECOMMENDATIONS

The compensation analysis consisted of two parts: an external market assessment and an internal equity assessment. During the external market assessment, CCG's compensation for selected benchmark classifications was compared to average compensation offered in the market CCG competes for employees. The external assessment consisted of comparing CCG against its peer organizations within its market and revealed that CCG is currently lagging the market slightly.

During the internal equity assessment, consideration of the relationships between and the type of work being performed by CCG's employees in their classifications was reviewed and analyzed. Specifically, a composite score was assigned to each of CCG's classifications that quantified the classification's level of five separate compensatory factors. The level for each factor was determined based on responses to the JAT.

### FINDING

CCG currently maintains an organized and defined overall pay plan with standard range spreads and midpoint progressions throughout the current pay plan. However, the 2.5 percent gap between steps in CCG's current pay plan makes it difficult for CCG to grant step increases each year and has led to increased employee compression as a result.

**RECOMMENDATION 2: Adopt a new, market responsive compensation structure and assign all positions to it equitably.**

Evergreen has developed a new pay plan for CCG's consideration. The new structure consists of 30 unique pay grades, each with a range spread of 55 percent between the minimum and the maximum of the range and 45 steps. The progression between grades varies between 3.0 and 15.0 percent. Pay plans for Public Safety employees were also developed to govern pay for sworn employees, and the overall design of those plans mirrors the general employee pay plan. Instead of a standard progression between ranks, each Public Safety grade was market priced and slotted according to internal and external equity. The details of the proposed plans are shown in **Exhibit 6-1**.



### EXHIBIT 6-1 PROPOSED PAY PLAN

Step Increase	Grade	Minimum	Midpoint	Maximum
1.00%	111	\$ 31,200.00	\$ 39,769.35	\$ 48,338.71
<b>Spread</b>	112	\$ 32,136.00	\$ 40,962.43	\$ 49,788.87
55.0%	113	\$ 33,100.08	\$ 42,191.31	\$ 51,282.54
<b>Mid Prog.</b>	114	\$ 34,093.08	\$ 43,457.05	\$ 52,821.01
3.0%	115	\$ 35,115.87	\$ 44,760.76	\$ 54,405.64
4.0%	116	\$ 36,520.51	\$ 46,551.19	\$ 56,581.87
4.0%	117	\$ 37,981.33	\$ 48,413.24	\$ 58,845.14
4.0%	118	\$ 39,500.58	\$ 50,349.77	\$ 61,198.95
4.0%	119	\$ 41,080.61	\$ 52,363.76	\$ 63,646.91
4.0%	120	\$ 42,723.83	\$ 54,458.31	\$ 66,192.78
5.0%	121	\$ 44,860.02	\$ 57,181.22	\$ 69,502.42
5.0%	122	\$ 47,103.02	\$ 60,040.28	\$ 72,977.54
5.0%	123	\$ 49,458.17	\$ 63,042.30	\$ 76,626.42
6.0%	124	\$ 52,425.67	\$ 66,824.84	\$ 81,224.00
6.0%	125	\$ 55,571.21	\$ 70,834.33	\$ 86,097.44
6.0%	126	\$ 58,905.48	\$ 75,084.38	\$ 91,263.29
6.0%	127	\$ 62,439.81	\$ 79,589.45	\$ 96,739.09
7.0%	128	\$ 66,810.59	\$ 85,160.71	\$ 103,510.83
7.0%	129	\$ 71,487.33	\$ 91,121.96	\$ 110,756.58
7.0%	130	\$ 76,491.45	\$ 97,500.50	\$ 118,509.54
7.0%	131	\$ 81,845.85	\$ 104,325.53	\$ 126,805.21
7.0%	132	\$ 87,575.06	\$ 111,628.32	\$ 135,681.58
7.0%	133	\$ 93,705.31	\$ 119,442.30	\$ 145,179.29
7.5%	134	\$ 100,733.21	\$ 128,400.47	\$ 156,067.73
7.5%	135	\$ 108,288.20	\$ 138,030.51	\$ 167,772.81
7.5%	136	\$ 116,409.82	\$ 148,382.80	\$ 180,355.77
7.5%	137	\$ 125,140.55	\$ 159,511.51	\$ 193,882.46
7.5%	138	\$ 134,526.09	\$ 171,474.87	\$ 208,423.64
7.5%	139	\$ 144,615.55	\$ 184,335.48	\$ 224,055.42
15.0%	140	\$ 166,307.88	\$ 211,985.81	\$ 257,663.73



EXHIBIT 6-1 (CONTINUED)  
PROPOSED PAY PLAN

Mid Prog.	Grade	Minimum	Midpoint	Maximum
-	PS0	\$ 33,100.00	\$ 42,191.21	\$ 51,282.41
36.0%	PS1	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
11.1%	PS2	\$ 50,000.00	\$ 63,732.94	\$ 77,465.88
15.0%	PS3	\$ 57,500.00	\$ 73,292.88	\$ 89,085.76
4.3%	PS4	\$ 60,000.00	\$ 76,479.53	\$ 92,959.05
8.3%	PS5	\$ 65,000.00	\$ 82,852.82	\$ 100,705.64
7.7%	PS6	\$ 70,000.00	\$ 89,226.12	\$ 108,452.23
14.3%	PS7	\$ 80,000.00	\$ 101,972.70	\$ 123,945.41
18.8%	PS8	\$ 95,000.00	\$ 121,092.58	\$ 147,185.17
26.3%	PS9	\$ 120,000.00	\$ 152,959.05	\$ 185,918.11
-	F1	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
5.6%	F2	\$ 47,500.00	\$ 60,546.29	\$ 73,592.58
5.3%	F3	\$ 50,000.00	\$ 63,732.94	\$ 77,465.88
15.0%	F4	\$ 57,500.00	\$ 73,292.88	\$ 89,085.76
13.0%	F5	\$ 65,000.00	\$ 82,852.82	\$ 100,705.64
7.7%	F6	\$ 70,000.00	\$ 89,226.12	\$ 108,452.23
7.1%	F7	\$ 75,000.00	\$ 95,599.41	\$ 116,198.82
6.7%	F8	\$ 80,000.00	\$ 101,972.70	\$ 123,945.41
18.8%	F9	\$ 95,000.00	\$ 121,092.58	\$ 147,185.17
26.3%	F10	\$ 120,000.00	\$ 152,959.05	\$ 185,918.11
-	C1	\$ 42,500.00	\$ 54,173.00	\$ 65,846.00
2.4%	C2	\$ 43,500.00	\$ 55,447.66	\$ 67,395.31
3.4%	C3	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
27.8%	C4	\$ 57,500.00	\$ 73,292.88	\$ 89,085.76
13.0%	C5	\$ 65,000.00	\$ 82,852.82	\$ 100,705.64
23.1%	C6	\$ 80,000.00	\$ 101,972.70	\$ 123,945.41
25.0%	C7	\$ 100,000.00	\$ 127,465.88	\$ 154,931.76

Implementation of the new compensation structure requires two steps. First, all positions were assigned to an appropriate pay grade within the plan. To determine what pay grade each position was assigned, Evergreen used the following factors: the results of the JAT analysis, the results of the market study, as well as consideration for both existing and newly created internal relationships between classifications. Assigning pay grades to classifications requires a balance of internal equity and desired market position, and recruitment and retention concerns also played a role in the process. Thus, the market results discussed in **section 4** were not the sole criteria for the proposed pay ranges.



**RECOMMENDATION 3: Evergreen recommends CCG adopt a methodology to transition employee salaries into the proposed pay plan that aligns with its established compensation philosophy and meets the available financial resources of the organization.**

The second step of implementing the proposed structure is then to transition employee salaries into their new recommended pay ranges. This step can be done via a variety of methods, each with their own strengths and drawbacks, however, after discussion with CCG leadership, Evergreen recommends that the organization pursue implementing the following transition methodology for General Government employees:

#### Class-Parity Zone Approach

This option moves employees through their new pay range, rewarding their experience by moving them across the range, based on their time in that classification. This is done based on an assumed progression rate of 30 years from minimum to maximum that is based on the traditional rate of public-sector organizations. Employees are grouped into zones of class time and moved together into the new ranges. Employees with 0-3 years of class time are grouped together, employees with 3-6 years of class time are grouped together, and so on and so forth.

The recommended implementation for Public Safety employees is a similar approach based on longevity in rank and is administered as follows:

#### Longevity-Zone Approach

This option moves employees through their new pay range, rewarding their experience by moving them across the range, based on their time in that rank. This is done by granting a step for each year of experience that employees have attained in their current rank. Employees are then grouped into zones of class time and moved together into the new ranges. Employees with 0-3 years of class time are grouped together, employees with 3-6 years of class time are grouped together, and so on and so forth. Additionally, Public Safety employees will receive a longevity increase in the new system at certain “milestone” years that mirror the current increases they receive now under the “Pay Reform” system. Therefore, after years 3, 5, 7, 10, 15, 20, etc. Public Safety employees will receive an additional step increase above and beyond the increases that are given to General Government employees. This will ensure that the recommended approach continues to reward Public Safety employees for their experience with CCG and keeps competitive with increases in the market.

These approaches were selected after consultation with Human Resources, Finance, CCG Manager’s Office, the Mayor, and City Council. Additional options were considered for implementation that were less aggressive and more closely matched the market, and options were considered specifically for Public Safety and CDL operators that would push them “above and beyond” the market rate returned by this study to better combat significant vacancy and turnover concerns. The options that were selected do go above and beyond the market for Public Safety and positions requiring CDL’s and are specifically designed to adjust all employees for compression, bring employees to a market-responsive position, and address CCG’s significant vacancy and employee retention concerns.



In order to sustainably fund the options as described in the previous paragraph, it was determined that a cap governing maximum increases would need to be added to employee salaries. This cap ensures that no employee's increase exceeds a 25.0 percent increase during the implementation. The exception to this rule would be those employees who need to exceed a 25.0 percent increase in order to be brought to their new grade minimum, in which case employees could exceed the cap. After employees were granted their increase and the cap was applied, employees were then rounded to the next highest step to ensure that everyone starts on a step in the new pay scale.

As options stated above, the final proposed costs of the options are detailed in **Exhibit 6-2**.

#### EXHIBIT 6-2 IMPLEMENTATION COSTS

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 6,275,778.30	1182	\$ 5,309.46	13.6%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 6,990,424.27	990	\$ 7,061.03	15.2%
<b>Combined Totals</b>	<b>\$ 13,266,202.57</b>	<b>\$ 2,172.00</b>	<b>\$ 6,185.25</b>	<b>14.4%</b>

### 6.3 COMPENSATION AND CLASSIFICATION SYSTEM ADMINISTRATION

Any organization's compensation and classification system will need periodic maintenance. The recommendations provided in this chapter were developed based on conditions at the time the study was conducted. Without proper upkeep of the system, the potential for recruitment and retention issues may increase as the compensation and classification system becomes dated and less competitive.

**RECOMMENDATION 4: Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues and adjust pay grade assignments if necessary.**

While it is unlikely that the pay plan will need to be adjusted for several years, a small number of classifications' pay grades may need to be reassigned more frequently. If one or more classifications are exhibiting high turnover or are having difficulty with recruitment, CCG should collect salary range data from peer organizations to determine whether an adjustment is needed for the pay grade of the classification(s).



**RECOMMENDATION 5: Conduct a comprehensive classification and compensation study every three to five years.**

While small-scale salary surveys can improve the market position of specific classifications, it is recommended that a full classification and compensation study be conducted every three to five years to preserve both internal and external equity for CCG. Changes to classification and compensation do occur, and while the increments of change may seem minor, they can compound over time. A failure to react to these changes quickly has the potential to place CCG in a poor position for recruiting and retaining quality employees.

While the previous two recommendations intend to maintain the competitiveness over time of the classification and compensation structure, it is also necessary to establish procedures for determining equitable pay practices for individual employees.

**RECOMMENDATION 6: Revise policies and practices for moving employees' salaries through the pay plan, including procedures for determining salaries of newly hired employees and employees who have been promoted, demoted, or transferred to a different classification.**

The method of moving salaries through the pay plan and setting new salaries for new hires, promotions, demotions, and transfers depends on an organization's compensation philosophy. However, it is important for CCG to have established guidelines for each of these situations, and that they are followed consistently for all employees. Common practices for progressing and establishing employee salaries are outlined below.

Salary Progression

As outlined above, Evergreen recommends CCG enact the second phase of implementing the new pay plan which would involve a one-time salary adjustment for employees to ensure they are placed in the proper percentile of their salary range. While this major adjustment should be performed when CCG has the financial resources to do so, CCG should continue to adjust salaries annually when financially feasible. Based on the feedback from employees and the CCG leadership, Evergreen recommends that the basis of salary adjustment in the future be done at three distinct levels.

- **Structural:** Adjustment to the ranges should be done annually and with the aim of adjusting for the changes in cost of living. Evergreen recommends CCG tie the annual compensation structure movement to the local change in the Consumer-Price-Index (CPI). This annual adjustment will ensure CCG's pay ranges do not rapidly fall out of line with that of its peers; however, when conducting the small-scale surveys referenced above, CCG should also collect pay plan movement and anticipated movement from its peers to gauge if market movement is keeping pace with CPI movement.
- **Classification:** As a result of the market surveys, CCG may identify classifications or job families that are experiencing considerable market movement and as a result, reassignment of the pay grades should be considered when this occurs. Alternatively, if CCG identifies classifications that have become hard to recruit and retain, pay grade





reassignment should also be considered to ensure CCG is competitive for both recruiting new talent and retaining existing employees.

- Individual: To tie into the adjustment of the structure, Evergreen recommends CCG adjust employee salaries annually for another year of service with CCG. This adjustment would be done for all employees who receive a satisfactory performance evaluation. CCG should grant at least a one-step increase each year, although the target increase should typically be a two-step increase. In extra-competitive years, or to incentivize performance, CCG may consider a three-step increase for employees. These step increases are the thing that will keep CCG from returning to the levels of compression that are documented in earlier chapters of this report.

### New Hires

A new employee's starting salary depends on the amount of education and experience the employee possesses beyond the minimum requirements for the job. Typically, an employee holding only the minimum education and experience requirements for a classification is hired at or near the classification's pay grade minimum. An upper limit to the percentage above minimum that can be offered to a new employee with only the minimum requirements should be established, where approval is needed to offer a starting salary that is a higher percentage above minimum. Another threshold should be established as the maximum starting salary possible without approval for new employees with considerable experience and/or education above the requirements for the position. It is common for the midpoint to be used as the maximum starting salary for most classifications. Once CCG has performed the initial implementation adjustment for current employee salaries, new employee starting salaries should take into consideration internal equity, meaning that new hires should be offered comparable salaries to existing employees in the classification with similar levels of education and experience.

### **RECOMMENDATION 7: Evergreen recommends CCG adopt a hiring grid that aligns with its selected implementation methodology.**

Dependent upon which route CCG elects to transition employees into the new salary ranges, a hiring grid should be adopted that provides guidance about where new employee salaries should be set. The adoption of a new hiring grid should be done after an implementation methodology is selected to ensure alignment of salary placement between current employees and new hires, and to prevent new compression issues from arising both within classifications and departments, as well as throughout CCG. Evergreen will work with CCG's leadership team to develop a structure that aligns with any selected method of implementation.

### Promotions/Demotions

When an employee is promoted to a new classification, it is important to have guidelines for calculating the employee's new salary that rewards the employee for his or her new responsibilities, moves the salary into the new pay grade, and ensures internal equity in the new classification. It is common for organizations to establish a minimum percentage salary increase that depends on the increase in pay grade because of the promotion. Regardless of





the minimum percent increase, the employee's new salary should be within the new pay grade's range, and internal equity of salaries within the classification should be preserved.

### Transfers

An employee transfer occurs when an employee is reassigned to a classification at the same pay grade as his or her current classification or when an employee's classification stays the same, but his or her department changes. In either of these cases, it is likely that no adjustment is necessary to the employee's salary. The only situation in which a salary adjustment would be needed for a transferred employee would be if his or her current salary is not aligned with the salaries of employees in the new classification or department. If that occurs, it may be necessary to adjust the salary of the employee or the incumbents of the classification to ensure salary equity within the new classification.

**RECOMMENDATION 8: Evergreen recommends CCG update its policy regarding promotions/demotions and transfers to align with its new compensation structure.**

Evergreen recommends CCG implement a minimum increase of three percent per grade of base salary for employees receiving promotion with a minimum overall increase of 5.0 percent. However, the employee's salary should always be increased to at least the minimum of the new salary range. In the case of demotions, Evergreen recommends a minimum salary decrease of three percent per grade, except in cases where this percent decrease would reduce the employee's salary below the new range minimum, with a minimum overall decrease of 5.0 percent. If the employee's salary exceeds the new range maximum after the pay decrease, the employee should be capped from receiving any salary adjustments until the pay moves upward to allow for increases.

## **6.4 SUMMARY**

CCG should be commended for its desire and commitment to provide competitive and fair compensation for its employees. The recommendations in this report establish a new competitive pay plan, externally and internally equitable classification titles and pay grade assignments, and system administration practices that will provide CCG with a responsive compensation and classification system for years to come. While the upkeep of this recommended system will require concrete effort, CCG will find that having a competitive compensation and classification system that encourages strong recruitment and employee retention is worth this commitment.



**APPENDIX A**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
POLICE	911 CENTER SUPERVISOR	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
MCP	ACCOUNTING CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
WIOA	ACCOUNTING CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
POLICE	ACCOUNTING CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	ACCOUNTING CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
FINANCE	ACCOUNTING CLERK SENIOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CIVIC CENTER	ACCOUNTING CLERK SENIOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PARKS AND RECREATION	ACCOUNTING CLERK SENIOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SHERIFF	ACCOUNTING CLERK SENIOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
FINANCE	ACCOUNTING MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
TAX COMMISSIONER	ACCOUNTING OPERATIONS ADMINIST	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
FINANCE	ACCOUNTING TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
FINANCE	ACCOUNTS PAYABLE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TRANSPORTATION	ADA COORDINATOR	124	\$ 52,425.67	17.1%	\$ 66,824.84	16.6%	\$ 81,224.00	16.3%
BOARDS AND COMMISSIONS	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
MUNICIPAL COURT	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PLANNING	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
POLICE	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TRADE CENTER	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CHIEF ADMINISTRATOR	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
INFORMATION TECHNOLOGY	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
EXECUTIVE	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TRANSPORTATION	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SHERIFF	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
WIOA	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
HUMAN RESOURCES	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CIVIC CENTER	ADMINISTRATIVE ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
HUMAN RESOURCES	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
CORONER	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
FIRE & EMS	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
MCP	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
SHERIFF	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
TRADE CENTER	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
POLICE	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
FINANCE	ADMINISTRATIVE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
BOARDS AND COMMISSIONS	ADMINISTRATIVE MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	ADMINISTRATIVE OPERATIONS MANAGER	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
SUPERIOR COURT	ADMINISTRATIVE OPERATIONS MANAGER	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
MCP	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
PARKS AND RECREATION	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
POLICE	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
SHERIFF	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
SUPERIOR COURT	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
POLICE	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
CIVIC CENTER	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
ENGINEERING	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
FIRE & EMS	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
LEGISLATIVE	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SUPERIOR COURT	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
TRANSPORTATION	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PUBLIC WORKS	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TAX COMMISSIONER	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
WIOA	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CHIEF ADMINISTRATOR	ADMINISTRATIVE TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SUPERIOR COURT	ADULT DRUG COURT COORDINATOR	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PUBLIC WORKS	ANIMAL CONTROL OFFICER I	116	\$ 36,520.51	9.7%	\$ 46,551.19	9.3%	\$ 56,581.87	9.0%
PUBLIC WORKS	ANIMAL CONTROL OFFICER II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	ANIMAL RESOUR CTR SUPVRS	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
INFORMATION TECHNOLOGY	APP DEVELOPMENT & SUPPORT MGR	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
INFORMATION TECHNOLOGY	APPLICATION DEVELOPER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
BOARDS AND COMMISSIONS	APPRAISAL TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
BOARDS AND COMMISSIONS	APPRAISER I	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
BOARDS AND COMMISSIONS	APPRAISER II	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
BOARDS AND COMMISSIONS	APPRAISER III	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PARKS AND RECREATION	AQUATIC CENTER PROGRAM SUPERVI	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PARKS AND RECREATION	AQUATICS DIVISION MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PARKS AND RECREATION	AQUATICS SUPERVISOR	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
CIVIC CENTER	ARENA TECHNICIAN	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
CIVIC CENTER	ARENA TECHNICIAN II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
POLICE	ASSET FORFEITURE COORDINATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	ASSIST PARKS & REC DIRECTOR	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
PUBLIC WORKS	ASSIST STREET MAINT MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
SUPERIOR COURT	ASSISTANT CHIEF DEPUTY CLERK	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
POLICE	ASSISTANT CHIEF OF POLICE MD	PS8	\$ 95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
LEGAL	ASSISTANT CITY ATTORNEY	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
PUBLIC WORKS	ASSISTANT DIR FLEET MAINT MGR	132	\$ 87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
COMMUNITY REINVESTMENT	ASSISTANT DIRECTOR FOR COMMUNITY REINVESTMENT AND REAL ESTATE	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$118,509.54	39.3%
BOARDS AND COMMISSIONS	ASSISTANT DIRECTOR OF ELECTION	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$118,509.54	39.3%
PUBLIC WORKS	ASSISTANT DIRECTOR OF INFRASTR	132	\$ 87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
INFORMATION TECHNOLOGY	ASSISTANT DIRECTOR OF TECHNOLO	133	\$ 93,705.31	15.7%	\$119,442.30	15.3%	\$145,179.29	15.0%
SUPERIOR COURT	ASSISTANT DISTRICT ATTORNEY	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
SUPERIOR COURT	ASSISTANT DISTRICT ATTORNEY II	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$103,510.83	10.2%
SUPERIOR COURT	ASSISTANT DISTRICT ATTY III	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	ASSISTANT DIV MANAGER - SW	125	\$ 55,571.21	18.2%	\$ 70,834.33	17.7%	\$ 86,097.44	17.4%
ENGINEERING	ASSISTANT ENGINEERING DIRECTOR	132	\$ 87,575.06	8.2%	\$111,628.32	7.7%	\$135,681.58	7.5%
PUBLIC WORKS	ASSISTANT FACILITIES MAINTENAN	125	\$ 55,571.21	15.9%	\$ 70,834.33	15.4%	\$ 86,097.44	15.1%
FINANCE	ASSISTANT FINANCE DIRECTOR	132	\$ 87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
FIRE & EMS	ASSISTANT FIRE CHIEF	F9	\$ 95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
HUMAN RESOURCES	ASSISTANT HUMAN RESOURCES DIR	132	\$ 87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
INFORMATION TECHNOLOGY	ASSISTANT INFORMATION TECHNOLO	133	\$ 93,705.31	15.7%	\$119,442.30	15.3%	\$145,179.29	15.0%
COMMUNITY DEVELOPMENT	ASSISTANT INSP & CODE DIRECTOR	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
PUBLIC WORKS	ASSISTANT MANAGER/FORESTRY	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
PLANNING	ASSISTANT PLANNING DIRECTOR	131	\$ 81,845.85	-	\$104,325.53	-	\$126,805.21	-
STATE COURT	ASSISTANT SOLICITOR GENERAL	127	\$ 62,439.81	14.5%	\$ 79,589.45	14.0%	\$ 96,739.09	13.7%
TRADE CENTER	ASSISTANT TRADE CENTER DIRECTOR	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
TRADE CENTER	ASSISTANT TRADE CENTER DIRECTOR	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
TRANSPORTATION	ASSISTANT TRANSPORTATION DIREC	131	\$ 81,845.85	11.6%	\$104,325.53	11.1%	\$126,805.21	10.8%
PUBLIC WORKS	ASSISTANT WASTE DISPOSAL MGR	124	\$ 52,425.67	9.3%	\$ 66,824.84	8.9%	\$ 81,224.00	8.6%
PROBATE COURT	ASSOCIATE JUDGE	130	\$ 76,491.45	27.1%	\$ 97,500.50	26.6%	\$118,509.54	26.2%
SUPERIOR COURT	ASST DIST ATTY II	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
FIRE & EMS	ASST FIRE MARSHAL	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
PUBLIC WORKS	ASST MGR - BEAUTIFICATION	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
PUBLIC WORKS	ASST STORMWATER MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
PARKS AND RECREATION	ATHLETIC CHIEF	111	\$ 31,200.00	52.1%	\$ 39,769.35	51.5%	\$ 48,338.71	51.1%
PARKS AND RECREATION	ATHLETIC DIVISION MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PARKS AND RECREATION	ATHLETIC PROGRAM SPECIALIST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	ATHLETIC PROGRAM SPECIALIST III	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
FINANCE	AUDITOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PUBLIC WORKS	AUTOMOTIVE & TIRE SHOP SUPV	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
PUBLIC WORKS	BALER OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
FIRE & EMS	BATTALION CHIEF	F6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
SUPERIOR COURT	BOARD OF EQUALIZATION ADMINSTR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	BODY SHOP SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	36.5%	\$ 86,097.44	36.1%
CIVIC CENTER	BOX OFFICE COORDINATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CIVIC CENTER	BOX OFFICE REPRESENTATIVE	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
FINANCE	BUDGET/MANAGEMENT ANALYST	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
COMMUNITY DEVELOPMENT	BUILDING INSPECT COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
COMMUNITY DEVELOPMENT	BUILDING INSPECTION&CODES DIR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
POLICE	BUILDING SERVICE CREW LDR	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
POLICE	BUILDING SERVICE WORKER	111	\$ 31,200.00	26.1%	\$ 39,769.35	25.6%	\$ 48,338.71	25.2%
TRANSPORTATION	BUS OPERATOR	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
TRANSPORTATION	BUS OPERATOR DIAL-A-RIDE	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
TRANSPORTATION	BUS OPERATOR TRAINEE	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
FINANCE	BUYER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
FINANCE	BUYER SPECIALIST	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
SHERIFF	CAPTAIN BD	PS6	\$ 70,000.00	23.1%	\$ 89,226.12	22.6%	\$108,452.23	22.3%
FIRE & EMS	CAPTAIN LOGISTICS EMS	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	CAPTAIN LOGISTICS MD	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	CAPTAIN MD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
PUBLIC WORKS	CAR SHOP SUPERVISOR - PW FLEET	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
CIVIC CENTER	CARPENTER I	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	CARPENTER I	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	CARPENTER II	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
SUPERIOR COURT	CASE MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
SUPERIOR COURT	CASE MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	CEMETERIES MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
TAX COMMISSIONER	CH DEPTY TAX COMM	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$118,509.54	14.4%
PUBLIC WORKS	CHEMICAL APPL TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
PARKS AND RECREATION	CHEMICAL APPLICATION SPVR	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	CHEMICAL APPLICATION SPVR	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
BOARDS AND COMMISSIONS	CHIEF APPRAISER	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
STATE COURT	CHIEF ASST. SOLICITOR GENERAL	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%



**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
RECORDER'S COURT	CHIEF CLERK RECORDERS COURT	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
PROBATE COURT	CHIEF CLERK/LIC SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	36.5%	\$ 86,097.44	36.1%
SUPERIOR COURT	CHIEF DEPUTY CLERK	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
MUNICIPAL COURT	CHIEF DEPUTY CLERK	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
CORONER	CHIEF DEPUTY CORN	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
SHERIFF	CHIEF DPTY SHERIFF BD	PS8	\$ 95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
COMMUNITY DEVELOPMENT	CHIEF INSPECTOR - INSPECTIONS	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
POLICE	CHIEF OF POLICE	PS9	\$120,000.00	21.7%	\$152,959.05	21.2%	\$185,918.11	20.8%
CHIEF ADMINISTRATOR	CHIEF OF STAFF AND EXECUTIVE A	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
TRANSPORTATION	CHIEF SAFETY OFFICER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
CHIEF ADMINISTRATOR	CITIZEN SVC CENT TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
LEGAL	CITY ATTORNEY	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
CHIEF ADMINISTRATOR	CITY MANAGER	140	\$166,307.88	19.3%	\$211,985.81	18.8%	\$257,663.73	18.5%
CIVIC CENTER	CIVIC CENTER DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
CIVIC CENTER	CIVIC CENTER FINANCE MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
LEGISLATIVE	CLERK OF COUNCIL	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
COMMUNITY DEVELOPMENT	CODE ENFORCEMENT MANAGER	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
COMMUNITY DEVELOPMENT	CODE ENFORCEMENT OFFICER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FINANCE	COLLECTIONS SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FINANCE	COLLECTIONS TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CHIEF ADMINISTRATOR	COMM/MULTI SPECLST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
SHERIFF	COMMAND SERGEANT-SHERIFF	PS4	\$ 60,000.00	27.6%	\$ 76,479.53	27.1%	\$ 92,959.05	26.7%
POLICE	COMMAND SGT BD	PS4	\$ 60,000.00	27.6%	\$ 76,479.53	27.1%	\$ 92,959.05	26.7%
BOARDS AND COMMISSIONS	COMMERCIAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
SHERIFF	COMMUNICATION TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
PUBLIC WORKS	COMMUNICATIONS OFFICER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	COMMUNITY ENGAGEMENT COORDINATOR	116	\$ 36,520.51	-	\$ 46,551.19	-	\$ 56,581.87	-
COMMUNITY REINVESTMENT	COMMUNITY REINV PLANNER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
COMMUNITY REINVESTMENT	COMMUNITY REINVESTMENT COORDIN	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
PARKS AND RECREATION	COMMUNITY SCH SITE SUPERVISOR	111	\$ 31,200.00	44.8%	\$ 39,769.35	44.2%	\$ 48,338.71	43.8%
PARKS AND RECREATION	COMMUNITY SCHOOL ACTIVITY LDR	111	\$ 31,200.00	59.8%	\$ 39,769.35	59.2%	\$ 48,338.71	58.8%
PARKS AND RECREATION	COMMUNITY SCHOOLS DIVISION MAN	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PARKS AND RECREATION	COMMUNITY SCHOOLS PROGRAM SUPERVISOR	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
PUBLIC WORKS	COMMUNITY SERVICES COORDINATOR	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
POLICE	COMPUTER FORENSIC ANALYST	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
TRADE CENTER	CONFERENCE FACILITATOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%

# APPENDIX A (CONTINUED) POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	CONTRACT INSPECTOR - PUBLIC WO	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	CONTRACT WARRANTY SPECIALIST	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	CORR DETAIL HEAVY EQUIPMENT	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
PUBLIC WORKS	CORR DETAIL OFFICER CEMETERY	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORR LT BACHELORS	C5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
PUBLIC WORKS	CORRECTIONAL DETAIL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
PARKS AND RECREATION	CORRECTIONAL DETAIL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
TRANSPORTATION	CORRECTIONAL DETAIL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
PUBLIC WORKS	CORRECTIONAL DETAIL OFFICER SUPERVISOR	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	CORRECTIONAL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER AD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONAL OFFICER MD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
MCP	CORRECTIONS SERGEANT	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS SERGEANT AD	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS SERGEANT BD	C4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	CORRECTIONS TECHNICIAN	C3	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
MCP	CORRECTIONS TECHNICIAN BD	C3	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
STATE COURT	COURT COORDINATOR SOL GENRL	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
MUNICIPAL COURT	COURT COORDINATOR-MAGISTRATE C	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
PUBLIC WORKS	CREW LEADER STORMWATER	118	\$ 39,500.58	18.7%	\$ 50,349.77	18.2%	\$ 61,198.95	17.9%
POLICE	CRIME ANALYST	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
POLICE	CRIMINAL RECORDS TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	CRIMINAL RECORDS TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	CULTURAL ARTS/POTTERY PROGRAM SUPERVISOR	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
PUBLIC WORKS	CUSTODIAL OPERATIONS ASSISTANT	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	CUSTODIAL SERVICES SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PARKS AND RECREATION	CUSTODIAN	111	\$ 31,200.00	26.1%	\$ 39,769.35	25.6%	\$ 48,338.71	25.2%
SUPERIOR COURT	CUSTODY INVESTIGATOR COORDINAT	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
WIOA	DATA CONTROL SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
BOARDS AND COMMISSIONS	DEPUTY CHIEF APPRAISER	131	\$ 81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
POLICE	DEPUTY CHIEF OF POLICE MD	PS7	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
CHIEF ADMINISTRATOR	DEPUTY CITY MANAGER-OPERATIONS	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
CHIEF ADMINISTRATOR	DEPUTY CITY MANAGER-PLANNING	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
SUPERIOR COURT	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
STATE COURT	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
RECORDER'S COURT	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	DEPUTY CLERK I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
RECORDER'S COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SUPERIOR COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
RECORDER'S COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
MUNICIPAL COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PROBATE COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SHERIFF	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
STATE COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
SUPERIOR COURT	DEPUTY CLERK II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
LEGISLATIVE	DEPUTY CLERK OF COUNCIL	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
LEGISLATIVE	DEPUTY CLERK PRO TEM - CLERK O	115	\$ 35,115.87	9.8%	\$ 44,760.76	9.3%	\$ 54,405.64	9.0%
CORONER	DEPUTY CORONER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FIRE & EMS	DEPUTY FIRE CHIEF	F8	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	DEPUTY FIRE CHIEF MD	F8	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	DEPUTY SHERIFF LIEUTENANT AD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT BD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT MD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF TECHNICIAN	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
TAX COMMISSIONER	DEPUTY TAX COMMISSIONER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
MCP	DEPUTY WARDEN ADMIN MD	C6	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
MCP	DEPUTY WARDEN SEC MD	C6	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
CHIEF ADMINISTRATOR	DIRECTOR OF COMMUNICATIONS AND COMMUNITY AFFAIRS	131	\$ 81,845.85	-	\$104,325.53	-	\$126,805.21	-
POLICE	DIRECTOR OF COMMUNITY AFFAIRS	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$118,509.54	14.4%
SHERIFF	DIRECTOR OF COMMUNITY AFFAIRS	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$118,509.54	14.4%
COMMUNITY REINVESTMENT	DIRECTOR OF COMMUNITY REINVEST	133	\$ 93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%



**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
TRADE CENTER	DIRECTOR OF SALES & EVENTS	128	\$ 66,810.59	20.1%	\$ 85,160.71	19.6%	\$103,510.83	19.3%
TRADE CENTER	DIRECTOR OF SALES AND EVENTS -	128	\$ 66,810.59	22.5%	\$ 85,160.71	22.0%	\$103,510.83	21.7%
TRANSPORTATION	DIRECTOR OF TRANSPORTATION	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
EXECUTIVE	DIRECTOR OFFICE OF CRIME PREVE	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$103,510.83	10.2%
CHIEF ADMINISTRATOR	DIRECTOR, 311 CITIZENS SERVICE CENTER/ASSISTANT TO THE CITY MANAGER	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$103,510.83	10.2%
FIRE & EMS	DIVISION CHIEF	F7	\$ 75,000.00	24.6%	\$ 95,599.41	24.1%	\$116,198.82	23.8%
SHERIFF	DPTY SHERIFF	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF AD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF AD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF BD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF BD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHERIFF MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
SHERIFF	DPTY SHRF LIEUTENANT	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DS FIELD TRAIN OF AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DS FIELD TRAIN OF MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DS FIELD TRAINING OFFICER	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	DS FIELD TRAINING OFFICER	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
CHIEF ADMINISTRATOR	DUPLICATING SERVICES TECH	112	\$ 32,136.00	16.5%	\$ 40,962.43	16.0%	\$ 49,788.87	15.7%
BOARDS AND COMMISSIONS	ELECTIONS AND OPERATIONS MANAG	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
BOARDS AND COMMISSIONS	ELECTIONS SPECIALIST	118	\$ 39,500.58	13.0%	\$ 50,349.77	12.5%	\$ 61,198.95	12.2%
BOARDS AND COMMISSIONS	ELECTIONS TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
BOARDS AND COMMISSIONS	ELECTIONS TECHNICIAN II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
BOARDS AND COMMISSIONS	ELECTIONS/REGISTRAR DIRECTOR	133	\$ 93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%
COMMUNITY DEVELOPMENT	ELECTRICAL INSPECT COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
COMMUNITY DEVELOPMENT	ELECTRICAL INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	ELECTRICIAN II	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
FIRE & EMS	EMA PLANNER BS	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
POLICE	EMERGENCY COMMO TECH I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
POLICE	EMERGENCY COMMO TECH II	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
POLICE	EMERGENCY COMMO TECH III	116	\$ 36,520.51	9.7%	\$ 46,551.19	9.3%	\$ 56,581.87	9.0%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
POLICE	EMERGENCY COMMUNICATION TCH II	115	\$ 35,115.87	8.7%	\$ 44,760.76	8.2%	\$ 54,405.64	8.0%
POLICE	EMERGENCY COMMUNICATION TECH I	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
FIRE & EMS	EMERGENCY MANAGEMENT DIRECTOR	F8	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
PARKS AND RECREATION	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
POLICE	EMPLOYMENT COORDINATOR	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
FIRE & EMS	EMS LIEUTENANT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
ENGINEERING	ENGINEERING DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
ENGINEERING	ENGINEERING INSPECTION COORD	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	ENGINEERING INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	ENVIRONMENTAL COMPLIANCE OFFIC	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	EQUIPMENT OPERATOR I	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
PUBLIC WORKS	EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
PUBLIC WORKS	EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
PUBLIC WORKS	EQUIPMENT OPERATOR III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
TRADE CENTER	EVENT SERVICES COORDINATOR	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
TRADE CENTER	EVENT SERVICES COORDINATOR	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
CIVIC CENTER	EVENT SERVICES MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
TRADE CENTER	EVENTS ATTENDANT CREW LEADER	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TRADE CENTER	EVENTS ATTENDANT I	112	\$ 32,136.00	17.6%	\$ 40,962.43	17.2%	\$ 49,788.87	16.9%
TRADE CENTER	EVENTS ATTENDANT II	113	\$ 33,100.08	15.3%	\$ 42,191.31	14.9%	\$ 51,282.54	14.6%
CIVIC CENTER	EVENTS COORDINATOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
TRADE CENTER	EVENTS OPERATIONS MANAGER - TR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
EXECUTIVE	EXECUTIVE ASSISTANT	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	FACILITIES MAINTENANCE MANAGER	130	\$ 76,491.45	15.1%	\$ 97,500.50	14.6%	\$118,509.54	14.4%
PUBLIC WORKS	FACILITIES MAINTENANCE SUPERVISOR	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
PUBLIC WORKS	FACILITIES MAINTENANCE SUPERVISOR	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
TRADE CENTER	FACILITIES MAINTENANCE SUPERVISOR	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
POLICE	FACILITIES MAINTENANCE WORKER I	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
PUBLIC WORKS	FACILITIES MAINTENANCE WORKER I	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
TRADE CENTER	FACILITIES MAINTENANCE WORKER I	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
CHIEF ADMINISTRATOR	FAMILY CONNECTION DIRECTOR	126	\$ 58,905.48	19.2%	\$ 75,084.38	18.7%	\$ 91,263.29	18.4%
FINANCE	FINANCE DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
MUNICIPAL COURT	FINANCE MANAGER - CLERK OF MUN	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
WIOA	FINANCE MANAGER - WIA	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
COMMUNITY REINVESTMENT	FINANCE MANAGER COMM REINV	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
FINANCE	FINANCIAL ANALYST - FINANCE	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PUBLIC WORKS	FINANCIAL OPERATIONS ADMINISTR	125	\$ 55,571.21	12.5%	\$ 70,834.33	12.0%	\$ 86,097.44	11.7%
FIRE & EMS	FIRE CAPTAIN	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN- EMT	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN- RESCUE	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE CPT TRAIN PARAM INSTR BD	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE CPT TRAINING/PARAM INSTR	F5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$ 100,705.64	30.7%
FIRE & EMS	FIRE EMA DIRECTOR MD	F10	\$ 120,000.00	21.7%	\$ 152,959.05	21.2%	\$ 185,918.11	20.8%
FIRE & EMS	FIRE LIEUTENANT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT AD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT EMT	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT EMT BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	FIRE MARSHAL MD	F6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$ 108,452.23	15.5%
FIRE & EMS	FIRE MEDIC	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
FIRE & EMS	FIRE MEDIC AD	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
FIRE & EMS	FIRE MEDIC BD	F2	\$ 47,500.00	23.1%	\$ 60,546.29	22.6%	\$ 73,592.58	22.2%
FIRE & EMS	FIRE SERGEANT	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT AD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/AD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/MD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT MEDIC	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT MEDIC BD	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
FIRE & EMS	FIREFIGHTER	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
FIRE & EMS	FIREFIGHTER ASSOCIATES DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
FIRE & EMS	FIREFIGHTER BACHELORS DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
FIRE & EMS	FIREFIGHTER MASTERS DEGREE	F0	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
FIRE & EMS	FIREFIGHTER/ EMT	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/ EMT ASSOCIATES DE	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/ EMT BACHELORS DEG	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT AD	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT BD	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT-LOST	F1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
TRANSPORTATION	FLEET MAINTENACE TECH, SENIOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
PUBLIC WORKS	FLEET MAINTENACE TECH, SENIOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
PUBLIC WORKS	FLEET MAINTENANCE BUYER	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	FLEET MAINTENANCE TECH I	116	\$ 36,520.51	-	\$ 46,551.19	-	\$ 56,581.87	-
TRANSPORTATION	FLEET MAINTENANCE TECH I	116	\$ 36,520.51	-	\$ 46,551.19	-	\$ 56,581.87	-
PUBLIC WORKS	FLEET MAINTENANCE TECH II	118	\$ 39,500.58	31.0%	\$ 50,349.77	30.5%	\$ 61,198.95	30.1%
TRANSPORTATION	FLEET MAINTENANCE TECH II	118	\$ 39,500.58	31.0%	\$ 50,349.77	30.5%	\$ 61,198.95	30.1%
PUBLIC WORKS	FLEET MAINTENANCE TECH III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
TRANSPORTATION	FLEET MAINTENANCE TECH III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
EXECUTIVE	FORENSIC AUDITOR	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
PUBLIC WORKS	FORESTRY ADMIN WITH CERT	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
INFORMATION TECHNOLOGY	GIS DIVISION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	GIS SUPERVISOR	122	\$ 47,103.02	22.0%	\$ 60,040.28	21.5%	\$ 72,977.54	21.2%
ENGINEERING	GIS SUPERVISOR	122	\$ 47,103.02	22.0%	\$ 60,040.28	21.5%	\$ 72,977.54	21.2%
ENGINEERING	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
PLANNING	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
COMMUNITY DEVELOPMENT	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
BOARDS AND COMMISSIONS	GIS TECHNICIAN I	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
PUBLIC WORKS	GIS TECHNICIAN II	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
FINANCE	GRANT COMPLIANCE ACCOUNTANT	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
CHIEF ADMINISTRATOR	GRAPHICS DESIGNER	115	\$ 35,115.87	9.8%	\$ 44,760.76	9.3%	\$ 54,405.64	9.0%
PUBLIC WORKS	HEAVY EQUIPMENT CREW LEADER	122	\$ 47,103.02	34.7%	\$ 60,040.28	34.2%	\$ 72,977.54	33.8%
PUBLIC WORKS	HEAVY EQUIPMENT OPERATOR	122	\$ 47,103.02	34.7%	\$ 60,040.28	34.2%	\$ 72,977.54	33.8%
PUBLIC WORKS	HEAVY EQUIPMENT SUPERVISOR	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
PUBLIC WORKS	HEAVY EQUIPMENT SUPERVISOR	125	\$ 55,571.21	30.4%	\$ 70,834.33	29.9%	\$ 86,097.44	29.6%
SHERIFF	HR TECH SHERIFF	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
HUMAN RESOURCES	HUMAN RESOURCES COMPENSATION ADMINISTRATOR	126	\$ 58,905.48	25.3%	\$ 75,084.38	24.8%	\$ 91,263.29	24.4%
HUMAN RESOURCES	HUMAN RESOURCES DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
HUMAN RESOURCES	HUMAN RESOURCES SPECIALIST	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
HUMAN RESOURCES	HUMAN RESOURCES TECHNICIAN I	117	\$ 37,981.33	14.1%	\$ 48,413.24	13.7%	\$ 58,845.14	13.4%
HUMAN RESOURCES	HUMAN RESOURCES TECHNICIAN II	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
PUBLIC WORKS	HVAC TECHNICIAN I	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	HVAC TECHNICIAN I	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PUBLIC WORKS	HVAC TECHNICIAN II	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
SHERIFF	ID TECH	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	ID TECH AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	ID TECH BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
INFORMATION TECHNOLOGY	INFO TECHNOLOGY DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
COMMUNITY DEVELOPMENT	INSPECTION SERVICES TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	INTEGRATED WASTE MANAGER	131	\$ 81,845.85	11.6%	\$104,325.53	11.1%	\$126,805.21	10.8%
PUBLIC WORKS	INVENTORY CONTROL TECHNICIAN -	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
SHERIFF	INVESTIGATOR	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	INVESTIGATOR	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	INVESTIGATOR AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SUPERIOR COURT	INVESTIGATOR- DISTRICT ATTY	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC DEFENDER	INVESTIGATOR II - PUBLIC DEFEN	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
STATE COURT	INVESTIGATOR SOL GENRL	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
STATE COURT	INVESTIGATOR SUPERVISOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
PUBLIC DEFENDER	INVESTIGATOR SUPERVISOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
SUPERIOR COURT	INVESTIGATOR SUPERVISOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
PUBLIC DEFENDER	INVESTIGATOR-PUBLIC DEFENDER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FINANCE	INVESTMENT OFFICER	126	\$ 58,905.48	19.2%	\$ 75,084.38	18.7%	\$ 91,263.29	18.4%
SHERIFF	JAIL COMMANDER	PS7	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SUPERIOR COURT	JUDICIAL COURT COORDINATOR/ASSISTANT	122	\$ 47,103.02	9.5%	\$ 60,040.28	9.0%	\$ 72,977.54	8.8%
FINANCE	JUNIOR ACCOUNTANT	118	\$ 39,500.58	18.7%	\$ 50,349.77	18.2%	\$ 61,198.95	17.9%
SUPERIOR COURT	JURY MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
SUPERIOR COURT	JUVENILE COURT ASSISTANT DIREC	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
SUPERIOR COURT	JUVENILE COURT DIRECTOR	125	\$ 55,571.21	12.5%	\$ 70,834.33	12.0%	\$ 86,097.44	11.7%
CHIEF ADMINISTRATOR	KCB EXECUTIVE DIRECTOR	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
PUBLIC WORKS	LANDFILL MAINT TECHNICIAN	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%



**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	LANDFILL OPERATOR	115	\$ 35,115.87	40.5%	\$ 44,760.76	39.9%	\$ 54,405.64	39.6%
SUPERIOR COURT	LAW CLERK	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
STATE COURT	LAW CLERK - STATE COURT JUDGE	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
SUPERIOR COURT	LAW CLERK W/JURIS	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PUBLIC DEFENDER	LEGAL ADMINISTRATIVE CLERK	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
SUPERIOR COURT	LEGAL ADMINISTRATIVE CLERK	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
LEGAL	LEGAL ASSISTANT	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PROBATE COURT	LICENSE CLERK SUPERVISOR	123	\$ 49,458.17	28.1%	\$ 63,042.30	27.6%	\$ 76,626.42	27.3%
SHERIFF	LICENSED CLINICAL SOCIAL WORKE	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
FINANCE	LICENSING AND TAX CLERK	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
FINANCE	LICENSING AND TAX SUPERVISOR	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
FIRE & EMS	LIEUTENANT FIRE INSPECTOR	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	LIEUTENANT INVESTIGATOR	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING AD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING BD	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINNIG	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
MCP	LOST SR CORR OFFICER	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
SHERIFF	LT	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	LT LOGISTICS	F4	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
CHIEF ADMINISTRATOR	MAILROOM SUPERVISOR	119	\$ 41,080.61	23.4%	\$ 52,363.76	22.9%	\$ 63,646.91	22.6%
TRANSPORTATION	MAINTENANCE MANAGER	127	\$ 62,439.81	26.4%	\$ 79,589.45	25.9%	\$ 96,739.09	25.5%
CIVIC CENTER	MAINTENANCE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	MAINTENANCE WORKER I	114	\$ 34,093.08	36.4%	\$ 43,457.05	35.9%	\$ 52,821.01	35.5%
PUBLIC WORKS	MAINTENANCE WORKER II	115	\$ 35,115.87	28.6%	\$ 44,760.76	28.0%	\$ 54,405.64	27.7%
PUBLIC WORKS	MAINTENANCE WORKER III	116	\$ 36,520.51	27.3%	\$ 46,551.19	26.7%	\$ 56,581.87	26.4%
SHERIFF	MAJOR BD	PS7	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	MAJOR BD	PS7	\$ 80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
PARKS AND RECREATION	MARINA SPECIALIST	118	\$ 39,500.58	-	\$ 50,349.77	-	\$ 61,198.95	-
PARKS AND RECREATION	MARINA TECHNICIAN I	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
TRADE CENTER	MARKETING COORDINATOR - TRADE	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
TRADE CENTER	MARKETING COORDINATOR - TRADE CENTER	123	\$ 49,458.17	3.1%	\$ 63,042.30	2.7%	\$ 76,626.42	2.4%
CIVIC CENTER	MARKETING MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PUBLIC WORKS	MOBILITY TECHNOLOGY TECHNICIAN	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%

# APPENDIX A (CONTINUED)

## POSITION GRADE ASSIGNMENTS – ALPHABETICAL

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR I	116	\$ 36,520.51	21.1%	\$ 46,551.19	20.6%	\$ 56,581.87	20.3%
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR II	120	\$ 42,723.83	34.9%	\$ 54,458.31	34.3%	\$ 66,192.78	34.0%
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR III	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
PARKS AND RECREATION	MUSEUM SUPPORT SPECIALIST	112	\$ 32,136.00	-	\$ 40,962.43	-	\$ 49,788.87	-
INFORMATION TECHNOLOGY	NETWORK ENGINEER	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
INFORMATION TECHNOLOGY	NETWORK OP MANAGER	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$ 103,510.83	10.2%
ENGINEERING	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
TRANSPORTATION	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
INFORMATION TECHNOLOGY	OFFICE MANAGER	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
SUPERIOR COURT	OFFICIAL COURT REPORTER	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
POLICE	OPEN RECORDS COMPLIANCE COORDI	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
CIVIC CENTER	OPERATIONS MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PARKS AND RECREATION	PAINT EQUIPMENT OPERATOR II	115	\$ 35,115.87	-	\$ 44,760.76	-	\$ 54,405.64	-
LEGAL	PARALEGAL	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
SUPERIOR COURT	PARALEGAL	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PROBATE COURT	PARALEGAL	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PARKS AND RECREATION	PARK MAINTENANCE WORKER I	114	\$ 34,093.08	36.4%	\$ 43,457.05	35.9%	\$ 52,821.01	35.5%
PARKS AND RECREATION	PARK MAINTENANCE WORKER II	115	\$ 35,115.87	28.6%	\$ 44,760.76	28.0%	\$ 54,405.64	27.7%
TRANSPORTATION	PARKING DIV MANAGER	124	\$ 52,425.67	17.1%	\$ 66,824.84	16.6%	\$ 81,224.00	16.3%
TRANSPORTATION	PARKING ENFORCEMENT OFFICER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	PARKS & RECREATION DIRECTOR	134	\$ 100,733.21	24.4%	\$ 128,400.47	23.9%	\$ 156,067.73	23.6%
PARKS AND RECREATION	PARKS CREW LEADER	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PARKS AND RECREATION	PARKS CREW SUPERVISOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PARKS AND RECREATION	PARKS SERVICES DIV MANAGER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PARKS AND RECREATION	PARKS SERVICES MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PARKS AND RECREATION	PARKS SERVICES SUPERVISOR	119	\$ 41,080.61	-	\$ 52,363.76	-	\$ 63,646.91	-
PROBATE COURT	PASSPORT SPV/DEPUTY CLERK	121	\$ 44,860.02	22.1%	\$ 57,181.22	21.6%	\$ 69,502.42	21.3%
FINANCE	PAYROLL ADMINISTRATOR	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
FINANCE	PAYROLL SPECIALIST	121	\$ 44,860.02	10.6%	\$ 57,181.22	10.2%	\$ 69,502.42	9.9%
FIRE & EMS	PAYROLL TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
INFORMATION TECHNOLOGY	PC SERVICES SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
INFORMATION TECHNOLOGY	PC TECH	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
HUMAN RESOURCES	PENSION PLANS ADMINISTRATOR	126	\$ 58,905.48	19.2%	\$ 75,084.38	18.7%	\$ 91,263.29	18.4%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
COMMUNITY DEVELOPMENT	PERMIT TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
INFORMATION TECHNOLOGY	PERSONAL COMPUTER SERVICES TEC	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
BOARDS AND COMMISSIONS	PERSONAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
PLANNING	PLANNER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PLANNING	PLANNING DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
COMMUNITY DEVELOPMENT	PLANS EXAMINER	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PUBLIC WORKS	PLUMBER II	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
COMMUNITY DEVELOPMENT	PLUMBING MECH INSP COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
COMMUNITY DEVELOPMENT	PLUMBING MECH INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
POLICE	POLICE CADET	113	\$ 33,100.08	4.5%	\$ 42,191.31	4.1%	\$ 51,282.54	3.8%
POLICE	POLICE CADET I	113	\$ 33,100.08	4.5%	\$ 42,191.31	4.1%	\$ 51,282.54	3.8%
POLICE	POLICE CAPTAIN AD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CAPTAIN BD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CAPTAIN MD	PS6	\$ 70,000.00	16.3%	\$ 89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CORPORAL	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
POLICE	POLICE CORPORAL AD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
POLICE	POLICE CORPORAL BD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
POLICE	POLICE CORPORAL MD	PS2	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
POLICE	POLICE FINANCE MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
POLICE	POLICE LIEUTENANT BD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
POLICE	POLICE LIEUTENANT MD	PS5	\$ 65,000.00	31.6%	\$ 82,852.82	31.0%	\$100,705.64	30.7%
POLICE	POLICE OFFICER	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
POLICE	POLICE OFFICER AD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
POLICE	POLICE OFFICER BD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
POLICE	POLICE OFFICER MD	PS1	\$ 45,000.00	22.5%	\$ 57,359.65	22.0%	\$ 69,719.29	21.7%
POLICE	POLICE SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
POLICE	POLICE SGT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
POLICE	POLICE SGT BD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
POLICE	POLICE SGT MD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
PARKS AND RECREATION	POTTERY SPECIALIST	111	\$ 31,200.00	37.8%	\$ 39,769.35	37.2%	\$ 48,338.71	36.9%
PLANNING	PRINCIPAL PLANNER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
TRANSPORTATION	PRINCIPAL TRANSIT PLANNER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
CHIEF ADMINISTRATOR	PRINT SHOP SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%



**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
CHIEF ADMINISTRATOR	PRINT SHOP TECHNICIAN	115	\$ 35,115.87	10.8%	\$ 44,760.76	10.4%	\$ 54,405.64	10.1%
INFORMATION TECHNOLOGY	PROGRAM & DEVELOPMENT COORDINA	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
WIOA	PROGRAM MONITOR/JOB DEVELOPER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
WIOA	PROGRAM SPECIALIST I	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
WIOA	PROGRAM SPECIALIST II	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	PROJECT ENGINEER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
PUBLIC WORKS	PUBLIC SERVICES COORDINATOR	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
PUBLIC WORKS	PUBLIC SERVICES CREW LEADER	117	\$ 37,981.33	14.1%	\$ 48,413.24	13.7%	\$ 58,845.14	13.4%
PUBLIC WORKS	PUBLIC SERVICES CREW SUPVSR	121	\$ 44,860.02	16.2%	\$ 57,181.22	15.8%	\$ 69,502.42	15.5%
PUBLIC WORKS	PUBLIC WORKS DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
FINANCE	PURCHASING MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
FINANCE	PURCHASING TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	RAINWATER DIVISION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	RC COMPOST MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PUBLIC WORKS	RC DROP OFF SITE OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PUBLIC WORKS	RC LINE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	RC SCALE OPERATOR	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
COMMUNITY REINVESTMENT	REAL ESTATE SPECIALIST	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PARKS AND RECREATION	REC PROGRAM SPECIALIST II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
PARKS AND RECREATION	REC PROGRAM SPECIALIST III	118	\$ 39,500.58	7.5%	\$ 50,349.77	7.1%	\$ 61,198.95	6.8%
POLICE	RECORDS MANAGER	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
CHIEF ADMINISTRATOR	RECORDS SPECIALIST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
POLICE	RECORDS SUPERVISOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PARKS AND RECREATION	RECREA PROG SPVR REC SVCS	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PARKS AND RECREATION	RECREATION CENTER LEADERS	111	\$ 31,200.00	59.8%	\$ 39,769.35	59.2%	\$ 48,338.71	58.8%
PARKS AND RECREATION	RECREATION PROGRAM SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
PARKS AND RECREATION	RECREATION SVCS DIVISION MGR	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
PUBLIC WORKS	RECYCLING CENTER MANAGER	124	\$ 52,425.67	11.5%	\$ 66,824.84	11.0%	\$ 81,224.00	10.7%
PUBLIC WORKS	RECYCLING ROUTE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	RECYCLING TRUCK DRIVER	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
BOARDS AND COMMISSIONS	RESIDENTIAL PROPERTY MANAGER	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
FINANCE	REVENUE MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PLANNING	RIGHT OF WAY/TRANSP PLAN COOD	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
HUMAN RESOURCES	RISK MANAGEMENT ANALYST	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
HUMAN RESOURCES	RISK MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	SAFETY COORDINATOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
TRANSPORTATION	SAFETY/TRAINING COORDINATOR	123	\$ 49,458.17	22.0%	\$ 63,042.30	21.5%	\$ 76,626.42	21.2%
SHERIFF	SECURITY GUARD	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
FINANCE	SENIOR ACCOUNTANT	124	\$ 52,425.67	6.1%	\$ 66,824.84	5.7%	\$ 81,224.00	5.4%
MCP	SENIOR CO AD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CO BD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CO MD	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR CORRECTIONAL OFCR	C2	\$ 43,500.00	24.4%	\$ 55,447.66	23.9%	\$ 67,395.31	23.6%
MCP	SENIOR COUNSELOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
RECORDER'S COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
STATE COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
SUPERIOR COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
MUNICIPAL COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
STATE COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
SUPERIOR COURT	SENIOR DEPUTY CLERK	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	SENIOR HEAVY EQUIPMT OPERATOR	123	\$ 49,458.17	34.6%	\$ 63,042.30	34.1%	\$ 76,626.42	33.7%
SUPERIOR COURT	SENIOR INVESTGTR DIST ATTY	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
STATE COURT	SENIOR INVESTIGATOR - SOLICITO	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
PUBLIC WORKS	SENIOR LANDFILL OPERATOR	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PLANNING	SENIOR PLANNER	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
ENGINEERING	SENIOR TRAFFIC OPERATIONS TECH	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
SHERIFF	SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT AD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT BD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
SHERIFF	SERGEANT MD	PS3	\$ 57,500.00	28.5%	\$ 73,292.88	27.9%	\$ 89,085.76	27.6%
FIRE & EMS	SGT INVESTIGATIONS	F3	\$ 50,000.00	23.3%	\$ 63,732.94	22.8%	\$ 77,465.88	22.5%
SHERIFF	SHERF CRCTN OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER AD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
SHERIFF	SHERF CRCTN OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER BD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER MD	C1	\$ 42,500.00	27.7%	\$ 54,173.00	27.2%	\$ 65,846.00	26.8%
SHERIFF	SHERIFF CADET	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
PUBLIC WORKS	SMALL ENGINE SUPERVISOR	125	\$ 55,571.21	37.0%	\$ 70,834.33	1.5%	\$ 86,097.44	1.2%
PUBLIC WORKS	SPECIAL ENFORCEMENT SUPERVISOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
FINANCE	SR LICENSING AND TAX CLERK	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
ENGINEERING	STORMWATER DATA INSPECTOR	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
ENGINEERING	STORMWATER DATA TECH I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
ENGINEERING	STORMWATER DATA TECH II	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
PUBLIC WORKS	STORMWATER DRAIN TECH	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
ENGINEERING	STORMWATER MGMT ENGINEER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
PUBLIC WORKS	STREET DIVISION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
TAX COMMISSIONER	SUPPORT CLERK	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
LEGISLATIVE	SUPPORT CLERK - CLERK OF COUNC	111	\$ 31,200.00	24.8%	\$ 39,769.35	24.3%	\$ 48,338.71	24.0%
FIRE & EMS	SUPPORT TECHNICIAN LOGISTICS	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
ENGINEERING	SURVEY CREW LEADER	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
ENGINEERING	SURVEY CREW WORKER	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
ENGINEERING	SURVEY SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	SURVEY TECHNICIAN	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
INFORMATION TECHNOLOGY	SYSTEMS & ENTERPRISE APPLICATI	126	\$ 58,905.48	8.0%	\$ 75,084.38	7.6%	\$ 91,263.29	7.3%
TAX COMMISSIONER	TAX CLERK I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
TAX COMMISSIONER	TAX CLERK II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
TAX COMMISSIONER	TAX SPECIALIST	120	\$ 42,723.83	5.4%	\$ 54,458.31	4.9%	\$ 66,192.78	4.7%
INFORMATION TECHNOLOGY	TECHNICAL OPERATIONS MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PARKS AND RECREATION	TENNIS PROGRAM SPECIALIST III	118	\$ 39,500.58	-	\$ 50,349.77	-	\$ 61,198.95	-
PARKS AND RECREATION	TENNIS PROGRAM SUPERVISOR	120	\$ 42,723.83	-	\$ 54,458.31	-	\$ 66,192.78	-
PARKS AND RECREATION	TENNIS SPECIALIST I	112	\$ 32,136.00	12.0%	\$ 40,962.43	11.5%	\$ 49,788.87	11.2%
PARKS AND RECREATION	TENNIS SPECIALIST II	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
CIVIC CENTER	TICKETING OPERATIONS MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
TRADE CENTER	TRADE CENTER FINANCE MANAGER	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	TRAFFIC ANALYST	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
ENGINEERING	TRAFFIC CONTROL TECHNICIAN	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%

**APPENDIX A (CONTINUED)**  
**POSITION GRADE ASSIGNMENTS – ALPHABETICAL**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
ENGINEERING	TRAFFIC OPERATIONS SUPERVISOR	123	\$ 49,458.17	5.2%	\$ 63,042.30	4.7%	\$ 76,626.42	4.5%
ENGINEERING	TRAFFIC SIGN CONSTRUCTION SPEC	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
ENGINEERING	TRAFFIC SIGNAL SUPERVISOR	121	\$ 44,860.02	5.3%	\$ 57,181.22	4.9%	\$ 69,502.42	4.6%
ENGINEERING	TRAFFIC SIGNAL TECHNICIAN I	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
ENGINEERING	TRAFFIC SIGNAL TECHNICIAN II	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
HUMAN RESOURCES	TRAINING AND DEVELOPMENT MANAGER	123	\$ 49,458.17	10.5%	\$ 63,042.30	10.0%	\$ 76,626.42	9.8%
TRANSPORTATION	TRANSIT COMPLIANCE OFFICER	127	\$ 62,439.81	26.4%	\$ 79,589.45	25.9%	\$ 96,739.09	25.5%
TRANSPORTATION	TRANSIT MANAGER	127	\$ 62,439.81	3.7%	\$ 79,589.45	3.3%	\$ 96,739.09	3.0%
TRANSPORTATION	TRANSIT SECURITY SPECIALIST	113	\$ 33,100.08	9.8%	\$ 42,191.31	9.3%	\$ 51,282.54	9.0%
TRANSPORTATION	TRANSIT SPECIALIST	119	\$ 41,080.61	11.8%	\$ 52,363.76	11.4%	\$ 63,646.91	11.1%
TRANSPORTATION	TRANSIT SUPERVISOR	123	\$ 49,458.17	22.0%	\$ 63,042.30	21.5%	\$ 76,626.42	21.2%
TRANSPORTATION	TRANSPORTATION CREW LEADER	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
PLANNING	TRANSPORTATION PLANNER	121	\$ 47,103.02	10.6%	\$ 60,040.28	10.1%	\$ 72,977.54	9.8%
PLANNING	TRANSPORTATION PLANNER TRAINEE	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	TREE TRIMMER CREW LEADER	120	\$ 42,723.83	22.2%	\$ 54,458.31	21.7%	\$ 66,192.78	21.4%
PUBLIC WORKS	TREE TRIMMER CREW LEADER II	121	\$ 44,860.02	22.1%	\$ 57,181.22	21.6%	\$ 69,502.42	21.3%
PUBLIC WORKS	TREE TRIMMER II	115	\$ 35,115.87	5.5%	\$ 44,760.76	5.1%	\$ 54,405.64	4.8%
CHIEF ADMINISTRATOR	TV STATION MANAGER	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	URBAN FORESTRY SUPERVISOR	121	\$ 44,860.02	16.2%	\$ 57,181.22	15.8%	\$ 69,502.42	15.5%
SUPERIOR COURT	VICTIM ADVOCATE	117	\$ 37,981.33	3.4%	\$ 48,413.24	3.0%	\$ 58,845.14	2.7%
STATE COURT	VICTIM ADVOCATE INVESTIGATOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
SUPERIOR COURT	VICTIM WITNESS PGR AD	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
STATE COURT	VICTIM WITNESS PROGRAM ADMINIS	122	\$ 47,103.02	5.2%	\$ 60,040.28	4.8%	\$ 72,977.54	4.5%
PUBLIC WORKS	VOLUNTEER COORDINATOR- ANIMAL	117	\$ 37,981.33	8.6%	\$ 48,413.24	8.2%	\$ 58,845.14	7.9%
MCP	WARDEN MD	C7	\$100,000.00	23.5%	\$127,465.88	23.0%	\$154,931.76	22.7%
PUBLIC WORKS	WASTE COLLECT ROUTE SUPERVISOR	119	\$ 41,080.61	6.4%	\$ 52,363.76	6.0%	\$ 63,646.91	5.7%
PUBLIC WORKS	WASTE COLLECTION WORKER	112	\$ 32,136.00	17.6%	\$ 40,962.43	17.2%	\$ 49,788.87	16.9%
PUBLIC WORKS	WASTE DISPOSAL AND RECYCLING M	129	\$ 71,487.33	7.6%	\$ 91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	WASTE EQUIPMENT OPERATOR	121	\$ 44,860.02	34.8%	\$ 57,181.22	34.2%	\$ 69,502.42	33.9%
INFORMATION TECHNOLOGY	WEB DEVELOPMENT MANAGER	128	\$ 66,810.59	11.0%	\$ 85,160.71	10.5%	\$103,510.83	10.2%
WIOA	WIOA ASSISTANT DIRECTOR	130	\$ 76,491.45	40.3%	\$ 97,500.50	39.7%	\$118,509.54	39.3%
WIOA	WORKFORCE INVESTMENT OPPORTUNI	133	\$ 93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%

**APPENDIX B**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
BOARDS AND COMMISSIONS	APPRAISAL TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
BOARDS AND COMMISSIONS	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
BOARDS AND COMMISSIONS	ELECTIONS TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
BOARDS AND COMMISSIONS	APPRAISER I	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
BOARDS AND COMMISSIONS	ELECTIONS TECHNICIAN II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
BOARDS AND COMMISSIONS	ELECTIONS SPECIALIST	118	\$39,500.58	13.0%	\$50,349.77	12.5%	\$61,198.95	12.2%
BOARDS AND COMMISSIONS	GIS TECHNICIAN I	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
BOARDS AND COMMISSIONS	APPRAISER II	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
BOARDS AND COMMISSIONS	APPRAISER III	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
BOARDS AND COMMISSIONS	ELECTIONS AND OPERATIONS MANAG	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
BOARDS AND COMMISSIONS	ADMINISTRATIVE MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
BOARDS AND COMMISSIONS	COMMERCIAL PROPERTY MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
BOARDS AND COMMISSIONS	PERSONAL PROPERTY MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
BOARDS AND COMMISSIONS	RESIDENTIAL PROPERTY MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
BOARDS AND COMMISSIONS	ASSISTANT DIRECTOR OF ELECTION	130	\$76,491.45	40.3%	\$97,500.50	39.7%	\$118,509.54	39.3%
BOARDS AND COMMISSIONS	DEPUTY CHIEF APPRAISER	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
BOARDS AND COMMISSIONS	ELECTIONS/REGISTRAR DIRECTOR	133	\$93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%
BOARDS AND COMMISSIONS	CHIEF APPRAISER	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
CHIEF ADMINISTRATOR	DUPLICATING SERVICES TECH	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
CHIEF ADMINISTRATOR	CITIZEN SVC CENT TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
CHIEF ADMINISTRATOR	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CHIEF ADMINISTRATOR	PRINT SHOP TECHNICIAN	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
CHIEF ADMINISTRATOR	GRAPHICS DESIGNER	115	\$35,115.87	9.8%	\$44,760.76	9.3%	\$54,405.64	9.0%
CHIEF ADMINISTRATOR	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CHIEF ADMINISTRATOR	COMM/MULTI SPECLST	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
CHIEF ADMINISTRATOR	RECORDS SPECIALIST	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
CHIEF ADMINISTRATOR	MAILROOM SUPERVISOR	119	\$41,080.61	23.4%	\$52,363.76	22.9%	\$63,646.91	22.6%
CHIEF ADMINISTRATOR	PRINT SHOP SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
CHIEF ADMINISTRATOR	CHIEF OF STAFF AND EXECUTIVE A	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
CHIEF ADMINISTRATOR	FAMILY CONNECTION DIRECTOR	126	\$58,905.48	19.2%	\$75,084.38	18.7%	\$91,263.29	18.4%
CHIEF ADMINISTRATOR	KCB EXECUTIVE DIRECTOR	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
CHIEF ADMINISTRATOR	DIRECTOR, 311 CITIZENS SERVICE CENTER/ASSISTANT TO THE CITY MANAGER	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
CHIEF ADMINISTRATOR	TV STATION MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
CHIEF ADMINISTRATOR	DIRECTOR OF COMMUNICATIONS AND COMMUNITY AFFAIRS	131	\$81,845.85	-	\$104,325.53	-	\$126,805.21	-
CHIEF ADMINISTRATOR	DEPUTY CITY MANAGER-OPERATIONS	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
CHIEF ADMINISTRATOR	DEPUTY CITY MANAGER-PLANNING	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
CHIEF ADMINISTRATOR	CITY MANAGER	140	\$166,307.88	19.3%	\$211,985.81	18.8%	\$257,663.73	18.5%



**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
CIVIC CENTER	ARENA TECHNICIAN	112	\$32,136.00	12.0%	\$40,962.43	11.5%	\$49,788.87	11.2%
CIVIC CENTER	BOX OFFICE REPRESENTATIVE	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
CIVIC CENTER	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
CIVIC CENTER	ARENA TECHNICIAN II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
CIVIC CENTER	ACCOUNTING CLERK SENIOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CIVIC CENTER	BOX OFFICE COORDINATOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CIVIC CENTER	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
CIVIC CENTER	CARPENTER I	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
CIVIC CENTER	EVENTS COORDINATOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
CIVIC CENTER	MAINTENANCE SUPERVISOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
CIVIC CENTER	CIVIC CENTER FINANCE MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
CIVIC CENTER	TICKETING OPERATIONS MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
CIVIC CENTER	EVENT SERVICES MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
CIVIC CENTER	MARKETING MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
CIVIC CENTER	OPERATIONS MANAGER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
CIVIC CENTER	CIVIC CENTER DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
COMMUNITY DEVELOPMENT	INSPECTION SERVICES TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
COMMUNITY DEVELOPMENT	PERMIT TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
COMMUNITY DEVELOPMENT	GIS TECHNICIAN I	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
COMMUNITY DEVELOPMENT	BUILDING INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
COMMUNITY DEVELOPMENT	CODE ENFORCEMENT OFFICER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
COMMUNITY DEVELOPMENT	ELECTRICAL INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
COMMUNITY DEVELOPMENT	PLUMBING MECH INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
COMMUNITY DEVELOPMENT	BUILDING INSPECT COORDINATOR	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
COMMUNITY DEVELOPMENT	ELECTRICAL INSPECT COORDINATOR	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
COMMUNITY DEVELOPMENT	PLUMBING MECH INSP COORDINATOR	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
COMMUNITY DEVELOPMENT	PLANS EXAMINER	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
COMMUNITY DEVELOPMENT	CODE ENFORCEMENT MANAGER	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
COMMUNITY DEVELOPMENT	CHIEF INSPECTOR - INSPECTIONS	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
COMMUNITY DEVELOPMENT	ASSISTANT INSP & CODE DIRECTOR	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
COMMUNITY DEVELOPMENT	BUILDING INSPECTION&CODES DIR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
COMMUNITY REINVESTMENT	COMMUNITY REINVESTMENT COORDIN	119	\$41,080.61	11.8%	\$52,363.76	11.4%	\$63,646.91	11.1%
COMMUNITY REINVESTMENT	COMMUNITY REINV PLANNER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
COMMUNITY REINVESTMENT	FINANCE MANAGER COMM REINV	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
COMMUNITY REINVESTMENT	REAL ESTATE SPECIALIST	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
COMMUNITY REINVESTMENT	ASSISTANT DIRECTOR FOR COMMUNITY REINVESTMENT AND REAL ESTATE	130	\$76,491.45	40.3%	\$97,500.50	39.7%	\$118,509.54	39.3%
COMMUNITY REINVESTMENT	DIRECTOR OF COMMUNITY REINVEST	133	\$93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%
CORONER	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%

# APPENDIX B (CONTINUED)

## POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
CORONER	DEPUTY CORONER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
CORONER	CHIEF DEPUTY CORN	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
ENGINEERING	SURVEY CREW WORKER	112	\$32,136.00	12.0%	\$40,962.43	11.5%	\$49,788.87	11.2%
ENGINEERING	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
ENGINEERING	TRAFFIC CONTROL TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
ENGINEERING	STORMWATER DATA TECH I	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
ENGINEERING	SURVEY TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
ENGINEERING	TRAFFIC SIGN CONSTRUCTION SPEC	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
ENGINEERING	TRAFFIC SIGNAL TECHNICIAN I	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
ENGINEERING	STORMWATER DATA TECH II	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
ENGINEERING	SURVEY CREW LEADER	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
ENGINEERING	TRAFFIC ANALYST	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
ENGINEERING	TRAFFIC SIGNAL TECHNICIAN II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
ENGINEERING	GIS TECHNICIAN I	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
ENGINEERING	OFFICE MANAGER	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
ENGINEERING	ENGINEERING INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
ENGINEERING	SENIOR TRAFFIC OPERATIONS TECH	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
ENGINEERING	STORMWATER DATA INSPECTOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
ENGINEERING	ENGINEERING INSPECTION COORD	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
ENGINEERING	SURVEY SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
ENGINEERING	TRAFFIC SIGNAL SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
ENGINEERING	GIS SUPERVISOR	122	\$47,103.02	22.0%	\$60,040.28	21.5%	\$72,977.54	21.2%
ENGINEERING	TRAFFIC OPERATIONS SUPERVISOR	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
ENGINEERING	PROJECT ENGINEER	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
ENGINEERING	STORMWATER MGMT ENGINEER	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
ENGINEERING	ASSISTANT ENGINEERING DIRECTOR	132	\$87,575.06	8.2%	\$111,628.32	7.7%	\$135,681.58	7.5%
ENGINEERING	ENGINEERING DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
EXECUTIVE	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
EXECUTIVE	EXECUTIVE ASSISTANT	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
EXECUTIVE	FORENSIC AUDITOR	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
EXECUTIVE	DIRECTOR OFFICE OF CRIME PREVE	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
FINANCE	ACCOUNTING CLERK SENIOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	ACCOUNTING TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	ACCOUNTS PAYABLE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	COLLECTIONS TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	LICENSING AND TAX CLERK	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	PURCHASING TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FINANCE	SR LICENSING AND TAX CLERK	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
FINANCE	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
FINANCE	BUYER	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
FINANCE	JUNIOR ACCOUNTANT	118	\$39,500.58	18.7%	\$50,349.77	18.2%	\$61,198.95	17.9%
FINANCE	COLLECTIONS SUPERVISOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
FINANCE	AUDITOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
FINANCE	BUYER SPECIALIST	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
FINANCE	PAYROLL SPECIALIST	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
FINANCE	FINANCIAL ANALYST - FINANCE	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
FINANCE	LICENSING AND TAX SUPERVISOR	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
FINANCE	PAYROLL ADMINISTRATOR	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
FINANCE	BUDGET/MANAGEMENT ANALYST	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
FINANCE	GRANT COMPLIANCE ACCOUNTANT	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
FINANCE	SENIOR ACCOUNTANT	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
FINANCE	INVESTMENT OFFICER	126	\$58,905.48	19.2%	\$75,084.38	18.7%	\$91,263.29	18.4%
FINANCE	ACCOUNTING MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
FINANCE	PURCHASING MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
FINANCE	REVENUE MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
FINANCE	ASSISTANT FINANCE DIRECTOR	132	\$87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
FINANCE	FINANCE DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
FIRE & EMS	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
FIRE & EMS	PAYROLL TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FIRE & EMS	SUPPORT TECHNICIAN LOGISTICS	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
FIRE & EMS	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
FIRE & EMS	EMPLOYMENT COORDINATOR	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
FIRE & EMS	FIREFIGHTER	F0	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
FIRE & EMS	FIREFIGHTER ASSOCIATES DEGREE	F0	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
FIRE & EMS	FIREFIGHTER BACHELORS DEGREE	F0	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
FIRE & EMS	FIREFIGHTER MASTERS DEGREE	F0	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
FIRE & EMS	FIREFIGHTER/ EMT	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/ EMT ASSOCIATES DE	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/ EMT BACHELORS DEG	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT AD	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT BD	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIREFIGHTER/EMT-LOST	F1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
FIRE & EMS	FIRE MEDIC	F2	\$47,500.00	23.1%	\$60,546.29	22.6%	\$73,592.58	22.2%
FIRE & EMS	FIRE MEDIC AD	F2	\$47,500.00	23.1%	\$60,546.29	22.6%	\$73,592.58	22.2%
FIRE & EMS	FIRE MEDIC BD	F2	\$47,500.00	23.1%	\$60,546.29	22.6%	\$73,592.58	22.2%
FIRE & EMS	FIRE SERGEANT	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT AD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT BD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%



**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
FIRE & EMS	FIRE SERGEANT EMT	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/AD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/BD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT EMT/MD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT MEDIC	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	SGT INVESTIGATIONS	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	FIRE SERGEANT MEDIC BD	F3	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
FIRE & EMS	EMS LIEUTENANT	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT AD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT BD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT EMT	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT FIRE INSPECTOR	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT INVESTIGATOR	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING AD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING BD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LIEUTENANT TRAINING	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	LT LOGISTICS	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	FIRE LIEUTENANT EMT BD	F4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
FIRE & EMS	ASST FIRE MARSHAL	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	CAPTAIN LOGISTICS EMS	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	CAPTAIN LOGISTICS MD	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	EMA PLANNER BS	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN- EMT	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CAPTAIN- RESCUE	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CPT TRAIN PARAM INSTR BD	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	FIRE CPT TRAINING/PARAM INSTR	F5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
FIRE & EMS	BATTALION CHIEF	F6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
FIRE & EMS	FIRE MARSHAL MD	F6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
FIRE & EMS	DIVISION CHIEF	F7	\$75,000.00	24.6%	\$95,599.41	24.1%	\$116,198.82	23.8%
FIRE & EMS	DEPUTY FIRE CHIEF	F8	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	DEPUTY FIRE CHIEF MD	F8	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	EMERGENCY MANAGEMENT DIRECTOR	F8	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
FIRE & EMS	ASSISTANT FIRE CHIEF	F9	\$95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
FIRE & EMS	FIRE EMA DIRECTOR MD	F10	\$120,000.00	21.7%	\$152,959.05	21.2%	\$185,918.11	20.8%
HUMAN RESOURCES	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
HUMAN RESOURCES	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
HUMAN RESOURCES	HUMAN RESOURCES TECHNICIAN I	117	\$37,981.33	14.1%	\$48,413.24	13.7%	\$58,845.14	13.4%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
HUMAN RESOURCES	HUMAN RESOURCES TECHNICIAN II	119	\$41,080.61	11.8%	\$52,363.76	11.4%	\$63,646.91	11.1%
HUMAN RESOURCES	HUMAN RESOURCES SPECIALIST	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
HUMAN RESOURCES	RISK MANAGEMENT ANALYST	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
HUMAN RESOURCES	TRAINING AND DEVELOPMENT MANAGER	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
HUMAN RESOURCES	HUMAN RESOURCES COMPENSATION ADMINISTRATOR	126	\$58,905.48	25.3%	\$75,084.38	24.8%	\$91,263.29	24.4%
HUMAN RESOURCES	PENSION PLANS ADMINISTRATOR	126	\$58,905.48	19.2%	\$75,084.38	18.7%	\$91,263.29	18.4%
HUMAN RESOURCES	RISK MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
HUMAN RESOURCES	ASSISTANT HUMAN RESOURCES DIR	132	\$87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
HUMAN RESOURCES	HUMAN RESOURCES DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
INFORMATION TECHNOLOGY	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
INFORMATION TECHNOLOGY	PC TECH	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
INFORMATION TECHNOLOGY	PERSONAL COMPUTER SERVICES TEC	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
INFORMATION TECHNOLOGY	OFFICE MANAGER	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
INFORMATION TECHNOLOGY	PC SERVICES SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
INFORMATION TECHNOLOGY	APPLICATION DEVELOPER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
INFORMATION TECHNOLOGY	NETWORK ENGINEER	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
INFORMATION TECHNOLOGY	PROGRAM & DEVELOPMENT COORDINA	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
INFORMATION TECHNOLOGY	SYSTEMS & ENTERPRISE APPLICATI	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
INFORMATION TECHNOLOGY	NETWORK OP MANAGER	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
INFORMATION TECHNOLOGY	WEB DEVELOPMENT MANAGER	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
INFORMATION TECHNOLOGY	APP DEVELOPMENT & SUPPORT MGR	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
INFORMATION TECHNOLOGY	TECHNICAL OPERATIONS MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
INFORMATION TECHNOLOGY	GIS DIVISION MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
INFORMATION TECHNOLOGY	ASSISTANT DIRECTOR OF TECHNOLO	133	\$93,705.31	15.7%	\$119,442.30	15.3%	\$145,179.29	15.0%
INFORMATION TECHNOLOGY	ASSISTANT INFORMATION TECHNOLO	133	\$93,705.31	15.7%	\$119,442.30	15.3%	\$145,179.29	15.0%
INFORMATION TECHNOLOGY	INFO TECHNOLOGY DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
LEGAL	LEGAL ASSISTANT	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
LEGAL	PARALEGAL	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
LEGAL	ASSISTANT CITY ATTORNEY	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
LEGAL	CITY ATTORNEY	138	\$134,526.09	17.6%	\$171,474.87	17.1%	\$208,423.64	16.8%
LEGISLATIVE	SUPPORT CLERK - CLERK OF COUNC	111	\$31,200.00	24.8%	\$39,769.35	24.3%	\$48,338.71	24.0%
LEGISLATIVE	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
LEGISLATIVE	DEPUTY CLERK PRO TEM - CLERK O	115	\$35,115.87	9.8%	\$44,760.76	9.3%	\$54,405.64	9.0%
LEGISLATIVE	DEPUTY CLERK OF COUNCIL	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
LEGISLATIVE	CLERK OF COUNCIL	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
MCP	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
MCP	ACCOUNTING CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
MCP	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
MCP	CORRECTIONAL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	CORRECTIONAL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	CORRECTIONAL OFFICER AD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	CORRECTIONAL OFFICER BD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	CORRECTIONAL OFFICER MD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
MCP	SENIOR CO AD	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	SENIOR CO BD	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	SENIOR CO MD	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	SENIOR CORRECTIONAL OFCR	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	LOST SR CORR OFFICER	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
MCP	SENIOR COUNSELOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
MCP	CORRECTIONS TECHNICIAN	C3	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
MCP	CORRECTIONS TECHNICIAN BD	C3	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
MCP	CORRECTIONS SERGEANT	C4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
MCP	CORRECTIONS SERGEANT AD	C4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
MCP	CORRECTIONS SERGEANT BD	C4	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
MCP	CORR LT BACHELORS	C5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
MCP	DEPUTY WARDEN ADMIN MD	C6	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
MCP	DEPUTY WARDEN SEC MD	C6	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
MCP	WARDEN MD	C7	\$100,000.00	23.5%	\$127,465.88	23.0%	\$154,931.76	22.7%
MUNICIPAL COURT	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
MUNICIPAL COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
MUNICIPAL COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
MUNICIPAL COURT	FINANCE MANAGER - CLERK OF MUN	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
MUNICIPAL COURT	COURT COORDINATOR-MAGISTRATE C	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
MUNICIPAL COURT	CHIEF DEPUTY CLERK	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
PARKS AND RECREATION	ATHLETIC CHIEF	111	\$31,200.00	52.1%	\$39,769.35	51.5%	\$48,338.71	51.1%
PARKS AND RECREATION	COMMUNITY SCH SITE SUPERVISOR	111	\$31,200.00	44.8%	\$39,769.35	44.2%	\$48,338.71	43.8%
PARKS AND RECREATION	COMMUNITY SCHOOL ACTIVITY LDR	111	\$31,200.00	59.8%	\$39,769.35	59.2%	\$48,338.71	58.8%
PARKS AND RECREATION	CUSTODIAN	111	\$31,200.00	26.1%	\$39,769.35	25.6%	\$48,338.71	25.2%
PARKS AND RECREATION	MARINA TECHNICIAN I	111	\$31,200.00	24.8%	\$39,769.35	24.3%	\$48,338.71	24.0%
PARKS AND RECREATION	POTTERY SPECIALIST	111	\$31,200.00	37.8%	\$39,769.35	37.2%	\$48,338.71	36.9%
PARKS AND RECREATION	RECREATION CENTER LEADERS	111	\$31,200.00	59.8%	\$39,769.35	59.2%	\$48,338.71	58.8%
PARKS AND RECREATION	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
PARKS AND RECREATION	MUSEUM SUPPORT SPECIALIST	112	\$32,136.00	-	\$40,962.43	-	\$49,788.87	-
PARKS AND RECREATION	TENNIS SPECIALIST I	112	\$32,136.00	12.0%	\$40,962.43	11.5%	\$49,788.87	11.2%
PARKS AND RECREATION	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
PARKS AND RECREATION	PARKS CREW LEADER	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
PARKS AND RECREATION	TENNIS SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PARKS AND RECREATION	PARK MAINTENANCE WORKER I	114	\$34,093.08	36.4%	\$43,457.05	35.9%	\$52,821.01	35.5%
PARKS AND RECREATION	ACCOUNTING CLERK SENIOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PARKS AND RECREATION	PAINT EQUIPMENT OPERATOR II	115	\$35,115.87	-	\$44,760.76	-	\$54,405.64	-
PARKS AND RECREATION	PARK MAINTENANCE WORKER II	115	\$35,115.87	28.6%	\$44,760.76	28.0%	\$54,405.64	27.7%
PARKS AND RECREATION	COMMUNITY ENGAGEMENT COORDINATOR	116	\$36,520.51	-	\$46,551.19	-	\$56,581.87	-
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR I	116	\$36,520.51	21.1%	\$46,551.19	20.6%	\$56,581.87	20.3%
PARKS AND RECREATION	ATHLETIC PROGRAM SPECIALIST	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PARKS AND RECREATION	CHEMICAL APPLICATION SPVR	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PARKS AND RECREATION	PARKS CREW SUPERVISOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PARKS AND RECREATION	REC PROGRAM SPECIALIST II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PARKS AND RECREATION	ATHLETIC PROGRAM SPECIALIST III	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PARKS AND RECREATION	EMPLOYMENT COORDINATOR	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PARKS AND RECREATION	MARINA SPECIALIST	118	\$39,500.58	-	\$50,349.77	-	\$61,198.95	-
PARKS AND RECREATION	REC PROGRAM SPECIALIST III	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PARKS AND RECREATION	TENNIS PROGRAM SPECIALIST III	118	\$39,500.58	-	\$50,349.77	-	\$61,198.95	-
PARKS AND RECREATION	PARKS SERVICES SUPERVISOR	119	\$41,080.61	-	\$52,363.76	-	\$63,646.91	-
PARKS AND RECREATION	CORRECTIONAL DETAIL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
PARKS AND RECREATION	AQUATIC CENTER PROGRAM SUPERVI	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PARKS AND RECREATION	AQUATICS SUPERVISOR	120	\$42,723.83	-	\$54,458.31	-	\$66,192.78	-
PARKS AND RECREATION	COMMUNITY SCHOOLS PROGRAM SUPERVISOR	120	\$42,723.83	-	\$54,458.31	-	\$66,192.78	-
PARKS AND RECREATION	CULTURAL ARTS/POTTERY PROGRAM SUPERVISOR	120	\$42,723.83	-	\$54,458.31	-	\$66,192.78	-
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR II	120	\$42,723.83	34.9%	\$54,458.31	34.3%	\$66,192.78	34.0%
PARKS AND RECREATION	RECREA PROG SPVR REC SVCS	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PARKS AND RECREATION	RECREATION PROGRAM SUPERVISOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PARKS AND RECREATION	TENNIS PROGRAM SUPERVISOR	120	\$42,723.83	-	\$54,458.31	-	\$66,192.78	-
PARKS AND RECREATION	MOTOR EQUIPMENT OPERATOR III	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PARKS AND RECREATION	PARKS SERVICES MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
PARKS AND RECREATION	ADMINISTRATIVE OPERATIONS MANAGER	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
PARKS AND RECREATION	AQUATICS DIVISION MANAGER	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	COMMUNITY SCHOOLS DIVISION MAN	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	PARKS SERVICES DIV MANAGER	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	RECREATION SVCS DIVISION MGR	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	ATHLETIC DIVISION MANAGER	123	\$49,458.17	5.2%	\$63,042.30	4.7%	\$76,626.42	4.5%
PARKS AND RECREATION	ASSIST PARKS & REC DIRECTOR	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
PARKS AND RECREATION	PARKS & RECREATION DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
PLANNING	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PLANNING	GIS TECHNICIAN I	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PLANNING	TRANSPORTATION PLANNER TRAINEE	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PLANNING	PLANNER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
PLANNING	SENIOR PLANNER	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
PLANNING	TRANSPORTATION PLANNER	121	\$47,103.02	10.6%	\$60,040.28	10.1%	\$72,977.54	9.8%
PLANNING	PRINCIPAL PLANNER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
PLANNING	RIGHT OF WAY/TRANSP PLAN COOD	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
PLANNING	ASSISTANT PLANNING DIRECTOR	131	\$81,845.85	-	\$104,325.53	-	\$126,805.21	-
PLANNING	PLANNING DIRECTOR	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
POLICE	BUILDING SERVICE WORKER	111	\$31,200.00	26.1%	\$39,769.35	25.6%	\$48,338.71	25.2%
POLICE	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
POLICE	ACCOUNTING CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	BUILDING SERVICE CREW LDR	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	CRIMINAL RECORDS TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	EMERGENCY COMMO TECH I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	EMERGENCY COMMUNICATION TECH I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
POLICE	POLICE CADET	113	\$33,100.08	4.5%	\$42,191.31	4.1%	\$51,282.54	3.8%
POLICE	POLICE CADET I	113	\$33,100.08	4.5%	\$42,191.31	4.1%	\$51,282.54	3.8%
POLICE	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
POLICE	EMERGENCY COMMO TECH II	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
POLICE	FACILITIES MAINTENANCE WORKER I	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
POLICE	EMERGENCY COMMUNICATION TCH II	115	\$35,115.87	8.7%	\$44,760.76	8.2%	\$54,405.64	8.0%
POLICE	EMERGENCY COMMO TECH III	116	\$36,520.51	9.7%	\$46,551.19	9.3%	\$56,581.87	9.0%
POLICE	ASSET FORFEITURE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
POLICE	OPEN RECORDS COMPLIANCE COORDI	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
POLICE	RECORDS SUPERVISOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
POLICE	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
POLICE	EMPLOYMENT COORDINATOR	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
POLICE	911 CENTER SUPERVISOR	119	\$41,080.61	11.8%	\$52,363.76	11.4%	\$63,646.91	11.1%
POLICE	COMPUTER FORENSIC ANALYST	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
POLICE	CRIME ANALYST	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
POLICE	RECORDS MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
POLICE	POLICE FINANCE MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
POLICE	POLICE OFFICER	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
POLICE	POLICE OFFICER AD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
POLICE	POLICE OFFICER BD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
POLICE	POLICE OFFICER MD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
POLICE	POLICE CORPORAL	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
POLICE	POLICE CORPORAL AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
POLICE	POLICE CORPORAL BD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%



**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
POLICE	POLICE CORPORAL MD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
POLICE	POLICE SERGEANT	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
POLICE	POLICE SGT AD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
POLICE	POLICE SGT BD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
POLICE	POLICE SGT MD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
POLICE	COMMAND SGT BD	PS4	\$60,000.00	27.6%	\$76,479.53	27.1%	\$92,959.05	26.7%
POLICE	POLICE LIEUTENANT BD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
POLICE	POLICE LIEUTENANT MD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
POLICE	POLICE CAPTAIN AD	PS6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CAPTAIN BD	PS6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
POLICE	POLICE CAPTAIN MD	PS6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
POLICE	DIRECTOR OF COMMUNITY AFFAIRS	130	\$76,491.45	15.1%	\$97,500.50	14.6%	\$118,509.54	14.4%
POLICE	DEPUTY CHIEF OF POLICE MD	PS7	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
POLICE	ASSISTANT CHIEF OF POLICE MD	PS8	\$95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
POLICE	CHIEF OF POLICE	PS9	\$120,000.00	21.7%	\$152,959.05	21.2%	\$185,918.11	20.8%
PROBATE COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PROBATE COURT	PARALEGAL	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PROBATE COURT	PASSPORT SPV/DEPUTY CLERK	121	\$44,860.02	22.1%	\$57,181.22	21.6%	\$69,502.42	21.3%
PROBATE COURT	LICENSE CLERK SUPERVISOR	123	\$49,458.17	28.1%	\$63,042.30	27.6%	\$76,626.42	27.3%
PROBATE COURT	CHIEF CLERK/LIC SUPERVISOR	125	\$55,571.21	37.0%	\$70,834.33	36.5%	\$86,097.44	36.1%
PROBATE COURT	ASSOCIATE JUDGE	130	\$76,491.45	27.1%	\$97,500.50	26.6%	\$118,509.54	26.2%
PUBLIC DEFENDER	LEGAL ADMINISTRATIVE CLERK	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
PUBLIC DEFENDER	INVESTIGATOR-PUBLIC DEFENDER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC DEFENDER	INVESTIGATOR II - PUBLIC DEFEN	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
PUBLIC DEFENDER	INVESTIGATOR SUPERVISOR	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
PUBLIC WORKS	WASTE COLLECTION WORKER	112	\$32,136.00	17.6%	\$40,962.43	17.2%	\$49,788.87	16.9%
PUBLIC WORKS	COMMUNICATIONS OFFICER	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
PUBLIC WORKS	INVENTORY CONTROL TECHNICIAN -	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
PUBLIC WORKS	MAINTENANCE WORKER I	114	\$34,093.08	36.4%	\$43,457.05	35.9%	\$52,821.01	35.5%
PUBLIC WORKS	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	BALER OPERATOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	CHEMICAL APPL TECHNICIAN	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
PUBLIC WORKS	CUSTODIAL OPERATIONS ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	FACILITIES MAINTENANCE WORKER I	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
PUBLIC WORKS	FLEET MAINTENANCE BUYER	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	LANDFILL OPERATOR	115	\$35,115.87	40.5%	\$44,760.76	39.9%	\$54,405.64	39.6%
PUBLIC WORKS	MAINTENANCE WORKER II	115	\$35,115.87	28.6%	\$44,760.76	28.0%	\$54,405.64	27.7%
PUBLIC WORKS	RC DROP OFF SITE OPERATOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	RC SCALE OPERATOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	TREE TRIMMER II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
PUBLIC WORKS	ANIMAL CONTROL OFFICER I	116	\$36,520.51	9.7%	\$46,551.19	9.3%	\$56,581.87	9.0%
PUBLIC WORKS	EQUIPMENT OPERATOR I	116	\$36,520.51	21.1%	\$46,551.19	20.6%	\$56,581.87	20.3%
PUBLIC WORKS	FLEET MAINTENANCE TECH I	116	\$36,520.51	-	\$46,551.19	-	\$56,581.87	-
PUBLIC WORKS	MAINTENANCE WORKER III	116	\$36,520.51	27.3%	\$46,551.19	26.7%	\$56,581.87	26.4%
PUBLIC WORKS	ANIMAL CONTROL OFFICER II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	CARPENTER I	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	CHEMICAL APPLICATION SPVR	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	ENVIRONMENTAL COMPLIANCE OFFIC	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	HVAC TECHNICIAN I	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	MOBILITY TECHNOLOGY TECHNICIAN	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PUBLIC WORKS	PUBLIC SERVICES CREW LEADER	117	\$37,981.33	14.1%	\$48,413.24	13.7%	\$58,845.14	13.4%
PUBLIC WORKS	SENIOR LANDFILL OPERATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PUBLIC WORKS	STORMWATER DRAIN TECH	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	VOLUNTEER COORDINATOR- ANIMAL	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	HVAC TECHNICIAN I	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
PUBLIC WORKS	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
PUBLIC WORKS	CARPENTER II	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PUBLIC WORKS	CREW LEADER STORMWATER	118	\$39,500.58	18.7%	\$50,349.77	18.2%	\$61,198.95	17.9%
PUBLIC WORKS	ELECTRICIAN II	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PUBLIC WORKS	FLEET MAINTENANCE TECH II	118	\$39,500.58	31.0%	\$50,349.77	30.5%	\$61,198.95	30.1%
PUBLIC WORKS	HVAC TECHNICIAN II	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PUBLIC WORKS	PLUMBER II	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
PUBLIC WORKS	CONTRACT WARRANTY SPECIALIST	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	GIS TECHNICIAN II	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	RC LINE SUPERVISOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	RECYCLING ROUTE SUPERVISOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	WASTE COLLECT ROUTE SUPERVISOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
PUBLIC WORKS	CORRECTIONAL DETAIL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
PUBLIC WORKS	CORR DETAIL HEAVY EQUIPMENT	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
PUBLIC WORKS	CORR DETAIL OFFICER CEMETERY	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
PUBLIC WORKS	ANIMAL RESOUR CTR SUPVRS	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC WORKS	CONTRACT INSPECTOR - PUBLIC WO	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC WORKS	CUSTODIAL SERVICES SUPERVISOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC WORKS	EQUIPMENT OPERATOR II	120	\$42,723.83	34.9%	\$54,458.31	34.3%	\$66,192.78	34.0%
PUBLIC WORKS	EQUIPMENT OPERATOR II	120	\$42,723.83	34.9%	\$54,458.31	34.3%	\$66,192.78	34.0%
PUBLIC WORKS	RC COMPOST MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
PUBLIC WORKS	SPECIAL ENFORCEMENT SUPERVISOR	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	TREE TRIMMER CREW LEADER	120	\$42,723.83	22.2%	\$54,458.31	21.7%	\$66,192.78	21.4%
PUBLIC WORKS	CORRECTIONAL DETAIL OFFICER SUPERVISOR	C2	\$43,500.00	24.4%	\$55,447.66	23.9%	\$67,395.31	23.6%
PUBLIC WORKS	FACILITIES MAINTENANCE SUPERVISOR	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
PUBLIC WORKS	EQUIPMENT OPERATOR III	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PUBLIC WORKS	FACILITIES MAINTENANCE SUPERVISOR	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
PUBLIC WORKS	FLEET MAINTENANCE TECH III	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PUBLIC WORKS	PUBLIC SERVICES CREW SUPVSR	121	\$44,860.02	16.2%	\$57,181.22	15.8%	\$69,502.42	15.5%
PUBLIC WORKS	RECYCLING TRUCK DRIVER	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PUBLIC WORKS	SAFETY COORDINATOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
PUBLIC WORKS	TREE TRIMMER CREW LEADER II	121	\$44,860.02	22.1%	\$57,181.22	21.6%	\$69,502.42	21.3%
PUBLIC WORKS	URBAN FORESTRY SUPERVISOR	121	\$44,860.02	16.2%	\$57,181.22	15.8%	\$69,502.42	15.5%
PUBLIC WORKS	WASTE EQUIPMENT OPERATOR	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
PUBLIC WORKS	GIS SUPERVISOR	122	\$47,103.02	22.0%	\$60,040.28	21.5%	\$72,977.54	21.2%
PUBLIC WORKS	HEAVY EQUIPMENT CREW LEADER	122	\$47,103.02	34.7%	\$60,040.28	34.2%	\$72,977.54	33.8%
PUBLIC WORKS	HEAVY EQUIPMENT OPERATOR	122	\$47,103.02	34.7%	\$60,040.28	34.2%	\$72,977.54	33.8%
PUBLIC WORKS	PUBLIC SERVICES COORDINATOR	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
PUBLIC WORKS	FLEET MAINTENANCE TECH, SENIOR	123	\$49,458.17	34.6%	\$63,042.30	34.1%	\$76,626.42	33.7%
PUBLIC WORKS	SENIOR HEAVY EQUIPMT OPERATOR	123	\$49,458.17	34.6%	\$63,042.30	34.1%	\$76,626.42	33.7%
PUBLIC WORKS	LANDFILL MAINT TECHNICIAN	123	\$49,458.17	34.6%	\$63,042.30	34.1%	\$76,626.42	33.7%
PUBLIC WORKS	ASSIST STREET MAINT MANAGER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	ASSISTANT MANAGER/FORESTRY	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	ASSISTANT WASTE DISPOSAL MGR	124	\$52,425.67	9.3%	\$66,824.84	8.9%	\$81,224.00	8.6%
PUBLIC WORKS	ASST MGR - BEAUTIFICATION	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	ASST STORMWATER MANAGER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	CEMETERIES MANAGER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	COMMUNITY SERVICES COORDINATOR	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	FORESTRY ADMIN WITH CERT	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	RECYCLING CENTER MANAGER	124	\$52,425.67	11.5%	\$66,824.84	11.0%	\$81,224.00	10.7%
PUBLIC WORKS	ASSISTANT DIV MANAGER - SW	125	\$55,571.21	18.2%	\$70,834.33	17.7%	\$86,097.44	17.4%
PUBLIC WORKS	ASSISTANT FACILITIES MAINTENAN	125	\$55,571.21	15.9%	\$70,834.33	15.4%	\$86,097.44	15.1%
PUBLIC WORKS	BODY SHOP SUPERVISOR	125	\$55,571.21	37.0%	\$70,834.33	36.5%	\$86,097.44	36.1%
PUBLIC WORKS	CAR SHOP SUPERVISOR - PW FLEET	125	\$55,571.21	30.4%	\$70,834.33	29.9%	\$86,097.44	29.6%
PUBLIC WORKS	FINANCIAL OPERATIONS ADMINISTR	125	\$55,571.21	12.5%	\$70,834.33	12.0%	\$86,097.44	11.7%
PUBLIC WORKS	HEAVY EQUIPMENT SUPERVISOR	125	\$55,571.21	30.4%	\$70,834.33	29.9%	\$86,097.44	29.6%
PUBLIC WORKS	SMALL ENGINE SUPERVISOR	125	\$55,571.21	37.0%	\$70,834.33	1.5%	\$86,097.44	1.2%
PUBLIC WORKS	AUTOMOTIVE & TIRE SHOP SUPV	125	\$55,571.21	30.4%	\$70,834.33	29.9%	\$86,097.44	29.6%
PUBLIC WORKS	HEAVY EQUIPMENT SUPERVISOR	125	\$55,571.21	30.4%	\$70,834.33	29.9%	\$86,097.44	29.6%
PUBLIC WORKS	RAINWATER DIVISION MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	STREET DIVISION MANAGER	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%



**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
PUBLIC WORKS	WASTE DISPOSAL AND RECYCLING M	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
PUBLIC WORKS	FACILITIES MAINTENANCE MANAGER	130	\$76,491.45	15.1%	\$97,500.50	14.6%	\$118,509.54	14.4%
PUBLIC WORKS	INTEGRATED WASTE MANAGER	131	\$81,845.85	11.6%	\$104,325.53	11.1%	\$126,805.21	10.8%
PUBLIC WORKS	ASSISTANT DIR FLEET MAINT MGR	132	\$87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
PUBLIC WORKS	ASSISTANT DIRECTOR OF INFRASTR	132	\$87,575.06	19.4%	\$111,628.32	18.9%	\$135,681.58	18.6%
PUBLIC WORKS	PUBLIC WORKS DIRECTOR	135	\$108,288.20	21.2%	\$138,030.51	20.7%	\$167,772.81	20.4%
RECORDER'S COURT	DEPUTY CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
RECORDER'S COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
RECORDER'S COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
RECORDER'S COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
RECORDER'S COURT	CHIEF CLERK RECORDERS COURT	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
SHERIFF	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
SHERIFF	SECURITY GUARD	112	\$32,136.00	12.0%	\$40,962.43	11.5%	\$49,788.87	11.2%
SHERIFF	ACCOUNTING CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	CRIMINAL RECORDS TECHNICIAN	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	DEPUTY CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	SHERIFF CADET	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SHERIFF	ACCOUNTING CLERK SENIOR	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SHERIFF	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SHERIFF	COMMUNICATION TECHNICIAN	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
SHERIFF	HR TECH SHERIFF	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SHERIFF	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SHERIFF	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SHERIFF	SHERF CRCTN OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER AD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER BD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER MD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	SHERF CRCTN OFFICER BD	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
SHERIFF	DPTY SHERIFF	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF AD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF BD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF MD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF AD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF BD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DPTY SHERIFF MD	PS1	\$45,000.00	22.5%	\$57,359.65	22.0%	\$69,719.29	21.7%
SHERIFF	DEPUTY SHERIFF TECHNICIAN	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
SHERIFF	DEPUTY SHERIFF TECHNICIAN AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN BD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN MD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DS FIELD TRAIN OF AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DS FIELD TRAIN OF MD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DS FIELD TRAINING OFFICER	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	ID TECH	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	ID TECH BD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	INVESTIGATOR	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	INVESTIGATOR AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DEPUTY SHERIFF TECHNICIAN	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	DS FIELD TRAINING OFFICER	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	ID TECH AD	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	INVESTIGATOR	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
SHERIFF	LICENSED CLINICAL SOCIAL WORKE	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
SHERIFF	SERGEANT	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT AD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT BD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT MD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	SERGEANT AD	PS3	\$57,500.00	28.5%	\$73,292.88	27.9%	\$89,085.76	27.6%
SHERIFF	COMMAND SERGEANT-SHERIFF	PS4	\$60,000.00	27.6%	\$76,479.53	27.1%	\$92,959.05	26.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT AD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT BD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DEPUTY SHERIFF LIEUTENANT MD	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	DPTY SHRF LIEUTENANT	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	LT	PS5	\$65,000.00	31.6%	\$82,852.82	31.0%	\$100,705.64	30.7%
SHERIFF	CAPTAIN BD	PS6	\$70,000.00	23.1%	\$89,226.12	22.6%	\$108,452.23	22.3%
SHERIFF	CAPTAIN MD	PS6	\$70,000.00	16.3%	\$89,226.12	15.8%	\$108,452.23	15.5%
SHERIFF	DIRECTOR OF COMMUNITY AFFAIRS	130	\$76,491.45	15.1%	\$97,500.50	14.6%	\$118,509.54	14.4%
SHERIFF	JAIL COMMANDER	PS7	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	MAJOR BD	PS7	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	MAJOR BD	PS7	\$80,000.00	20.4%	\$101,972.70	19.9%	\$123,945.41	19.6%
SHERIFF	CHIEF DPTY SHERIFF BD	PS8	\$95,000.00	29.5%	\$121,092.58	29.0%	\$147,185.17	28.7%
STATE COURT	DEPUTY CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
STATE COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
STATE COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
STATE COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
STATE COURT	VICTIM ADVOCATE INVESTIGATOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
STATE COURT	COURT COORDINATOR SOL GENRL	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
STATE COURT	SENIOR INVESTIGATOR - SOLICITO	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
STATE COURT	VICTIM WITNESS PROGRAM ADMINIS	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
STATE COURT	INVESTIGATOR SUPERVISOR	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
STATE COURT	INVESTIGATOR SOL GENRL	PS2	\$50,000.00	23.3%	\$63,732.94	22.8%	\$77,465.88	22.5%
STATE COURT	LAW CLERK - STATE COURT JUDGE	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
STATE COURT	ASSISTANT SOLICITOR GENERAL	127	\$62,439.81	14.5%	\$79,589.45	14.0%	\$96,739.09	13.7%
STATE COURT	CHIEF ASST. SOLICITOR GENERAL	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
SUPERIOR COURT	ADMINISTRATIVE SUPPORT SPECIALIST I	112	\$32,136.00	16.5%	\$40,962.43	16.0%	\$49,788.87	15.7%
SUPERIOR COURT	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SUPERIOR COURT	DEPUTY CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
SUPERIOR COURT	LEGAL ADMINISTRATIVE CLERK	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
SUPERIOR COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SUPERIOR COURT	DEPUTY CLERK II	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
SUPERIOR COURT	BOARD OF EQUALIZATION ADMINSTR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SUPERIOR COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SUPERIOR COURT	VICTIM ADVOCATE	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SUPERIOR COURT	SENIOR DEPUTY CLERK	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
SUPERIOR COURT	PARALEGAL	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
SUPERIOR COURT	CASE MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	CUSTODY INVESTIGATOR COORDINAT	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	INVESTIGATOR- DISTRICT ATTY	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	JURY MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	CASE MANAGER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
SUPERIOR COURT	JUVENILE COURT ASSISTANT DIREC	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
SUPERIOR COURT	SENIOR INVESTGTR DIST ATTY	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
SUPERIOR COURT	ADMINISTRATIVE OPERATIONS MANAGER	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
SUPERIOR COURT	ASSISTANT CHIEF DEPUTY CLERK	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
SUPERIOR COURT	JUDICIAL COURT COORDINATOR/ASSISTANT	122	\$47,103.02	9.5%	\$60,040.28	9.0%	\$72,977.54	8.8%
SUPERIOR COURT	VICTIM WITNESS PGR AD	122	\$47,103.02	5.2%	\$60,040.28	4.8%	\$72,977.54	4.5%
SUPERIOR COURT	INVESTIGATOR SUPERVISOR	123	\$49,458.17	10.5%	\$63,042.30	10.0%	\$76,626.42	9.8%
SUPERIOR COURT	LAW CLERK	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
SUPERIOR COURT	ADULT DRUG COURT COORDINATOR	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
SUPERIOR COURT	LAW CLERK W/JURIS	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
SUPERIOR COURT	JUVENILE COURT DIRCTOR	125	\$55,571.21	12.5%	\$70,834.33	12.0%	\$86,097.44	11.7%
SUPERIOR COURT	ASSISTANT DISTRICT ATTORNEY	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
SUPERIOR COURT	CHIEF DEPUTY CLERK	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
SUPERIOR COURT	OFFICIAL COURT REPORTER	126	\$58,905.48	8.0%	\$75,084.38	7.6%	\$91,263.29	7.3%
SUPERIOR COURT	ASST DIST ATTY II	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%

# APPENDIX B (CONTNUED)

## POSITION GRADE ASSIGNMENTS – DEPARTMENT

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
SUPERIOR COURT	ASSISTANT DISTRICT ATTORNEY II	128	\$66,810.59	11.0%	\$85,160.71	10.5%	\$103,510.83	10.2%
SUPERIOR COURT	ASSISTANT DISTRICT ATTY III	129	\$71,487.33	7.6%	\$91,121.96	7.1%	\$110,756.58	6.9%
TAX COMMISSIONER	SUPPORT CLERK	111	\$31,200.00	24.8%	\$39,769.35	24.3%	\$48,338.71	24.0%
TAX COMMISSIONER	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TAX COMMISSIONER	TAX CLERK I	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TAX COMMISSIONER	TAX CLERK II	117	\$37,981.33	8.6%	\$48,413.24	8.2%	\$58,845.14	7.9%
TAX COMMISSIONER	TAX SPECIALIST	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
TAX COMMISSIONER	DEPUTY TAX COMMISSIONER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
TAX COMMISSIONER	ACCOUNTING OPERATIONS ADMINIST	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
TAX COMMISSIONER	CH DEPTY TAX COMM	130	\$76,491.45	15.1%	\$97,500.50	14.6%	\$118,509.54	14.4%
TRADE CENTER	EVENTS ATTENDANT I	112	\$32,136.00	17.6%	\$40,962.43	17.2%	\$49,788.87	16.9%
TRADE CENTER	EVENTS ATTENDANT II	113	\$33,100.08	15.3%	\$42,191.31	14.9%	\$51,282.54	14.6%
TRADE CENTER	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TRADE CENTER	EVENTS ATTENDANT CREW LEADER	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TRADE CENTER	FACILITIES MAINTENANCE WORKER I	115	\$35,115.87	10.8%	\$44,760.76	10.4%	\$54,405.64	10.1%
TRADE CENTER	ADMINISTRATIVE COORDINATOR	117	\$37,981.33	3.4%	\$48,413.24	3.0%	\$58,845.14	2.7%
TRADE CENTER	CONFERENCE FACILITATOR	119	\$41,080.61	6.4%	\$52,363.76	6.0%	\$63,646.91	5.7%
TRADE CENTER	FACILITIES MAINTENANCE SUPERVISOR	121	\$44,860.02	10.6%	\$57,181.22	10.2%	\$69,502.42	9.9%
TRADE CENTER	TRADE CENTER FINANCE MANAGER	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
TRADE CENTER	EVENTS OPERATIONS MANAGER - TR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
TRADE CENTER	EVENT SERVICES COORDINATOR	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
TRADE CENTER	MARKETING COORDINATOR - TRADE CENTER	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
TRADE CENTER	EVENT SERVICES COORDINATOR	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
TRADE CENTER	MARKETING COORDINATOR - TRADE	123	\$49,458.17	3.1%	\$63,042.30	2.7%	\$76,626.42	2.4%
TRADE CENTER	DIRECTOR OF SALES & EVENTS	128	\$66,810.59	20.1%	\$85,160.71	19.6%	\$103,510.83	19.3%
TRADE CENTER	DIRECTOR OF SALES AND EVENTS -	128	\$66,810.59	22.5%	\$85,160.71	22.0%	\$103,510.83	21.7%
TRADE CENTER	ASSISTANT TRADE CENTER DIRECTOR	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
TRADE CENTER	ASSISTANT TRADE CENTER DIRECTOR	131	\$81,845.85	23.2%	\$104,325.53	22.7%	\$126,805.21	22.4%
TRANSPORTATION	ADMINISTRATIVE SUPPORT SPECIALIST II	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
TRANSPORTATION	PARKING ENFORCEMENT OFFICER	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
TRANSPORTATION	TRANSIT SECURITY SPECIALIST	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
TRANSPORTATION	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TRANSPORTATION	TRANSPORTATION CREW LEADER	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
TRANSPORTATION	BUS OPERATOR DIAL-A-RIDE	116	\$36,520.51	21.1%	\$46,551.19	20.6%	\$56,581.87	20.3%
TRANSPORTATION	BUS OPERATOR TRAINEE	116	\$36,520.51	21.1%	\$46,551.19	20.6%	\$56,581.87	20.3%
TRANSPORTATION	FLEET MAINTENANCE TECH I	116	\$36,520.51	-	\$46,551.19	-	\$56,581.87	-
TRANSPORTATION	FLEET MAINTENANCE TECH II	118	\$39,500.58	31.0%	\$50,349.77	30.5%	\$61,198.95	30.1%
TRANSPORTATION	OFFICE MANAGER	118	\$39,500.58	7.5%	\$50,349.77	7.1%	\$61,198.95	6.8%
TRANSPORTATION	TRANSIT SPECIALIST	119	\$41,080.61	11.8%	\$52,363.76	11.4%	\$63,646.91	11.1%

**APPENDIX B (CONTNUED)**  
**POSITION GRADE ASSIGNMENTS – DEPARTMENT**

Department	Recommended Title	Proposed Grade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
TRANSPORTATION	CORRECTIONAL DETAIL OFFICER	C1	\$42,500.00	27.7%	\$54,173.00	27.2%	\$65,846.00	26.8%
TRANSPORTATION	BUS OPERATOR	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
TRANSPORTATION	FLEET MAINTENANCE TECH III	121	\$44,860.02	34.8%	\$57,181.22	34.2%	\$69,502.42	33.9%
TRANSPORTATION	FLEET MAINTENACE TECH, SENIOR	123	\$49,458.17	34.6%	\$63,042.30	34.1%	\$76,626.42	33.7%
TRANSPORTATION	SAFETY/TRAINING COORDINATOR	123	\$49,458.17	22.0%	\$63,042.30	21.5%	\$76,626.42	21.2%
TRANSPORTATION	TRANSIT SUPERVISOR	123	\$49,458.17	22.0%	\$63,042.30	21.5%	\$76,626.42	21.2%
TRANSPORTATION	ADA COORDINATOR	124	\$52,425.67	17.1%	\$66,824.84	16.6%	\$81,224.00	16.3%
TRANSPORTATION	CHIEF SAFETY OFFICER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
TRANSPORTATION	PARKING DIV MANAGER	124	\$52,425.67	17.1%	\$66,824.84	16.6%	\$81,224.00	16.3%
TRANSPORTATION	PRINCIPAL TRANSIT PLANNER	124	\$52,425.67	6.1%	\$66,824.84	5.7%	\$81,224.00	5.4%
TRANSPORTATION	MAINTENANCE MANAGER	127	\$62,439.81	26.4%	\$79,589.45	25.9%	\$96,739.09	25.5%
TRANSPORTATION	TRANSIT COMPLIANCE OFFICER	127	\$62,439.81	26.4%	\$79,589.45	25.9%	\$96,739.09	25.5%
TRANSPORTATION	TRANSIT MANAGER	127	\$62,439.81	3.7%	\$79,589.45	3.3%	\$96,739.09	3.0%
TRANSPORTATION	ASSISTANT TRANSPORTATION DIREC	131	\$81,845.85	11.6%	\$104,325.53	11.1%	\$126,805.21	10.8%
TRANSPORTATION	DIRECTOR OF TRANSPORTATION	134	\$100,733.21	24.4%	\$128,400.47	23.9%	\$156,067.73	23.6%
WIOA	ACCOUNTING CLERK I	113	\$33,100.08	9.8%	\$42,191.31	9.3%	\$51,282.54	9.0%
WIOA	ADMINISTRATIVE ASSISTANT	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
WIOA	ADMINISTRATIVE TECHNICIAN	115	\$35,115.87	5.5%	\$44,760.76	5.1%	\$54,405.64	4.8%
WIOA	PROGRAM MONITOR/JOB DEVELOPER	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
WIOA	PROGRAM SPECIALIST I	120	\$42,723.83	5.4%	\$54,458.31	4.9%	\$66,192.78	4.7%
WIOA	DATA CONTROL SUPERVISOR	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
WIOA	FINANCE MANAGER - WIA	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
WIOA	PROGRAM SPECIALIST II	121	\$44,860.02	5.3%	\$57,181.22	4.9%	\$69,502.42	4.6%
WIOA	WIOA ASSISTANT DIRECTOR	130	\$76,491.45	40.3%	\$97,500.50	39.7%	\$118,509.54	39.3%
WIOA	WORKFORCE INVESTMENT OPPORTUNI	133	\$93,705.31	27.8%	\$119,442.30	27.2%	\$145,179.29	26.9%



APPENDIX C  
GENERAL EMPLOYEE PAY PLAN

Grade	Minimum	Midpoint	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
111	\$31,200.00	\$39,769.35	\$48,338.71	\$31,200.00	\$31,512.00	\$31,827.12	\$32,145.39	\$32,466.85	\$32,791.51	\$33,119.43	\$33,450.62	\$33,785.13	\$34,122.98	\$34,464.21	\$34,808.85
112	\$32,136.00	\$40,962.43	\$49,788.87	\$32,136.00	\$32,457.36	\$32,781.93	\$33,109.75	\$33,440.85	\$33,775.26	\$34,113.01	\$34,454.14	\$34,798.68	\$35,146.67	\$35,498.14	\$35,853.12
113	\$33,100.08	\$42,191.31	\$51,282.54	\$33,100.08	\$33,431.08	\$33,765.39	\$34,103.05	\$34,444.08	\$34,788.52	\$35,136.40	\$35,487.77	\$35,842.64	\$36,201.07	\$36,563.08	\$36,928.71
114	\$34,093.08	\$43,457.05	\$52,821.01	\$34,093.08	\$34,434.01	\$34,778.35	\$35,126.14	\$35,477.40	\$35,832.17	\$36,190.49	\$36,552.40	\$36,917.92	\$37,287.10	\$37,659.97	\$38,036.57
115	\$35,115.87	\$44,760.76	\$54,405.64	\$35,115.87	\$35,467.03	\$35,821.70	\$36,179.92	\$36,541.72	\$36,907.14	\$37,276.21	\$37,648.97	\$38,025.46	\$38,405.72	\$38,789.77	\$39,177.67
116	\$36,520.51	\$46,551.19	\$56,581.87	\$36,520.51	\$36,885.71	\$37,254.57	\$37,627.12	\$38,003.39	\$38,383.42	\$38,767.26	\$39,154.93	\$39,546.48	\$39,941.94	\$40,341.36	\$40,744.78
117	\$37,981.33	\$48,413.24	\$58,845.14	\$37,981.33	\$38,361.14	\$38,744.75	\$39,132.20	\$39,523.52	\$39,918.76	\$40,317.95	\$40,721.13	\$41,128.34	\$41,539.62	\$41,955.02	\$42,374.57
118	\$39,500.58	\$50,349.77	\$61,198.95	\$39,500.58	\$39,895.59	\$40,294.55	\$40,697.49	\$41,104.47	\$41,515.51	\$41,930.67	\$42,349.97	\$42,773.47	\$43,201.21	\$43,633.22	\$44,069.55
119	\$41,080.61	\$52,363.76	\$63,646.91	\$41,080.61	\$41,491.41	\$41,906.33	\$42,325.39	\$42,748.64	\$43,176.13	\$43,607.89	\$44,043.97	\$44,484.41	\$44,929.25	\$45,378.55	\$45,832.33
120	\$42,723.83	\$54,458.31	\$66,192.78	\$42,723.83	\$43,151.07	\$43,582.58	\$44,018.41	\$44,458.59	\$44,903.18	\$45,352.21	\$45,805.73	\$46,263.79	\$46,726.42	\$47,193.69	\$47,665.63
121	\$44,860.02	\$57,181.22	\$69,502.42	\$44,860.02	\$45,308.62	\$45,761.71	\$46,219.33	\$46,681.52	\$47,148.33	\$47,619.82	\$48,096.02	\$48,576.98	\$49,062.75	\$49,553.37	\$50,048.91
122	\$47,103.02	\$60,040.28	\$72,977.54	\$47,103.02	\$47,574.05	\$48,049.79	\$48,530.29	\$49,015.60	\$49,505.75	\$50,000.81	\$50,500.82	\$51,005.83	\$51,515.88	\$52,031.04	\$52,551.35
123	\$49,458.17	\$63,042.30	\$76,626.42	\$49,458.17	\$49,952.76	\$50,452.28	\$50,956.81	\$51,466.38	\$51,981.04	\$52,500.85	\$53,025.86	\$53,556.12	\$54,091.68	\$54,632.59	\$55,178.92
124	\$52,425.67	\$66,824.84	\$81,224.00	\$52,425.67	\$52,949.92	\$53,479.42	\$54,014.22	\$54,554.36	\$55,099.90	\$55,650.90	\$56,207.41	\$56,769.48	\$57,337.18	\$57,910.55	\$58,489.66
125	\$55,571.21	\$70,834.33	\$86,097.44	\$55,571.21	\$56,126.92	\$56,688.19	\$57,255.07	\$57,827.62	\$58,405.90	\$58,989.95	\$59,579.85	\$60,175.65	\$60,777.41	\$61,385.18	\$61,999.03
126	\$58,905.48	\$75,084.38	\$91,263.29	\$58,905.48	\$59,494.53	\$60,089.48	\$60,690.37	\$61,297.28	\$61,910.25	\$62,529.35	\$63,154.65	\$63,786.19	\$64,424.05	\$65,068.29	\$65,718.98
127	\$62,439.81	\$79,589.45	\$96,739.09	\$62,439.81	\$63,064.20	\$63,694.85	\$64,331.79	\$64,975.11	\$65,624.86	\$66,281.11	\$66,943.92	\$67,613.36	\$68,289.50	\$68,972.39	\$69,662.12
128	\$66,810.59	\$85,160.71	\$103,510.83	\$66,810.59	\$67,478.70	\$68,153.49	\$68,835.02	\$69,523.37	\$70,218.60	\$70,920.79	\$71,630.00	\$72,346.30	\$73,069.76	\$73,800.46	\$74,538.46
129	\$71,487.33	\$91,121.96	\$110,756.58	\$71,487.33	\$72,202.21	\$72,924.23	\$73,653.47	\$74,390.01	\$75,133.91	\$75,885.25	\$76,644.10	\$77,410.54	\$78,184.64	\$78,966.49	\$79,756.16
130	\$76,491.45	\$97,500.50	\$118,509.54	\$76,491.45	\$77,256.36	\$78,028.93	\$78,809.22	\$79,597.31	\$80,393.28	\$81,197.21	\$82,009.19	\$82,829.28	\$83,657.57	\$84,494.15	\$85,339.09
131	\$81,845.85	\$104,325.53	\$126,805.21	\$81,845.85	\$82,664.31	\$83,490.95	\$84,325.86	\$85,169.12	\$86,020.81	\$86,881.02	\$87,749.83	\$88,627.33	\$89,513.60	\$90,408.74	\$91,312.82
132	\$87,575.06	\$111,628.32	\$135,681.58	\$87,575.06	\$88,450.81	\$89,335.32	\$90,228.67	\$91,130.96	\$92,042.27	\$92,962.69	\$93,892.32	\$94,831.24	\$95,779.55	\$96,737.35	\$97,704.72
133	\$93,705.31	\$119,442.30	\$145,179.29	\$93,705.31	\$94,642.37	\$95,588.79	\$96,544.68	\$97,510.12	\$98,485.23	\$99,470.08	\$100,464.78	\$101,469.43	\$102,484.12	\$103,508.96	\$104,544.05
134	\$100,733.21	\$128,400.47	\$156,067.73	\$100,733.21	\$101,740.54	\$102,757.95	\$103,785.53	\$104,823.38	\$105,871.62	\$106,930.33	\$107,999.64	\$109,079.63	\$110,170.43	\$111,272.13	\$112,384.85
135	\$108,288.20	\$138,030.51	\$167,772.81	\$108,288.20	\$109,371.08	\$110,464.79	\$111,569.44	\$112,685.14	\$113,811.99	\$114,950.11	\$116,099.61	\$117,260.61	\$118,433.21	\$119,617.54	\$120,813.72
136	\$116,409.82	\$148,382.80	\$180,355.77	\$116,409.82	\$117,573.92	\$118,749.65	\$119,937.15	\$121,136.52	\$122,347.89	\$123,571.37	\$124,807.08	\$126,055.15	\$127,315.70	\$128,588.86	\$129,874.75
137	\$125,140.55	\$159,511.51	\$193,882.46	\$125,140.55	\$126,391.96	\$127,655.88	\$128,932.44	\$130,221.76	\$131,523.98	\$132,839.22	\$134,167.61	\$135,509.29	\$136,864.38	\$138,233.02	\$139,615.35
138	\$134,526.09	\$171,474.87	\$208,423.64	\$134,526.09	\$135,871.36	\$137,230.07	\$138,602.37	\$139,988.39	\$141,388.28	\$142,802.16	\$144,230.18	\$145,672.48	\$147,129.21	\$148,600.50	\$150,086.51
139	\$144,615.55	\$184,335.48	\$224,055.42	\$144,615.55	\$146,061.71	\$147,522.32	\$148,997.55	\$150,487.52	\$151,992.40	\$153,512.32	\$155,047.45	\$156,597.92	\$158,163.90	\$159,745.54	\$161,342.99
140	\$166,307.88	\$211,985.81	\$257,663.73	\$166,307.88	\$167,970.96	\$169,650.67	\$171,347.18	\$173,060.65	\$174,791.26	\$176,539.17	\$178,304.56	\$180,087.61	\$181,888.48	\$183,707.37	\$185,544.44

APPENDIX C (CONTINUED)  
GENERAL EMPLOYEE PAY PLAN

Grade	Minimum	Midpoint	Maximum	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
111	\$31,200.00	\$39,769.35	\$48,338.71	\$35,156.94	\$35,508.51	\$35,863.60	\$36,222.23	\$36,584.45	\$36,950.30	\$37,319.80	\$37,693.00	\$38,069.93	\$38,450.63	\$38,835.13	\$39,223.49	\$39,615.72
112	\$32,136.00	\$40,962.43	\$49,788.87	\$36,211.65	\$36,573.77	\$36,939.50	\$37,308.90	\$37,681.99	\$38,058.81	\$38,439.40	\$38,823.79	\$39,212.03	\$39,604.15	\$40,000.19	\$40,400.19	\$40,804.19
113	\$33,100.08	\$42,191.31	\$51,282.54	\$37,298.00	\$37,670.98	\$38,047.69	\$38,428.17	\$38,812.45	\$39,200.57	\$39,592.58	\$39,988.50	\$40,388.39	\$40,792.27	\$41,200.19	\$41,612.20	\$42,028.32
114	\$34,093.08	\$43,457.05	\$52,821.01	\$38,416.94	\$38,801.11	\$39,189.12	\$39,581.01	\$39,976.82	\$40,376.59	\$40,780.35	\$41,188.16	\$41,600.04	\$42,016.04	\$42,436.20	\$42,860.56	\$43,289.17
115	\$35,115.87	\$44,760.76	\$54,405.64	\$39,569.45	\$39,965.14	\$40,364.79	\$40,768.44	\$41,176.12	\$41,587.89	\$42,003.77	\$42,423.80	\$42,848.04	\$43,276.52	\$43,709.29	\$44,146.38	\$44,587.84
116	\$36,520.51	\$46,551.19	\$56,581.87	\$41,152.22	\$41,563.75	\$41,979.38	\$42,399.18	\$42,823.17	\$43,251.40	\$43,683.92	\$44,120.75	\$44,561.96	\$45,007.58	\$45,457.66	\$45,912.23	\$46,371.36
117	\$37,981.33	\$48,413.24	\$58,845.14	\$42,798.31	\$43,226.30	\$43,658.56	\$44,095.15	\$44,536.10	\$44,981.46	\$45,431.27	\$45,885.59	\$46,344.44	\$46,807.89	\$47,275.96	\$47,748.72	\$48,226.21
118	\$39,500.58	\$50,349.77	\$61,198.95	\$44,510.25	\$44,955.35	\$45,404.90	\$45,858.95	\$46,317.54	\$46,780.72	\$47,248.52	\$47,721.01	\$48,198.22	\$48,680.20	\$49,167.00	\$49,658.67	\$50,155.26
119	\$41,080.61	\$52,363.76	\$63,646.91	\$46,290.66	\$46,753.56	\$47,221.10	\$47,693.31	\$48,170.24	\$48,651.94	\$49,138.46	\$49,629.85	\$50,126.15	\$50,627.41	\$51,133.68	\$51,645.02	\$52,161.47
120	\$42,723.83	\$54,458.31	\$66,192.78	\$48,142.28	\$48,623.71	\$49,109.94	\$49,601.04	\$50,097.05	\$50,598.02	\$51,104.00	\$51,615.04	\$52,131.19	\$52,652.51	\$53,179.03	\$53,710.82	\$54,247.93
121	\$44,860.02	\$57,181.22	\$69,502.42	\$50,549.40	\$51,054.89	\$51,565.44	\$52,081.09	\$52,601.90	\$53,127.92	\$53,659.20	\$54,195.79	\$54,737.75	\$55,285.13	\$55,837.98	\$56,396.36	\$56,960.33
122	\$47,103.02	\$60,040.28	\$72,977.54	\$53,076.87	\$53,607.63	\$54,143.71	\$54,685.15	\$55,232.00	\$55,784.32	\$56,342.16	\$56,905.58	\$57,474.64	\$58,049.39	\$58,629.88	\$59,216.18	\$59,808.34
123	\$49,458.17	\$63,042.30	\$76,626.42	\$55,730.71	\$56,288.02	\$56,850.90	\$57,419.41	\$57,993.60	\$58,573.54	\$59,159.27	\$59,750.86	\$60,348.37	\$60,951.86	\$61,561.37	\$62,176.99	\$62,798.76
124	\$52,425.67	\$66,824.84	\$81,224.00	\$59,074.55	\$59,665.30	\$60,261.95	\$60,864.57	\$61,473.22	\$62,087.95	\$62,708.83	\$63,335.92	\$63,969.27	\$64,608.97	\$65,255.06	\$65,907.61	\$66,566.68
125	\$55,571.21	\$70,834.33	\$86,097.44	\$62,619.03	\$63,245.22	\$63,877.67	\$64,516.44	\$65,161.61	\$65,813.22	\$66,471.36	\$67,136.07	\$67,807.43	\$68,485.51	\$69,170.36	\$69,862.06	\$70,560.68
126	\$58,905.48	\$75,084.38	\$91,263.29	\$66,376.17	\$67,039.93	\$67,710.33	\$68,387.43	\$69,071.31	\$69,762.02	\$70,459.64	\$71,164.23	\$71,875.88	\$72,594.64	\$73,320.58	\$74,053.79	\$74,794.33
127	\$62,439.81	\$79,589.45	\$96,739.09	\$70,358.74	\$71,062.32	\$71,772.95	\$72,490.68	\$73,215.58	\$73,947.74	\$74,687.22	\$75,434.09	\$76,188.43	\$76,950.31	\$77,719.82	\$78,497.02	\$79,281.99
128	\$66,810.59	\$85,160.71	\$103,510.83	\$75,283.85	\$76,036.69	\$76,797.05	\$77,565.02	\$78,340.67	\$79,124.08	\$79,915.32	\$80,714.48	\$81,521.62	\$82,336.84	\$83,160.20	\$83,991.81	\$84,831.72
129	\$71,487.33	\$91,121.96	\$110,756.58	\$80,553.72	\$81,359.25	\$82,172.85	\$82,994.58	\$83,824.52	\$84,662.77	\$85,509.39	\$86,364.49	\$87,228.13	\$88,100.41	\$88,981.42	\$89,871.23	\$90,769.95
130	\$76,491.45	\$97,500.50	\$118,509.54	\$86,192.48	\$87,054.40	\$87,924.95	\$88,804.20	\$89,692.24	\$90,589.16	\$91,495.05	\$92,410.00	\$93,334.10	\$94,267.44	\$95,210.12	\$96,162.22	\$97,123.84
131	\$81,845.85	\$104,325.53	\$126,805.21	\$92,225.95	\$93,148.21	\$94,079.69	\$95,020.49	\$95,970.69	\$96,930.40	\$97,899.71	\$98,878.70	\$99,867.49	\$100,866.16	\$101,874.83	\$102,893.57	\$103,922.51
132	\$87,575.06	\$111,628.32	\$135,681.58	\$98,681.77	\$99,668.59	\$100,665.27	\$101,671.92	\$102,688.64	\$103,715.53	\$104,752.69	\$105,800.21	\$106,858.21	\$107,926.80	\$109,006.06	\$110,096.12	\$111,197.09
133	\$93,705.31	\$119,442.30	\$145,179.29	\$105,589.49	\$106,645.39	\$107,711.84	\$108,788.96	\$109,876.85	\$110,975.62	\$112,085.37	\$113,206.23	\$114,338.29	\$115,481.67	\$116,636.49	\$117,802.85	\$118,980.88
134	\$100,733.21	\$128,400.47	\$156,067.73	\$113,508.70	\$114,643.79	\$115,790.23	\$116,948.13	\$118,117.61	\$119,298.79	\$120,491.78	\$121,696.69	\$122,913.66	\$124,142.80	\$125,384.23	\$126,638.07	\$127,904.45
135	\$108,288.20	\$138,030.51	\$167,772.81	\$122,021.86	\$123,242.07	\$124,474.50	\$125,719.24	\$126,976.43	\$128,246.20	\$129,528.66	\$130,823.95	\$132,132.19	\$133,453.51	\$134,788.04	\$136,135.92	\$137,497.28
136	\$116,409.82	\$148,382.80	\$180,355.77	\$131,173.50	\$132,485.23	\$133,810.08	\$135,148.18	\$136,499.67	\$137,864.66	\$139,243.31	\$140,635.74	\$142,042.10	\$143,462.52	\$144,897.15	\$146,346.12	\$147,809.58
137	\$125,140.55	\$159,511.51	\$193,882.46	\$141,011.51	\$142,421.62	\$143,845.84	\$145,284.30	\$146,737.14	\$148,204.51	\$149,686.56	\$151,183.42	\$152,695.26	\$154,222.21	\$155,764.43	\$157,322.08	\$158,895.30
138	\$134,526.09	\$171,474.87	\$208,423.64	\$151,587.37	\$153,103.24	\$154,634.28	\$156,180.62	\$157,742.43	\$159,319.85	\$160,913.05	\$162,522.18	\$164,147.40	\$165,788.87	\$167,446.76	\$169,121.23	\$170,812.44
139	\$144,615.55	\$184,335.48	\$224,055.42	\$162,956.42	\$164,585.99	\$166,231.85	\$167,894.17	\$169,573.11	\$171,268.84	\$172,981.53	\$174,711.34	\$176,458.46	\$178,223.04	\$180,005.27	\$181,805.32	\$183,623.38
140	\$166,307.88	\$211,985.81	\$257,663.73	\$187,399.89	\$189,273.89	\$191,166.62	\$193,078.29	\$195,009.07	\$196,959.16	\$198,928.76	\$200,918.04	\$202,927.22	\$204,956.50	\$207,006.06	\$209,076.12	\$211,166.88

APPENDIX C (CONTINUED)  
GENERAL EMPLOYEE PAY PLAN

Grade	Minimum	Midpoint	Maximum	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38
111	\$31,200.00	\$39,769.35	\$48,338.71	\$40,011.88	\$40,412.00	\$40,816.12	\$41,224.28	\$41,636.52	\$42,052.89	\$42,473.42	\$42,898.15	\$43,327.13	\$43,760.40	\$44,198.01	\$44,639.99	\$45,086.39
112	\$32,136.00	\$40,962.43	\$49,788.87	\$41,212.23	\$41,624.36	\$42,040.60	\$42,461.01	\$42,885.62	\$43,314.47	\$43,747.62	\$44,185.09	\$44,626.94	\$45,073.21	\$45,523.95	\$45,979.19	\$46,438.98
113	\$33,100.08	\$42,191.31	\$51,282.54	\$42,448.60	\$42,873.09	\$43,301.82	\$43,734.84	\$44,172.19	\$44,613.91	\$45,060.05	\$45,510.65	\$45,965.75	\$46,425.41	\$46,889.66	\$47,358.56	\$47,832.15
114	\$34,093.08	\$43,457.05	\$52,821.01	\$43,722.06	\$44,159.28	\$44,600.87	\$45,046.88	\$45,497.35	\$45,952.32	\$46,411.85	\$46,875.97	\$47,344.73	\$47,818.17	\$48,296.35	\$48,779.32	\$49,267.11
115	\$35,115.87	\$44,760.76	\$54,405.64	\$45,033.72	\$45,484.06	\$45,938.90	\$46,398.29	\$46,862.27	\$47,330.89	\$47,804.20	\$48,282.24	\$48,765.07	\$49,252.72	\$49,745.25	\$50,242.70	\$50,745.12
116	\$36,520.51	\$46,551.19	\$56,581.87	\$46,835.07	\$47,303.42	\$47,776.46	\$48,254.22	\$48,736.76	\$49,224.13	\$49,716.37	\$50,213.53	\$50,715.67	\$51,222.83	\$51,735.05	\$52,252.41	\$52,774.93
117	\$37,981.33	\$48,413.24	\$58,845.14	\$48,708.47	\$49,195.56	\$49,687.51	\$50,184.39	\$50,686.23	\$51,193.09	\$51,705.03	\$52,222.08	\$52,744.30	\$53,271.74	\$53,804.46	\$54,342.50	\$54,885.93
118	\$39,500.58	\$50,349.77	\$61,198.95	\$50,656.81	\$51,163.38	\$51,675.01	\$52,191.76	\$52,713.68	\$53,240.82	\$53,773.23	\$54,310.96	\$54,854.07	\$55,402.61	\$55,956.64	\$56,516.20	\$57,081.36
119	\$41,080.61	\$52,363.76	\$63,646.91	\$52,683.08	\$53,209.92	\$53,742.01	\$54,279.43	\$54,822.23	\$55,370.45	\$55,924.16	\$56,483.40	\$57,048.23	\$57,618.71	\$58,194.90	\$58,776.85	\$59,364.62
120	\$42,723.83	\$54,458.31	\$66,192.78	\$54,790.41	\$55,338.31	\$55,891.70	\$56,450.61	\$57,015.12	\$57,585.27	\$58,161.12	\$58,742.73	\$59,330.16	\$59,923.46	\$60,522.70	\$61,127.92	\$61,739.20
121	\$44,860.02	\$57,181.22	\$69,502.42	\$57,529.93	\$58,105.23	\$58,686.28	\$59,273.14	\$59,865.87	\$60,464.53	\$61,069.18	\$61,679.87	\$62,296.67	\$62,919.64	\$63,548.83	\$64,184.32	\$64,826.16
122	\$47,103.02	\$60,040.28	\$72,977.54	\$60,406.42	\$61,010.49	\$61,620.59	\$62,236.80	\$62,859.17	\$63,487.76	\$64,122.64	\$64,763.86	\$65,411.50	\$66,065.62	\$66,726.27	\$67,393.54	\$68,067.47
123	\$49,458.17	\$63,042.30	\$76,626.42	\$63,426.75	\$64,061.01	\$64,701.62	\$65,348.64	\$66,002.13	\$66,662.15	\$67,328.77	\$68,002.06	\$68,682.08	\$69,368.90	\$70,062.59	\$70,763.21	\$71,470.84
124	\$52,425.67	\$66,824.84	\$81,224.00	\$67,232.35	\$67,904.67	\$68,583.72	\$69,269.56	\$69,962.25	\$70,661.88	\$71,368.50	\$72,082.18	\$72,803.00	\$73,531.03	\$74,266.34	\$75,009.01	\$75,759.10
125	\$55,571.21	\$70,834.33	\$86,097.44	\$71,266.29	\$71,978.95	\$72,698.74	\$73,425.73	\$74,159.99	\$74,901.59	\$75,650.60	\$76,407.11	\$77,171.18	\$77,942.89	\$78,722.32	\$79,509.55	\$80,304.64
126	\$58,905.48	\$75,084.38	\$91,263.29	\$75,542.27	\$76,297.69	\$77,060.67	\$77,831.28	\$78,609.59	\$79,395.68	\$80,189.64	\$80,991.54	\$81,801.45	\$82,619.47	\$83,445.66	\$84,280.12	\$85,122.92
127	\$62,439.81	\$79,589.45	\$96,739.09	\$80,074.81	\$80,875.55	\$81,684.31	\$82,501.15	\$83,326.16	\$84,159.43	\$85,001.02	\$85,851.03	\$86,709.54	\$87,576.64	\$88,452.40	\$89,336.93	\$90,230.30
128	\$66,810.59	\$85,160.71	\$103,510.83	\$85,680.04	\$86,536.84	\$87,402.21	\$88,276.23	\$89,159.00	\$90,050.59	\$90,951.09	\$91,860.60	\$92,779.21	\$93,707.00	\$94,644.07	\$95,590.51	\$96,546.42
129	\$71,487.33	\$91,121.96	\$110,756.58	\$91,677.64	\$92,594.42	\$93,520.37	\$94,455.57	\$95,400.12	\$96,354.13	\$97,317.67	\$98,290.84	\$99,273.75	\$100,266.49	\$101,269.15	\$102,281.85	\$103,304.66
130	\$76,491.45	\$97,500.50	\$118,509.54	\$98,095.08	\$99,076.03	\$100,066.79	\$101,067.46	\$102,078.13	\$103,098.91	\$104,129.90	\$105,171.20	\$106,222.92	\$107,285.14	\$108,358.00	\$109,441.58	\$110,535.99
131	\$81,845.85	\$104,325.53	\$126,805.21	\$104,961.74	\$106,011.35	\$107,071.47	\$108,142.18	\$109,223.60	\$110,315.84	\$111,419.00	\$112,533.19	\$113,658.52	\$114,795.10	\$115,943.06	\$117,102.49	\$118,273.51
132	\$87,575.06	\$111,628.32	\$135,681.58	\$112,309.06	\$113,432.15	\$114,566.47	\$115,712.13	\$116,869.26	\$118,037.95	\$119,218.33	\$120,410.51	\$121,614.62	\$122,830.76	\$124,059.07	\$125,299.66	\$126,552.66
133	\$93,705.31	\$119,442.30	\$145,179.29	\$120,170.69	\$121,372.40	\$122,586.12	\$123,811.98	\$125,050.10	\$126,300.60	\$127,563.61	\$128,839.25	\$130,127.64	\$131,428.91	\$132,743.20	\$134,070.64	\$135,411.34
134	\$100,733.21	\$128,400.47	\$156,067.73	\$129,183.49	\$130,475.33	\$131,780.08	\$133,097.88	\$134,428.86	\$135,773.15	\$137,130.88	\$138,502.19	\$139,887.21	\$141,286.08	\$142,698.94	\$144,125.93	\$145,567.19
135	\$108,288.20	\$138,030.51	\$167,772.81	\$138,872.25	\$140,260.98	\$141,663.59	\$143,080.22	\$144,511.03	\$145,956.14	\$147,415.70	\$148,889.85	\$150,378.75	\$151,882.54	\$153,401.37	\$154,935.38	\$156,484.73
136	\$116,409.82	\$148,382.80	\$180,355.77	\$149,287.67	\$150,780.55	\$152,288.36	\$153,811.24	\$155,349.35	\$156,902.85	\$158,471.87	\$160,056.59	\$161,657.16	\$163,273.73	\$164,906.47	\$166,555.53	\$168,221.09
137	\$125,140.55	\$159,511.51	\$193,882.46	\$160,484.25	\$162,089.09	\$163,709.98	\$165,347.08	\$167,000.55	\$168,670.56	\$170,357.26	\$172,060.84	\$173,781.45	\$175,519.26	\$177,274.45	\$179,047.20	\$180,837.67
138	\$134,526.09	\$171,474.87	\$208,423.64	\$172,520.57	\$174,245.77	\$175,988.23	\$177,748.11	\$179,525.59	\$181,320.85	\$183,134.06	\$184,965.40	\$186,815.05	\$188,683.20	\$190,570.04	\$192,475.74	\$194,400.49
139	\$144,615.55	\$184,335.48	\$224,055.42	\$185,459.61	\$187,314.21	\$189,187.35	\$191,079.22	\$192,990.01	\$194,919.91	\$196,869.11	\$198,837.81	\$200,826.18	\$202,834.44	\$204,862.79	\$206,911.42	\$208,980.53
140	\$166,307.88	\$211,985.81	\$257,663.73	\$213,278.55	\$215,411.34	\$217,565.45	\$219,741.11	\$221,938.52	\$224,157.90	\$226,399.48	\$228,663.48	\$230,950.11	\$233,259.61	\$235,592.21	\$237,948.13	\$240,327.61



APPENDIX C (CONTINUED)  
GENERAL EMPLOYEE PAY PLAN

Grade	Minimum	Midpoint	Maximum	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45
111	\$31,200.00	\$39,769.35	\$48,338.71	\$45,537.25	\$45,992.62	\$46,452.55	\$46,917.07	\$47,386.24	\$47,860.11	\$48,338.71
112	\$32,136.00	\$40,962.43	\$49,788.87	\$46,903.37	\$47,372.40	\$47,846.12	\$48,324.59	\$48,807.83	\$49,295.91	\$49,788.87
113	\$33,100.08	\$42,191.31	\$51,282.54	\$48,310.47	\$48,793.57	\$49,281.51	\$49,774.32	\$50,272.07	\$50,774.79	\$51,282.54
114	\$34,093.08	\$43,457.05	\$52,821.01	\$49,759.78	\$50,257.38	\$50,759.95	\$51,267.55	\$51,780.23	\$52,298.03	\$52,821.01
115	\$35,115.87	\$44,760.76	\$54,405.64	\$51,252.58	\$51,765.10	\$52,282.75	\$52,805.58	\$53,333.64	\$53,866.97	\$54,405.64
116	\$36,520.51	\$46,551.19	\$56,581.87	\$53,302.68	\$53,835.71	\$54,374.06	\$54,917.80	\$55,466.98	\$56,021.65	\$56,581.87
117	\$37,981.33	\$48,413.24	\$58,845.14	\$55,434.79	\$55,989.13	\$56,549.03	\$57,114.52	\$57,685.66	\$58,262.52	\$58,845.14
118	\$39,500.58	\$50,349.77	\$61,198.95	\$57,652.18	\$58,228.70	\$58,810.99	\$59,399.10	\$59,993.09	\$60,593.02	\$61,198.95
119	\$41,080.61	\$52,363.76	\$63,646.91	\$59,958.26	\$60,557.85	\$61,163.43	\$61,775.06	\$62,392.81	\$63,016.74	\$63,646.91
120	\$42,723.83	\$54,458.31	\$66,192.78	\$62,356.60	\$62,980.16	\$63,609.96	\$64,246.06	\$64,888.52	\$65,537.41	\$66,192.78
121	\$44,860.02	\$57,181.22	\$69,502.42	\$65,474.42	\$66,129.17	\$66,790.46	\$67,458.37	\$68,132.95	\$68,814.28	\$69,502.42
122	\$47,103.02	\$60,040.28	\$72,977.54	\$68,748.15	\$69,435.63	\$70,129.98	\$70,831.28	\$71,539.60	\$72,254.99	\$72,977.54
123	\$49,458.17	\$63,042.30	\$76,626.42	\$72,185.55	\$72,907.41	\$73,636.48	\$74,372.85	\$75,116.58	\$75,867.74	\$76,626.42
124	\$52,425.67	\$66,824.84	\$81,224.00	\$76,516.69	\$77,281.85	\$78,054.67	\$78,835.22	\$79,623.57	\$80,419.81	\$81,224.00
125	\$55,571.21	\$70,834.33	\$86,097.44	\$81,107.69	\$81,918.76	\$82,737.95	\$83,565.33	\$84,400.99	\$85,245.00	\$86,097.44
126	\$58,905.48	\$75,084.38	\$91,263.29	\$85,974.15	\$86,833.89	\$87,702.23	\$88,579.25	\$89,465.04	\$90,359.69	\$91,263.29
127	\$62,439.81	\$79,589.45	\$96,739.09	\$91,132.60	\$92,043.92	\$92,964.36	\$93,894.01	\$94,832.95	\$95,781.28	\$96,739.09
128	\$66,810.59	\$85,160.71	\$103,510.83	\$97,511.88	\$98,487.00	\$99,471.87	\$100,466.59	\$101,471.25	\$102,485.97	\$103,510.83
129	\$71,487.33	\$91,121.96	\$110,756.58	\$104,337.71	\$105,381.09	\$106,434.90	\$107,499.25	\$108,574.24	\$109,659.98	\$110,756.58
130	\$76,491.45	\$97,500.50	\$118,509.54	\$111,641.35	\$112,757.76	\$113,885.34	\$115,024.20	\$116,174.44	\$117,336.18	\$118,509.54
131	\$81,845.85	\$104,325.53	\$126,805.21	\$119,456.25	\$120,650.81	\$121,857.32	\$123,075.89	\$124,306.65	\$125,549.71	\$126,805.21
132	\$87,575.06	\$111,628.32	\$135,681.58	\$127,818.18	\$129,096.36	\$130,387.33	\$131,691.20	\$133,008.11	\$134,338.19	\$135,681.58
133	\$93,705.31	\$119,442.30	\$145,179.29	\$136,765.46	\$138,133.11	\$139,514.44	\$140,909.59	\$142,318.68	\$143,741.87	\$145,179.29
134	\$100,733.21	\$128,400.47	\$156,067.73	\$147,022.87	\$148,493.09	\$149,978.02	\$151,477.80	\$152,992.58	\$154,522.51	\$156,067.73
135	\$108,288.20	\$138,030.51	\$167,772.81	\$158,049.58	\$159,630.08	\$161,226.38	\$162,838.64	\$164,467.03	\$166,111.70	\$167,772.81
136	\$116,409.82	\$148,382.80	\$180,355.77	\$169,903.30	\$171,602.33	\$173,318.35	\$175,051.54	\$176,802.05	\$178,570.07	\$180,355.77
137	\$125,140.55	\$159,511.51	\$193,882.46	\$182,646.05	\$184,472.51	\$186,317.23	\$188,180.40	\$190,062.21	\$191,962.83	\$193,882.46
138	\$134,526.09	\$171,474.87	\$208,423.64	\$196,344.50	\$198,307.94	\$200,291.02	\$202,293.93	\$204,316.87	\$206,360.04	\$208,423.64
139	\$144,615.55	\$184,335.48	\$224,055.42	\$211,070.34	\$213,181.04	\$215,312.85	\$217,465.98	\$219,640.64	\$221,837.05	\$224,055.42
140	\$166,307.88	\$211,985.81	\$257,663.73	\$242,730.89	\$245,158.20	\$247,609.78	\$250,085.88	\$252,586.73	\$255,112.60	\$257,663.73

APPENDIX D  
PUBLIC SAFETY PAY PLANS

Grade	Min	Mid	Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
PS0	\$33,100.00	\$42,191.21	\$51,282.41	\$33,100.00	\$33,431.00	\$33,765.31	\$34,102.96	\$34,443.99	\$34,788.43	\$35,136.32	\$35,487.68	\$35,842.56	\$36,200.98	\$36,562.99	\$36,928.62	\$37,297.91
PS1	\$45,000.00	\$57,359.65	\$69,719.29	\$45,000.00	\$45,450.00	\$45,904.50	\$46,363.55	\$46,827.18	\$47,295.45	\$47,768.41	\$48,246.09	\$48,728.55	\$49,215.84	\$49,708.00	\$50,205.08	\$50,707.13
PS2	\$50,000.00	\$63,732.94	\$77,465.88	\$50,000.00	\$50,500.00	\$51,005.00	\$51,515.05	\$52,030.20	\$52,550.50	\$53,076.01	\$53,606.77	\$54,142.84	\$54,684.26	\$55,231.11	\$55,783.42	\$56,341.25
PS3	\$57,500.00	\$73,292.88	\$89,085.76	\$57,500.00	\$58,075.00	\$58,655.75	\$59,242.31	\$59,834.73	\$60,433.08	\$61,037.41	\$61,647.78	\$62,264.26	\$62,886.90	\$63,515.77	\$64,150.93	\$64,792.44
PS4	\$60,000.00	\$76,479.53	\$92,959.05	\$60,000.00	\$60,600.00	\$61,206.00	\$61,818.06	\$62,436.24	\$63,060.60	\$63,691.21	\$64,328.12	\$64,971.40	\$65,621.12	\$66,277.33	\$66,940.10	\$67,609.50
PS5	\$65,000.00	\$82,852.82	\$100,705.64	\$65,000.00	\$65,650.00	\$66,306.50	\$66,969.57	\$67,639.26	\$68,315.65	\$68,998.81	\$69,688.80	\$70,385.69	\$71,089.54	\$71,800.44	\$72,518.44	\$73,243.63
PS6	\$70,000.00	\$89,226.12	\$108,452.23	\$70,000.00	\$70,700.00	\$71,407.00	\$72,121.07	\$72,842.28	\$73,570.70	\$74,306.41	\$75,049.47	\$75,799.97	\$76,557.97	\$77,323.55	\$78,096.78	\$78,877.75
PS7	\$80,000.00	\$101,972.70	\$123,945.41	\$80,000.00	\$80,800.00	\$81,608.00	\$82,424.08	\$83,248.32	\$84,080.80	\$84,921.61	\$85,770.83	\$86,628.54	\$87,494.82	\$88,369.77	\$89,253.47	\$90,146.00
PS8	\$95,000.00	\$121,092.58	\$147,185.17	\$95,000.00	\$95,950.00	\$96,909.50	\$97,878.60	\$98,857.38	\$99,845.95	\$100,844.41	\$101,852.86	\$102,871.39	\$103,900.10	\$104,939.10	\$105,988.49	\$107,048.38
PS9	\$120,000.00	\$152,959.05	\$185,918.11	\$120,000.00	\$121,200.00	\$122,412.00	\$123,636.12	\$124,872.48	\$126,121.21	\$127,382.42	\$128,656.24	\$129,942.80	\$131,242.23	\$132,554.66	\$133,880.20	\$135,219.00
F0	\$42,500.00	\$54,173.00	\$65,846.00	\$42,500.00	\$42,925.00	\$43,354.25	\$43,787.80	\$44,225.67	\$44,667.93	\$45,114.61	\$45,565.76	\$46,021.41	\$46,481.63	\$46,946.44	\$47,415.91	\$47,890.07
F1	\$45,000.00	\$57,359.65	\$69,719.29	\$45,000.00	\$45,450.00	\$45,904.50	\$46,363.55	\$46,827.18	\$47,295.45	\$47,768.41	\$48,246.09	\$48,728.55	\$49,215.84	\$49,708.00	\$50,205.08	\$50,707.13
F2	\$47,500.00	\$60,546.29	\$73,592.58	\$47,500.00	\$47,975.00	\$48,454.75	\$48,939.30	\$49,428.69	\$49,922.98	\$50,422.21	\$50,926.43	\$51,435.69	\$51,950.05	\$52,469.55	\$52,994.25	\$53,524.19
F3	\$50,000.00	\$63,732.94	\$77,465.88	\$50,000.00	\$50,500.00	\$51,005.00	\$51,515.05	\$52,030.20	\$52,550.50	\$53,076.01	\$53,606.77	\$54,142.84	\$54,684.26	\$55,231.11	\$55,783.42	\$56,341.25
F4	\$57,500.00	\$73,292.88	\$89,085.76	\$57,500.00	\$58,075.00	\$58,655.75	\$59,242.31	\$59,834.73	\$60,433.08	\$61,037.41	\$61,647.78	\$62,264.26	\$62,886.90	\$63,515.77	\$64,150.93	\$64,792.44
F5	\$65,000.00	\$82,852.82	\$100,705.64	\$65,000.00	\$65,650.00	\$66,306.50	\$66,969.57	\$67,639.26	\$68,315.65	\$68,998.81	\$69,688.80	\$70,385.69	\$71,089.54	\$71,800.44	\$72,518.44	\$73,243.63
F6	\$70,000.00	\$89,226.12	\$108,452.23	\$70,000.00	\$70,700.00	\$71,407.00	\$72,121.07	\$72,842.28	\$73,570.70	\$74,306.41	\$75,049.47	\$75,799.97	\$76,557.97	\$77,323.55	\$78,096.78	\$78,877.75
F7	\$75,000.00	\$95,599.41	\$116,198.82	\$75,000.00	\$75,750.00	\$76,507.50	\$77,272.58	\$78,045.30	\$78,825.75	\$79,614.01	\$80,410.15	\$81,214.25	\$82,026.40	\$82,846.66	\$83,675.13	\$84,511.88
F8	\$80,000.00	\$101,972.70	\$123,945.41	\$80,000.00	\$80,800.00	\$81,608.00	\$82,424.08	\$83,248.32	\$84,080.80	\$84,921.61	\$85,770.83	\$86,628.54	\$87,494.82	\$88,369.77	\$89,253.47	\$90,146.00
F9	\$95,000.00	\$121,092.58	\$147,185.17	\$95,000.00	\$95,950.00	\$96,909.50	\$97,878.60	\$98,857.38	\$99,845.95	\$100,844.41	\$101,852.86	\$102,871.39	\$103,900.10	\$104,939.10	\$105,988.49	\$107,048.38
F10	\$120,000.00	\$152,959.05	\$185,918.11	\$120,000.00	\$121,200.00	\$122,412.00	\$123,636.12	\$124,872.48	\$126,121.21	\$127,382.42	\$128,656.24	\$129,942.80	\$131,242.23	\$132,554.66	\$133,880.20	\$135,219.00
C1	\$42,500.00	\$54,173.00	\$65,846.00	\$42,500.00	\$42,925.00	\$43,354.25	\$43,787.79	\$44,225.67	\$44,667.93	\$45,114.61	\$45,565.75	\$46,021.41	\$46,481.62	\$46,946.44	\$47,415.90	\$47,890.06
C2	\$43,500.00	\$55,447.66	\$67,395.31	\$43,500.00	\$43,935.00	\$44,374.35	\$44,818.09	\$45,266.27	\$45,718.94	\$46,176.13	\$46,637.89	\$47,104.27	\$47,575.31	\$48,051.06	\$48,531.57	\$49,016.89
C3	\$45,000.00	\$57,359.65	\$69,719.29	\$45,000.00	\$45,450.00	\$45,904.50	\$46,363.55	\$46,827.18	\$47,295.45	\$47,768.41	\$48,246.09	\$48,728.55	\$49,215.84	\$49,708.00	\$50,205.08	\$50,707.13
C4	\$57,500.00	\$73,292.88	\$89,085.76	\$57,500.00	\$58,075.00	\$58,655.75	\$59,242.31	\$59,834.73	\$60,433.08	\$61,037.41	\$61,647.78	\$62,264.26	\$62,886.90	\$63,515.77	\$64,150.93	\$64,792.44
C5	\$65,000.00	\$82,852.82	\$100,705.64	\$65,000.00	\$65,650.00	\$66,306.50	\$66,969.57	\$67,639.26	\$68,315.65	\$68,998.81	\$69,688.80	\$70,385.69	\$71,089.54	\$71,800.44	\$72,518.44	\$73,243.63
C6	\$80,000.00	\$101,972.70	\$123,945.41	\$80,000.00	\$80,800.00	\$81,608.00	\$82,424.08	\$83,248.32	\$84,080.80	\$84,921.61	\$85,770.83	\$86,628.54	\$87,494.82	\$88,369.77	\$89,253.47	\$90,146.00
C7	\$100,000.00	\$127,465.88	\$154,931.76	\$100,000.00	\$101,000.00	\$102,010.00	\$103,030.10	\$104,060.40	\$105,101.01	\$106,152.02	\$107,213.54	\$108,285.67	\$109,368.53	\$110,462.21	\$111,566.83	\$112,682.50

APPENDIX D (CONTINUED)  
PUBLIC SAFETY PAY PLANS

Grade	Min	Mid	Max	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
PS0	\$33,100.00	\$42,191.21	\$51,282.41	\$37,670.89	\$38,047.60	\$38,428.07	\$38,812.35	\$39,200.48	\$39,592.48	\$39,988.41	\$40,388.29	\$40,792.17	\$41,200.09	\$41,612.10	\$42,028.22	\$42,448.50
PS1	\$45,000.00	\$57,359.65	\$69,719.29	\$51,214.20	\$51,726.34	\$52,243.60	\$52,766.04	\$53,293.70	\$53,826.64	\$54,364.90	\$54,908.55	\$55,457.64	\$56,012.21	\$56,572.34	\$57,138.06	\$57,709.44
PS2	\$50,000.00	\$63,732.94	\$77,465.88	\$56,904.66	\$57,473.71	\$58,048.45	\$58,628.93	\$59,215.22	\$59,807.37	\$60,405.45	\$61,009.50	\$61,619.60	\$62,235.79	\$62,858.15	\$63,486.73	\$64,121.60
PS3	\$57,500.00	\$73,292.88	\$89,085.76	\$65,440.36	\$66,094.77	\$66,755.71	\$67,423.27	\$68,097.50	\$68,778.48	\$69,466.26	\$70,160.93	\$70,862.54	\$71,571.16	\$72,286.87	\$73,009.74	\$73,739.84
PS4	\$60,000.00	\$76,479.53	\$92,959.05	\$68,285.60	\$68,968.45	\$69,658.14	\$70,354.72	\$71,058.27	\$71,768.85	\$72,486.54	\$73,211.40	\$73,943.52	\$74,682.95	\$75,429.78	\$76,184.08	\$76,945.92
PS5	\$65,000.00	\$82,852.82	\$100,705.64	\$73,976.06	\$74,715.82	\$75,462.98	\$76,217.61	\$76,979.79	\$77,749.59	\$78,527.08	\$79,312.35	\$80,105.48	\$80,906.53	\$81,715.60	\$82,532.75	\$83,358.08
PS6	\$70,000.00	\$89,226.12	\$108,452.23	\$79,666.53	\$80,463.19	\$81,267.83	\$82,080.51	\$82,901.31	\$83,730.32	\$84,567.63	\$85,413.30	\$86,267.44	\$87,130.11	\$88,001.41	\$88,881.43	\$89,770.24
PS7	\$80,000.00	\$101,972.70	\$123,945.41	\$91,047.46	\$91,957.94	\$92,877.52	\$93,806.29	\$94,744.35	\$95,691.80	\$96,648.72	\$97,615.20	\$98,591.36	\$99,577.27	\$100,573.04	\$101,578.77	\$102,594.56
PS8	\$95,000.00	\$121,092.58	\$147,185.17	\$108,118.86	\$109,200.05	\$110,292.05	\$111,394.97	\$112,508.92	\$113,634.01	\$114,770.35	\$115,918.05	\$117,077.23	\$118,248.01	\$119,430.49	\$120,624.79	\$121,831.04
PS9	\$120,000.00	\$152,959.05	\$185,918.11	\$136,571.19	\$137,936.91	\$139,316.27	\$140,709.44	\$142,116.53	\$143,537.70	\$144,973.07	\$146,422.80	\$147,887.03	\$149,365.90	\$150,859.56	\$152,368.16	\$153,891.84
F0	\$42,500.00	\$54,173.00	\$65,846.00	\$48,368.97	\$48,852.66	\$49,341.18	\$49,834.60	\$50,332.94	\$50,836.27	\$51,344.63	\$51,858.08	\$52,376.66	\$52,900.43	\$53,429.43	\$53,963.73	\$54,503.36
F1	\$45,000.00	\$57,359.65	\$69,719.29	\$51,214.20	\$51,726.34	\$52,243.60	\$52,766.04	\$53,293.70	\$53,826.64	\$54,364.90	\$54,908.55	\$55,457.64	\$56,012.21	\$56,572.34	\$57,138.06	\$57,709.44
F2	\$47,500.00	\$60,546.29	\$73,592.58	\$54,059.43	\$54,600.03	\$55,146.03	\$55,697.49	\$56,254.46	\$56,817.01	\$57,385.18	\$57,959.03	\$58,538.62	\$59,124.00	\$59,715.24	\$60,312.40	\$60,915.52
F3	\$50,000.00	\$63,732.94	\$77,465.88	\$56,904.66	\$57,473.71	\$58,048.45	\$58,628.93	\$59,215.22	\$59,807.37	\$60,405.45	\$61,009.50	\$61,619.60	\$62,235.79	\$62,858.15	\$63,486.73	\$64,121.60
F4	\$57,500.00	\$73,292.88	\$89,085.76	\$65,440.36	\$66,094.77	\$66,755.71	\$67,423.27	\$68,097.50	\$68,778.48	\$69,466.26	\$70,160.93	\$70,862.54	\$71,571.16	\$72,286.87	\$73,009.74	\$73,739.84
F5	\$65,000.00	\$82,852.82	\$100,705.64	\$73,976.06	\$74,715.82	\$75,462.98	\$76,217.61	\$76,979.79	\$77,749.59	\$78,527.08	\$79,312.35	\$80,105.48	\$80,906.53	\$81,715.60	\$82,532.75	\$83,358.08
F6	\$70,000.00	\$89,226.12	\$108,452.23	\$79,666.53	\$80,463.19	\$81,267.83	\$82,080.51	\$82,901.31	\$83,730.32	\$84,567.63	\$85,413.30	\$86,267.44	\$87,130.11	\$88,001.41	\$88,881.43	\$89,770.24
F7	\$75,000.00	\$95,599.41	\$116,198.82	\$85,357.00	\$86,210.57	\$87,072.67	\$87,943.40	\$88,822.83	\$89,711.06	\$90,608.17	\$91,514.25	\$92,429.40	\$93,353.69	\$94,287.23	\$95,230.10	\$96,182.40
F8	\$80,000.00	\$101,972.70	\$123,945.41	\$91,047.46	\$91,957.94	\$92,877.52	\$93,806.29	\$94,744.35	\$95,691.80	\$96,648.72	\$97,615.20	\$98,591.36	\$99,577.27	\$100,573.04	\$101,578.77	\$102,594.56
F9	\$95,000.00	\$121,092.58	\$147,185.17	\$108,118.86	\$109,200.05	\$110,292.05	\$111,394.97	\$112,508.92	\$113,634.01	\$114,770.35	\$115,918.05	\$117,077.23	\$118,248.01	\$119,430.49	\$120,624.79	\$121,831.04
F10	\$120,000.00	\$152,959.05	\$185,918.11	\$136,571.19	\$137,936.91	\$139,316.27	\$140,709.44	\$142,116.53	\$143,537.70	\$144,973.07	\$146,422.80	\$147,887.03	\$149,365.90	\$150,859.56	\$152,368.16	\$153,891.84
C1	\$42,500.00	\$54,173.00	\$65,846.00	\$48,368.96	\$48,852.65	\$49,341.18	\$49,834.59	\$50,332.94	\$50,836.27	\$51,344.63	\$51,858.08	\$52,376.66	\$52,900.42	\$53,429.43	\$53,963.72	\$54,503.36
C2	\$43,500.00	\$55,447.66	\$67,395.31	\$49,507.06	\$50,002.13	\$50,502.15	\$51,007.17	\$51,517.24	\$52,032.42	\$52,552.74	\$53,078.27	\$53,609.05	\$54,145.14	\$54,686.59	\$55,233.46	\$55,785.79
C3	\$45,000.00	\$57,359.65	\$69,719.29	\$51,214.20	\$51,726.34	\$52,243.60	\$52,766.04	\$53,293.70	\$53,826.64	\$54,364.90	\$54,908.55	\$55,457.64	\$56,012.21	\$56,572.34	\$57,138.06	\$57,709.44
C4	\$57,500.00	\$73,292.88	\$89,085.76	\$65,440.36	\$66,094.77	\$66,755.71	\$67,423.27	\$68,097.50	\$68,778.48	\$69,466.26	\$70,160.93	\$70,862.54	\$71,571.16	\$72,286.87	\$73,009.74	\$73,739.84
C5	\$65,000.00	\$82,852.82	\$100,705.64	\$73,976.06	\$74,715.82	\$75,462.98	\$76,217.61	\$76,979.79	\$77,749.59	\$78,527.08	\$79,312.35	\$80,105.48	\$80,906.53	\$81,715.60	\$82,532.75	\$83,358.08
C6	\$80,000.00	\$101,972.70	\$123,945.41	\$91,047.46	\$91,957.94	\$92,877.52	\$93,806.29	\$94,744.35	\$95,691.80	\$96,648.72	\$97,615.20	\$98,591.36	\$99,577.27	\$100,573.04	\$101,578.77	\$102,594.56
C7	\$100,000.00	\$127,465.88	\$154,931.76	\$113,809.33	\$114,947.42	\$116,096.90	\$117,257.86	\$118,430.44	\$119,614.75	\$120,810.90	\$122,019.00	\$123,239.19	\$124,471.59	\$125,716.30	\$126,973.46	\$128,243.20

APPENDIX D (CONTINUED)  
PUBLIC SAFETY PAY PLANS

Grade	Min	Mid	Max	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39
PS0	\$33,100.00	\$42,191.21	\$51,282.41	\$42,872.98	\$43,301.71	\$43,734.73	\$44,172.08	\$44,613.80	\$45,059.94	\$45,510.54	\$45,965.64	\$46,425.30	\$46,889.55	\$47,358.45	\$47,832.03	\$48,310.35
PS1	\$45,000.00	\$57,359.65	\$69,719.29	\$58,286.53	\$58,869.40	\$59,458.09	\$60,052.67	\$60,653.20	\$61,259.73	\$61,872.33	\$62,491.05	\$63,115.96	\$63,747.12	\$64,384.60	\$65,028.44	\$65,678.73
PS2	\$50,000.00	\$63,732.94	\$77,465.88	\$64,762.82	\$65,410.44	\$66,064.55	\$66,725.19	\$67,392.45	\$68,066.37	\$68,747.03	\$69,434.50	\$70,128.85	\$70,830.14	\$71,538.44	\$72,253.82	\$72,976.36
PS3	\$57,500.00	\$73,292.88	\$89,085.76	\$74,477.24	\$75,222.01	\$75,974.23	\$76,733.97	\$77,501.31	\$78,276.33	\$79,059.09	\$79,849.68	\$80,648.18	\$81,454.66	\$82,269.21	\$83,091.90	\$83,922.82
PS4	\$60,000.00	\$76,479.53	\$92,959.05	\$77,715.38	\$78,492.53	\$79,277.46	\$80,070.23	\$80,870.93	\$81,679.64	\$82,496.44	\$83,321.41	\$84,154.62	\$84,996.17	\$85,846.13	\$86,704.59	\$87,571.63
PS5	\$65,000.00	\$82,852.82	\$100,705.64	\$84,191.66	\$85,033.58	\$85,883.91	\$86,742.75	\$87,610.18	\$88,486.28	\$89,371.14	\$90,264.86	\$91,167.50	\$92,079.18	\$92,999.97	\$93,929.97	\$94,869.27
PS6	\$70,000.00	\$89,226.12	\$108,452.23	\$90,667.94	\$91,574.62	\$92,490.37	\$93,415.27	\$94,349.42	\$95,292.92	\$96,245.85	\$97,208.31	\$98,180.39	\$99,162.19	\$100,153.81	\$101,155.35	\$102,166.91
PS7	\$80,000.00	\$101,972.70	\$123,945.41	\$103,620.51	\$104,656.71	\$105,703.28	\$106,760.31	\$107,827.91	\$108,906.19	\$109,995.25	\$111,095.21	\$112,206.16	\$113,328.22	\$114,461.50	\$115,606.12	\$116,762.18
PS8	\$95,000.00	\$121,092.58	\$147,185.17	\$123,049.35	\$124,279.84	\$125,522.64	\$126,777.87	\$128,045.65	\$129,326.10	\$130,619.36	\$131,925.56	\$133,244.81	\$134,577.26	\$135,923.03	\$137,282.26	\$138,655.09
PS9	\$120,000.00	\$152,959.05	\$185,918.11	\$155,430.76	\$156,985.07	\$158,554.92	\$160,140.47	\$161,741.87	\$163,359.29	\$164,992.88	\$166,642.81	\$168,309.24	\$169,992.33	\$171,692.25	\$173,409.18	\$175,143.27
F0	\$42,500.00	\$54,173.00	\$65,846.00	\$55,048.40	\$55,598.88	\$56,154.87	\$56,716.42	\$57,283.58	\$57,856.42	\$58,434.98	\$59,019.33	\$59,609.53	\$60,205.62	\$60,807.68	\$61,415.75	\$62,029.91
F1	\$45,000.00	\$57,359.65	\$69,719.29	\$58,286.53	\$58,869.40	\$59,458.09	\$60,052.67	\$60,653.20	\$61,259.73	\$61,872.33	\$62,491.05	\$63,115.96	\$63,747.12	\$64,384.60	\$65,028.44	\$65,678.73
F2	\$47,500.00	\$60,546.29	\$73,592.58	\$61,524.67	\$62,139.92	\$62,761.32	\$63,388.93	\$64,022.82	\$64,663.05	\$65,309.68	\$65,962.78	\$66,622.41	\$67,288.63	\$67,961.52	\$68,641.13	\$69,327.54
F3	\$50,000.00	\$63,732.94	\$77,465.88	\$64,762.82	\$65,410.44	\$66,064.55	\$66,725.19	\$67,392.45	\$68,066.37	\$68,747.03	\$69,434.50	\$70,128.85	\$70,830.14	\$71,538.44	\$72,253.82	\$72,976.36
F4	\$57,500.00	\$73,292.88	\$89,085.76	\$74,477.24	\$75,222.01	\$75,974.23	\$76,733.97	\$77,501.31	\$78,276.33	\$79,059.09	\$79,849.68	\$80,648.18	\$81,454.66	\$82,269.21	\$83,091.90	\$83,922.82
F5	\$65,000.00	\$82,852.82	\$100,705.64	\$84,191.66	\$85,033.58	\$85,883.91	\$86,742.75	\$87,610.18	\$88,486.28	\$89,371.14	\$90,264.86	\$91,167.50	\$92,079.18	\$92,999.97	\$93,929.97	\$94,869.27
F6	\$70,000.00	\$89,226.12	\$108,452.23	\$90,667.94	\$91,574.62	\$92,490.37	\$93,415.27	\$94,349.42	\$95,292.92	\$96,245.85	\$97,208.31	\$98,180.39	\$99,162.19	\$100,153.81	\$101,155.35	\$102,166.91
F7	\$75,000.00	\$95,599.41	\$116,198.82	\$97,144.22	\$98,115.67	\$99,096.82	\$100,087.79	\$101,088.67	\$102,099.56	\$103,120.55	\$104,151.76	\$105,193.27	\$106,245.21	\$107,307.66	\$108,380.74	\$109,464.54
F8	\$80,000.00	\$101,972.70	\$123,945.41	\$103,620.51	\$104,656.71	\$105,703.28	\$106,760.31	\$107,827.91	\$108,906.19	\$109,995.25	\$111,095.21	\$112,206.16	\$113,328.22	\$114,461.50	\$115,606.12	\$116,762.18
F9	\$95,000.00	\$121,092.58	\$147,185.17	\$123,049.35	\$124,279.84	\$125,522.64	\$126,777.87	\$128,045.65	\$129,326.10	\$130,619.36	\$131,925.56	\$133,244.81	\$134,577.26	\$135,923.03	\$137,282.26	\$138,655.09
F10	\$120,000.00	\$152,959.05	\$185,918.11	\$155,430.76	\$156,985.07	\$158,554.92	\$160,140.47	\$161,741.87	\$163,359.29	\$164,992.88	\$166,642.81	\$168,309.24	\$169,992.33	\$171,692.25	\$173,409.18	\$175,143.27
C1	\$42,500.00	\$54,173.00	\$65,846.00	\$55,048.39	\$55,598.88	\$56,154.87	\$56,716.41	\$57,283.58	\$57,856.41	\$58,434.98	\$59,019.33	\$59,609.52	\$60,205.62	\$60,807.67	\$61,415.75	\$62,029.91
C2	\$43,500.00	\$55,447.66	\$67,395.31	\$56,343.65	\$56,907.09	\$57,476.16	\$58,050.92	\$58,631.43	\$59,217.74	\$59,809.92	\$60,408.02	\$61,012.10	\$61,622.22	\$62,238.44	\$62,860.83	\$63,489.43
C3	\$45,000.00	\$57,359.65	\$69,719.29	\$58,286.53	\$58,869.40	\$59,458.09	\$60,052.67	\$60,653.20	\$61,259.73	\$61,872.33	\$62,491.05	\$63,115.96	\$63,747.12	\$64,384.60	\$65,028.44	\$65,678.73
C4	\$57,500.00	\$73,292.88	\$89,085.76	\$74,477.24	\$75,222.01	\$75,974.23	\$76,733.97	\$77,501.31	\$78,276.33	\$79,059.09	\$79,849.68	\$80,648.18	\$81,454.66	\$82,269.21	\$83,091.90	\$83,922.82
C5	\$65,000.00	\$82,852.82	\$100,705.64	\$84,191.66	\$85,033.58	\$85,883.91	\$86,742.75	\$87,610.18	\$88,486.28	\$89,371.14	\$90,264.86	\$91,167.50	\$92,079.18	\$92,999.97	\$93,929.97	\$94,869.27
C6	\$80,000.00	\$101,972.70	\$123,945.41	\$103,620.51	\$104,656.71	\$105,703.28	\$106,760.31	\$107,827.91	\$108,906.19	\$109,995.25	\$111,095.21	\$112,206.16	\$113,328.22	\$114,461.50	\$115,606.12	\$116,762.18
C7	\$100,000.00	\$127,465.88	\$154,931.76	\$129,525.63	\$130,820.89	\$132,129.10	\$133,450.39	\$134,784.89	\$136,132.74	\$137,494.07	\$138,869.01	\$140,257.70	\$141,660.28	\$143,076.88	\$144,507.65	\$145,952.72

APPENDIX D (CONTINUED)  
PUBLIC SAFETY PAY PLANS

Grade	Min	Mid	Max	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45
PS0	\$33,100.00	\$42,191.21	\$51,282.41	\$48,793.46	\$49,281.39	\$49,774.20	\$50,271.95	\$50,774.66	\$51,282.41
PS1	\$45,000.00	\$57,359.65	\$69,719.29	\$66,335.51	\$66,998.87	\$67,668.86	\$68,345.55	\$69,029.00	\$69,719.29
PS2	\$50,000.00	\$63,732.94	\$77,465.88	\$73,706.13	\$74,443.19	\$75,187.62	\$75,939.49	\$76,698.89	\$77,465.88
PS3	\$57,500.00	\$73,292.88	\$89,085.76	\$84,762.04	\$85,609.66	\$86,465.76	\$87,330.42	\$88,203.72	\$89,085.76
PS4	\$60,000.00	\$76,479.53	\$92,959.05	\$88,447.35	\$89,331.82	\$90,225.14	\$91,127.39	\$92,038.67	\$92,959.05
PS5	\$65,000.00	\$82,852.82	\$100,705.64	\$95,817.96	\$96,776.14	\$97,743.90	\$98,721.34	\$99,708.56	\$100,705.64
PS6	\$70,000.00	\$89,226.12	\$108,452.23	\$103,188.58	\$104,220.46	\$105,262.67	\$106,315.29	\$107,378.45	\$108,452.23
PS7	\$80,000.00	\$101,972.70	\$123,945.41	\$117,929.80	\$119,109.10	\$120,300.19	\$121,503.19	\$122,718.22	\$123,945.41
PS8	\$95,000.00	\$121,092.58	\$147,185.17	\$140,041.64	\$141,442.05	\$142,856.48	\$144,285.04	\$145,727.89	\$147,185.17
PS9	\$120,000.00	\$152,959.05	\$185,918.11	\$176,894.70	\$178,663.65	\$180,450.28	\$182,254.79	\$184,077.34	\$185,918.11
F0	\$42,500.00	\$54,173.00	\$65,846.00	\$62,650.21	\$63,276.71	\$63,909.48	\$64,548.57	\$65,194.06	\$65,846.00
F1	\$45,000.00	\$57,359.65	\$69,719.29	\$66,335.51	\$66,998.87	\$67,668.86	\$68,345.55	\$69,029.00	\$69,719.29
F2	\$47,500.00	\$60,546.29	\$73,592.58	\$70,020.82	\$70,721.03	\$71,428.24	\$72,142.52	\$72,863.95	\$73,592.58
F3	\$50,000.00	\$63,732.94	\$77,465.88	\$73,706.13	\$74,443.19	\$75,187.62	\$75,939.49	\$76,698.89	\$77,465.88
F4	\$57,500.00	\$73,292.88	\$89,085.76	\$84,762.04	\$85,609.66	\$86,465.76	\$87,330.42	\$88,203.72	\$89,085.76
F5	\$65,000.00	\$82,852.82	\$100,705.64	\$95,817.96	\$96,776.14	\$97,743.90	\$98,721.34	\$99,708.56	\$100,705.64
F6	\$70,000.00	\$89,226.12	\$108,452.23	\$103,188.58	\$104,220.46	\$105,262.67	\$106,315.29	\$107,378.45	\$108,452.23
F7	\$75,000.00	\$95,599.41	\$116,198.82	\$110,559.19	\$111,664.78	\$112,781.43	\$113,909.24	\$115,048.33	\$116,198.82
F8	\$80,000.00	\$101,972.70	\$123,945.41	\$117,929.80	\$119,109.10	\$120,300.19	\$121,503.19	\$122,718.22	\$123,945.41
F9	\$95,000.00	\$121,092.58	\$147,185.17	\$140,041.64	\$141,442.05	\$142,856.48	\$144,285.04	\$145,727.89	\$147,185.17
F10	\$120,000.00	\$152,959.05	\$185,918.11	\$176,894.70	\$178,663.65	\$180,450.28	\$182,254.79	\$184,077.34	\$185,918.11
C1	\$42,500.00	\$54,173.00	\$65,846.00	\$62,650.21	\$63,276.71	\$63,909.48	\$64,548.57	\$65,194.06	\$65,846.00
C2	\$43,500.00	\$55,447.66	\$67,395.31	\$64,124.33	\$64,765.57	\$65,413.23	\$66,067.36	\$66,728.03	\$67,395.31
C3	\$45,000.00	\$57,359.65	\$69,719.29	\$66,335.51	\$66,998.87	\$67,668.86	\$68,345.55	\$69,029.00	\$69,719.29
C4	\$57,500.00	\$73,292.88	\$89,085.76	\$84,762.04	\$85,609.66	\$86,465.76	\$87,330.42	\$88,203.72	\$89,085.76
C5	\$65,000.00	\$82,852.82	\$100,705.64	\$95,817.96	\$96,776.14	\$97,743.90	\$98,721.34	\$99,708.56	\$100,705.64
C6	\$80,000.00	\$101,972.70	\$123,945.41	\$117,929.80	\$119,109.10	\$120,300.19	\$121,503.19	\$122,718.22	\$123,945.41
C7	\$100,000.00	\$127,465.88	\$154,931.76	\$147,412.25	\$148,886.37	\$150,375.24	\$151,878.99	\$153,397.78	\$154,931.76

## ORDINANCE

No. \_\_\_\_\_

An ordinance adopting a new Classification and Compensation Plan for The Consolidated Government and amending Fiscal Year 2023 Budget Ordinance No. 22-027; restating and modernizing other pay plan provisions included in Section 16B of the Columbus Code; providing for a delayed effective date; and for other purposes.

**THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS, AS FOLLOWS:****PART 1****Adoption of a new Classification and Compensation Plan Report and Repeal of Conflicting Ordinances****SECTION 1**

The Classification and Compensation Plan Report designated as “Exhibit A” submitted by Evergreen Solutions and dated August 23, 2022 (hereinafter “the Pay Plan”), is hereby approved and shall be implemented during Fiscal Year 2023, beginning with the first pay period after the Finance Director and Human Resources Director confirm in writing that the necessary data downloads are in place. The first day of the first pay period to which the Pay Plan can be applied shall hereinafter be referred as the “Implementation Date.”

**SECTION 2**

Placement of Public Safety and general government positions in the Pay Plan shall be as follows:

- (a) Initial placement of employees into the Pay Plan will be based upon the position they hold on the Implementation Date.
- (b) Placement into the new Pay Plan at a different level, title or rank than held by the employee prior to the Implementation Date is not to be considered a promotion. Therefore, the new promotion policy contained in this ordinance does not apply to the initial placement of employees into the new Pay Plan and will not result in a promotional salary increase.

**SECTION 3**

Pursuant to the Pay Plan, all full-time classified CCG employees shall receive an annual increase of at least one-step in grade as approved by Council during the budget process starting with the fiscal year beginning July 1, 2023. Those certain employees whose salaries currently meet or exceed the maximum step for their grades as set forth in the Pay Plan shall receive step increases and other Council approved pay increases that will be calculated consistently with the Pay Plan.

## SECTION 4

As recommended by Evergreen Solutions, the City Staff shall review advancing the pay scale annually during the budget process to keep pace with the CPI (Consumer Price Index) or the ECI (Employment Cost Index) and make recommendations for Council approval.

## SECTION 5

Ordinance No. 06-40, Section 24, and Ordinance No. 06-87, in its entirety, are hereby repealed.

## PART II

### **Amendments to Ordinance No. 22-027, the Operating Budget for the Fiscal Year ending June 30, 2023**

## SECTION 6

The first paragraph of Section 28 of Ordinance No. 22-027 is hereby repealed and replaced with the section below and reads as follows:

“Public safety officers hired after the implementation of the Pay Plan shall receive a sign-on bonus of \$5,000.00, provided that they continuously meet the written criteria established by their departments. Each public safety department shall develop written criteria for receipt of the bonus and such written criteria shall be approved in advance by the City Manager. The bonus shall be paid semiannually over a 24 month period, in increments of \$1,250.00 to officers continuing to be employed and to meet the written criteria. Public safety officers rehired within twelve months of their separation date are ineligible for receiving a second sign-on bonus. The public safety officer may; however, receive any remaining portion of the initial sign-on bonus. The sign-on bonus shall be reviewed by the Council every two years after the effective date of this ordinance. The sign-on bonus applies to Public Safety Officers in the Police Department, Sheriff’s Office, Fire/EMS Department, and Muscogee County Prison.”

## SECTION 7

The second paragraph of Section 28 of Ordinance No. 22-027 which pertains to the quarterly retention bonus of \$1,500 payable to all full-time sworn personnel in the Police Department including 911 Communications Technicians, Fire/EMS Department, Emergency Management/Homeland Security Department, Sheriff’s Office, and Muscogee County Prison shall be repealed effective upon the Implementation Date of the Pay Plan.

## SECTION 8

Upon the Implementation Date of the Pay Plan, Sections 29, 30, 31, 32, 36, 38, and 39 of Ordinance No. 22-027 are repealed in their entirety. Pay Reform and Restructure ordinances, Pay Reform Longevity Plan and Recruitment and Retention Plan ordinances adopted related to the Police Department, Sheriff's Office, Fire/EMS Department, and Muscogee County Prison in Ordinance No. 15-24, Ordinance No.16-17, Ordinance No.18-21, Ordinance No.19-027, Ordinance No.17-24, Ordinance No.20-018, and Ordinance No.21-032 are repealed and replaced with the following paragraph upon the Implementation Date:

Public Safety sworn personnel in the Police Department, Sheriff's Office, Fire/EMS Department, Muscogee County Prison, and Emergency Management/Homeland Security will receive a one-step in grade longevity increase in the new pay plan at certain "milestone" years that mirror the increases they received under the "Pay Reform" system. Therefore, after years 3, 5, 7, 10, 15, 20, 25, 30 and 35, Public Safety sworn employees will receive an additional step increase above and beyond the increases that are approved by Council for all employees.

Public Safety Officers who separate and are re-hired in any Public Safety Department forfeit any milestone or longevity pay received during prior employment. Re-hired Public Safety Officers will be treated as a newly hired sworn officer as it relates to longevity pay.

## SECTION 9

Upon the Implementation Date, Section 40 of Ordinance No 22-027 is hereby repealed to the extent it is inconsistent with any new hourly pay rates set forth in the Pay Plan.

## **PART III** **Revisions of Chapter 16B of the Columbus Code**

## SECTION 10

Columbus Code Sections 16B-3-2 and 16B-3-2.1 are hereby deleted in their entirety and are replaced by a new Section 16B-3-2-- **Promotions** to read as follows:

"Public safety and general government employees that are selected for promotion will receive a six step increase measured from their current pay grade and step and placed into the new grade at the nearest salary. Or, the employee will be placed at the first step of the new position and grade, whichever is greater."

## SECTION 11

Columbus Code Section 16B-3-3 – **Demotions** is hereby deleted in its entirety and replaced by a new section 16B-3-3 to read as follows:



“When an employee is demoted to a lower class position, the employee’s pay shall be decreased by six steps measured back from their current pay grade and step and placed into the new grade and step at the nearest salary. If the employee cannot be decreased by six steps as required above, they will be placed at the first step for the new position and grade.”

## SECTION 12

Columbus Code Section 16B-7-7 – **Voluntary demotions** is hereby deleted in its entirety and replaced by a new section 16B-7-7 to read as follows:

“An employee may be demoted at his own request to a vacant position in a lower class, subject to the approval of the Human Resources Director with compensation to be determined in accordance with Columbus Code Section 16B-3-3 with appropriate adjustments consistent with the Pay Plan that are recommended by the affected Department and approved by the Human Resources Director. The Human Resources Director shall determine whether the employee is qualified to perform the duties and responsibilities of the lower class of position.”

## Part IV Other Pay Incentives and Supplements to be Continued

## SECTION 13

The existing supplements or pay enhancements currently in effect before the Implementation Date that are not specifically addressed in this ordinance, including but not limited to OLOST supplements for the various Public Safety agencies and certification pay and specialty pay for the Fire and EMS Departments, shall remain in effect and be paid in addition to the grade and step pay indicated for each employee in the Pay Plan.

## SECTION 14

Educational Incentive Pay for Public Safety shall be subject to the following provisions:

- (a) Public safety employees receiving their first bachelor’s or master’s degree after June 30, 2006, shall receive an educational incentive of \$1,200 for each degree. The incentive shall be paid as a separate line item and not be included in the base employee compensation that is calculated on a step basis.
- (b) Public safety employees currently employed and enrolled in a baccalaureate or master’s program on June 30, 2006, receiving their first Bachelor’s or Master’s degree on or before June 30, 2008, at their option, may receive the educational incentive authorized prior to July 1, 2006. Transcripts shall be provided to the Department of Human Resources as proof of such enrollment. The incentive shall be paid by- advancing the employee’s salary two steps in the same grade, up to the maximum pay for the grade.

(c) Public safety employees receiving their first associate's or bachelor's degree after October 31, 2022, shall receive an educational incentive of \$1,250 for an associate degree or \$2,500 for a bachelor's degree. The incentive shall be paid as a separate line item and not be included in the base employee compensation.

(d) Public safety employees currently employed and enrolled in a master's degree program on October 31, 2022, receiving their first master's degree on or before October 31, 2024, may receive the educational incentive authorized prior to October 31, 2022. Transcripts shall be provided to the Department of Human Resources as proof of such enrollment. No education incentive will be offered for receiving a master's degree after October 31, 2024.

(e) The educational equivalent of an associate's degree for the purpose of applying subsection (c) above is defined as a minimum of 96 quarter hours or 63 semester hours of post-secondary education as a college or university accredited by the Southern Association of Colleges and Schools, National Student Clearing House or its equivalent, provided said course work is above the developmental level and contains, at least: two English; one math; two science or technology; one social studies; and one humanity. This definition shall not be construed as waiving the associate or higher degree requirement for promotional qualification or any other process.

## SECTION 15

### **Operational procedure for Multi-level Qualifications and Career ladder positions-**

Public safety and general government positions assigned multiple levels by the Pay Plan, to provide salary differentials for different levels of qualifications shall be administered by the following general rules:

- (a) Clear measurable criteria will be used to determine qualification for each advanced level. Where the criteria were not specified in the Pay Plan, departments will develop appropriate standards to be approved by the City Manager.
- (b) Employees that qualify for advancement in pay grade will receive the salary obtained by advancing the current salary in the current grade six steps and placed into the new grade at the nearest salary. Or, the employee will be placed at the minimum step for the new position and grade, whichever is greater.
- (c) Initial placement of employees in multi-level positions will be as specified by the Pay Plan or based upon their assigned position on the Implementation Date. Department heads may request changes in recommended levels with appropriate justification and approval of the City Manager.
- (d) This procedure only applies to positions in the pay plan designated with a numbered footnote and multi-level description. Positions assigned a "tag" number and having a separate job description are promotional positions and not part of a career ladder, even if the title is numbered or contains the word "senior" in the title. Employees may only advance to promotional positions by successfully competing for an authorized vacant position."

## Part V Effective Date and Repealer

### SECTION 16

This ordinance shall be effective upon the Pay Plan Implementation Date as defined above.

### SECTION 17

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

-----

Introduced at a regular meeting of the Council of Columbus, Georgia held on the \_\_\_\_ day of \_\_\_\_\_, 2022; introduced a second time at a regular meeting of said Council held on the \_\_\_\_ day of \_\_\_\_\_, 2022, and adopted at said meeting by the affirmative vote of \_\_\_\_ members of said Council.

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

\_\_\_\_\_  
Sandra T. Davis, Clerk of Council

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

**File Attachments for Item:**

**2. 2nd Reading-** An ordinance regulating vehicular traffic in Columbus, Georgia by establishing a list of roadways approved for the use of speed detection devices on behalf of the Columbus Consolidated Government; repealing conflicting ordinances; and for other purposes. (Mayor Pro-Tem)

**ORDINANCE****NO.**\_\_\_\_\_

An ordinance regulating vehicular traffic in Columbus, Georgia by establishing a list of roadways approved for the use of speed detection devices on behalf of the Columbus Consolidated Government; repealing conflicting ordinances; and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA HEREBY ORDAINS AS FOLLOWS:

**SECTION I.**

The list of public street segments and their corresponding speed limits attached hereto as Exhibit A is approved for the use of speed detection devices by law enforcement officers.

**SECTION II.**

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

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 30<sup>th</sup> day of August 2022, introduced a second time at a regular meeting of said Council held on the 13<sup>th</sup> day of September 2022, and adopted at said meeting by the affirmative vote of \_\_\_\_\_ members of Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

\_\_\_\_\_  
Sandra T. Davis, Clerk of Council

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

Rev. July 2022

**LIST NUMBER 0722-215C**

The Consolidated Government of Columbus-Muscogee is hereby requesting that the following roadways be approved for the use of speed detection devices:

**LIST OF ROADWAYS**  
for  
**THE CONSOLIDATED GOVERNMENT OF COLUMBUS-MUSCOGEE**  
**ON-SYSTEM ROADWAYS**

**ALL ON-SYSTEM ROUTES HAVE BEEN VERIFIED BY GEORGIA DEPARTMENT OF  
TRANSPORTATION**

STATE ROUTE	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	MILE POINT	TO	MILE POINT	LENGTH IN MILES	SPEED LIMIT
S.R. 1 (Veteran's Parkway)	COLUMBUS	State Route 520 (4 <sup>th</sup> Street)	7.20	100 feet north of 15 <sup>th</sup> Street	8.64	1.44	35
S.R. 1 (Veteran's Parkway)	COLUMBUS	100 feet north of 15 <sup>th</sup> Street	8.64	1320 feet north of 18 <sup>th</sup> Street	9.24	0.60	40
S.R. 1 (Veteran's Parkway)	COLUMBUS	1320 feet north of 18 <sup>th</sup> Street	9.24	500 feet north of Moon Road	15.61	6.37	45
S.R. 1 (Veteran's Parkway)	COLUMBUS	500 feet north of Moon Road	15.61	100 feet north of Hancock Road	16.76	1.15	50
S.R. 1 (Veteran's Parkway)	COLUMBUS	100 feet north of Hancock Road	16.76	Harris County Line	19.45	2.69	55
S.R. 22 (J.R. Allen Parkway)	COLUMBUS	Alabama State Line	0.00	Warm Springs Road (Underpass)	8.95	8.95	65
S.R. 22 (J.R. Allen Parkway)	COLUMBUS	Warm Springs Road (Underpass)	8.95	1300 feet west of Flat Rock Rd. (west)	9.25	0.30	55
S.R. 22 (J.R. Allen Parkway / Beaver Run Road)	COLUMBUS	1300 feet west of Flat Rock Rd. (west)	9.25	2250 feet east of Psalm Road	11.33	2.08	45
S.R. 22 (Beaver Run Road / Macon Road)	COLUMBUS	2250 feet east of Psalm Road	11.33	3877 feet east of Garrett Road	13.31	1.98	55
S.R. 22 (Beaver Run Road / Macon Road)	COLUMBUS	3877 feet east of Garrett Road	13.31	Talbot County Line	21.86	8.55	65
S.R. 22	COLUMBUS	S.R. 85 (Manchester	0.00	1320 feet north of	0.25	0.25	40

Rev. July 2022

## LIST NUMBER 0722-215C

STATE ROUTE	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	MILE POINT	TO	MILE POINT	LENGTH IN MILES	SPEED LIMIT
CONN. (2 <sup>nd</sup> Ave.)		Expressway)		S.R. 85 (Manchester Expressway)			
S.R. 22 CONN. (2 <sup>nd</sup> Ave.)	COLUMBUS	1320 feet north of S.R. 85 (Manchester Expressway)	0.25	S.R. 22 (J.R. Allen Parkway)	0.34	0.34	45
S.R. 22 SPUR (13 <sup>th</sup> St.)	COLUMBUS	S.R. 1 (Veterans Parkway)	0.00	100 feet west of 13 <sup>th</sup> Avenue	0.75	0.75	35
S.R. 22 SPUR (13 <sup>th</sup> St. / Wynnton Rd.)	COLUMBUS	100 feet west of 13 <sup>th</sup> Avenue	0.75	100 feet west of Tate Drive	2.08	1.33	30
S.R. 22 SPUR (13 <sup>th</sup> St. / Wynnton Rd.) SCHOOL ZONE	COLUMBUS <i>Wynnton Elementary</i> 7:00 to 9:00am 2:00 to 4:00pm SCHOOL DAYS ONLY	100 feet west of Britt Avenue	1.74	100 feet east of Ada Avenue	1.99	0.25	25
S.R. 22 SPUR (Macon Rd.)	COLUMBUS	100 feet west of Tate Drive	2.08	100 feet west of Forrest Road	3.54	1.46	35
S.R. 22 SPUR (Macon Rd.)	COLUMBUS	100 feet west of Forrest Road	3.54	500 feet east of Saddleridge Drive	6.42	2.88	40
S.R. 22 SPUR (Macon Rd.)	COLUMBUS	500 feet east of Saddleridge Drive	6.42	1000 feet east of Schatulga Road	8.67	2.25	50
S.R. 22 SPUR (Macon Rd.) SCHOOL ZONE	COLUMBUS <i>Waddel Elementary</i> 7:00 to 9:00am 2:00 to 4:00pm SCHOOL DAYS ONLY	300 feet west of Miller Road	7.40	300 feet east of Miller Road	7.52	0.12	40
S.R. 22 SPUR (Macon Rd.)	COLUMBUS	1000 feet east of Schatulga Road	8.67	State Route 22 (Beaver Run Road)	10.30	1.63	55
S.R. 85 (14 <sup>th</sup> St.)	COLUMBUS	S.R. 1 (Veterans Parkway)	0.00	2 <sup>nd</sup> Avenue / 14 <sup>th</sup> Street	0.14	0.14	30
S.R. 85 (2 <sup>nd</sup> Ave.)	COLUMBUS	2 <sup>nd</sup> Avenue / 14 <sup>th</sup> Street	0.14	300 feet south of 44 <sup>th</sup> Street	2.37	2.23	35
S.R. 85 (2 <sup>nd</sup> Ave.)	COLUMBUS	300 feet south of 44 <sup>th</sup> Street	2.37	45 <sup>th</sup> Street	2.53	0.16	40
S.R. 85 (Manchester Expressway)	COLUMBUS	45 <sup>th</sup> Street	2.53	100 feet east of S.R. 1 (Veterans Parkway)	3.50	0.97	40
S.R. 85 (Manchester Expressway)	COLUMBUS <i>River Road Elementary</i>	300 feet west of S.R. 219 (River Road)	2.94	300 feet east of S.R. 219 (River Road)	3.06	0.12	30

Rev. July 2022

## LIST NUMBER 0722-215C

STATE ROUTE	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	MILE POINT	TO	MILE POINT	LENGTH IN MILES	SPEED LIMIT
<b>SCHOOL ZONE</b>	7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>						
S.R. 85 (Manchester Expressway)	<b>COLUMBUS</b>	100 feet east of S.R. 1 (Veterans Parkway)	3.50	100 feet west of I-185 southbound off ramp	4.71	1.21	45
S.R. 85 (Manchester Expressway)	<b>COLUMBUS</b>	100 feet west of I-185 southbound off ramp	4.71	2640 feet east of Reese Road	6.35	1.64	50
S.R. 85 (Manchester Expressway)	<b>COLUMBUS</b>	2640 feet east of Reese Road	6.35	1800 feet south of Warm Springs Rd. (underpass)	6.77	0.42	55
S.R. 85 (Manchester Expressway)	<b>COLUMBUS</b>	1800 feet south of Warm Springs Rd. (underpass)	6.77	Harris County Line	14.63	7.86	65
S.R. 219 (River Road)	<b>COLUMBUS</b>	S.R. 1 (Veterans Parkway)	0.00	500 feet north of Bradley Park Drive	2.53	2.53	40
S.R. 219 (River Road) <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>River Road Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>	150 feet south of Turner Road	1.21	190 feet north of Heath Drive	1.40	0.19	30
S.R. 219 (River Road) <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Brookstone School</i> 7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>	Cascade Ct.	2.23	300 feet north of Bradley Park Drive	2.49	0.26	30
S.R. 219 (River Road)	<b>COLUMBUS</b>	500 feet north of Bradley Park Drive	2.53	500 feet south of Double Churches Road	4.10	1.57	45
S.R. 219 (River Road)	<b>COLUMBUS</b>	500 feet south of Double Churches Road	4.10	Harris County Line	8.73	4.63	55
S.R. 411 (I-185)	<b>COLUMBUS</b>	3,770 feet north of S.R. 520 (South City Limits of Columbus)	0.00	A point 5090 feet further north of SR 520 (mile marker 1)	1.00	1.00	60
S.R. 411 (I-185)	<b>COLUMBUS</b>	Double Churches Road	1.00	Harris County Line	13.94	13.94	70
S.R. 520 (4 <sup>th</sup> St.)	<b>COLUMBUS</b>	Alabama State Line	0.00	100 feet west of 6 <sup>th</sup> Avenue	0.62	0.62	40
S.R. 520 (Victory Drive)	<b>COLUMBUS</b>	100 feet west of 6 <sup>th</sup> Avenue	0.64	100 feet west of Jackson Avenue	1.40	0.76	35



Rev. July 2022

**LIST NUMBER 0722-215C**

STATE ROUTE	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	MILE POINT	TO	MILE POINT	LENGTH IN MILES	SPEED LIMIT
S.R. 520 (Victory Drive)	<b>COLUMBUS</b>	100 feet west of Jackson Avenue	1.40	Engineer Drive	5.11	3.71	45
S.R. 520 (Victory Drive)	<b>FT. BENNING RESERVATION</b>	Engineer Drive	5.11	500 feet east of I-185 Northbound off ramp	6.04	0.93	45

**\*SCHOOL ZONES ARE EFFECTIVE\*****A.M.** from 30 minutes prior to commencement time to 30 minutes after commencement time**SCHOOL DAYS ONLY.****P.M.** from 30 minutes prior to dismissal time to 30 minutes after dismissal time –**SCHOOL DAYS ONLY.**

LIST NUMBER 0722-215C**OFF-SYSTEM ROADWAYS**

**ALL OFF-SYSTEM ROUTES WILL NOT BE VERIFIED BY GEORGIA DEPARTMENT OF  
TRANSPORTATION**

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
1 <sup>st</sup> Avenue	COLUMBUS	4 <sup>th</sup> Street (S.R. 520)	29 <sup>th</sup> Street	2.59	30
1 <sup>st</sup> Avenue	COLUMBUS	29 <sup>th</sup> Street	North Gordon Boulevard	0.30	25
01 <sup>st</sup> Avenue SCHOOL ZONE	COLUMBUS <i>Downtown Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	300 feet south of 14 <sup>th</sup> Street	15 <sup>th</sup> Street	0.20	25
02 <sup>nd</sup> Avenue	COLUMBUS	04 <sup>th</sup> St (S.R. 520)	14 <sup>th</sup> Street (S.R. 85)	1.32	30
03 <sup>rd</sup> Avenue	COLUMBUS	04 <sup>th</sup> Street (S.R. 520)	32 <sup>nd</sup> Street	2.78	30
03 <sup>rd</sup> Avenue SCHOOL ZONE	COLUMBUS <i>St. Luke</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	100 feet north of 10 <sup>th</sup> Street	310 feet north of 11 <sup>th</sup> Street	0.17	25
05 <sup>th</sup> Avenue	COLUMBUS	04 <sup>th</sup> Street (S.R. 1/ S.R. 520)	Talbotton Road	2.04	30
06 <sup>th</sup> Avenue	COLUMBUS	04 <sup>th</sup> Street (S.R. 1/ S.R. 520)	Linwood Boulevard	1.53	30
07 <sup>th</sup> Avenue	COLUMBUS	Clinton Place	35 <sup>th</sup> Street	0.25	20
08 <sup>th</sup> Street	COLUMBUS	Front Avenue	10 <sup>th</sup> Avenue	0.87	30
08 <sup>th</sup> Street	COLUMBUS	Buena Vista Road	Illges Road	0.55	30
08 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Carver High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	150 west of Annette Avenue	Illges Road	0.27	25
09 <sup>th</sup> Street	COLUMBUS	Bay Avenue	10 <sup>th</sup> Avenue	0.95	30
10 <sup>th</sup> Avenue	COLUMBUS	Victory Drive (S.R. 1/ S.R. 520)	Talbotton Road	2.31	35
10 <sup>th</sup> Street	COLUMBUS	Bay Avenue	10 <sup>th</sup> Avenue	0.95	30
11 <sup>th</sup> Avenue	COLUMBUS	Linwood Boulevard	Talbotton Road	0.52	30
11 <sup>th</sup> Avenue	COLUMBUS	47 <sup>th</sup> Street	Alexander Street	0.53	30
11 <sup>th</sup> Street	COLUMBUS	Bay Avenue	10 <sup>th</sup> Avenue	1.00	30
11 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>St. Luke</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	240 feet west of 03 <sup>rd</sup> Avenue	360 feet east of 03 <sup>rd</sup> Avenue	0.11	25
12 <sup>th</sup> Avenue	COLUMBUS	Linwood Boulevard	Hamilton Road	1.50	30

Rev. July 2022

**LIST NUMBER 0722-215C**

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
12 <sup>th</sup> Avenue SCHOOL ZONE	COLUMBUS <i>Hanan Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	200 feet south of 24 <sup>th</sup> Street	40 feet north of Noble Street	0.12	25
12 <sup>th</sup> Street	COLUMBUS	Bay Avenue	6 <sup>th</sup> Avenue	0.62	30
13 <sup>th</sup> Avenue	COLUMBUS	13 <sup>th</sup> Street (S.R. 22 Spur)	Talbotton Road	1.15	30
13 <sup>th</sup> Avenue SCHOOL ZONE	COLUMBUS <i>Hanan Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	23 <sup>rd</sup> Street	Talbotton Road	0.17	25
13 <sup>th</sup> Street	COLUMBUS	13 <sup>th</sup> Avenue	Peacock Avenue	0.69	30
14 <sup>th</sup> Avenue	COLUMBUS	15 <sup>th</sup> Street	17 <sup>th</sup> Street	0.28	30
14 <sup>th</sup> Street	COLUMBUS	10 <sup>th</sup> Avenue	15 <sup>th</sup> Avenue	0.54	30
14 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Downtown Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	300 feet west of 01 <sup>st</sup> Avenue	300 feet east of 02 <sup>nd</sup> Avenue (S.R. 85)	0.19	25
15 <sup>th</sup> Street	COLUMBUS	1 <sup>st</sup> Avenue	6 <sup>th</sup> Avenue	0.40	30
15 <sup>th</sup> Street	COLUMBUS	7 <sup>th</sup> Avenue	18 <sup>th</sup> Avenue	0.90	30
15 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Downtown Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	1 <sup>st</sup> Avenue	300 feet east of 02 <sup>nd</sup> Avenue (S.R. 85)	0.14	25
17 <sup>th</sup> Avenue	COLUMBUS	17 <sup>th</sup> Street	Warm Springs Road	0.93	30
17 <sup>th</sup> Avenue	COLUMBUS	Warm Springs Road	34 <sup>th</sup> St	0.16	30
17 <sup>th</sup> Avenue	COLUMBUS	34 <sup>th</sup> St	40 <sup>th</sup> St	0.44	25
17 <sup>th</sup> Avenue	COLUMBUS	40 <sup>th</sup> St	Manchester Expressway (S.R. 85)	0.40	30
17 <sup>th</sup> Avenue SCHOOL ZONE	COLUMBUS <i>Johnson Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	250 feet south of 35 <sup>th</sup> Street	38 <sup>th</sup> Street	0.25	25
17 <sup>th</sup> Street	COLUMBUS	West dead end (west of 5 <sup>th</sup> Avenue)	Marilon Drive	2.31	30
17 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Columbus High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Cherokee Avenue	120 feet east of Forest Avenue	0.21	25
18 <sup>th</sup> Avenue	COLUMBUS	Buena Vista Road	Garrand Street	1.13	30
18 <sup>th</sup> Avenue	COLUMBUS	Garrand Street	Slade Drive	0.47	25
18 <sup>th</sup> Street	COLUMBUS	10 <sup>th</sup> Avenue	18 <sup>th</sup> Avenue	0.75	30

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
19 <sup>th</sup> Street	COLUMBUS	Wildwood Avenue	Hilton Avenue	0.27	25
23 <sup>rd</sup> Avenue	COLUMBUS	51 <sup>st</sup> Street	North dead end	0.48	25
23 <sup>rd</sup> Avenue SCHOOL ZONE	COLUMBUS <i>Allen Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	51 <sup>st</sup> Street	235 feet south of Coventry Street	0.11	25
23 <sup>rd</sup> Street	COLUMBUS	02 <sup>nd</sup> Avenue (S.R. 85)	Hamilton Road	0.37	30
23 <sup>rd</sup> Street	COLUMBUS	12 <sup>th</sup> Avenue	19 <sup>th</sup> Avenue	0.61	30
24 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Hanan Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	13 <sup>th</sup> Av	700 feet east of 13 <sup>th</sup> Avenue	0.13	25
27 <sup>th</sup> Street	COLUMBUS	Hamilton Road	Talbotton Road	0.41	30
27 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Teenage Parenting Program @ Waverly Terrace</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Beacon Avenue	225 feet southeast of 11 <sup>th</sup> Avenue	0.12	25
28 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Teenage Parenting Program @ Waverly Terrace</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	200 feet east of Beacon Avenue	11 <sup>th</sup> Avenue	0.11	25
29 <sup>th</sup> Street	COLUMBUS	01 <sup>st</sup> Avenue	Veterans Parkway (S.R. 1)	0.57	30
29 <sup>th</sup> Street	COLUMBUS	Hamilton Road	Talbotton Road	0.63	30
30 <sup>th</sup> Avenue	COLUMBUS	Victory Drive (S.R. 520)	Cusseta Road	0.72	30
30 <sup>th</sup> Avenue SCHOOL ZONE	COLUMBUS <i>30th Avenue Center</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	325 feet south of Delta Street	300 feet north of North Lumpkin Road	0.22	25
30 <sup>th</sup> Avenue SCHOOL ZONE	COLUMBUS <i>Martin Luther King Jr. Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	175 feet south of Dawson Street	Clover Lane	0.15	25
31 <sup>st</sup> Avenue	COLUMBUS	Cusseta Road	Clover Lane	0.24	25

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
31 <sup>st</sup> Avenue SCHOOL ZONE	COLUMBUS <i>Martin Luther King Jr. Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	175 feet south of Dawson Street	Clover Lane	0.13	25
32 <sup>nd</sup> Street	COLUMBUS	Hamilton Road	Woodlawn Avenue	0.73	30
32 <sup>nd</sup> Street SCHOOL ZONE	COLUMBUS <i>Jordan High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	50 feet east of 14 <sup>th</sup> Avenue	Woodlawn Avenue	0.28	25
35 <sup>th</sup> Street	COLUMBUS	1 <sup>st</sup> Avenue	River Road (S.R. 219)	0.66	30
35 <sup>th</sup> Street	COLUMBUS	Hamilton Road	17 <sup>th</sup> Avenue	0.66	30
35 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Jordan High</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Howard Avenue	50 feet east of Sherwood Avenue	0.23	25
35 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Fox Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	250 feet west of 06 <sup>th</sup> Avenue	175 feet east of 07 <sup>th</sup> Avenue	0.15	25
38 <sup>th</sup> Street	COLUMBUS	2 <sup>nd</sup> Avenue (S.R. 85)	Meritas Drive	0.35	30
38 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Johnson Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	Woodlawn Avenue	17 <sup>th</sup> Avenue	0.16	25
38 <sup>th</sup> Street SCHOOL ZONE	COLUMBUS <i>Fox Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm SCHOOL DAYS ONLY	150 feet west of 05 <sup>th</sup> Avenue	60 feet east of Oates Avenue	0.17	25
39 <sup>th</sup> Street	COLUMBUS	Hamilton Road	17 <sup>th</sup> Street	0.49	30
43 <sup>rd</sup> Street	COLUMBUS	Hamilton Road	17 <sup>th</sup> Avenue	0.32	30
47 <sup>th</sup> Street	COLUMBUS	Kolb Avenue	Veterans Parkway (S.R. 1)	0.24	30
51 <sup>st</sup> Street	COLUMBUS	Kolb Avenue	Veterans Parkway (S.R. 1)	0.42	30
51 <sup>st</sup> Street	COLUMBUS	Veterans Parkway (S.R. 1)	20 <sup>th</sup> Avenue	0.28	30
51 <sup>st</sup> Street	COLUMBUS	Woodruff Road	St. Francis Avenue	0.28	30
51 <sup>st</sup> Street	COLUMBUS	St. Francis Avenue	Armour Road	0.23	30
52 <sup>nd</sup> Street	COLUMBUS	Turner Road	Kolb Avenue	0.43	30
54 <sup>th</sup> Street	COLUMBUS	River Road (S.R. 219)	Veterans Parkway (S.R. 1)	1.42	30

Rev. July 2022

**LIST NUMBER 0722-215C**

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Access Road (north)	COLUMBUS	Schomburg Road	Blackmon Road	0.44	45
Access Road (south)	COLUMBUS	Schomburg Road	Blackmon Road	0.42	45
Airport Thruway	COLUMBUS	Veterans Parkway (S.R. 1)	West Britt Road	1.27	40
Alexander Street	COLUMBUS	11 <sup>th</sup> Avenue	Veterans Parkway (S.R. 1)	0.25	30
Algonquin Drive	COLUMBUS	Flint Drive	East Lindsay Drive	0.59	25
Allied Drive	COLUMBUS	Old Cusseta Road	Caspian Drive	0.60	30
Almond Road	COLUMBUS	Fortson Road	Veterans Parkway (S.R. 1)	1.52	40
Alta Vista Road	COLUMBUS	Morris Road	Forrest Road	0.97	30
Amber Drive	COLUMBUS	Buena Vista Drive	Teresa Street	0.30	30
Amber Drive	COLUMBUS	Teresa Street	Buxton Drive	0.80	25
Amber Drive <b>SCHOOL ZONE</b>	COLUMBUS <i>Wesley Heights Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>	220 feet south of Glenview Drive	250 feet south of Hunter Road	0.26	20
Amber Drive <b>SCHOOL ZONE</b>	COLUMBUS <i>Kendrick High</i> 7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>	Buena Vista Road	Mill Branch Road	0.48	20
Andrews Road	COLUMBUS	Cusseta Road	Buena Vista Road	1.07	35
Anglin Road	COLUMBUS	Arkansas Drive	Reese Road	0.43	30
Anglin Road <b>SCHOOL ZONE</b>	COLUMBUS <i>Gentian Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>	150 feet south of Claymore Drive	Westgate Drive	0.31	20
Apex Road	COLUMBUS	38 <sup>th</sup> Street	River Road (S.R. 219)	0.25	30
Arkansas Drive	COLUMBUS	University Avenue	Anglin Road	0.40	30
Armour Avenue	COLUMBUS	Clubview Drive	Warm Springs Road	0.40	30
Armour Road	COLUMBUS	Warm Springs Road	Airport Thruway	1.25	35
Armour Road	COLUMBUS	Airport Thruway	West Britt David Road	0.62	30
Armour Road <b>SCHOOL ZONE</b>	COLUMBUS <i>Britt David Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>	450 feet north of Alma Street	West Britt David Road	0.22	25
Auburn Avenue	COLUMBUS	Macon Road (S.R. 22 Spur)	Edgewood Road	0.90	30
Avalon Road	COLUMBUS	South dead end	Macon Road (S.R. 22 Spur)	0.90	30
Avondale Road	COLUMBUS	West dead end	South Lumpkin Road	0.68	30
Baker Plaza Drive	COLUMBUS	Benning Drive	East dead end	0.36	30

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or <i>School Name</i>	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Baker Plaza Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Muscogee Elementary</i> 7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>	Fort Benning Road	East Dead End	0.20	20
Barbara Road	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	North dead end	0.54	30
Bay Avenue	<b>COLUMBUS</b>	10 <sup>th</sup> Street	12 <sup>th</sup> Street	0.28	25
Beaver Trail	<b>COLUMBUS</b>	Beaver Run Road (S.R. 22)	North dead end	0.72	25
Bedford Avenue	<b>COLUMBUS</b>	Tracey Street	Moline Avenue	0.47	30
Bellanca Street	<b>COLUMBUS</b>	West Britt David Road	Shirehill Lane	0.50	30
Belvedere Drive	<b>COLUMBUS</b>	South dead end	Buena Vista Road	0.60	30
Benning Drive	<b>COLUMBUS</b>	South Lumpkin Road	Cusseta Road	1.60	30
Benning Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> Baker Middle 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	700 feet north of Victory Drive (S.R. 520)	300 feet north of Baker Plaza Drive	0.48	25
Biggers Road	<b>COLUMBUS</b>	River Road (S.R. 219)	Whitesville Road	3.00	45
Billings Road	<b>COLUMBUS</b>	Miller Road	Warm Springs Road	1.53	40
Blackmon Road	<b>COLUMBUS</b>	Warm Springs Road	Pierce Chapel Road	2.80	45
Blackmon Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Blackmon Road Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	1,185 feet north of Warm Springs Road	2,225 feet north of Warm Springs Road	0.20	25
Blan Street	<b>COLUMBUS</b>	Lois Avenue	Paddy Avenue	1.00	30
Box Road	<b>COLUMBUS</b>	Box Circle (north)	Macon Road (S.R. 22 Spur)	0.59	30
Boxwood Boulevard	<b>COLUMBUS</b>	Stratford Drive	Macon Road (S.R. 22 Spur)	0.90	30
Bradley Drive	<b>COLUMBUS</b>	Wynnton Road	13th Street (S.R. 22 Spur)	0.22	25
Bradley Park Drive	<b>COLUMBUS</b>	River Road (S.R. 219)	Whitesville Road	1.60	35
Bradley Park Drive (east)	<b>COLUMBUS</b>	Whitesville Road	Whittlesey Road	0.58	30
Bradley Park Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Brookstone</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet east of River Road (S.R. 219)	300 feet east of Bristol Blvd	0.46	25
Brennan Road	<b>COLUMBUS</b>	Cusseta Road	St. Mary's Road	1.19	35
Bridgewater Road	<b>COLUMBUS</b>	Sherborne Drive	Miller Road	0.39	25
Britton Drive	<b>COLUMBUS</b>	River Road (S.R. 219)	Double Churches Road	0.39	35
Broadmoor Drive	<b>COLUMBUS</b>	Cindy Drive	Diane Avenue	0.67	30

Rev. July 2022

**LIST NUMBER 0722-215C**

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Broadmoor Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Key Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	150 feet west of Patsy Lane	Beatrice Avenue	0.22	20
Broadway	<b>COLUMBUS</b>	4th St (S. R. 520)	14th Street (S.R. 85)	1.32	25
Brookfield Drive	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	Broadstone Court	0.39	30
Brown Avenue	<b>COLUMBUS</b>	Cusseta Road	Wynnton Road (S.R. 22 Spur)	1.40	30
Brown Avenue <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Marshall Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	150 feet south of Martin Luther King, Jr. Boulevard	Heard Street	0.23	20
Buena Vista Road	<b>COLUMBUS</b>	13th Avenue (S.R. 22 Spur)	Illges Road	1.69	30
Buena Vista Road	<b>COLUMBUS</b>	Illges Road	Andrea Drive	3.68	35
Buena Vista Road	<b>COLUMBUS</b>	Andrea Drive	Schatulga Road	1.33	45
Buena Vista Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Kendrick High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Winall Drive	300 feet east of Amber Drive	0.12	25
Buena Vista Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Georgetown Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	450 feet west of Manley Drive	450 feet east of Manley Drive	0.17	25
Buena Vista Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Eastway Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Celia Drive	150 east of Hunt Avenue	0.26	25
Buena Vista Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Brewer Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Roosevelt Street	Martin Luther King, Jr. Boulevard	0.26	20
Bunker Hill Road	<b>COLUMBUS</b>	St. Mary's Road (west)	St. Mary's Road (east)	1.62	30
Camille Drive	<b>COLUMBUS</b>	Cherokee Avenue	Hilton Avenue	0.20	35



Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Camille Drive SCHOOL ZONE	COLUMBUS Hardaway High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet west of Clubview Drive	College Drive	0.11	20
Canady Street	COLUMBUS	Moon Road	Frazier Drive	0.44	30
Canberra Avenue	COLUMBUS	West Britt David Road	Winvelly Road	0.42	30
Canterbury Drive	COLUMBUS	Bridgewater Road	Weems Road	1.13	25
Canterbury Drive SCHOOL ZONE	COLUMBUS Blanchard Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Charing Drive (north)	Weems Road	0.21	20
Cargo Drive	COLUMBUS	Schatulga Road	Transport Boulevard	1.31	40
Carson Drive	COLUMBUS	Hilton Avenue	Downing Drive	0.50	30
Caspian Drive	COLUMBUS	Joy Road	Oakley Drive	0.30	30
Celia Drive	COLUMBUS	Buena Vista Road	Edgechester Avenue	1.21	30
Celia Drive SCHOOL ZONE	COLUMBUS Eashway Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Empire Street	300 feet north of Empire Street	0.11	20
Chalbena Avenue	COLUMBUS	Pollman Street	Floyd Road	0.55	30
Charing Drive	COLUMBUS	Canterbury Drive (south)	Canterbury Drive (north)	0.57	25
Chattsworth Road	COLUMBUS	Macon Road (S.R. 22 Spur)	Midland Road	5.39	45
Cherokee Avenue	COLUMBUS	13th Street	Hilton Avenue	1.88	35
Cherokee Avenue SCHOOL ZONE	COLUMBUS Columbus High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of 17th Street	400 feet south of Leonard Street	0.22	25
Clairmont Drive	COLUMBUS	Rigdon Road	Knight Drive	0.55	30
Clairmont Road SCHOOL ZONE	COLUMBUS Rigdon Road Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Rigdon Road	West Lindsay Drive	0.13	20
Clover Avenue	COLUMBUS	Cusseta Road	32nd Avenue	0.30	30
Clover Lane	COLUMBUS	Andrews Road	Clover Avenue	0.77	30

Rev. July 2022

LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Clover Lane SCHOOL ZONE	<b>COLUMBUS</b> <i>Martin Luther King, Jr. Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	150 feet southeast of 31st Avenue	150 feet northwest of 30th Avenue	0.14	20
Clubview Drive	<b>COLUMBUS</b>	Lynda Lane	Camille Drive	0.51	30
Clubview Drive SCHOOL ZONE	<b>COLUMBUS</b> <i>Hardaway High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Camille Drive	150 feet north of Clubview Court	0.16	20
Clubview Drive SCHOOL ZONE	<b>COLUMBUS</b> <i>Clubview Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Nancy Street	Edgewood Road	0.22	20
College Drive	<b>COLUMBUS</b>	Clubview Drive	University Avenue	1.01	30
College Drive SCHOOL ZONE	<b>COLUMBUS</b> <i>Hardaway High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Clubview Drive	East Lindsay Drive	0.33	20
Country Club Road	<b>COLUMBUS</b>	Cherokee Avenue	Meadowview Drive	0.80	30
County Line Road	<b>COLUMBUS</b>	Warm Springs Road	McKee Road	5.54	45
Courtland Avenue	<b>COLUMBUS</b>	Playfield Drive	Forrest Road	0.69	20
Cross County Hill	<b>COLUMBUS</b>	Wells Drive	Auburn Avenue	0.36	30
Cunningham Drive	<b>COLUMBUS</b>	Warm Springs Road	Stoney Creek Drive	0.35	30
Curry Street SCHOOL ZONE	<b>COLUMBUS</b> <i>Dimon Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	150 feet west of Dogwood Drive	McCartha Drive	0.19	20
Cusseta Road	<b>COLUMBUS</b>	10th Avenue	Fort Benning Reservation	4.12	30
Cusseta Road SCHOOL ZONE	<b>COLUMBUS</b> <i>Martin Luther King, Jr. Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet west of 30th Avenue	300 feet east of 30th Avenue	0.11	20

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Cusseta Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Cusseta Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Alpine Drive	Old Cusseta Road	0.31	20
Dawson Street	<b>COLUMBUS</b>	31st Avenue	23rd Avenue	0.74	25
Dawson Street <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Martin Luther King, Jr. Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet west of 30th Avenue	31st Avenue	0.16	20
Desoto Drive	<b>COLUMBUS</b>	West dead end	Frazier Drive	0.42	30
Diane Avenue	<b>COLUMBUS</b>	Walker Street	Knox Street	0.28	30
Dillingham Street	<b>COLUMBUS</b>	Alabama State Line	Front Avenue	0.23	30
Dogwood Drive	<b>COLUMBUS</b>	Braddock Drive	Buena Vista Road	0.97	30
Dogwood Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Dimon Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	150 feet south of Curry Street	150 feet north of Steam Mill Road	0.25	20
Double Churches Road	<b>COLUMBUS</b>	River Road (S.R. 219)	Paprika Lane	2.30	45
Double Churches Road	<b>COLUMBUS</b>	Paprika Lane	Northfield Drive	0.49	40
Double Churches Road	<b>COLUMBUS</b>	Northfield Drive	Veterans Parkway (S.R. 1)	0.21	45
Double Churches Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Double Churches Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	1,300 feet west of Whitesville Road	150 feet east of Whitesville Road	0.27	25
East Lindsay Drive	<b>COLUMBUS</b>	Glenbrook Drive	Warm Springs Road	1.32	30
Edgechester Avenue	<b>COLUMBUS</b>	Harbin Street	Wellborn Drive	0.32	30
Edgewater Drive	<b>COLUMBUS</b>	Double Churches Road	North dead end	0.56	25
Edgewood Road	<b>COLUMBUS</b>	Hilton Avenue	University Avenue	1.56	35
Edgewood Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Clubview Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	150 feet west of Clubview Drive	150 feet east of Sue Mack Drive	0.30	25
Elm Drive	<b>COLUMBUS</b>	Forrest Road	Macon Road (S.R. 22 Spur)	0.61	30

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Elm Drive SCHOOL ZONE	COLUMBUS <i>Edgewood Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of Forrest Road	400 feet north of Jay Street	0.25	20
Engineer Drive	COLUMBUS	Victory Drive (S.R. 520)	Munson Drive	0.44	25
Ethel Avenue	COLUMBUS	Nancy Street	Camille Drive	0.50	30
Ewart Avenue	COLUMBUS	Martin Luther King Jr. Boulevard	Buena Vista Road	0.63	30
Fairview Drive	COLUMBUS	Reese Road (south)	Reese Road (north)	0.73	30
Farr Road	COLUMBUS	Old Cusseta Road	500 feet south of Ford Drive	0.78	35
Farr Road	COLUMBUS	500 feet south of Ford Drive	St. Mary's Road	0.30	25
Flat Rock Road	COLUMBUS	800 feet south of Milgen Road	Beaver Run Road (S. R. 22)	0.31	35
Flat Rock Road	COLUMBUS	J.R. Allen Parkway (S.R. 22)	Warm Springs Road	0.68	40
Flat Rock Road	COLUMBUS	Macon Road (S.R. 22 Spur)	800 feet south of Milgen Road	0.74	45
Flint Drive	COLUMBUS	East Lindsay Drive	Pontiac Drive	0.72	30
Floyd Road	COLUMBUS	Buena Vista Road	Forrest Road	1.43	35
Floyd Road SCHOOL ZONE	COLUMBUS <i>Wesley Heights Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Luna Drive	300 feet north of Luna Drive	0.11	25
Floyd Road SCHOOL ZONE	COLUMBUS <i>Fort Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of Forrest Road	300 feet north of Forrest Road	0.12	25
Forest Avenue	COLUMBUS	Wynnton Road (S.R. 22 Spur)	Garrard Street	0.94	30
Forest Avenue SCHOOL ZONE	COLUMBUS <i>Columbus High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	17th Street	Leonard Street	0.24	20
Forest Avenue SCHOOL ZONE	COLUMBUS <i>Wynnton Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	14th Street	Wynnton Road (S.R. 22 Spur)	0.24	25
Forrest Road	COLUMBUS	Macon Road (S.R. 22 Spur)	300 feet east of Reese Road	1.09	30

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Forrest Road	<b>COLUMBUS</b>	300 feet east of Reese Road	Nassau Circle (east)	2.00	35
Forrest Road	<b>COLUMBUS</b>	Nassau Circle (east)	Schatulga Road	1.12	40
Forrest Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Forrest Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	1,200 feet west of Courtland Avenue	150 feet east of Courtland Avenue	0.25	25
Forrest Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Edgewood Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	175 feet east of Martha's Loop	150 feet east of Elm Drive/ Morris Road	0.27	20
Forrest Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Pacelli High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	625 feet west of Sheffield Drive	230 feet east of Sheffield Drive	0.16	25
Forrest Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Fort Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet west of Floyd Road/Woodruff Farm Road	300 feet east of Floyd Road/Woodruff Farm Road	0.11	25
Fort Benning Road	<b>COLUMBUS</b>	Fort Benning Reservation	Victory Drive (S.R. 520)	0.58	40
Fort Benning Road	<b>COLUMBUS</b>	Victory Drive (S.R. 520)	Cusseta Road	1.65	35
Fort Benning Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Muscogee Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet south of Baker Plaza Drive	300 feet north of Wade Street	0.43	25
Fort Benning Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Spencer High School</i> 7:00 to 9:00 am 2:00 to 4:00 pm <b>SCHOOL DAYS ONLY</b>	300 feet south of Baker Plaza Drive	300 feet north of Wade Street	0.43	25
Fortson Road	<b>COLUMBUS</b>	Double Churches Road	500 feet north of Williams Road	1.07	35
Fortson Road	<b>COLUMBUS</b>	500 feet north of Williams Road	Harris County Line	3.22	45
Frazier Drive	<b>COLUMBUS</b>	Morningside Drive	Weems Road	0.49	30
Fulton Road	<b>COLUMBUS</b>	Macon Road (S.R. 22)	County Line Road	2.59	45
Garrard Street	<b>COLUMBUS</b>	16th Avenue	Oak Avenue	0.51	30
Garrett Road	<b>COLUMBUS</b>	Chattsworth Road	Macon Road (S.R. 22)	0.38	35
Garrett Road	<b>COLUMBUS</b>	Yarbrough Road	Mehaffey Road	1.56	45
Garrett Road	<b>COLUMBUS</b>	South dead end	Warm Springs Road	0.78	35

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Gateway Road	COLUMBUS	Billings Road	500 feet east of Coca Cola Boulevard	0.56	35
Gateway Road	COLUMBUS	500 feet east of Coca Cola Boulevard	J. R. Allen Parkway (S.R. 22)	1.12	45
Gentian Boulevard	COLUMBUS	Warm Springs Road/railroad tracks	Milgen Road	0.90	35
Georgetown Drive SCHOOL ZONE	COLUMBUS <i>Georgetown Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Amber Drive	Sweetwater Drive	0.62	25
Goodson Drive	COLUMBUS	Steam Mill Road	Wright Drive	0.74	30
Gray Fox Drive	COLUMBUS	Effingham Way	Natha Way	0.40	25
Gray Shoals Drive	COLUMBUS	Nature Trail	North dead end	0.35	25
Green Island Drive	COLUMBUS	Cascade Court	Gaines Creek Road	1.79	35
Grey Rock Road	COLUMBUS	Veterans Parkway (S. R. 1)	Harris County Line	0.90	45
Grey Rock Road	COLUMBUS	Warm Springs Road	Harris County Line	1.70	45
Hale Drive SCHOOL ZONE	COLUMBUS <i>River Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Walden Street	150 feet north of Heath Drive	0.14	20
Hamilton Road	COLUMBUS	Talbotton Road	Veterans Parkway (S.R. 1)	2.79	30
Hamilton Road SCHOOL ZONE	COLUMBUS <i>Arnold Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet south of 51st St (south)	300 feet north of 51st St (north)	0.16	25
Hancock Road	COLUMBUS	Veterans Parkway (S.R. 1)	Blackmon Road	1.12	45
Hawthorne Drive	COLUMBUS	Riverland Drive	South Lumpkin Road	0.66	30
Hearthstone Drive	COLUMBUS	Warm Springs Road	Huntington Trail	0.41	30
Heath Drive SCHOOL ZONE	COLUMBUS <i>River Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Hale Drive	River Road (S.R. 219)	0.17	20
Henry Avenue	COLUMBUS	Buena Vista Road	Wynnton Road (S.R. 22 Spur)	0.48	30

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
High Lane SCHOOL ZONE	COLUMBUS Georgetown Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	South dead end	Georgetown Drive	0.17	20
Hilton Avenue	COLUMBUS	13th Street	Warm Springs Road	1.91	35
Hood Street	COLUMBUS	Lawyers Lane	Rigdon Road	0.38	30
Howard Avenue SCHOOL ZONE	COLUMBUS Jordan High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	32nd Street	150 feet north of 35th Street	0.23	20
Howe Avenue	COLUMBUS	Walker Street	North dead end	1.08	30
Hubbard Road	COLUMBUS	Whitesville Road	Fortson Road	1.81	40
Hunt Avenue	COLUMBUS	Buena Vista Road	Gardiner Drive	0.78	30
Hunt Avenue SCHOOL ZONE	COLUMBUS Rothschild Middle 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Buena Vista Road	100 feet north of White Oak Street	0.32	20
Hunter Road	COLUMBUS	Floyd Road	Mary Allison Drive	0.65	30
Hunter Road	COLUMBUS	Laney Drive	Schatulga Road	0.97	30
Illges Road	COLUMBUS	Buena Vista Road	Rigdon Road	0.91	30
Illges Road SCHOOL ZONE	COLUMBUS Carver High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	550 feet south of 08th Street	09th Street	0.20	20
Ironstone Drive	COLUMBUS	Broadstone Court	Flagstone Drive	0.49	30
Jackson Road	COLUMBUS	Lynch Road	Garrett Road	1.07	45
Jenkins Road	COLUMBUS	Upatoi Lane	Macon Road (S.R. 22 Spur)	0.24	30
Jenkins Road	COLUMBUS	Macon Road (S.R. 22)	Fulton Road	1.34	45
Joy Road	COLUMBUS	Cusseta Road	Caspian Drive	0.39	30
Kay Circle SCHOOL ZONE	COLUMBUS St. Anne 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	95 feet east of Box Road	Trinity Drive	0.20	25
Knox Street	COLUMBUS	Diane Avenue	East dead end	0.76	30
Lakeshore Drive	COLUMBUS	Macon Road (S.R. 22 Spur)	North dead end	0.53	30
Lawyers Lane	COLUMBUS	Martin Luther King Jr. Boulevard	Wynnton Road (S.R. 22 Spur)	1.20	30
Leary Avenue	COLUMBUS	St. Mary's Road	Curry Street	0.49	30
Lemans Lane	COLUMBUS	Huntington Trail	North dead end	0.73	25
Levy Road	COLUMBUS	Fort Benning Road	Fort Benning Drive	0.54	30

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Levy Road SCHOOL ZONE	COLUMBUS <i>Baker Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Victory Drive (S.R.520)	Fort Benning Railroad	0.32	20
Linwood Boulevard	COLUMBUS	06th Avenue	13th Avenue	0.66	30
Lloyd Road	COLUMBUS	Double Churches Road	Williams Road	0.68	35
Lois Avenue	COLUMBUS	Walker Street	Blan Street	0.36	30
Lookout Drive	COLUMBUS	Hilton Avenue	Clubview Drive	0.38	25
Lumpkin Boulevard	COLUMBUS	Victory Drive (S.R. 520)	650 feet south of 04th Street	0.78	30
Luna Drive	COLUMBUS	Floyd Road	Celeste Drive	0.82	25
Luna Drive	COLUMBUS	Celeste Drive	Penrod Drive	0.38	30
Lyn Drive	COLUMBUS	Parkway Avenue	Moon Road	0.48	30
Lynch Road	COLUMBUS	Chattsworth Road	Macon Road (S.R. 22)	0.50	35
Lynch Road	COLUMBUS	Macon Road (S.R. 22)	Jackson Road	1.25	45
Lynch Road	COLUMBUS	South dead end (North)	Warm Springs Road	0.53	30
Lynch Road SCHOOL ZONE	COLUMBUS <i>Mathews Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	400 feet south of Jackson Road	North dead End	0.23	25
Manley Drive SCHOOL ZONE	COLUMBUS <i>East Columbus Magnet Academy</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Buena Vista Road	Georgetown Drive	0.18	25
Marilon Drive	COLUMBUS	17th Street	Cross Country Hill	0.26	30
Martin Luther King Jr. Boulevard	COLUMBUS	10th Avenue	Buena Vista Road	2.22	35
Martin Luther King, Jr Boulevard SCHOOL ZONE	COLUMBUS <i>Marshall Middle &amp; Davis Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	500 feet west of Havenbrook Court	350 feet east of Brown Avenue	0.34	25
Martin Luther King, Jr Boulevard SCHOOL ZONE	COLUMBUS <i>Breyer Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	175 east of Radcliff Avenue	Buena Vista Road	0.39	25
McCartha Drive	COLUMBUS	Naples Drive	St. Mary's Road	0.30	30
McCartha Drive SCHOOL ZONE	COLUMBUS <i>St. Mary's Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	400 feet south of St. Mary's Road	300 feet north of St. Mary's Road	0.13	20



Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
McCarthy Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Dimon Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet south of Curry Street	300 feet north of Curry Street	0.11	20
McKee Road	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	County Line Road	2.91	45
Meadowlark Drive	<b>COLUMBUS</b>	Nightingale Drive	Oakley Drive	0.53	30
Meadowview Drive	<b>COLUMBUS</b>	Carson Drive	Lookout Drive	0.43	30
Mehaffey Road	<b>COLUMBUS</b>	Garrett Road	Harris County	1.10	45
Melrose Drive	<b>COLUMBUS</b>	Rigdon Road	East Lindsay Drive (north)	0.69	30
Meritas Drive	<b>COLUMBUS</b>	38th Street	44th Street	0.59	30
Mesa Street <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Key Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	150 feet west of Patsy Lane	Beatrice Avenue	0.22	20
Midland Road	<b>COLUMBUS</b>	Chatsworth Road	Macon Road (S.R. 22)	0.23	35
Midland Road	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	County Line Road	2.88	45
Milgen Road	<b>COLUMBUS</b>	Gentian Boulevard	Warm Springs Connector Road	1.03	35
Milgen Road	<b>COLUMBUS</b>	Warm Springs Connector Road	Woodruff Farm Road	1.31	45
Milgen Road	<b>COLUMBUS</b>	Woodruff Farm Road	1,300 feet northeast of Miller Road	0.52	35
Milgen Road	<b>COLUMBUS</b>	1,300 feet northeast of Miller Road	Flat Rock Road	1.32	45
Mill Branch Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Kendrick High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet west of Valencia Drive	300 feet east of Valencia Drive	0.11	20
Miller Road	<b>COLUMBUS</b>	West Britt David Road	Windsor Drive	0.68	40
Miller Road	<b>COLUMBUS</b>	Moon Road	Milgen Road	2.28	45
Miller Road	<b>COLUMBUS</b>	Milgen Road	Macon Road (S.R. 22 SP)	0.46	35
Miller Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Waddell Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	600 feet north of Arnold Drive	Olde Towne Drive	0.21	25
Mobley Road	<b>COLUMBUS</b>	River Road	300 feet west of Jason Court	1.32	45
Mobley Road	<b>COLUMBUS</b>	300 feet west of Jason Court	Whitesville Road	0.44	30
Moon Road	<b>COLUMBUS</b>	Warm Springs Road	Pittman Street	0.49	30
Moon Road	<b>COLUMBUS</b>	Windsor Drive	Wilbur Drive	0.42	40

Rev. July 2022

**LIST NUMBER 0722-215C**

<b>ROAD NAME</b>	<b>WITHIN THE CITY / TOWN LIMITS OF and/or School Name</b>	<b>FROM</b>	<b>TO</b>	<b>LENGTH IN MILES</b>	<b>SPEED LIMIT</b>
Moon Road	COLUMBUS	Wilbur Drive	1,000 feet north of Whisper Drive	1.32	35
Moon Road	COLUMBUS	1,000 feet north of Whisper Drive	500 feet north of J. R. Allen Parkway (S.R. 22) north ramps	0.47	40
Moon Road	COLUMBUS	500 feet north of J. R. Allen Parkway (S.R. 22) north ramps	Veterans Parkway (S.R. 1)	0.80	45
Morningside Drive	COLUMBUS	Warm Springs Road	Weems Road	0.65	35
Morris Avenue	COLUMBUS	South dead end	54th Street	0.79	30
Morris Road	COLUMBUS	Buena Vista Road	Forrest Road	2.49	35
Mountainbrook Drive	COLUMBUS	Standing Boy Road	River Road (S.R. 219)	1.00	30
Moye Road	COLUMBUS	Fort Benning Reservation	Buena Vista Road	0.88	35
Munson Drive	COLUMBUS	Victory Drive (S.R. 520)	Shelby Street	1.00	30
Munson Drive SCHOOL ZONE	COLUMBUS <i>Benning Hills Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Engineer Drive	Shelby Street	0.30	20
Mustang Drive	COLUMBUS	Bellanca Street	Gruman Avenue	0.56	30
Mutec Drive	COLUMBUS	Woodruff Farm Road	Schatulga Road	1.80	40
Nancy Street SCHOOL ZONE	COLUMBUS <i>Richards Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet west of Clubview Drive	Sue Mack Drive	0.24	20
Nature Trail	COLUMBUS	Double Churches Road	Dead end	0.64	25
Nightingale Drive	COLUMBUS	Meadowlark Drive	St. Mary's Road	0.26	30
Norris Road	COLUMBUS	Macon Road (S.R. 22 Spur)	University Avenue	0.84	30
North Lumpkin Road	COLUMBUS	Victory Drive (S.R. 520)	Cusseta Road	1.28	35
North Lumpkin Road SCHOOL ZONE	COLUMBUS <i>Martin Luther King, Jr. Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet north of 30th Ave	300 feet south of 30th Ave	0.11	25
North Oakley Drive	COLUMBUS	St. Mary's Road	Claradon Avenue	0.76	30
North Oaks Drive	COLUMBUS	Weems Road	Benson Drive	0.34	30
North Stadium Drive SCHOOL ZONE	COLUMBUS <i>Shaw High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	2,630 feet west of Schomburg Road	Schomburg Road	0.50	20

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Northstar Drive	COLUMBUS	St. Mary's Road	Steam Mill Road	1.00	35
Northstar Drive SCHOOL ZONE	COLUMBUS <i>Dawson Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of Kennedy Street	150 feet north of Sentry Street	0.23	25
Oak Avenue	COLUMBUS	Young Street	Springdale Drive	0.28	25
Oakley Drive	COLUMBUS	Caspian Drive	St. Mary's Road	0.50	30
Old Cusseta Road	COLUMBUS	Cusseta Road	Fort Benning Reservation	1.30	35
Old Cusseta Road SCHOOL ZONE	COLUMBUS <i>Cusseta Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Cusseta Road	150 east of Farr Road	0.45	25
Old Dominion Road	COLUMBUS	Colony Drive	East dead end	0.97	30
Old Moon Road	COLUMBUS	Veterans Parkway (S.R. 1)	South dead end	0.68	35
Old Moon Road SCHOOL ZONE	COLUMBUS <i>Calvary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Timberdale Dr	Cardinal Landing Drive	0.29	25
Old River Road	COLUMBUS	River Road (S.R. 219)	2,640 feet northwest of River Road (S.R. 219)	0.50	40
Old River Road	COLUMBUS	2,640 feet northwest of River Road (S.R. 219)	5,020 feet northwest of River Road (S.R. 219)	0.45	35
Old River Road	COLUMBUS	5,020 feet northwest of River Road (S.R. 219)	1.45 miles northwest of River Road (S.R. 219)	0.50	25
Old River Road	COLUMBUS	1.45 miles northwest of River Road (S.R. 219)	2.62 miles northwest of River Road (S.R. 219)	1.17	35
Old River Road	COLUMBUS	2.62 miles northwest of River Road (S.R. 219)	Harris County Line	0.78	40
Ormand Drive	COLUMBUS	Howe Avenue	South Lumpkin Road	0.39	25
Patsy Lane SCHOOL ZONE	COLUMBUS <i>Key Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 feet south of Mesa Street	150 feet north of Broadmoor Drive	0.18	20
Patton Drive SCHOOL ZONE	COLUMBUS <i>Benning Hills Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Munson Dr	Meloy Drive	0.28	20
Pierce Chapel Road	COLUMBUS	Warm Springs Road	Veterans Parkway (S.R. 1)	2.55	45

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Pierpoint Avenue <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Grace Baptist</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet south of Rosehill Street	300 feet north of Rosehill Street	0.11	25
Pine Needle Drive	<b>COLUMBUS</b>	Windtree Lane (south)	Timbalier Drive	0.45	25
Pittman Street	<b>COLUMBUS</b>	Moon Road	Reed Avenue	0.26	30
Plantation Drive	<b>COLUMBUS</b>	Howe Avenue	South Lumpkin Road	0.49	25
Prado Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Benning Hills Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Munson Dr	Meloy Drive	0.28	20
Preston Drive	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	Carson Drive	0.77	30
Primrose Road	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	Rockdale Drive	0.44	25
Primrose Road	<b>COLUMBUS</b>	Rockdale Drive	Reese Road	0.64	35
Primrose Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Gentian Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	50 feet south of Savannah Drive	Norwood Drive	0.24	25
Princeton Avenue	<b>COLUMBUS</b>	Airport Thruway	Whitesville Road	0.33	25
Psalmond Road	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	Beaver Run Road (S.R. 22)	0.66	35
Psalmond Road	<b>COLUMBUS</b>	Beaver Run Road (S.R. 22)	Warm Springs Road	1.57	45
Psalmond Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Midland Academy</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Warm Springs Road	1,141 feet south of Warm Springs Road	0.42	25
Randall Drive	<b>COLUMBUS</b>	Bradford Drive	Lemans Lane	0.37	30
Reed Avenue	<b>COLUMBUS</b>	Pittman Street	Miller Road	0.30	30
Reese Road	<b>COLUMBUS</b>	Snelling Drive	Macon Road (S.R. 22 Spur)	1.04	30
Reese Road	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	Manchester Expressway (S.R. 85)	2.21	35
Reese Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Reese Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	50 feet south of Delfair Court	Shenandoah Court	0.24	25
Rigdon Road	<b>COLUMBUS</b>	08th Street	Macon Road (S.R. 22 Spur)	1.14	30

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Rigdon Road SCHOOL ZONE	COLUMBUS Rigdon Road Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 south of Clairmont Drive	250 feet south of Mimosa Street	0.25	20
Rosehill Street SCHOOL ZONE	COLUMBUS Grace Baptist 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	75 feet east of 13th Avenue	Howard Avenue	0.14	25
Rosemont Drive	COLUMBUS	Phelts Drive	51st Street	1.27	30
Rosewood Drive	COLUMBUS	Buena Vista Road	Hunt Avenue	0.85	25
Savannah Drive	COLUMBUS	Primrose Road	Pickering Drive	0.33	25
Schatulga Road	COLUMBUS	Buena Vista Road	Macon Road (S.R. 22 Spur)	3.79	50
Schaul Street	COLUMBUS	Britt Avenue	Rigdon Road	0.76	30
Schomburg Road	COLUMBUS	Warm Springs Road	500 feet north of Old Post Road	0.33	35
Schomburg Road	COLUMBUS	500 feet north of Old Post Road	Hancock Road	1.30	45
Schomburg Road	COLUMBUS Eagle Ridge Academy 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	S. Stadium Drive	250 feet north of N. Stadium Drive	0.27	30
Sears Road	COLUMBUS	Macon Road (S.R. 22 Spur)	North dead end	1.15	30
Seneca Drive	COLUMBUS	Acme Drive	Emerson Avenue	0.26	25
Sheffield Drive SCHOOL ZONE	COLUMBUS Pacelli High 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	590 north of Woodland Drive	Forrest Road	0.30	25
Shelby Street	COLUMBUS	Victory Drive (S.R. 1 / S.R. 520)	Club House Road	0.99	25
Shelby Street SCHOOL ZONE	COLUMBUS Benning Hills Elementary 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of Munson Dr	300 feet east of Munson Dr	0.11	20
Shepherd Drive	COLUMBUS	Martin Luther King Jr. Boulevard	Brown Avenue	0.79	30
Shepherd Drive SCHOOL ZONE	COLUMBUS Marshall Middle 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	17th Avenue	Brown Avenue	0.40	20
Sherborne Drive	COLUMBUS	Bridgewater Road	Charing Drive	0.52	25
Smith Road	COLUMBUS	Whitesville Road	Fortson Road	3.06	45
Somerset Avenue	COLUMBUS	Hendrix Street	Avondale Road	0.61	25

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
South Lumpkin Road	COLUMBUS	Fort Benning Reservation	Walker Street	1.85	45
South Lumpkin Road	COLUMBUS	Walker Street	Victory Drive (S.R. 520)	1.47	35
South Lumpkin Road SCHOOL ZONE	COLUMBUS <i>Eddy Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	Glen Street	165 feet north of Torch Hill Road	0.38	25
South Stadium Drive SCHOOL ZONE	COLUMBUS <i>Shaw High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	1,760 feet west of Schomburg Road	Schomburg Road	0.33	25
Springlake Drive	COLUMBUS	Hillbrook Avenue	Raintree Drive	0.73	25
St. Mary's Road	COLUMBUS	Buena Vista Road	Fort Benning Reservation	3.46	35
St. Mary's Road SCHOOL ZONE	COLUMBUS <i>St. Mary's Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	300 feet west of Farr Road	300 feet east of Farr Road	0.11	25
St. Mary's Road SCHOOL ZONE	COLUMBUS <i>St. Mary's Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	900 feet west of McCartha Drive	300 feet east of McCartha Drive	0.23	25
Standing Boy Road	COLUMBUS	Green Island Drive	903 feet south of Mountainbrook Drive	0.68	30
Standing Boy Road	COLUMBUS	903 feet south of Mountainbrook Drive	150 feet north of Mountainbrook Dr	0.20	25
Standing Boy Road	COLUMBUS	150 feet north of Mountainbrook Dr	Rolling Bend Road	1.51	30
Steam Mill Road	COLUMBUS	Buena Vista Road	Pinecrest Drive	2.24	35
Steam Mill Road SCHOOL ZONE	COLUMBUS <i>Dimon Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM SCHOOL DAYS ONLY	150 west of Dogwood Drive	500 feet east of McCartha Drive	0.30	25
Stoney Creek Drive	COLUMBUS	Colony Drive	Williamsburg Drive	0.35	30
Sue Mack Drive	COLUMBUS	Auburn Avenue	College Drive	0.93	25

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Sue Mack Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Richards Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	180 feet south of Nancy Street	Edgewood Road	0.17	25
Talbotton Road	<b>COLUMBUS</b>	02nd Avenue (S.R. 85)	12th Avenue	0.93	30
Talbotton Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Hanan Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	220 feet west of 27th Street	260 feet west of 28th Street	0.36	20
Torch Hill Road	<b>COLUMBUS</b>	Fort Benning Reservation	Fort Benning Road	0.38	30
Torch Hill Road	<b>COLUMBUS</b>	Fort Benning Road	South Lumpkin Road	0.56	35
Torch Hill Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>South Columbus Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	815 feet north of Matheson Road	South Lumpkin Road	0.23	25
Transport Boulevard	<b>COLUMBUS</b>	Schatulga Road	Macon Road (S.R. 22 Spur)	0.57	40
Trapper Way	<b>COLUMBUS</b>	Beaver Trail	Widgeon Drive	0.36	25
Trinity Drive <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Pacelli High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Box Road	Forrest Road	0.21	25
Turner Road	<b>COLUMBUS</b>	River Road (S.R. 219)	52nd Street	0.35	30
University Avenue	<b>COLUMBUS</b>	Macon Road (S.R. 22 Spur)	Gentian Boulevard	1.32	35
Upatoi Lane	<b>COLUMBUS</b>	Fulton Road	McKee Road	2.48	45
Valley Road	<b>COLUMBUS</b>	University Avenue	200 feet north of Valley Drive	0.28	25
Vultee Drive	<b>COLUMBUS</b>	Westbrook Drive	Catalina Drive	0.59	30
Walker Street	<b>COLUMBUS</b>	Lois Avenue	South Lumpkin Road	1.06	30
Warm Springs Road	<b>COLUMBUS</b>	12th Avenue	Crestview Drive	1.18	30
Warm Springs Road	<b>COLUMBUS</b>	Crestview Drive	Gentian Boulevard	1.24	40
Warm Springs Road	<b>COLUMBUS</b>	Gentian Boulevard	Milgen Road	0.90	35
Warm Springs Road	<b>COLUMBUS</b>	Manchester Expressway (S.R. 85)	Warm Springs Road Connector	1.39	35
Warm Springs Road	<b>COLUMBUS</b>	Miller Road	Pierce Chapel Road	3.67	40
Warm Springs Road	<b>COLUMBUS</b>	Pierce Chapel Road	Harris County Line	3.41	45
Warm Springs Road Connector	<b>COLUMBUS</b>	Milgen Road	Miller Road	0.60	35

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Warm Springs Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Midland Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	350 feet west of Pierce Chapel Road	375 feet east of Psalmound Road	0.44	25
Warm Springs Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Hanan Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Talbotton Road	14th Avenue	0.22	25
Warner Road	<b>COLUMBUS</b>	Jane Lane	1,000 feet east of Jane Lane	0.19	25
Warner Road	<b>COLUMBUS</b>	1,000 feet east of Jane Lane	Warm Springs Road	0.40	30
Watkins Drive	<b>COLUMBUS</b>	Dead end (west)	Lamore Street	0.37	25
Weems Road	<b>COLUMBUS</b>	Whittlesey Boulevard	Morningside Drive	2.39	35
Weems Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Blanchard Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Lynridge Avenue	150 feet east of Parkway Avenue	0.28	25
Wellborn Drive	<b>COLUMBUS</b>	Kingsberry Street	Forrest Road	1.41	25
West Britt David Road	<b>COLUMBUS</b>	Veterans Parkway (S.R. 1)	Airport Thruway	1.05	30
West Britt David Road	<b>COLUMBUS</b>	Airport Thruway	Miller Road	0.49	40
West Britt David Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Britt David Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet west of Bellanca Street	300 feet east of Bellanca Street	0.11	25
West Britt David Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Britt David Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>School Days Only</b>	Springhill Avenue	150 feet east of Armour Road	0.17	25
Westminster Way	<b>COLUMBUS</b>	Airport Thruway	23rd Avenue	0.30	30
Whippoorwill Lane	<b>COLUMBUS</b>	Caspian Drive	Robin Road	0.55	25
Whitesville Road	<b>COLUMBUS</b>	Airport Thruway	Veterans Parkway (S.R. 1)	0.46	30
Whitesville Road	<b>COLUMBUS</b>	Veterans Parkway (S.R. 1)	Williams Road	3.25	40
Whitesville Road	<b>COLUMBUS</b>	Williams Road	Harris County Line	2.82	45



Rev. July 2022

**LIST NUMBER 0722-215C**

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF <i>and/or</i> <i>School Name</i>	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Whitesville Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Double Churches Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	450 feet south of Double Churches Road	1,500 feet north of Double Churches Road	0.38	25
Whittlesey Boulevard	<b>COLUMBUS</b>	Veterans Parkway (S.R. 1)	Moon Road	1.90	40
Whittlesey Road (east)	<b>COLUMBUS</b>	Whitesville Road	Veterans Parkway (S.R. 1)	0.69	35
Whittlesey Road (west)	<b>COLUMBUS</b>	Bradley Park Drive	Whitesville Road	0.60	30
Wickham Drive	<b>COLUMBUS</b>	St. Mary's Road	Steam Mill Road	0.96	30
Widgeon Drive	<b>COLUMBUS</b>	Beaver Trail (south)	North dead end	0.87	25
Wilder Drive	<b>COLUMBUS</b>	Dirk Way	Higgs Drive	0.54	30
Wildwood Avenue	<b>COLUMBUS</b>	Wynnton Road (S.R. 22 Spur)	Garrard Street	0.94	30
Wildwood Avenue <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Wynnton Road Elementary</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Wynnton Road (S. R. 22 Spur)	14th Street	0.19	20
Williams Road	<b>COLUMBUS</b>	Whitesville Road	Veterans Parkway (S.R. 1)	1.98	45
Windsor Drive	<b>COLUMBUS</b>	Miller Road	Lyn Drive	0.90	30
Winkfield Place	<b>COLUMBUS</b>	Bridgewater Road	Dead end	0.41	20
Woodlawn Avenue	<b>COLUMBUS</b>	Warm Springs Road	39th Street	0.57	30
Woodlawn Avenue <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Jordan High</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	30th Street	150 feet north of 38th St	0.48	20
Woodruff Farm Road	<b>COLUMBUS</b>	Forrest Road	1,320 feet north of Forrest Road	0.25	35
Woodruff Farm Road	<b>COLUMBUS</b>	1,320 feet north of Forrest Road	1,000 feet north of Branton Lane	0.36	40
Woodruff Farm Road	<b>COLUMBUS</b>	1,000 feet north of Branton Lane	1,500 feet south of Macon Road (S.R. 22 Spur)	1.19	45
Woodruff Farm Road	<b>COLUMBUS</b>	1,500 feet south of Macon Road (S.R. 22 Spur)	1,300 feet north of Macon Road (S.R. 22 Spur)	0.53	35
Woodruff Farm Road	<b>COLUMBUS</b>	1,300 feet north of Macon Road (S.R. 22 Spur)	Milgen Road	0.58	45

Rev. July 2022

## LIST NUMBER 0722-215C

ROAD NAME	WITHIN THE CITY / TOWN LIMITS OF and/or School Name	FROM	TO	LENGTH IN MILES	SPEED LIMIT
Woodruff Farm Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Fort Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	Cranston Drive	850 feet south of London Street	0.38	25
Woodruff Farm Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Fort Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	300 feet south of Forrest Road	300 feet north of Forrest Road	0.12	25
Woodruff Road	<b>COLUMBUS</b>	Manchester Expressway (S.R. 85)	North dead end	0.49	30
Woodruff Road	<b>COLUMBUS</b>	Warm Springs Road	Manchester Expressway (S.R. 85)	0.57	35
Woodruff Road <b>SCHOOL ZONE</b>	<b>COLUMBUS</b> <i>Arnold Middle</i> 7:00 to 9:00 AM 2:00 to 4:00 PM <b>SCHOOL DAYS ONLY</b>	200 feet south of 51st Street (south)	200 feet north of 51st Street (north)	0.10	20
Wooldridge Road	<b>COLUMBUS</b>	Fortson Road	Veterans Parkway (S.R. 1)	1.90	45
Wright Drive	<b>COLUMBUS</b>	Bermuda Street	Buena Vista Road	0.64	30
Yancey Street	<b>COLUMBUS</b>	Reed Avenue	Webb Avenue	0.20	30
Yarbrough Road	<b>COLUMBUS</b>	Lynch Road	Garrett Road	0.84	45
Yosemite Drive	<b>COLUMBUS</b>	Shenandoah Drive	Sears Road (South)	0.68	25

**\*SCHOOL ZONES ARE EFFECTIVE\*****A.M.** from 30 minutes prior to commencement time to 30 minutes after commencement time**SCHOOL DAYS ONLY.****P.M.** from 30 minutes prior to dismissal time to 30 minutes after dismissal time –  
**SCHOOL DAYS ONLY.**

**Columbus Consolidated Government  
Council Meeting Agenda Item**

Item #2.

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	08/30/22-2022 Radar List Approval for GDOT and non-GDOT Routes in Columbus
<b>AGENDA SUMMARY:</b>	Adoption of an ordinance listing the roadways approved for use of speed detection devices (radar) on all GDOT Routes and non-GDOT Routes in Columbus-Muscogee County.
<b>INITIATED BY:</b>	Department of Engineering

---

**Recommendation:** Adopt an ordinance listing the roadways approved for the use of speed detection devices (radar) on all Georgia Department of Transportation (GDOT) routes and non-GDOT routes in Columbus/Muscogee County.

**Background:** Section 40-14-2 of the Georgia Code requires all counties and municipalities to have an approved list of streets where speed detection devices (radar) may be used by law enforcement agencies to enforce speed limits. The approved list is submitted to the Department of Public Safety (DPS) every three years by the counties and municipalities. The signed list will be returned to DPS via GDOT. Columbus current list expires December 31, 2022.

**Analysis:** The Department of Engineering has reviewed the list and compared it to the current list. The 2022 list contains the following changes:

1. A School Zone was added on Schomburg Road at Eagle Ridge Academy from South Stadium Drive to 250 ft north of North Stadium Drive .
2. The School Zone was expanded on River Road to encompass the newly established Brookstone Kindergarten .

**Financial Considerations:** The City will be responsible for the cost of installation and removal of conflicting signs.

**Legal Considerations:** Columbus must have a current radar list on file with Georgia Department of Public Safety in order for its Public Safety Officers to deploy radar for speed enforcement.

**Recommendation/Action:** Adopt an ordinance listing the roadways approved for the use of speed detection devices (radar) on all Georgia Department of Transportation (GDOT) routes and non-GDOT routes in Columbus/Muscogee County.

**File Attachments for Item:**

**3. 2nd Reading-** An Ordinance amending the operating and capital improvement budget for the Fiscal Year 2023 beginning July 1, 2022, and ending June 30, 2023, for certain funds of the Consolidated Government of Columbus, Georgia to provide for a five percent increase to the current salaries of Juvenile Court Judges serving Muscogee County pursuant to an order of the Chief Judge of Superior dated June 30, 2022; and for other purposes. (Request of Muscogee County Superior Court)(as amended)

**ORDINANCE**  
**NO. \_\_\_\_\_**

An Ordinance amending the operating and capital improvement budget for the Fiscal Year 2023 beginning July 1, 2022, and ending June 30, 2023, for certain funds of the Consolidated Government of Columbus, Georgia to provide for a five percent increase to the current salaries of Juvenile Court Judges serving Muscogee County pursuant to an order of the Chief Judge of Superior dated June 30, 2022; to provide for a delayed effective date; and for other purposes.

---

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

**SECTION 1.**

In accordance with the attached Judicial Order, entered by the Muscogee County Superior Court, Section 25 of Ordinance No. 22-027 is hereby amended to add the following sentence to read as follows:

“On the Implementation Date of the new Classification and Compensation Plan of the Columbus Consolidated Government, the annual base salaries for the Juvenile Court Judges serving Muscogee County will be set as part of the FY23 Budget as follows:

Judge Warner Kennon	\$136,760.06
Judge Andrew Dodgen	\$73,410.62
Judge Joey Loudermilk	\$67,948.52”

**SECTION 2.**

This Ordinance shall become effective upon the Implementation Date as defined in the Ordinance of Council adopting the Classification and Compensation Plan for Columbus, Georgia Consolidated Government prepared by Evergreen Solutions, LLC

**SECTION 3.**

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 30<sup>th</sup> day of August, 2022; introduced a second time at a regular meeting held on the 13<sup>th</sup> day of September, 2022 and adopted at said meeting by the affirmative vote of \_\_\_\_\_ members of said Council.

Councilor Allen voting \_\_\_\_\_ .  
Councilor Barnes voting \_\_\_\_\_ .  
Councilor Crabb voting \_\_\_\_\_ .  
Councilor Davis voting \_\_\_\_\_ .  
Councilor Garrett voting \_\_\_\_\_ .  
Councilor House voting \_\_\_\_\_ .  
Councilor Huff voting \_\_\_\_\_ .  
Councilor Thomas voting \_\_\_\_\_ .  
Councilor Tucker voting \_\_\_\_\_ .  
Councilor Woodson voting \_\_\_\_\_ .

---

Sandra T. Davis, Clerk of Council

---

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

GEORGIA, MUSCOGEE COUNTY  
SUPERIOR/STATE COURT  
RECEIVED ELECTRONICALLY  
06/30/2022 4:17:44 PM  
DANIELLE F. FORTE, CLERK

IN THE SUPERIOR AND JUVENILE COURTS OF  
CHATTAHOOCHEE, HARRIS, MARION, MUSCOGEE,  
TALBOT & TAYLOR COUNTIES  
CHATTAHOOCHEE JUDICIAL CIRCUIT  
STATE OF GEORGIA

\*

\*

\*

\*

ORDER

WHEREAS, O.C.G.A. 15-11-50 provides that the majority of the Superior Court Judges of the Chattahoochee Judicial Circuit may appoint one or more qualified persons as Judges of the Juvenile Court of this Circuit; and that such Superior Court Judges shall establish the total number of circuit-wide Juvenile Court Judges and whether these Judges shall be full time or part time; and that each circuit-wide Juvenile Court Judge appointed shall have the authority to act as Judge of each Juvenile Court in each county of this Circuit; and

WHEREAS, Warner L. Kennon has attained the age of thirty (30) years, has been a citizen of the State of Georgia for three (3) years, is a member of the State Bar of Georgia, and has practiced law for five (5) years, and therefore is qualified to serve as a Juvenile Court Judge with regard to the requirements of O.C.G.A. 15-11-51; and

WHEREAS, Andrew C. Dodgen has attained the age of thirty (30) years, has been a citizen of the State of Georgia for three (3) years, is a member of the State Bar of Georgia, and has practiced law for five (5) years, and therefore is qualified to serve as a Juvenile Court Judge with regard to the requirements of O.C.G.A. 15-11-51; and

WHEREAS, Joey M. Loudermilk has attained the age of thirty (30) years, has been a citizen of the State of Georgia for three (3) years, is a member of the State Bar of Georgia, and has practiced law for five (5) years, and therefore is qualified to serve as a Juvenile Court Judge with regard to the requirements of O.C.G.A. 15-11-51.

NOW, THEREFORE, pursuant to the authority vested in the Superior Court Judges of the Chattahoochee Judicial Circuit, it is hereby Ordered and Decreed as follows:

1. Warner L. Kennon, presently of Columbus, Muscogee County, Georgia, is hereby re-appointed Judge of the Juvenile Courts of the Chattahoochee Judicial Circuit for a term of four years beginning July 1, 2022 and expiring on June 30, 2026.

Warner L. Kennon shall continue to serve as full-time Presiding Judge of Juvenile Court.

Warner L. Kennon shall continue to receive his current salary plus a five percent (5%) increase, until further Order of the Superior Court, to be paid out of the

county treasuries of the counties for which Warner L. Kennon is appointed Juvenile Court Judge.

2. Andrew C. Dodgen, presently of Columbus, Muscogee County, Georgia, is hereby re-appointed Judge of the Juvenile Courts of the Chattahoochee Judicial Circuit for a term of four years beginning July 1, 2022 and expiring on June 30, 2026.

Andrew C. Dodgen shall continue to serve as a part-time Judge of Juvenile Court, and he will work three (3) days per week.

Andrew C. Dodgen shall continue to receive his current salary plus a five percent (5%) increase, until further Order of the Superior Court, to be paid out of the county treasuries of the counties for which Andrew C. Dodgen is appointed Juvenile Court Judge.

3. Joey M. Loudermilk, presently of Ellerslie, Harris County, Georgia, is hereby re-appointed Judge of the Juvenile Courts of the Chattahoochee Judicial Circuit for a term of four years beginning July 1, 2022 and expiring on June 30, 2026.

Joey M. Loudermilk shall continue to serve as a part-time Judge of Juvenile Court, and he will work three (3) days per week.

Joey M. Loudermilk shall continue to receive his current salary plus a five percent (5%) increase, until further Order of the Superior Court, to be paid out of the county treasuries of the counties for which Joey M. Loudermilk is appointed Juvenile Court Judge.

4. As Judges of the Juvenile Courts of the Chattahoochee Judicial Circuit, Warner L. Kennon, Andrew C. Dodgen, and Joey M. Loudermilk shall exercise circuit-wide jurisdiction over all juvenile proceedings assigned to them for disposition in the following counties: Chattahoochee, Harris, Marion, Muscogee, Talbot, and Taylor Counties.
5. A copy of this Order shall be spread upon the Minutes of the Superior Courts of each county in the Chattahoochee Judicial Circuit and the Clerks of those Courts shall also forward a certified copy of this Order to the Secretary of State and the Council of Juvenile Court Judges. Upon receipt of a certified copy of this Order, the Secretary of State shall issue a Commission to Judge Warner L. Kennon, Judge Andrew C. Dodgen, and Judge Joey M. Loudermilk pursuant to O.C.G.A. 15-11-57,

SO ORDERED this 30th day of June, 2022.

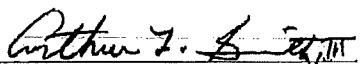




Bemon G. McBride, III  
Chief Judge of Superior Courts  
Chattahoochee Judicial Circuit



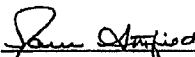
Bobby G. Peters  
Judge of Superior Courts  
Chattahoochee Judicial Circuit



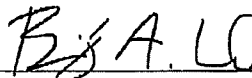
Arthur L. Smith, III  
Judge of Superior Courts  
Chattahoochee Judicial Circuit



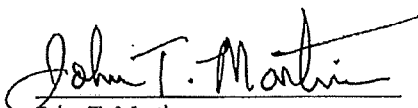
J. Ronald Mullins, Jr.  
Judge of Superior Courts  
Chattahoochee Judicial Circuit



Maureen C. Gottfried  
Judge of Superior Courts  
Chattahoochee Judicial Circuit



Benjamin A. Land  
Judge of Superior Courts  
Chattahoochee Judicial Circuit



John T. Martin  
Judge of Superior Courts  
Chattahoochee Judicial Circuit

**File Attachments for Item:**

**4. 1st Reading-** REZN-07-22-1374: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia, to change certain boundaries of a district located at 1310 13th Avenue / 1315 Delauney Avenue (parcel # 026-005-006 / 026-005-005) from NC (Neighborhood Commercial) Zoning District to GC (General Commercial) Zoning District. (Planning Department and PAC recommend approval)(Councilor Woodson)

## 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 **1310 13th Avenue / 1315 Delauney Avenue** (parcel # 026-005-006 / 026-005-005) from NC (Neighborhood Commercial) Zoning District to GC (General Commercial) 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 NC (Neighborhood Commercial) Zoning District to GC (General Commercial) Zoning District:

PARCEL "MEDICAL ARTS": Beginning at an iron pin located on the easterly margin of 13th Avenue, said iron pin being north 02 degrees, 00 minutes west a distance of 110 feet from an iron pin located at the corner formed by the intersection of the northerly margin of 13th Street with the easterly margin of 13th Avenue and running thence north 02 degrees 00 minutes west a distance of 304.98 feet to an iron pin; running thence north 88 degrees 00 minutes 40 seconds east a distance of 186.67 feet to an iron pin; running thence South 01 degrees 56 minutes 38 seconds east a distance of 105.06 feet to an iron pin; running thence south 87 degrees 56 minutes 34 seconds west a distance of 26.51 feet to an iron pin; running thence South 01 degrees 57 minutes 40 seconds east a distance of 174.63 feet to an iron pin; running thence south 64 degrees 51 minutes 55 seconds west a distance of 54.54 feet to an iron pin; thence running south 86 degrees 00 minutes 56 seconds west a distance of 109.05 feet to an iron pin marking the point of beginning.

PARCEL A: Beginning at an iron pin on the westerly margin of DeLauney Avenue, said iron pin being located a distance of 117.71 feet northerly, as measured along said margin of DeLauney Avenue, from the intersection of said margin of DeLauney Avenue with the northerly margin of 13th Street, and from said point of beginning running thence south 70 degrees 45 minutes west a distance of 223.09 feet to an iron pin; running thence north 02 degrees 00 minutes west a distance of 174.63 feet to an iron pin: running thence north 88 degrees 00 minutes east a distance of 212.87 feet to an iron pin; running thence south 02 degrees 00 minutes east a distance of 108.23 feet to the point of beginning. The above property is designated as Tract "A" and Tract "B" upon a map or plat made by Aldridge, Moon, Russell, & King, Civil Engineers, and recorded in the office of the Clerk of the Superior Court of Muscogee County, Georgia at Plat Book 14, folio 116.

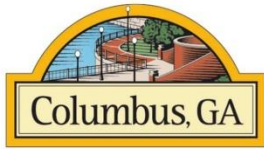
PARCEL B: Beginning at an iron pin on the westerly margin of DeLauney Avenue, said iron pin being located a distance of 225.94 feet northerly, as measured along said margin of DeLauney Avenue, from the intersection of said margin of DeLauney Avenue, with the northerly margin of 13th Street, and from said point of beginning running thence south 88 degrees 00 minutes west a distance of 186.44 feet; running thence north 02 degrees 00 minutes west a distance of 50.0 feet; running thence north 89 degrees 00 minutes east a distance of 186.44 feet to an iron pin; running thence south 02 degrees 00 minutes east a distance of 50.0 feet to the point of beginning. The above property is the eastern one-half (approximately) of Tract "D" as said Tract is shown upon a map or plat made by Aldridge, Moon, Russell & King, Civil Engineers, and recorded in Plat Book 14, page 116, said Clerk's office.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the \_\_\_\_\_ day of \_\_\_\_\_, 2022; introduced a second time at a regular meeting of said Council held on the \_\_\_\_\_ day of \_\_\_\_\_, 2022 and adopted at said meeting by the affirmative vote of \_\_\_\_\_ members of said Council.

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

**Sandra T Davis**  
Clerk of Council

**B. H. “Skip” Henderson, III**  
Mayor



CONSOLIDATED GOVERNMENT  
*What progress has preserved.*  
 PLANNING DEPARTMENT

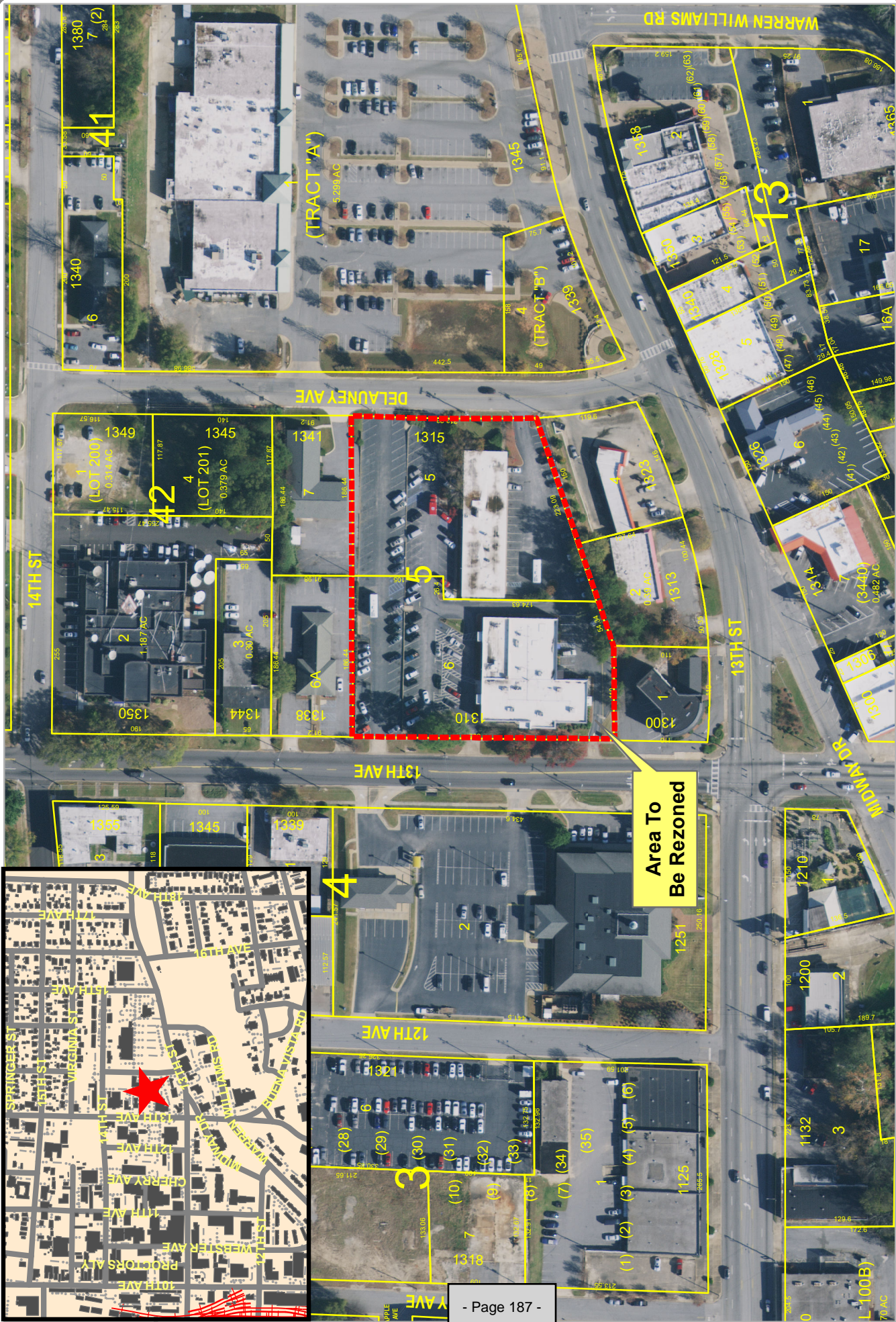
## COUNCIL STAFF REPORT

### REZN-07-22-1374

<b>Applicant:</b>	Ernie Smallman
<b>Owner:</b>	BHEN Properties
<b>Location:</b>	1310 13th Avenue / 1315 Delauney Avenue
<b>Parcel:</b>	026-005-006 / 026-005-005
<b>Acreage:</b>	2.30 Acres
<b>Current Zoning Classification:</b>	NC (Neighborhood Commercial)
<b>Proposed Zoning Classification:</b>	GC (General Commercial)
<b>Current Use of Property:</b>	Commercial
<b>Proposed Use of Property:</b>	Commercial
<b>Council District:</b>	District 7 (Woodson)
<b>PAC Recommendation:</b>	<b>Approval</b> based on the Staff Report and compatibility with existing land uses.
<b>Planning Department Recommendation:</b>	<b>Approval</b> based on compatibility with existing land uses.
<b>Fort Benning's Recommendation:</b>	N/A
<b>DRI Recommendation:</b>	N/A
<b>General Land Use:</b>	Consistent Planning Area D
<b>Current Land Use Designation:</b>	Commercial
<b>Future Land Use Designation:</b>	Mixed-Use

<b>Compatible with Existing Land-Uses:</b>	Yes	
<b>Environmental Impacts:</b>	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.	
<b>City Services:</b>	Property is served by all city services.	
<b>Traffic Impact:</b>	Average Annual Daily Trips (AADT) will increase to 272 trips up from 214 if used for commercial use. The Level of Service (LOS) will remain at level C.	
<b>Traffic Engineering:</b>	This site shall meet the Codes and regulations of the Columbus Consolidated Government for commercial usage.	
<b>Surrounding Zoning:</b>	<b>North</b>	GC (General Commercial)
	<b>South</b>	NC (Neighborhood Commercial)
	<b>East</b>	NC (Neighborhood Commercial)
	<b>West</b>	NC (Neighborhood Commercial)
<b>Reasonableness of Request:</b>	The request is compatible with existing land uses.	
<b>School Impact:</b>	N/A	
<b>Buffer Requirement:</b>	N/A	
<b>Attitude of Property Owners:</b>	<b>Thirty (30)</b> property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received <b>no</b> calls and/or emails regarding the rezoning.	
	<b>Approval</b>	<b>0</b> Responses
	<b>Opposition</b>	<b>0</b> Responses
<b>Additional Information:</b>	N/A	
<b>Attachments:</b>	Aerial Land Use Map Location Map Zoning Map Existing Land Use Map Future Land Use Map Traffic Report Flood Map	



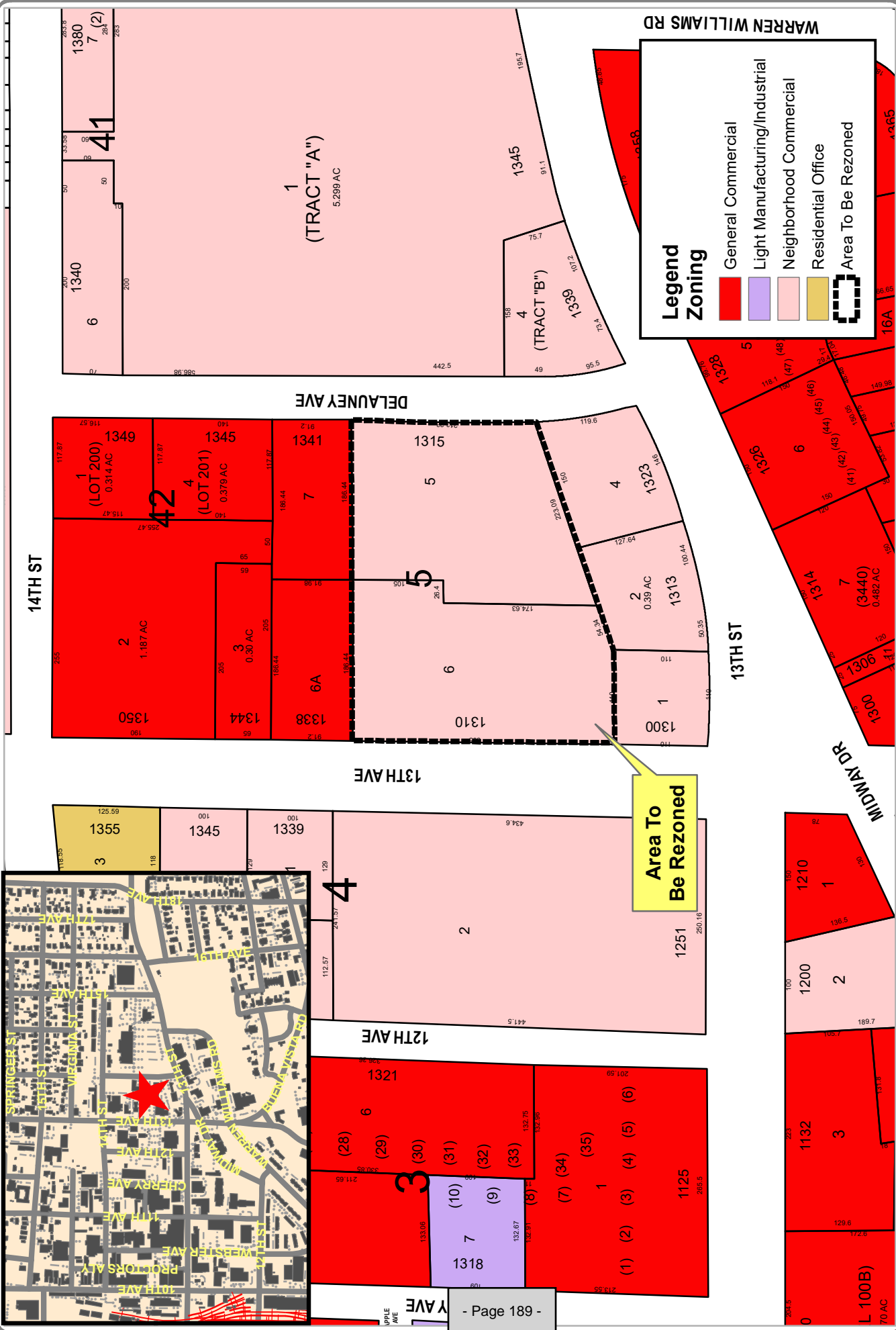


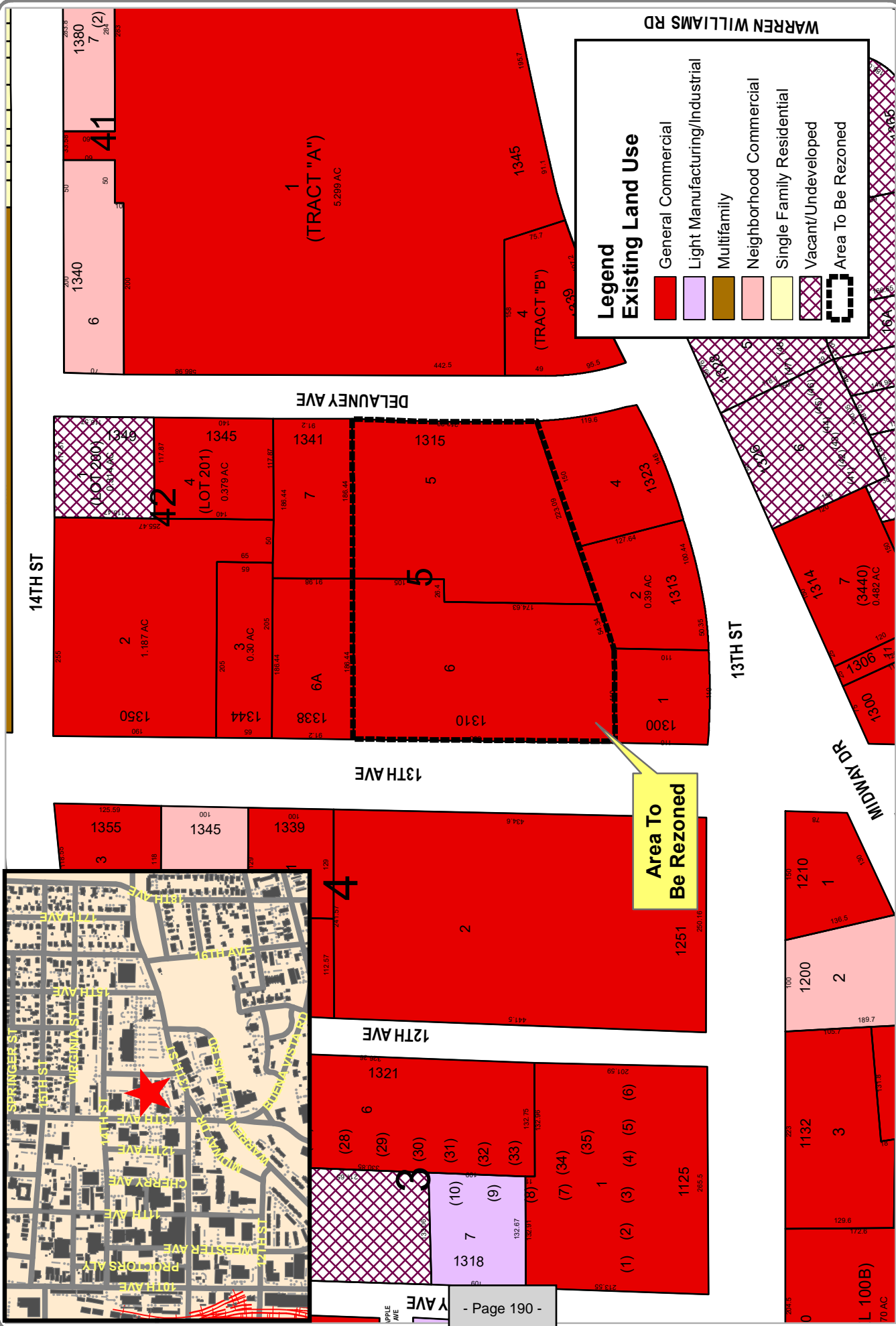
Area To  
Be Rezoned











Date: 7/25/2022

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

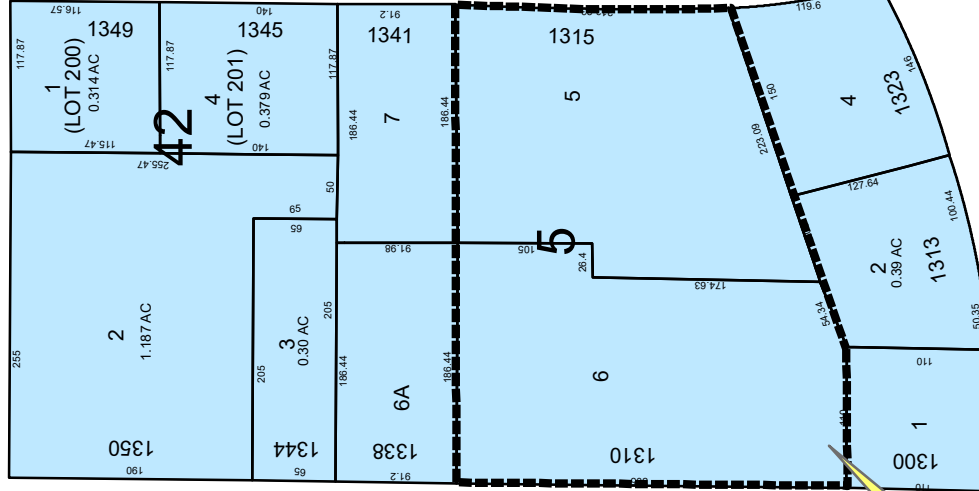
Existing Land Use Map for REZN 07-22-1374  
 Map 026 Block 005 Lots 005 & 006  
 Planning Department-Planning Division  
 Prepared By Planning GIS Tech

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

Item #4.



14TH ST



13TH AVE

13TH ST

MIDWAY DR

WARREN WILLIAMS RD



Date: 7/25/2022

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

Future Land Use Map for REZN 07-22-1374

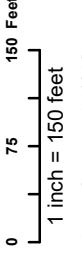
Map 026 Block 005 Lots 005 & 006

Planning Department-Planning Division

Prepared By Planning GIS Tech

Data Source: IT/GIS

Author: David Cooper



Item #4.



ZONING CASE NO.	REZN 07-22-1374
PROJECT	1310 13th Street & 1315 Delauney Avenue
CLIENT	
REZONING REQUEST	NC to GC

## LAND USE

Trip Generation Land Use Code*	720 & 710
Existing Land Use	Neighborhood Commercial (NC)
Proposed Land Use	General Commercial - (GC)
Existing Trip Rate Unit	NC - Acreage converted to square footage.
Proposed Trip Rate Unit	GC - Acreage converted to square footage.

## TRIP END CALCULATION\*

Land Use	ITE Code	Zone Code	Quantity	Trip Rate	Total Trips
<b>Daily (Existing Zoning)</b>					
Medical - Dental Office Building	720	NC	2.3 Acres	3.74	94 AM Peak 120 PM Peak
				4.79	
				<b>Total</b>	<b>214</b>
<b>Daily (Proposed Zoning)</b>					
General Office Building	710	GC	2.3 Acres	10.84	272
				<b>Total</b>	<b>272</b>

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

## TRAFFIC PROJECTIONS

<b>EXISTING ZONING (NC)</b>	
Name of Street	13th Street
Street Classification	Undivided Arterial
No. of Lanes	2
City Traffic Count (2020)	7,750
Existing Level of Service (LOS)**	C
Additional Traffic due to Existing Zoning	214
Total Projected Traffic (2022)	7,964
Projected Level of Service (LOS)**	C

<b>PROPOSED ZONING (GC)</b>	
Name of Street	13th Street
Street Classification	Undivided Arterial
No. of Lanes	2
City Traffic Count (2020)	7,750
Existing Level of Service (LOS)**	C
Additional Traffic due to Proposed	272
Total Projected Traffic (2022)	8,022
Projected Level of Service (LOS)**	C

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

**File Attachments for Item:**

**5. 1st Reading-** REZN-07-22-1377: An Ordinance amending the Zoning Atlas of the Consolidated Government of Columbus, Georgia, to change certain boundaries of a district located at 3408 5th Avenue, 3414 5th Avenue, 500 35th Street, 502 35th Street , 504 35th Street, 506 35th Street , 508 35th Street, 3419 6th Avenue, 3417 6th Avenue, 3413 6th Avenue, 3411 6th Avenue, 3409 6th Avenue, 3403 6th Avenue, 3401 6th Avenue, 3319 6th Avenue, 3317 6th Avenue, 3313 6th Avenue, 3309 6th Avenue, and 3305 6th Avenue from RMF1 (Residential Multifamily 1) and RMF2 (Residential Multifamily 2) Zoning District to RMF2 (Residential Multifamily 2) Zoning District. (Planning Department and PAC recommend approval) (Councilor Garrett)



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:

3408 5th Avenue	014 018 004
3414 5th Avenue	014 018 002
500 35th Street	014 018 001
502 35th Street	014 018 045
504 35th Street	014 018 044
506 35th Street	014 018 043
508 35th Street	014 018 042
3419 6th Avenue	014 018 038
3417 6th Avenue	014 018 037
3413 6th Avenue	014 018 036
3411 6th Avenue	014 018 035
3409 6th Avenue	014 018 034
3403 6th Avenue	014 018 034A
3401 6th Avenue	014 018 034B
3319 6th Avenue	014 018 033
3317 6th Avenue	014 018 032
3313 6th Avenue	014 018 031
3309 6th Avenue	014 018 030
3305 6th Avenue	014 018 029A

from RMF1 (Residential Multifamily 1) and RMF2 (Residential Multifamily 2) Zoning District to RMF2 (Residential Multifamily 2) 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 RMF1 (Residential Multifamily 1) and RMF 2 (Residential Multifamily 2) Zoning District to RMF2 (Residential Multifamily 2) Zoning District:

All that tract or parcel of land consisting of Lot 140 and Lots 16 & 17, Block 27, North Highland Land Improvement and Manufacturing Co. and Lots 1 thru 10, Block 2, Greenwood Land Company, being Part of Land Lot 72, 8th District, Columbus, Muscogee County, Georgia being more particularly described as follows: BEGIN at a 1" pinched top iron at the intersection of the easterly line of 5th Avenue and southerly line of 35th Street; thence South 89 degrees 07 minutes 50 seconds East, along the southerly line of 35th Street, 204.91 feet to a rebar & cap; thence continue along said street line, South 85 degrees 36 minutes 05 seconds East, 38.14 feet to a 1" open top pipe; thence continue along said street line, North 01 degree 39 minutes 58 seconds East, 56.93 feet to a drill hole; thence continue along said street line, South 88 degrees 28 minutes 27 seconds East, 150.0 feet to a railroad rail at the intersection of the southerly line of 35th Street and the westerly line of 6th Avenue; thence South 01 degree 37 minutes 12 seconds West, along the westerly line of 6th Avenue, 384.87 feet to a railroad rail; thence continue along said street line, South 16 degrees 25 minutes 23 seconds West, 102.78 feet to a rebar & cap; thence leaving said street line, North 89 degrees 43 minutes 10 seconds West, 160.91 feet to a rebar & cap; thence North 03 degrees 53 minutes 14 seconds East, 100.36 feet to a pinched top iron, thence South 89 degrees 02 minutes 34 seconds East, 33.16 feet to a railroad rail; thence North 01 degree 39 minutes 13 seconds East, 37.17 feet to a pinched top iron; thence North 00 degrees 05 minutes 57 seconds West, 27.76 feet to a pinched top iron; thence North 89 degrees 14 minutes 14 seconds West, 238.50 feet to drill hole on the easterly line of 5th Avenue; thence North 00 degrees 53 minutes 33 seconds East, along the easterly line of 5th Avenue, 129.40 feet to a drill hole; thence continue along said street line, degree 04 minutes 52 seconds East,

38.43 feet to an open top pipe; thence continue along said street line, North 00 degrees 37 minutes 36 seconds East, 100.19 feet to a 1" pinched top iron and the POINT OF BEGINNING, containing 3.20 acres

\_\_\_\_\_

Introduced at a regular meeting of the Council of Columbus, Georgia held on the \_\_\_\_\_ day of \_\_\_\_\_, 2022; introduced a second time at a regular meeting of said Council held on the \_\_\_\_\_ day of \_\_\_\_\_, 2022 and adopted at said meeting by the affirmative vote of \_\_\_\_\_ members of said Council.

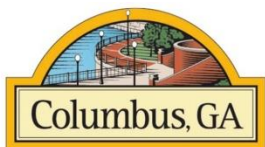
Councilor Allen	voting _____
Councilor Barnes	voting _____
Councilor Crabb	voting _____
Councilor Davis	voting _____
Councilor Garrett	voting _____
Councilor House	voting _____
Councilor Huff	voting _____
Councilor Thomas	voting _____
Councilor Tucker	voting _____
Councilor Woodson	voting _____

\_\_\_\_\_  
**Sandra T Davis**  
Clerk of Council

\_\_\_\_\_  
**B. H. “Skip” Henderson, III**  
Mayor







CONSOLIDATED GOVERNMENT  
*What progress has preserved.*  
 PLANNING DEPARTMENT

## COUNCIL STAFF REPORT

### REZN-07-22-1377

**Applicant:** Highland Community Church

**Owner:** Same

**Location / Parcel:**

3408 5th Avenue	014 018 004
3414 5th Avenue	014 018 002
500 35th Street	014 018 001
502 35th Street	014 018 045
504 35th Street	014 018 044
506 35th Street	014 018 043
508 35th Street	014 018 042
3419 6th Avenue	014 018 038
3417 6th Avenue	014 018 037
3413 6th Avenue	014 018 036
3411 6th Avenue	014 018 035
3409 6th Avenue	014 018 034
3403 6th Avenue	014 018 034A
3401 6th Avenue	014 018 034B
3319 6th Avenue	014 018 033
3317 6th Avenue	014 018 032
3313 6th Avenue	014 018 031
3309 6th Avenue	014 018 030
3305 6th Avenue	014 018 029A

**Acreage:** 2.83 Acres

**Current Zoning Classification:** RMF1 (Residential Multifamily 1)  
RMF2 (Residential Multifamily 2)

**Proposed Zoning Classification:** RMF2 (Residential Multifamily 2)

**Current Use of Property:** Church / Residential

**Proposed Use of Property:** Place of Worship

**Council District:** District 8 (Garrett)

<b>PAC Recommendation:</b>		<b>Approval</b> based on the Staff Report and compatibility with existing land uses.
<b>Planning Department Recommendation:</b>		<b>Approval</b> based on compatibility with existing land uses.
<b>Fort Benning's Recommendation:</b>		N/A
<b>DRI Recommendation:</b>		N/A
<b>General Land Use:</b>		Consistent Planning Area F
<b>Current Land Use Designation:</b>		Public / Institutional
<b>Future Land Use Designation:</b>		Single Family Residential
<b>Compatible with Existing Land-Uses:</b>		Yes
<b>Environmental Impacts:</b>		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.
<b>City Services:</b>		Property is served by all city services.
<b>Traffic Impact:</b>		Average Annual Daily Trips (AADT) will increase to 527 trips up from 168 trips if used for commercial use. The Level of Service (LOS) will remain at level A.
<b>Traffic Engineering:</b>		This site shall meet the Codes and regulations of the Columbus Consolidated Government for commercial usage.
<b>Surrounding Zoning:</b>	<b>North</b>	RMF1 (Residential Multifamily 1) RMF2 (Residential Multifamily 2)
	<b>South</b>	RMF1 (Residential Multifamily 1) RMF2 (Residential Multifamily 2)
	<b>East</b>	RMF1 (Residential Multifamily 1) NC (Neighborhood Commercial)
	<b>West</b>	RMF1 (Residential Multifamily 1) GC (General Commercial)
<b>Reasonableness of Request:</b>		The request is compatible with existing land uses.
<b>School Impact:</b>		N/A

**Buffer Requirement:** N/A

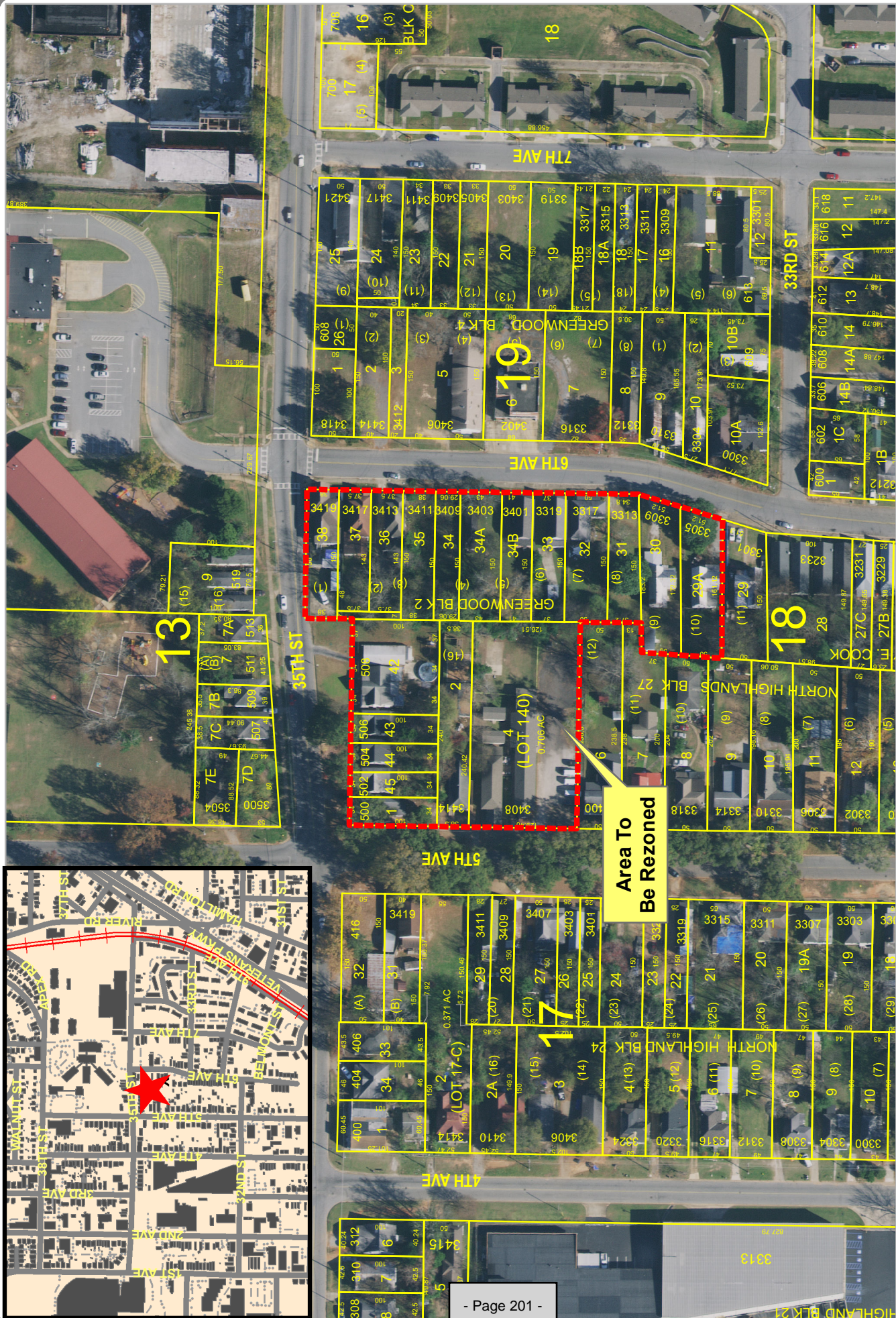
**Attitude of Property Owners:** **One Hundred (100)** property owners within 300 feet of the subject properties were notified of the rezoning request. The Planning Department received **One (1)** calls and/or emails regarding the rezoning.

**Approval** 1 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  
Traffic Report  
Flood Map





- Page 201 -

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: 7/25/2022

**Aerial Map for REZN 07-22-1377**

Map 014 Block 018 Lots 029A - 038, 042 - 045, 001 - 002 & 004

**Planning Department-Planning Division**

Prepared By Planning GIS Tech

1 inch = 150 feet

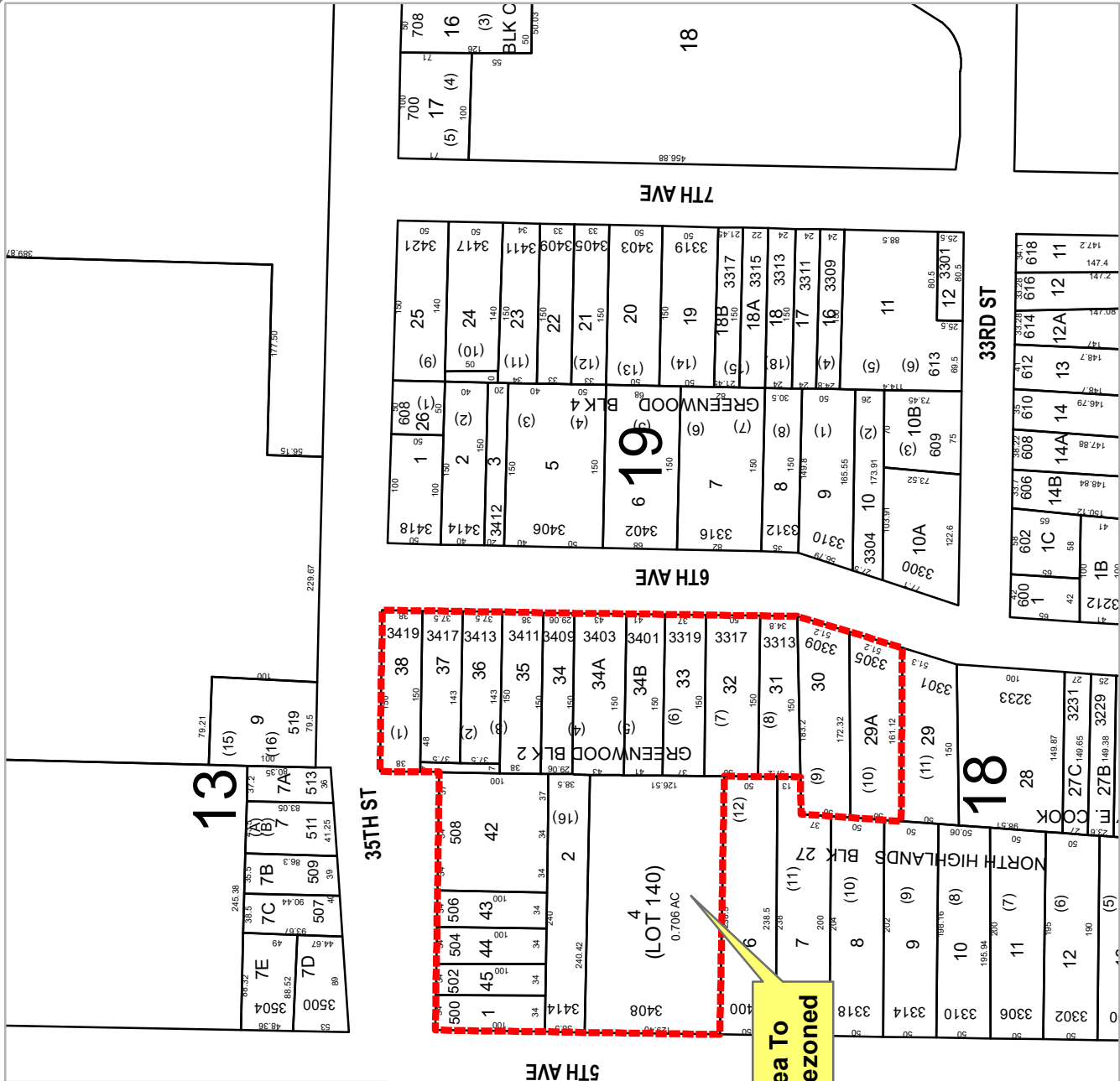
Data Source: IT/GIS

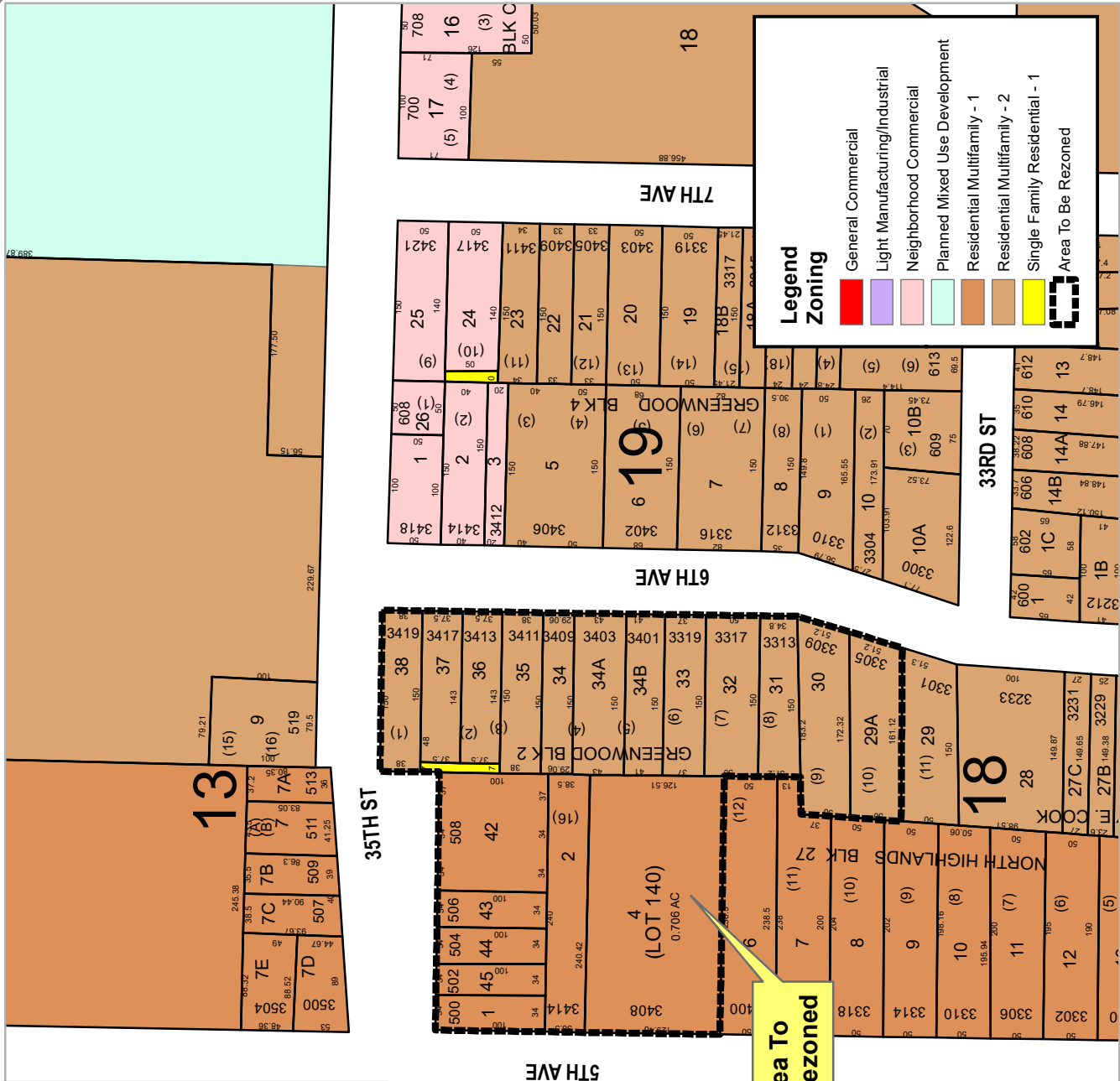
Author: DavidCooper

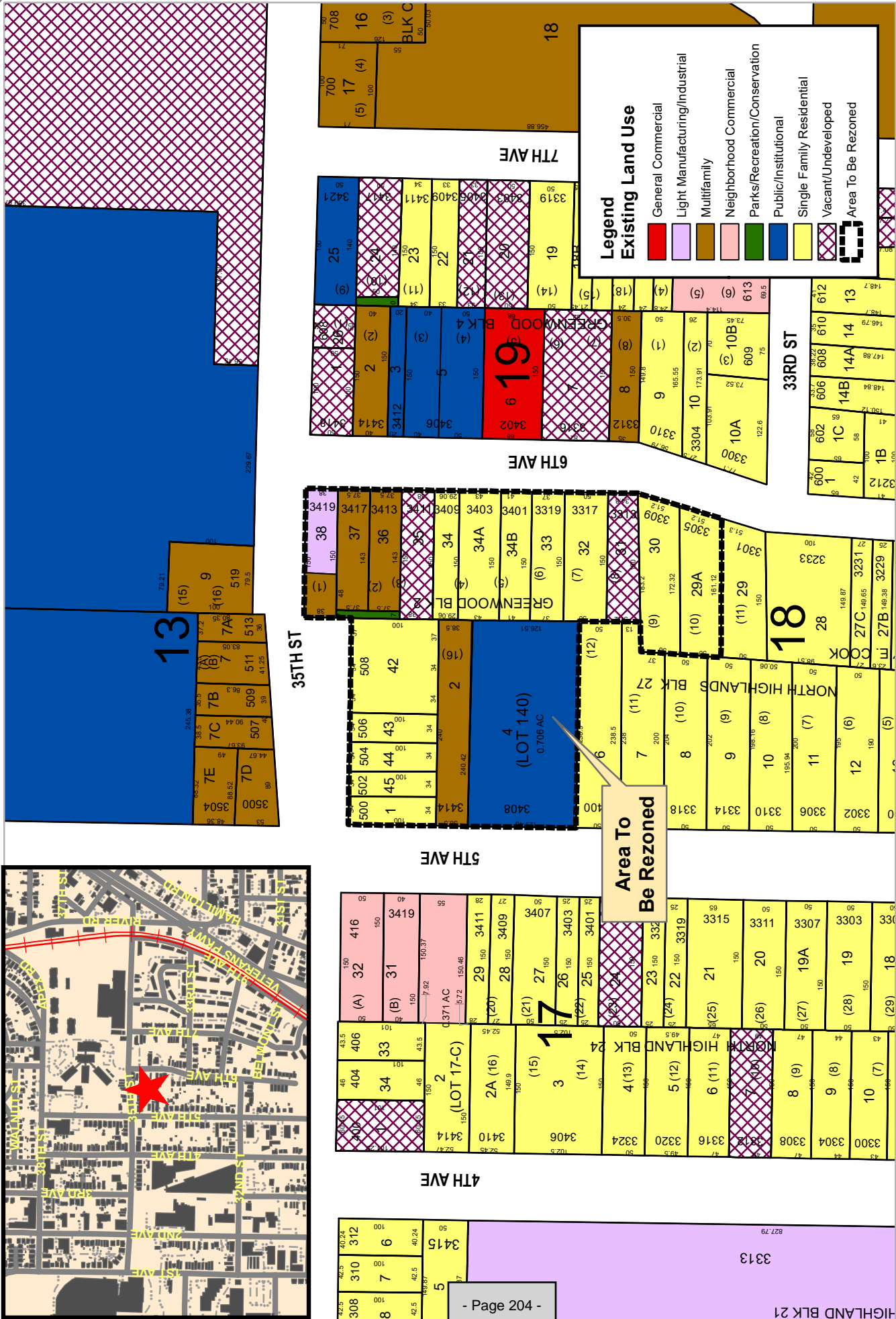


Item #5.

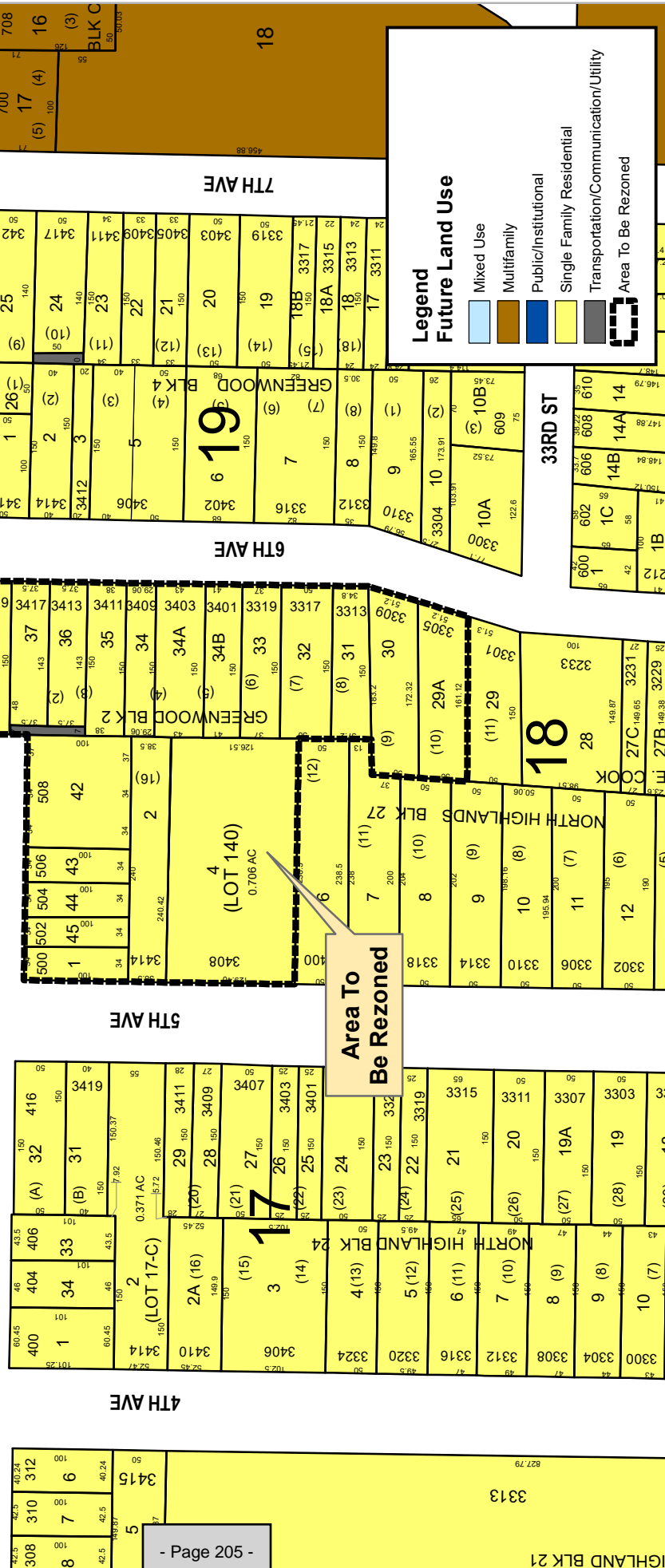
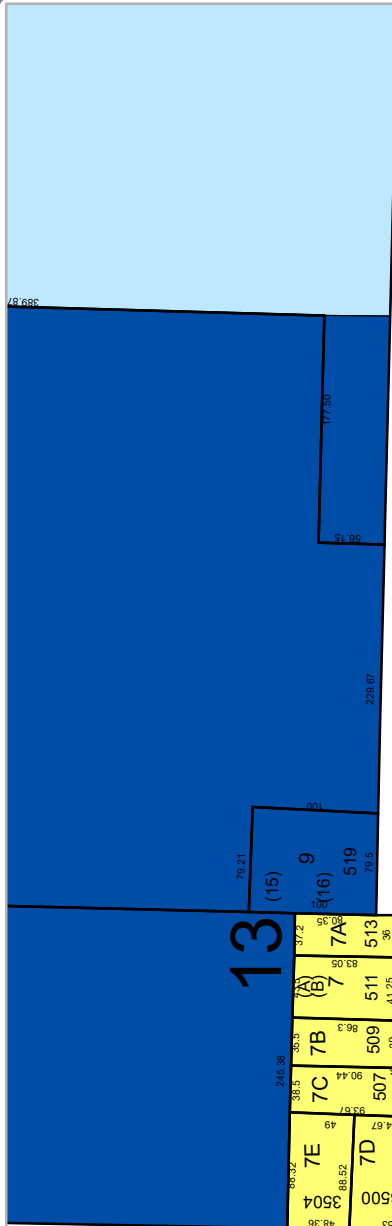






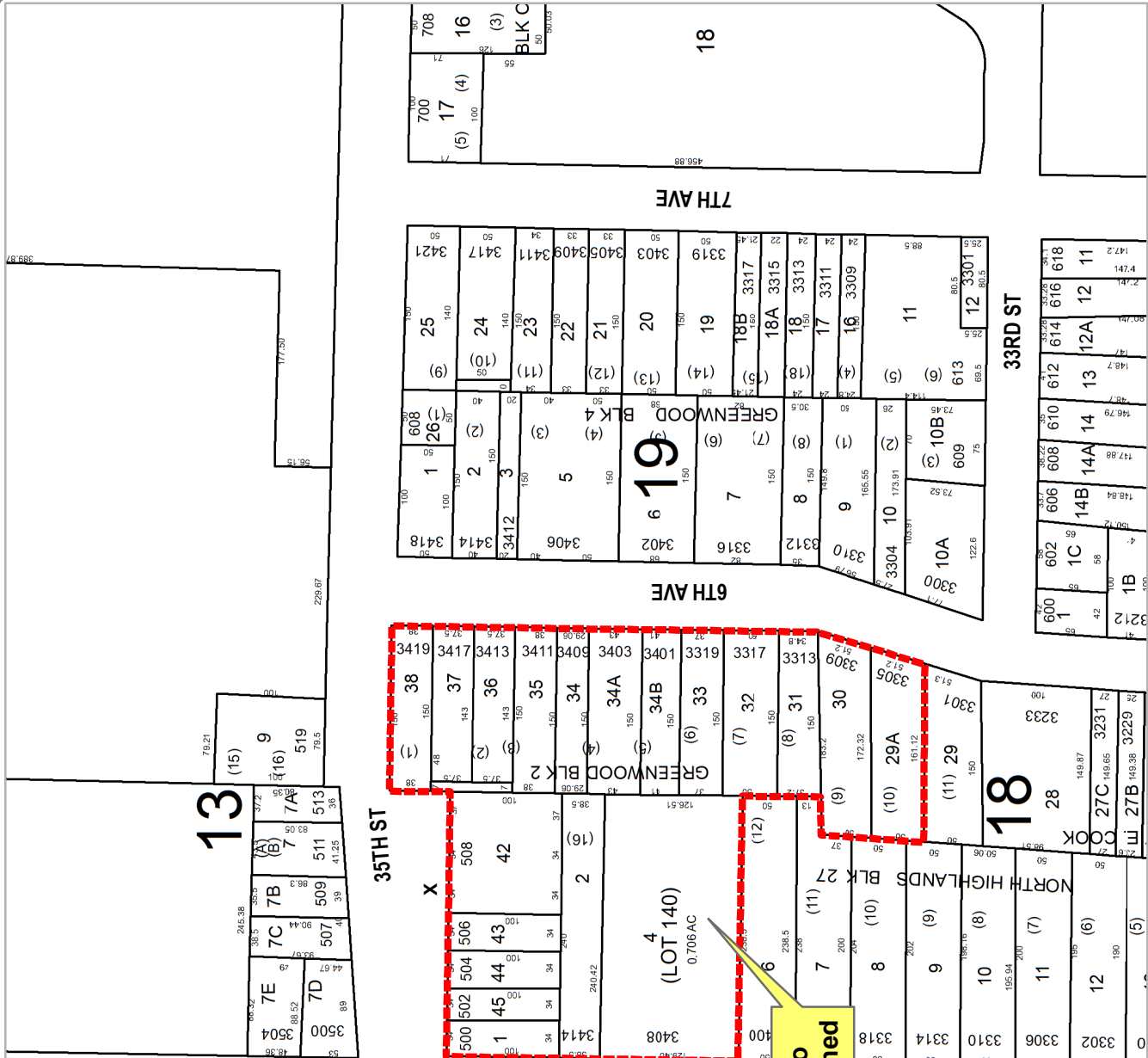






**Legend**  
**Future Land Use**

- Mixed Use
- Multifamily
- Public/Institutional
- Single Family Residential
- Transportation/Communication/Utility
- Area To Be Rezoned



<b>ZONING CASE NO.</b>	REZN 07-22-1378
<b>PROJECT</b>	3408 5th Avenue (including surrounding property)
<b>CLIENT</b>	
<b>REZONING REQUEST</b>	RMF1 & RMF2 to RMF2

Trip Generation Land Use Code*	210, 220 & 560 Residential-Multi-Family 1 (RMF1) & Residential-Multi-Family 2 (RMF2)
Existing Land Use	Residential-Multi-Family 2 (RMF2)
Proposed Land Use	RMF1 & RMF2 - Acreage converted to square footage.
Existing Trip Rate Unit	RMF2 - Number of Church Seats
Proposed Trip Rate Unit	

[illegible]

### EXISTING ZONING (RMF1 & RMF2)

General Information (Project & Location)	
Name of Street	5th Avenue
Street Classification	Local
No. of Lanes	2
City Traffic Count ( <b>2020</b> )	0
Existing Level of Service (LOS)**	
Additional Traffic due to Existing Zoning	168
Total Projected Traffic (2021)	
Projected Level of Service (LOS)**	

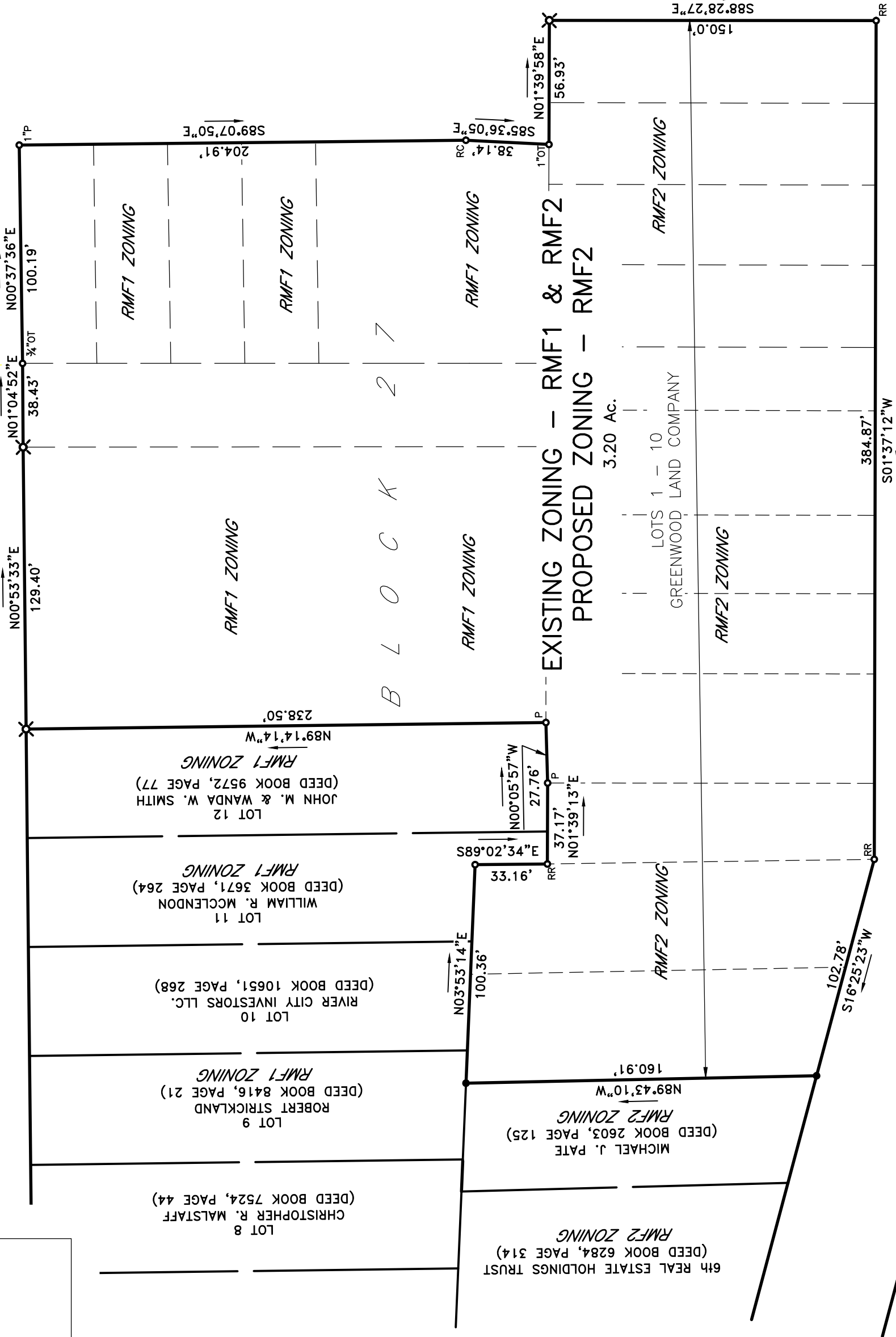
**PROPOSED ZONING (RMF2)**

Name of Street	5th Avenue
Street Classification	Local
No. of Lanes	2
City Traffic Count ( <a href="#">2020</a> )	0
Existing Level of Service (LOS)**	
Additional Traffic due to Proposed	
Total Projected Traffic (2021)	527
Projected Level of Service (LOS)**	

Number	Street	Parcel
3408	5th Avenue	014 018 004
3414	5th Avenue	014 018 002
500	35th Street	014 018 001
502	35th Street	014 018 045
504	35th Street	014 018 044
506	35th Street	014 018 043
508	35th Street	014 018 042
3419	6th Avenue	014 018 038
3417	6th Avenue	014 018 037
3413	6th Avenue	014 018 036
3411	6th Avenue	014 018 035
3409	6th Avenue	014 018 034
3403	6th Avenue	014 018 034A
3401	6th Avenue	014 018 034B
3319	6th Avenue	014 018 033
3317	6th Avenue	014 018 032
3313	6th Avenue	014 018 031
3309	6th Avenue	014 018 030
3305	6th Avenue	014 018 029A



5th AVENUE 80'

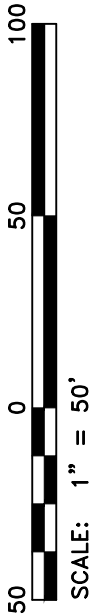


35th STREET  
(RIGHT-OF-WAY VARIES)

6th AVENUE 60'

NOTE: THIS PLAT WAS PREPARED TO ACCOMPANY  
A PETITION TO REZONE PROPERTY.

- LEGEND
- REBAR & CAP FOUND
  - PINCHED TOP IRON FOUND
  - RAILROAD IRON FOUND
  - OPEN TOP PIPE FOUND
  - DRILL HOLE FOUND
  - REBAR & CAP SET (MMW LSF 87)
  - WOODEN FENCE
  - WIRE OR CHAIN LINK FENCE



REZONING PLAT  
LOT 140, AND LOTS 16 & 17, BLOCK 27  
**NORTH HIGHLAND LAND IMPROVEMENT  
& MANUFACTURING CO.**

AND LOTS 1 THRU 10, BLOCK 2

**GREENWOOD LAND COMPANY**

PART OF LAND LOT 72, 8th DISTRICT

COLUMBUS, MUSCOGEE COUNTY, GEORGIA

Scale 1" = 50' 18 July 2022

**MOON WEEKS & ASSOCIATES, INC.**

(GA. REG. NO. H206465)

Civil Engineers — Land Surveyors

100 Southern Way, Suite A, Columbus, Georgia, 31904

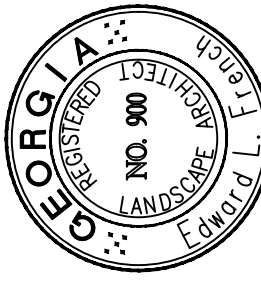
(706) 327-8306



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

PHONE: (706) 327-8306  
WWW.MOONWEEDS.COM

100 SOUTHERN WAY, SUITE A  
COLUMBUS, GA. 31904

[illegible]

GSWCC#	8159
MMA#	2022005
DATE:	06/08/22
SCALE:	1" = 20'
<b>SHEET No.</b>	

# N1.0

[illegible]

**CAUTION !!!**  
CONTRACTOR TO LOCATE AND  
PROTECT EXISTING UTILITIES.

**CONTRACTOR TO NOTIFY  
COLUMBUS WATER WORKS  
BEFORE BEGINNING CONSTRUCTION.**

**LEGEND**

RC — REBAR & CAP FOUND (HOBBS)

**LEGEND**

REBAR & CAP FOUND (HOBBS)  
PNCED TOP IRON FOUND  
GAS LINE  
CUT  
POWER LINE  
GUY WIRE  
POWER & TELEPHONE LINES  
WIRE OR CHAIN LINK FENCE  
WALL  
SANTARY SEWER MANHOLE  
FIRE HYDRANT  
WATER METER  
GAS METER  
ELECTRICAL BOX  
GREPE WHITLE TREE  
POLE  
NO TRANSPOSITION SIGN  
WARNING SIGN  
AIR CONDITIONING UNIT

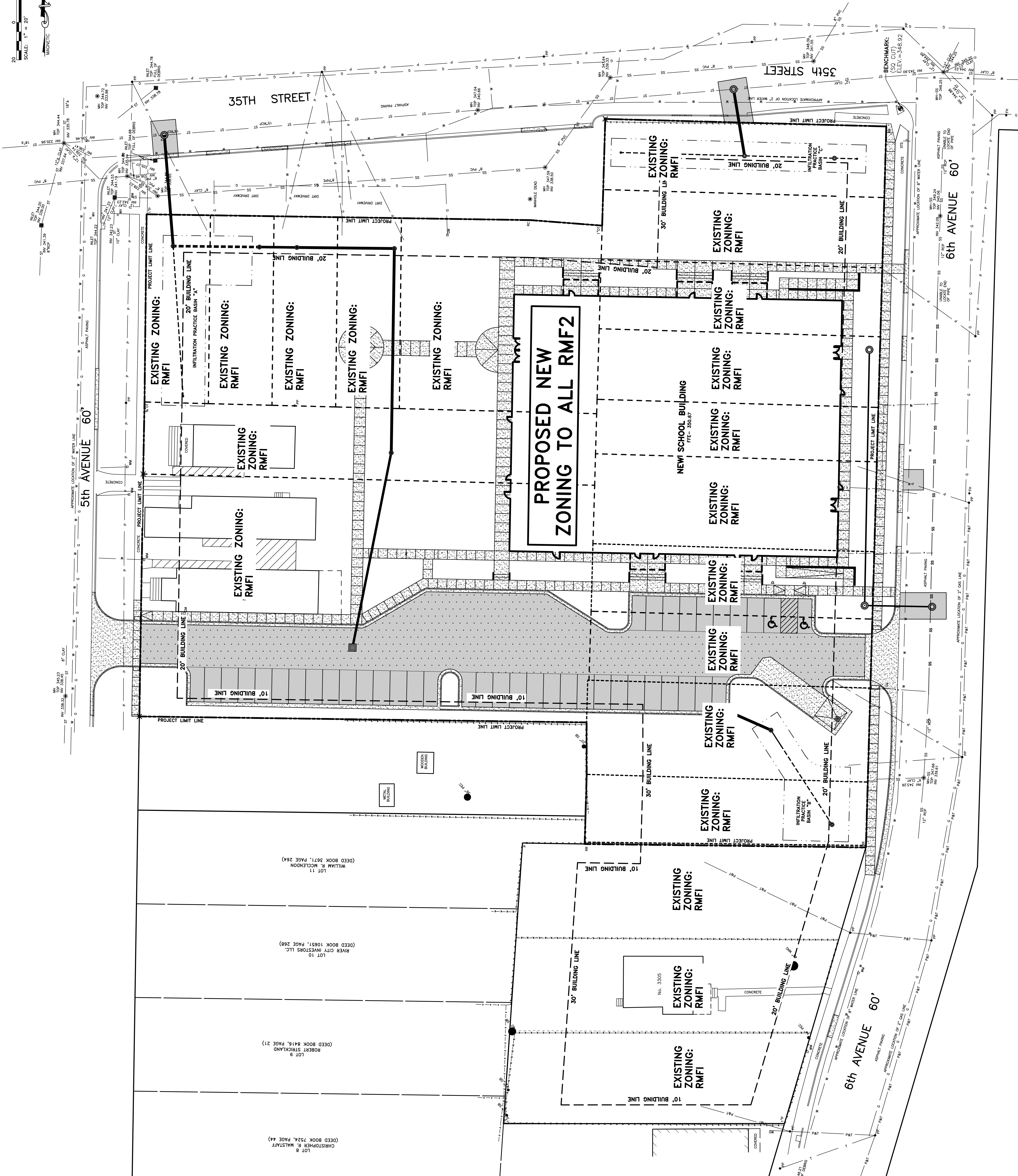
MC  
PT  
OM  
M  
N  
W  
SS  
PH  
NM  
DM  
EB  
CM  
BP  
NS  
WS

### PROPOSED LEGEND

## ASPHALT PAVING

HEAVY DUTY ASPHALT PAVING	..
	..

CONCRETE





**File Attachments for Item:**

6. A Resolution disapproving the pay plan pursuant to Section 8-304(2) of the Charter to prevent its implementation without Council action. (Request of Councilor Thomas)

## A RESOLUTION

### NO.

**WHEREAS**, an Ordinance approving the implementation of a new pay and classification plan based on a study prepared by Evergreen Solutions was presented to this Council on 1<sup>st</sup> Reading on August 23, 2022;

**WHEREAS**, Section 8-304(2) of the Columbus Charter provides pay plans proposed by the Mayor and City Manager shall be approved by ordinance of Council but that “such plan shall take effect when adopted by the Council or on the thirtieth day after it is submitted to the Council if prior thereto the Council has not disapproved it by resolution”; and

**WHEREAS**, this Council desires to prevent the pay plan from becoming approved at the end of thirty days from its introduction in order to further study its impact.

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

In accordance with Section 8-304(2) of the Columbus Charter, the pay plan contained in the Ordinance introduced on 1<sup>st</sup> Reading on August 23, 2022 is hereby disapproved.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the \_\_\_\_ day of \_\_\_\_, 2022 and adopted at said meeting by the affirmative vote of \_\_\_\_ members of Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

---

Sandra T. Davis  
Clerk of Council

---

B. H. "Skip" Henderson, III  
Mayor



**File Attachments for Item:**

**1. Retiree Health Insurance Plan**

Approval is requested authorizing renewal of the Medicare eligible healthcare plan benefits and the United Healthcare Medicare Advantage plan. The post-65 retiree health insurance costs will be reduced by 5.4% in 2023 and there are no plan design changes.

**Columbus Consolidated Government  
Council Meeting Agenda Item**

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	<b>Retiree Health Insurance Plan</b>
<b>AGENDA SUMMARY:</b>	Approval is requested authorizing renewal of the Medicare eligible healthcare plan benefits and the United Healthcare Medicare Advantage plan. The post-65 retiree health insurance costs will be reduced by 5.4% in 2023 and there are no plan design changes.
<b>INITIATED BY:</b>	<b>Human Resources Department</b>

**Recommendation:** Approval is requested authorizing renewal of the Medicare eligible healthcare plan benefits and the United Healthcare Medicare Advantage plan.

**Background:** In October 2007 Council authorized implementation of a Medicare Advantage plan and established a cost sharing formula whereby the City pays 25% of the fully insured health plan premium (Ord. No. 07-70) for employees hired prior to July 1, 2001. All retirees who are Medicare eligible and were hired on or after July 1, 2001 are not eligible for the 25% City subsidy (Ord. No. 14-25). Since 2012, the Retiree Benefits Committee has approved United Healthcare as the carrier for the Medicare Advantage Plan because of the favorable plan design and minimum premium increases.

City Council authorized a contract with United Healthcare for the retiree Medicare Advantage Plan (Res. No. 284-12). There is no recommended change in Medicare Advantage plan provider for the retirees for calendar year 2023 and the Retiree Benefits Committee, NFP Benefits Consulting, and the Human Resources Department recommends remaining with United Healthcare.

**Analysis:** Two vendors made bids for coverage, Anthem Insurance and United Healthcare. United Healthcare presented another strong bid for coverage in CY2023. The post-65 retiree health insurance costs will be reduced by 5.4% in 2023 and there are no plan design changes. The retiree's monthly premium rate will be \$93.91 a month for the City subsidized retiree group (hired prior to July 1, 2001) and \$125.21 for the unsubsidized retiree group (hired on or after July 1, 2001). The out of pocket maximum will remain at \$1,000 annually. Because of United Healthcare's competitive bid, excellent customer service, stability, and consistency; it was determined to remain with UHC.

**Financial Considerations:** A reduction in plan costs means the cost to the City will be reduced by 5.4% in CY2023.

**Legal Considerations:** The Council must authorize changes to the health plan.

*Item #1.*

**Recommendations/Actions:** The Retiree Health Benefits Committee, NFP Benefits Consultant, and the Human Resources Director recommend the proposed resolution.

**A RESOLUTION**

Item #1.

**NO.**

**A RESOLUTION AUTHORIZING RENEWAL OF THE MEDICARE ELIGIBLE HEALTH PLAN BENEFITS AND THE UNITED HEALTHCARE MEDICARE ADVANTAGE PPO PLAN.**

**WHEREAS**, United Healthcare has offered the City a competitive renewal of the Medicare Advantage PPO plan which resulted in a 5.4% reduced premium rates and no plan design changes; and,

**WHEREAS**, the monthly premium rate is \$93.91 for the City subsidized retiree group and \$125.21 for the unsubsidized retiree group. The out of pocket maximum is \$1,000 annually for CY2023; and,

**WHEREAS**, the Columbus Council must authorize implementation of the recommended plan renewal.

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

That the City Manager is authorized to renew the existing Medicare Advantage PPO contract with United Healthcare. The renewal will become effective January 1, 2023.

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

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Tucker voting	_____.
Councilor Thomas voting	_____.
Councilor Woodson voting	_____.

\_\_\_\_\_  
Sandra T. Davis, Clerk of Council

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

**File Attachments for Item:****2. Supplemental Contract for the Military Drive Project**

Approval is requested to authorize the City Manager to execute an amendment to the contract with the Georgia Department of Transportation (GDOT) for additional funding for the Preliminary Engineering (PE) phase of the Military Drive project from Infantry Road to the Hampton Inn. The supplemental agreement provides additional funding of \$297,987.46 for the Preliminary Engineering Phase of this project for a total of \$519,987.46 (\$415,989.97 Federal 80% and \$103,997.49 Local 20%). The funding source for the 20% match of \$103,997.49 is available through the Paving Fund.



**Russell R. McMurry, P.E., Commissioner**  
One Georgia Center  
600 West Peachtree Street, NW  
Atlanta, GA 30308  
(404) 631-1000 Main Office

Item #2.

August 19, 2022

PI No. 0017138, Muscogee County

MILITARY DRIVE FROM INFANTRY ROAD TO HAMPTON INN

Mayor Skip Henderson  
Columbus Consolidated Government  
420 Tenth Street  
Columbus, GA 31901  
Attn: Rick Jones

Dear Mayor Henderson:

Attached is a Supplemental Agreement #1 to the Original Project Framework Agreement (PFA) detailing Preliminary Engineering commitments for the above referenced project.

Please review the attached agreement and if satisfactory, execute the agreement within the Contract Authorization Tracking System (CATS) using the DocuSign® electronic signature system. Columbus Consolidated Government will be sent an electronic copy of the fully executed agreement for your project file. As mentioned in the Original PFA, additional Specific Activity Agreements for Right of Way, Utility Relocation, and Construction will be sent at the appropriate time, if required.

If you have any questions about items contained in this agreement, please contact the Department's Project Manager, Michael Hamilton, at (404) 631-1780.

Sincerely,

Kimberly W. Nesbitt  
State Program Delivery Administrator

KWN:CLB:CMD:MVH  
Attachment

cc: Honorable Dennis McEntire, State Transportation Board Member, Congressional District 3  
Albert V. Shelby, Director of Program Delivery  
Tyler Peek, District 3 Engineer  
Adam Smith, District 3 Preconstruction Manager  
Attn: Harland Smith, District Planning & Programming Manager

# Preconstruction Status Report

Item #2.

**PI NUMBER:** 0017138 **MILITARY DRIVE FROM INFANTRY ROAD TO HAMPTON INN**  
**COUNTY:** Muscogee **SPONSOR:** Columbus/Muscogee County  
**LENGTH(MI):** 0.50 **MPO:** Columbus TMA **MEASURE:**  
**PROJ NO:** **TIP#:** MIL-19 **PRIORITY CD:**  
**PROJ MGR:** Hamilton, Michael **MODEL YR:** **DOT DIST:** 3  
 Vincent **CONG. DIST:** 002  
 CLB **COMPLETE STREETS:**  
**AOHD INITIALS:** **TYPE WORK:** Roadway Project **SUFF:**  
**OFFICE:** Program Delivery **CONCEPT:**  
**CONSULTANT:** Local Design, Reimbursed by GDOT funds **PROG TYPE:** New Construction

**BASELINE LET DT:** 5/15/24  
**SCHED LET DT:** 2/12/27  
**LIGHTING TYP:** None  
**ENV DOC TYPE:** NEPA  
**ENV CONSULTANT:** Consultant TBD

**MGMT LET DT:** 5/15/24  
**MGMT ROW DT:** 5/15/23  
**WHO LETS?:** Local Let  
**LET WITH:** 0

**PRINT DATE:** 08/11/22  
**PAGE:** 1

BASE START	BASE FINISH	TASKS	START DATE	FINISH DATE	ACTUAL START	ACTUAL FINISH	%
6/25/20	11/2/21	Concept Development Summary	5/15/23	9/11/24			0
7/17/20	4/4/23	Environmental Activity Summary (11412 through 18100)	6/6/23	1/15/26			0
7/17/20	7/12/21	Environmental Resource Identification Summary	6/6/23	5/23/24			0
4/2/21	4/2/21	PM Submit Concept Report	2/19/24	2/19/24			0
6/9/21	6/9/21	Management Concept Approval Complete	4/23/24	4/23/24			0
6/10/21	11/2/21	Database Summary	4/24/24	9/11/24			0
11/2/21	11/2/21	Public Information Open House Held	9/11/24	9/11/24			0
11/3/21	4/29/22	Preliminary Roadway Plans (consultant design)	9/12/24	2/26/25			0
12/20/21	9/7/22	Soil Survey Summary	10/24/24	7/2/25			0
10/21/22	10/21/22	PFPR Inspection	8/14/25	8/14/25			0
12/15/22	1/9/23	ROW Plans Preparation	10/3/25	10/23/25			0
2/24/23	4/20/23	ROW Plans Final Approval	12/9/25	2/2/26			0
4/5/23	8/25/23	Final Construction Plans	1/16/26	6/4/26			0
4/5/23	4/20/23	L & D Approval	1/16/26	2/2/26			0
5/19/23	2/9/24	ROW Acquisition Summary	3/2/26	11/10/26			0
5/19/23	5/19/23	ROW Authorization	3/2/26	3/2/26			0
10/19/23	2/21/24	404 and Buffer Variance (BV) Permits LOE	7/27/26	11/20/26			0
11/8/23	11/8/23	FFPR Inspection	8/14/26	8/14/26			0
3/7/24	3/7/24	Submit Final Plans	12/7/26	12/7/26			0

**Design :** Designer: phone: N/A; email: N/A  
 LG Representative: Rick Jones - email: rjones@columbusga.org; - phone: 706-225-3936  
**EIS :** Schedule to be shifted with NTP after locals are LAP re-certified and hire consultant | NEPA doc not approved | Davis 18May22  
**Office Heads :** 5/18/21 Eligible for federal funds. AVS  
**Prog. Develop :** PE COLUMBUS TIP ADMIN MOD 5-5-2022  
**Programming :** ADDED BY COLUMBUS MPO#1 6-2022  
**ROW :** Concur 12 Months FJW 3-24-20;9 Months per Prg Mgr 2 Parcels to be donated FJW 1-14-2020|

Phase	Approved	Proposed	Lump Yr	Program	Cost	Fund	Status	Date Auth
PE	2020	2020			\$279,987.46	Q23	AUTHORIZED	1/9/20
PE	2020	2020			\$240,000.00	Z905	AUTHORIZED	1/9/20
ROW	2023	2023			\$0.00	LOC	PREST	
CST	2024	2024			\$1,160,000.00	Y240	PREST	
CST	2024	2024			\$1,160,000.00	Z905	PREST	

COST EST AMTS				STIP AMOUNTS		
PE	\$519,987.46	Activity	Cost	Fund		
ROW	\$0.00	PE	\$0.00	Q23		
CST	\$2,320,000.00	PE	\$240,000.00	Z905		
		ROW	\$0.00	LOC		
		CST	\$1,160,000.00	Y240		
		CST	\$1,160,000.00	Z905		

## Project Manager

- Scope
  - 2 Lane New Construction Roadway
- Schedule: Behind schedule for CR Submission due to procurement delays by LG for design consultant. PFA and LLAF executed. LG selected Heath & Lineback as prime. 1625 Request for \$279,987.46 approved. Supplemental PFA to LG by mid. Aug. '22.
  - Next Milestone - PM Submits Concept Report: 4/2/21 (missed)
  - Risk: N/A
- Budget
- MVH 8/11/22



# Georgia Department of Transportation Project Financial Report (PFR)

Item #2.

Processed Date: Aug-11-2022 10:20:05 AM

**Project:** 0017138

<b>Description:</b>	MILITARY DRIVE FROM INFANTRY ROAD TO HAMPTON INN
<b>Project Manager Name:</b>	Hamilton, Michael Vincent
<b>Office:</b>	Program Delivery
<b>Counties:</b>	Muscogee
<b>Congressional Districts:</b>	002

## Engineer Estimates

Activity	Original	Current	Change	% Change	Original Cost Est Date	Current Cost Est Date
No Engineered Estimates Data Available						

## Programmed Funds

Activity	Fund Code	Activity Status	Federal Funding	AC Funding	State Funding	Local Funding	Total Funding
CST	Y240	PRECST	\$928,000.00	\$ .00	\$232,000.00	\$ .00	\$ .00
	Z905	PRECST	\$928,000.00	\$ .00	\$ .00	\$232,000.00	\$ .00
<b>CST Subtotal:</b>			<b>\$1,856,000.00</b>	<b>\$ .00</b>	<b>\$232,000.00</b>	<b>\$232,000.00</b>	<b>\$2,320,000.00</b>
PE	H230	AUTHORIZED	(\$223,989.97)	\$ .00	\$ .00	(\$55,997.49)	(\$279,987.46)
	Z905	AUTHORIZED	(\$192,000.00)	\$ .00	\$ .00	(\$48,000.00)	(\$240,000.00)
<b>PE Subtotal:</b>			<b>(\$415,989.97)</b>	<b>\$ .00</b>	<b>\$ .00</b>	<b>(\$103,997.49)</b>	<b>(\$519,987.46)</b>
ROW	LOC	PRECST	\$ .00	\$ .00	\$ .00	\$ .00	\$ .00
<b>ROW Subtotal:</b>			<b>\$ .00</b>	<b>\$ .00</b>	<b>\$ .00</b>	<b>\$ .00</b>	<b>\$ .00</b>
<b>TOTALS:</b>			<b>\$1,440,010.03</b>	<b>\$ .00</b>	<b>\$232,000.00</b>	<b>\$128,002.51</b>	<b>\$1,800,012.54</b>

## Project Accounting

Page 1 of 2

The information contained in this File/Report is the property of GDOT and may not be released to any other party without the written consent of the Data Custodian. Please dispose of this information by shredding or other confidential method. \*Please contact the Office of Financial Management for incorrect data. \*\*Non-capital contracts and contracts funded using Overhead Funds are allotted in the INHOUSE/OVERHEAD/GENERAL FUNDS section.

**Georgia Department of Transportation**  
**Project Financial Report (PFR)**

Item #2.

Processed Date: Aug-11-2022 10:20:05 AM

	CONTINGENCY	CONTRACT				INHOUSE / OVERHEAD / GENERAL FUNDS**			
Activity	Amount	Allotted	Unearned	Earned	Allotment Balance	Allotted	Unearned	Earned	Allotment Balance
PE	\$ .00	\$415,989.97	\$192,000.00	\$ .00	\$223,989.97	\$ .00	\$ .00	\$ .00	\$ .00
<b>TOTALS:</b>	<b>\$ .00</b>	<b>\$415,989.97</b>	<b>\$192,000.00</b>	<b>\$ .00</b>	<b>\$223,989.97</b>	<b>\$ .00</b>	<b>\$ .00</b>	<b>\$ .00</b>	<b>\$ .00</b>

**Project Accounting Summary**

Activity	Allotted	Unearned	Earned	Allotment Balance	%Earned	Last Activity Date
PE	\$415,989.97	\$192,000.00	\$ .00	\$223,989.97	0.00%	Jul-01-2021
<b>TOTALS:</b>	<b>\$415,989.97</b>	<b>\$192,000.00</b>	<b>\$ .00</b>	<b>\$223,989.97</b>	<b>0.00%</b>	

**SUPPLEMENTAL AGREEMENT NO. 1  
To the PROJECT FRAMEWORK  
AGREEMENT  
By And Between  
GEORGIA DEPARTMENT OF  
TRANSPORTATION  
And  
COLUMBUS CONSOLIDATED  
GOVERNMENT**

Please indicate which Catalog of Domestic Federal Assistance Number (CFDA) applies to this agreement (Check only one):

- ☒ **CFDA # 20.205 - Highway  
Planning and Construction  
Cluster**
- ☐ **CFDA # 20.219 - Recreational  
Trails Program**

This Supplemental Agreement No. 01\_ to the Project Framework Agreement, ("Supplemental Agreement No. 01"), is made and entered into on this (date stamp in CATS) ("Supplemental Agreement ## Effective Date"), by and between the GEORGIA DEPARTMENT OF TRANSPORTATION, an agency of the State of Georgia, hereinafter called the "DEPARTMENT", and COLUMBUS CONSOLIDATED GOVERNMENT, GEORGIA, hereinafter called the "SPONSOR."

WHEREAS, the DEPARTMENT and the SPONSOR entered into an Project Framework Agreement dated, June 4th, 2021 for Contract ID: 48400-425-PSDP2001191 hereinafter called the "ORIGINAL AGREEMENT", for the purpose of having the SPONSOR reimbursed federal funds for PI # 0017138, TPro PROJECT DESCRIPTION), (CONSTRUCT A NEW 2-LANE ROAD FROM THE NEW POPOSED EAST -WEST INFANTRY ROAD THAT IS UNDER DESIGN TO THE HAMPTON INN such work hereinafter called the "PROJECT", and

NOW, THEREFORE, THE PARTIES mutually agree that for and in consideration of the

mutual benefits to flow from each to the other:

1. The ORIGINAL AGREEMENT, dated June 4th, 2021, shall be modified as follows:

Exhibit A, dated November 15th, 2019, shall be deleted in its entirety and replaced with Revised Exhibit A, the Title of MPO TIP (FY 2021 - 2024) (page 95) updated May 2022, attached hereto and incorporated herein.

2. All terms and conditions of the ORIGINAL AGREEMENT, except as modified, changed or amended by the Parties, in writing, shall remain in full force and effect.

3. The WHEREAS Clauses and Exhibits hereto are a part of this Supplemental Agreement and are incorporated herein by reference.

4. The Original Agreement, as amended, constitutes the full, complete and entire understanding between the Parties.

[REMAINDER OF PAGE  
INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, said parties have hereunto set their hands and affixed their seals the day and year above first written.

Georgia Department of Transportation

Columbus Consolidated Government, Georgia

By: \_\_\_\_\_  
Commissioner

By: \_\_\_\_\_  
City Manager

Attest:

Signed, sealed and delivered  
This \_\_\_\_\_,  
in the presence of:

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Notary Public

This Agreement, approved by  
Columbus Consolidated  
Government, the  
\_\_\_\_\_

Attest:

\_\_\_\_\_  
Name and Title

\_\_\_\_\_  
Federal Employer Identification  
Number:

## EXHIBIT A



March 24, 2022

Georgia Department of Transportation  
Office of Financial Management  
Windy Bickers – Assistant State Financial Mgmt. Adm.  
One Georgia Center  
600 West Peachtree Street, N.W.  
5<sup>th</sup> Floor  
Atlanta, Georgia 30308

**RE: Transportation Improvement Program 2021 - 2024**

Dear Ms. Bickers:

In response to a request from the Project Manager (Georgia Department of Transportation), we have made the following amendment to our Columbus-Phenix City MPO 2021-2024 (PCC Approved) Transportation Improvement Program (TIP).

The Columbus-Phenix City Transportation Study MPO is requesting the following change to project phases:

P.I. #0017138 – Military Drive from Hampton Inn to Infantry Road – Construct new 2-Lane Road – Move the CST Phase from FY 2024 to FY 2025.

The requested change fall under the “administrative modification” guidelines in the STIP/TIP amendment process and does not require a public comment period or re-adoption of the document. The amended 2021-2024 TIP will be made available on our website at [www.columbusga.org/planning](http://www.columbusga.org/planning).

Please contact me if you have any questions.

Sincerely,

Lynda Temples  
Principal Transportation Planner/C-PCTS MPO

P.O. Box 1340 - 420 10<sup>th</sup> Street - Columbus, GA 31902 – 706-653-4421 – [www.columbusga.gov/Planning/Trans.htm](http://www.columbusga.gov/Planning/Trans.htm)



May 5, 2022

Georgia Department of Transportation  
Office of Financial Management  
Windy Bickers – Asst. State Financial Mgmt. Adm.  
One Georgia Center  
600 West Peachtree Street, N.W.  
Atlanta, Georgia 30308

**RE: P.I. 0017138 – Military Drive**

Dear Ms. Bickers

The Columbus-Phenix City MPO is requesting an increase of \$279,987.46 for the Engineering/Design Phase of this project. Currently the funding for the PE Phase is \$240,000.00.

Update the funding for P.I. 0017138 – Military Drive for PE from \$240,000.00 (\$192,000.00 Fed & \$48,000.00 Local) to \$519,987.46 (\$415,989.97 Fed & \$103,997.49 Local). The additional funding will utilize the MPO's Z230 funds.

This requested change falls under the "administrative modification" guidelines in the STIP/TIP Amendment Process and does not require a public comment period or re-adoption of the document. The funding for PE was authorized in 2021, therefore the 2021-2024 Transportation Improvement Program will be amended to reflect this increase in funding.

Please contact me if you have any questions.

Sincerely,

Lynda Temples  
Principal Transportation Planner  
706-225-3938

P.O. Box 1340  
Columbus, GA 31902  
TEL: 706-653-4421

EMAIL: [cpmpo@columbusga.org](mailto:cpmpo@columbusga.org)  
WEB: [www.columbusga.gov/Planning/Trans.htm](http://www.columbusga.gov/Planning/Trans.htm)



**PI # 0017138 – Military Drive – Construct new 2-lane Road**

**PROJECT DESCRIPTION:** Construct a new 2-lane road from the new proposed east-west (Infantry Road) that is under design to the Hampton Inn.

<b>Project #:</b>	<b>Project Length (MI):</b>	<b>County:</b> Muscogee
<b>P.I. #:</b> 0017138	<b>Existing Lanes:</b> 0	<b>DOT District:</b> 3
<b>TIP #:</b> MIL-19	<b>Proposed Lanes:</b> 2	<b>CONG DIST:</b> 2
<b>Funding Code:</b> Z905		<b>RDC:</b>
<b>Funding:</b>	<b>State/US #:</b>	<b>Local RD#</b>

<i>Project Phase</i>	<i>\$ Source</i>	<i>FY 21</i>	<i>FY 22</i>	<i>FY 23</i>	<i>FY 24</i>	<i>Total</i>	<i>FY25</i>	<i>FY26</i>	<i>Total</i>
<i>Preliminary Eng</i>	Fed/Local	Auth.	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<i>Right-of Way</i>	Local	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<i>Utilities</i>	Local	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<i>Construction</i>	Fed/State/Loc	\$0	\$0	\$0	\$0	\$0	\$2,320	\$0	\$2,320
<b>Project Cost</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,320</b>	<b>\$0</b>	<b>\$2,320</b>
<i>Federal Cost</i>		\$0	\$0	\$0	\$0	\$0	\$928	\$0	\$ 928
<i>State Cost</i>		\$0	\$0	\$0	\$0	\$0	\$1,160	\$0	\$1,160
<i>Local Cost</i>		\$0	\$0	\$0	\$0	\$0	\$ 232	\$0	\$ 232

**Comment:** CST – \$2,320,000.00 (\$928,000.00 Fed, \$1,160,000 State, \$232,000.00 Local)

**Project was amended to include additional funding for the PE Phase of the project. PE was increased from \$240,000.00 (\$192,000 Fed & \$48,000 Local) to \$519,987.46 (\$415,989.97 Fed & \$103,997.49 Local) on May 5, 2022**



## ATTACHMENT A BUDGET ESTIMATE

### **Original Project Framework Agreement (PFA) Amount**

Original PFA Federal Share:	\$192,000.00
Original PFA State Share:	\$0.00
Original PFA Local Share:	\$48,000.00
Total Original PFA Amount:	\$0.00
Total Original PFA Eligible for Reimbursement:	\$240,000.00

### **Supplemental Agreement (SA) No. 1 Amount**

SA Federal Share:	\$223,989.97
SA State Share:	\$0.00
SA Local Share:	\$55,997.49
Total SA Amount:	\$0.00
Total SA Eligible for Reimbursement:	\$279,987.46

### **Composite Contract Totals** **(Original Contract + Supplemental Agreement No. 1)**

Composite Contract Federal Share:	\$ 415,989.00
Composite Contract State Share:	\$ 0.00
Composite Contract Local Share:	\$ 103,997.49
Composite Total Contract Amount:	\$ 0.00
Composite Total Eligible for Reimbursement:	\$ 519,987.46



## RESOLUTION

NO. 078-20

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH THE GEORGIA DEPARTMENT OF TRANSPORTATION (GDOT) FOR A PROJECT FRAMEWORK AGREEMENT (PFA) FOR THE MILITARY DRIVE PROJECT.**

**WHEREAS**, the National Infantry Museum (NIM) has requested the construction of a north/south two-lane roadway from the proposed Infantry Road to the Hampton Inn; and,

**WHEREAS**, the purpose of the new roadway will serve to provide access for the development of the property owned by NIM for commercial and residential uses; and,

**WHEREAS**, to begin this project requires entering into an agreement with the Georgia Department of Transportation for preliminary engineering and other related tasks.

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

That the City Manager is hereby authorized to enter into a Project Framework Agreement with the Georgia Department of Transportation to begin preliminary engineering for the Military Road Project. Funding for the project will consist of \$1,120,000 in federal Z905 funds; \$1,160,000 in state HB170 funds; and \$280,000 in local match funds for a total cost of \$2,560,000.

Introduced at a regular meeting of the Council of Columbus, Georgia, held the 24<sup>th</sup> day of March, 2020 and adopted at said meeting by the affirmative vote of nine members of said Council.

Councilor Allen	voting <u>YES</u>
Councilor Barnes	voting <u>ABSENT FOR VOTE</u>
Councilor Crabb	voting <u>YES</u>
Councilor Davis	voting <u>YES</u>
Councilor Garrett	voting <u>YES</u>
Councilor House	voting <u>YES</u>
Councilor Huff	voting <u>YES</u>
Councilor Thomas	voting <u>YES</u>
Councilor Thompson	voting <u>YES</u>
Councilor Woodson	voting <u>YES</u>



Sandra T. Davis  
Clerk of Council



B. H. "Skip" Henderson, III  
Mayor

**Columbus Consolidated Government  
Council Meeting Agenda Item**

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	<b>Project Framework Agreement (PFA) for the construction of Military Drive from Infantry Road to Hampton Inn</b>
<b>AGENDA SUMMARY:</b>	Approval is requested to enter into a Project Framework Agreement with the Georgia Department of Transportation to begin preliminary engineering for the Military Road Project. Funding for the project will consist of \$1,120,000 in federal Z905 funds; \$1,160,000 in state HB170 funds; and \$280,000 in local match funds for a total cost of \$2,560,000.
<b>INITIATED BY:</b>	<b>Planning Department</b>

**Recommendation:** Approval is requested to enter into an agreement with the Georgia Department of Transportation (GDOT) for the development of a new north/south road between the proposed Infantry Road and the Hampton Inn near the National Infantry Museum.

**Background:** The National Infantry Museum (NIM) has asked for assistance to construct a new north/south two-lane roadway to service the vacant land they own for commercial/residential purposes. The roadway would run between the new Infantry Road which is currently under design and scheduled for construction in 2022 and the Hampton Inn. The authorization of the PFA would allow for the necessary funding to be programmed by GDOT and eventually allow for the hiring of consultants for the necessary design work.

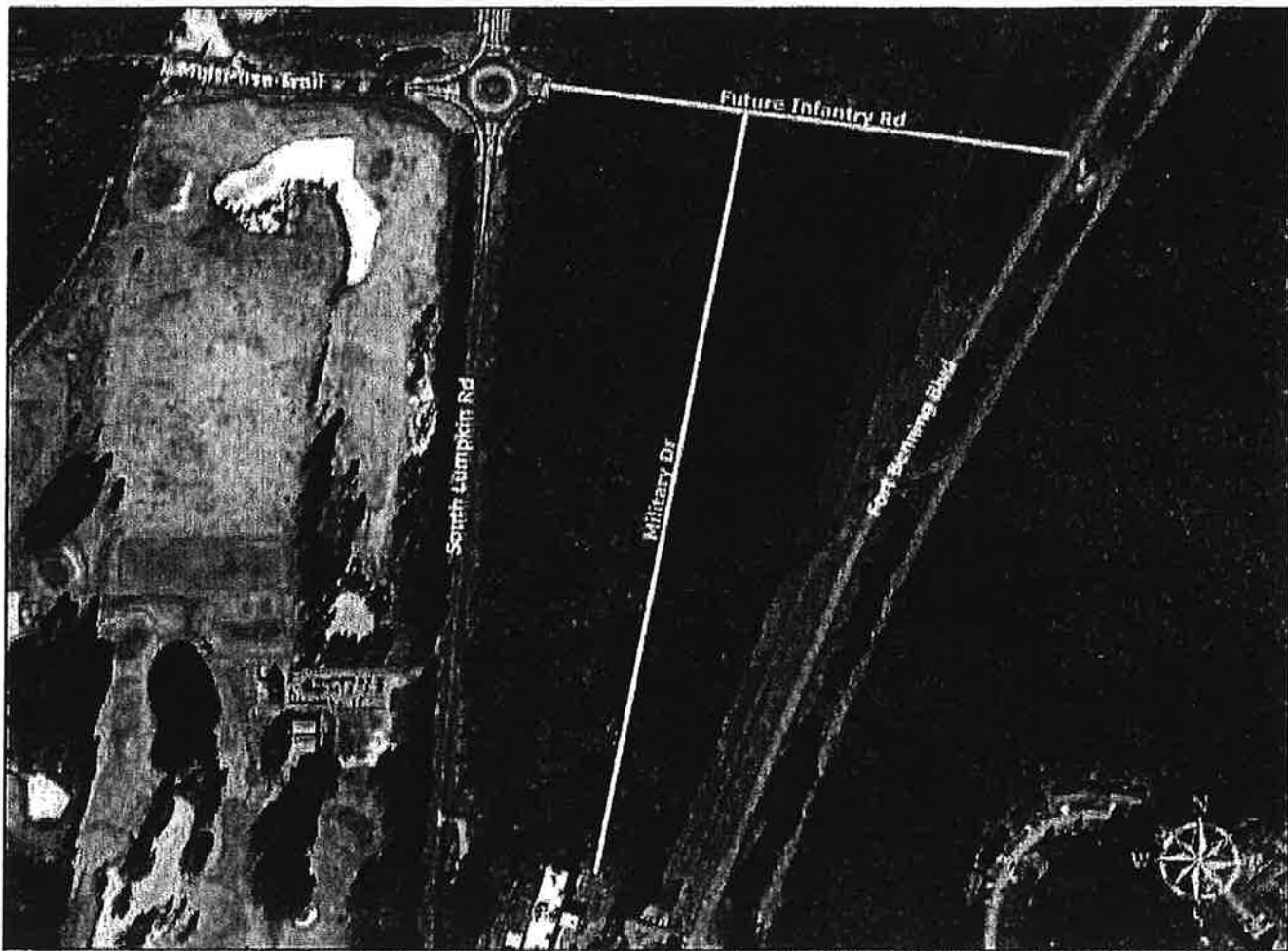
**Analysis:** For the NIM to have the ability to develop their vacant property for commercial/residential purposes will require the construction of a new roadway.

**Financial Considerations:** GDOT will provide \$2,280,000 towards the construction of this project. The city's match will be \$280,000, with NIM donating the necessary right of way for this project. Funds for the city's portion are available from the Paving Fund.

**Legal Considerations:** This is a required agreement from GDOT to start the process of designing this roadway for construction.

**Recommendation/Action:** Authorize the City Manager to enter into an agreement with the Georgia Department of Transportation (GDOT) for the development of a new north/south road between the proposed Infantry Road and the Hampton Inn near the National Infantry Museum.

Attachments: Aerial of the general location of the proposed Military Drive



**Potential location of the new Military Drive**



**Russell R. McMurry, P.E., Commissioner**  
One Georgia Center  
600 West Peachtree Street, NW  
Atlanta, GA 30308  
(404) 631-1000 Main Office

February 5, 2020

PI No. 0017138, Muscogee County

Military Drive from Infantry Road to Hampton Inn

Mayor Skip Henderson  
City of Columbus/ Muscogee County  
420 Tenth Street, Columbus, GA 31901

Dear Mayor Henderson:

Enclosed is a Project Framework Agreement (PFA) detailing Preliminary Engineering commitments for the above referenced project.

Please review the attached agreement and if satisfactory, execute the agreement within the Contract Authorization Tracking System (CATS) using the DocuSign® electronic signature system.

Once the signed agreements are received within CATS, they will be routed for GDOT signatures, and then Muscogee County/City of Columbus will be sent one copy of the fully executed agreement for the project file. As mentioned in the PFA, additional Specific Activity Agreements for Right of Way, Utility Relocation, and Construction will be sent at the appropriate time, if required.

If you have any questions about items contained in this agreement, please contact the Project Manager, Michael Hamilton, at (404) 631-1780.

Sincerely,

A handwritten signature in cursive script that reads "Kimberly W. Nesbitt".

Kimberly W. Nesbitt  
State Program Delivery Administrator

*C.L.B.*  
KWN:CLB:CBF:MVH

cc: Honorable Lynn Westmoreland, State Transportation Board Member, Congressional District 3

# Preconstruction Status Report

DocuSign Envelope ID: 70DD9A6E-CAF3-4EDC-96FF-C6B4643B3BB3

Item #2.

**PI NUMBER:** 0017138  
**COUNTY:** Muscogee  
**LENGTH(MI):** 0.50  
**PROJ NO:** 050  
**PROJ MGR:** Hamilton, Michael  
**AOHD INITIALS:** Vincent  
**OFFICE:** CLB  
**CONSULTANT:** Program Delivery

**MILITARY DRIVE FROM INFANTRY ROAD TO HAMPTON INN**  
**SPONSOR:** GDOT  
**MPO:** Columbus TMA  
**TIP#:** MIL-19  
**MODEL YR:** 3  
**TYPE WORK:** Roadway Project  
**CONCEPT:** New Construction  
**PROG TYPE:**

**BASELINE LET DT:**  
**SCHED LET DT:** None  
**LIGHTING TYP:**  
**ENV DOC TYPE:**  
**ENV CONSULTANT:**

**MGMT LET DT:**  
**WHO ROW DT:** GDOT Let  
**WHO LETS?:** 0  
**LET WITH:**

**PRINT DATE:** 01/15/20  
**PAGE:** 1

BASE START	BASE FINISH	TASKS	START DATE	FINISH DATE	ACTUAL START	ACTUAL FINISH	%
---------------	----------------	-------	---------------	----------------	-----------------	------------------	---

**Design :** Designer, phone: N/A; email: N/A  
**LGPA :** LG Representative: Rick Jones - email: rjones@columbusga.org; - phone: 706-225-3936  
**Programming :** TO BE DETERMINED  
**ROW :** ADDED BY COLUMBUS MPO  
 9 Months per Prg Mgr 2 Parcels to be donated FJW 1-14-2020

Phase	Approved	Proposed	Lump Yr	Program	Cost	Fund	Status	Date Auth
PE	2020	2020			\$240,000.00	Z905	AUTHORIZED	1/9/20
ROW	2020	2020			\$0.00	LOC	PRECST	
CST	2021	2021			\$1,160,000.00	HB170	PRECST	
CST	2021	2021			\$1,160,000.00	Z905	PRECST	

COST EST AMTS	
PE	\$240,000.00
ROW	\$0.00
CST	\$2,320,000.00

STIP AMOUNTS	
Activity	Cost
PE	\$240,000.00
ROW	\$0.00
CST	\$0.00
CST	\$0.00
CST	\$0.00
	Z905

- Project Manager**
1. Scope: PM Assigned Project on 11/15/19. PJS Request to Planning by 12/18/19. Anticipate PFA to LG by 1/22/20.
  2. Schedule: Initial Schedule provided to SME/LG for 1st round of comments/concurrences on 12/20/19.
  3. Next Milestone: PM Submits CR
  4. Risks/Issues: Awaiting LG Kickoff Mtg. & NTP for upcoming LG consultant.
  5. Budget: PE Authorization Pending - WFTK: 13463-PE
  6. MWH 1/15/20

**Pre Parcel CT**  
**Under Review**  
**Released**

**Cond Field:**  
**Relocations:**  
**Acquired:**

**Acquired by:**  
**Acquisition MGR:**  
**ROW Cert Date:**

N/R

DEEDS CT:

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

**PROJECT FRAMEWORK  
AGREEMENT  
BY AND BETWEEN  
GEORGIA DEPARTMENT OF  
TRANSPORTATION  
AND  
COLUMBUS CONSOLIDATED  
GOVERNMENT  
FOR  
TRANSPORTATION FACILITY  
IMPROVEMENTS**

Please indicate which Catalog of Domestic Federal Assistance Number (CFDA) applies to this agreement (Check only one):

- ☒ CFDA # 20.205 - Highway Planning and Construction Cluster
- ☐ CFDA # 20.219 - Recreational Trails Program

This Project Framework Agreement for Transportation Facility Improvements is made and entered into this 4th day of June, 2021, by and between the GEORGIA DEPARTMENT OF TRANSPORTATION, an agency of the State of Georgia, hereinafter called the "DEPARTMENT", and the **COLUMBUS CONSOLIDATED GOVERNMENT**, acting by and through its Mayor and City Council, hereinafter called the "LOCAL GOVERNMENT".

WHEREAS, the LOCAL GOVERNMENT has represented to the DEPARTMENT a desire to improve the transportation facility described in Exhibit "A", attached and incorporated herein by reference, identified as

PI#0017138 and hereinafter referred to as the "PROJECT"; and

WHEREAS, the LOCAL GOVERNMENT has represented to the DEPARTMENT a desire to participate in certain activities, as applicable, including the funding of certain portions of the PROJECT and the DEPARTMENT has relied upon such representations; and

WHEREAS, the DEPARTMENT has expressed a willingness to participate in certain activities of the PROJECT as set forth in this Agreement; and

WHEREAS, the Constitution authorizes intergovernmental agreements whereby state and local entities may contract with one another "for joint services, for the provision of services, or for the joint or separate use of facilities or equipment; but such contracts must deal with activities, services or facilities which the contracting parties are authorized by law to undertake or provide." Ga. Constitution Article IX, §III, ¶I(a).

NOW THEREFORE, in consideration of the mutual promises made and of the benefits to flow from one to the other, the DEPARTMENT and the LOCAL GOVERNMENT hereby agree each with the other as follows:

1. The LOCAL GOVERNMENT has applied for and received "Qualification Certification" to administer federal-aid projects. The GDOT Local Administered Project (LAP) Certification Committee has reviewed, confirmed and approved the LAP certification for the LOCAL GOVERNMENT to develop federal project(s) within the scope of its certification and pursuant to and in accordance with the DEPARTMENT'S current versions of Local Administered Project Manual, the DEPARTMENT'S Plan Development Process (hereinafter referred to as "PDP"), Electronic Data Guidelines, Plan Presentation Guide, and any other applicable DEPARTMENT guidance (except in those instances where the

DEPARTMENT has by written correspondence waived the requirement to follow specific guidance).

2. The DEPARTMENT shall participate in the PROJECT by funding all or certain portions of the PROJECT costs for the preconstruction engineering (design) activities, herein referred to as "PE", as specified in Exhibit "A". The LOCAL GOVERNMENT shall contribute to the PROJECT by funding those project costs as set out in Exhibit "A".

3. The funding portion as identified in Exhibit "A" of this Agreement only applies to the PE. Further, the LOCAL GOVERNMENT shall be responsible for repayment of any expended federal funds if the PROJECT does not proceed forward to completion due to a lack of available funding in future PROJECT phases, changes in local priorities, or cancellation of the PROJECT by the LOCAL GOVERNMENT without concurrence by the Federal Highway Administration (FHWA).

4. RESERVED.

5. The LOCAL GOVERNMENT shall accomplish the PE activities for the PROJECT. The PE activities shall be accomplished in accordance with and pursuant to the LAP certification as outlined above in Paragraph 1, the PDP, the applicable guidelines of the American Association of State Highway and Transportation Officials, hereinafter referred to as "AASHTO", the DEPARTMENT's Standard Specifications Construction of Transportation Systems, and all applicable design guidelines and policies

of the DEPARTMENT, in order to, among other goals, produce a cost effective PROJECT. Failure to follow the PDP and all applicable guidelines and policies will jeopardize the use of federal funds in some or all categories outlined in this Agreement, and it shall be the responsibility of the LOCAL GOVERNMENT to make up the loss of that funding.

6. The primary consultant firm or subconsultants hired by the LOCAL GOVERNMENT to provide services on the PROJECT shall be prequalified with the DEPARTMENT in the appropriate area-classes. The DEPARTMENT shall, on request, furnish the LOCAL GOVERNMENT with a list of prequalified consultant firms in the appropriate area-classes. If there is federal aid highway program funding participation, the LOCAL GOVERNMENT shall comply with all applicable state and federal regulations for the procurement of engineering and design related services including but not limited to 23 C.F.R. Part 172, or the Brooks Architect-Engineers Act of 1972, for any consultant hired to perform work on the PROJECT. If there are no federal aid highway program funding in the engineering and design related services contract, the contracting agency may procure the services in accordance with its own established policies and procedures which reflect applicable State and local laws. However, in such an event, the costs of consultant service contracts that utilize only State or local funding which were not procured, negotiated, or administered in accordance with applicable Federal laws and regulations would not be eligible to apply toward the non-Federal share of costs for subsequent phases (e.g., construction) of a project funded by the federal aid highway program.

7. The DEPARTMENT will be responsible for all railroad coordination on DEPARTMENT Let and/or State Route (On-System) projects; the LOCAL GOVERNMENT shall address concerns, comments, and requirements to the satisfaction of the Railroad and the DEPARTMENT. If the LOCAL

GOVERNMENT is shown to let the construction per an approved Local Let Approval Form (LLAF) on off-system routes, the LOCAL GOVERNMENT shall be responsible for all railroad coordination and addressing concerns, comments, and requirements to the satisfaction of the Railroad and the DEPARTMENT for the PROJECT.

8. The DEPARTMENT reserves the right to review and reserves approval authority for all aspects of the PROJECT provided, however, this review and approval does not relieve the LOCAL GOVERNMENT of its responsibilities under the terms of this Agreement.

9. The LOCAL GOVERNMENT agrees that all reports, plans, drawings, studies, specifications, estimates, maps, computations, computer files and printouts, and any other data prepared under the terms of this Agreement shall become the property of the DEPARTMENT if the PROJECT is being let by the DEPARTMENT. This data shall be organized, indexed, bound, and delivered to the DEPARTMENT no later than the advertisement of the PROJECT for letting. The DEPARTMENT shall have the right to use this material without restriction or limitation and without compensation to the LOCAL GOVERNMENT.

10. The LOCAL GOVERNMENT shall be responsible for the professional quality, technical accuracy, and the coordination of all reports, designs, drawings, specifications, and other services furnished by or on behalf of the LOCAL GOVERNMENT pursuant to this Agreement. The LOCAL GOVERNMENT shall correct or revise,

or cause to be corrected or revised, any errors or deficiencies in the reports, designs, drawings, specifications, and other services furnished for this PROJECT. Failure by the LOCAL GOVERNMENT to address the errors, omissions or deficiencies within 30 days of notification shall cause the LOCAL GOVERNMENT to assume all responsibility for construction delays and supplemental agreements caused by the errors and deficiencies. All revisions shall be coordinated with the DEPARTMENT prior to issuance. The LOCAL GOVERNMENT shall also be responsible for any claim, damage, loss or expense, to the extent allowed by law that is attributable to errors, omissions, or negligent acts related to the designs, drawings, specifications, and other services furnished by or on behalf of the LOCAL GOVERNMENT pursuant to this Agreement.

11. The Parties acknowledge that the following Exhibits and Attachments to this Agreement are hereby incorporated into and made a part of this Agreement as though expressly written herein:

EXHIBIT A – TIP/STIP Insert

APPENDIX A – Georgia Security and Immigration Compliance Act Affidavit

APPENDIX B – Federal Award Identification Worksheet

APPENDIX C – Certification of Local Government Drug Free Workplace

APPENDIX D – Certification of Compliances

APPENDIX E – Title VI Certification and Acknowledgement Form

APPENDIX F – Request for Qualifications (RFQ) and prequalified consultant award selection package, if applicable

12. COMPLIANCE WITH  
APPLICABLE LAWS

a. The undersigned, on behalf of the LOCAL GOVERNMENT, certifies that the provisions of Section 45-10-20 through 45-10-28 of the Official Code of Georgia Annotated relating to



Conflict of Interest and State employees and officials trading with the State have been complied with in full.

b. The provisions of Section 50-24-1 through 50-24-6 of the Official Code of Georgia Annotated relating to the "Drug-Free Workplace Act" have been complied with in full, as stated in Appendix C of this Agreement.

c. The LOCAL GOVERNMENT has read and understands the regulations for STATE AUDIT REQUIREMENT as stated in Appendix D of this Agreement and will comply in full with said provisions of O.C.G.A. § 36-81-7.

d. By execution of this Agreement, I, on behalf of the LOCAL GOVERNMENT, certify under penalty of law that the LOCAL GOVERNMENT is in compliance with the service delivery strategy law (O.C.G.A. § 36-701 et seq.) and is not debarred from receiving financial assistance from the State of Georgia.

e. The LOCAL GOVERNMENT hereby agrees that it shall comply, and shall require its subcontractors to comply, with all applicable requirements of the American with Disabilities Act of 1990 (ADA), 42 U.S.C. 12101, *et seq.* and 49 U.S.C. 322; Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 791; and regulations and amendments thereto.

f. Pursuant to O.C.G.A. § 13-10-91, the LOCAL GOVERNMENT and all contractors and subcontractors performing work under this Agreement are, and shall be at all times, in compliance with the Federal

Work Authorization Program. Prime contractors and subcontractors may participate in any of the electronic verification work authorization programs operated by the United States Department of Homeland Security or any equivalent federal work authorization program operated by the United State Homeland Security to verify information of newly hired employees, pursuant to the Immigration Reform and Control Act of 1986 ("IRCA"), Appendix A.

g. The LOCAL GOVERNMENT hereby agrees that neither it nor its subcontractors shall discriminate on the basis of age, race, color, sex, national origin, religion or disability and that it and its subcontractors shall comply, at a minimum, with the following Georgia laws: the Georgia Age Discrimination Act (O.C.G.A. § 34-1-2 et seq.); the Georgia Equal Employment for Persons with Disabilities Code (O.C.G.A. 34-6A-1 et seq.); and the Sex Discrimination in Employment (O.C.G.A. 34-5-1 et seq.). The LOCAL GOVERNMENT further agrees that it and its subcontractors will comply with any and all state and federal laws not specifically stated herein addressing discrimination to the extent that such is applicable.

h. The LOCAL GOVERNMENT acknowledges and agrees that failure to complete appropriate certifications or the submission of a false certification shall result in the termination of this Agreement.

13. This Agreement is made and entered into in FULTON COUNTY, GEORGIA, and shall be governed and construed under the laws of the State of Georgia.

14. The covenants herein contained shall, except as otherwise provided, accrue to the benefit of and be binding upon the successors and assigns of the parties hereto.

15. If any provision of this amendment is determined to be invalid or unenforceable, the

remaining provisions shall remain in force and unaffected to the fullest extent permitted by law and regulation.

16. Nothing contained herein shall be construed as conferring upon or giving to any person, other than the parties hereto, any rights or benefits under or by reason of this Agreement.

17. This Agreement supersedes all prior negotiations, discussion, statements and agreements between the parties and constitutes the full, complete and entire agreement between the Parties with respect hereto; no member, officer, employee or agent of either party has authority to make, or has made, any statement, agreement, representation or contemporaneous agreement, oral or written, in connection herewith, amending, supplementing, modifying, adding to, deleting from, or changing the terms and conditions of this Agreement. No modification of or amendment to this Agreement will be binding on either Party hereto unless such modification or amendment will be properly authorized, in writing, properly signed by both Parties and incorporated in and by reference made a part hereof.

{SIGNATURES ON NEXT PAGE}

Project #0017138 Muscogee County/Columbus Consolidated  
Gov't  
Contract ID: 48400-425-PSDPD2001191

IN WITNESS WHEREOF, said parties have hereunto set their hands and affixed their seals the day  
and year above first written.

Department of Transportation

Columbus Consolidated Government, Georgia

DocuSigned by:  
Russell R McMurray 4/2021  
By: 76D6577D00644FA (Seal)  
Commissioner

DocuSigned by:  
[Seal]  
By: City Manager (Seal)  
Name and Title

Attest:

DocuSigned by:  
[Seal]  
B2ED3C3CC83240B  
Treasurer

Signed, sealed and delivered  
This 23rd day of April,  
20 21, in the presence of:

DocuSigned by:  
Lindsey G. McEmore  
F18D3C89F4C1444  
Witness

DocuSigned by:  
[Seal]  
A1FABBA897644D3  
Notary Public

This Agreement, approved by the Local  
Government, the 18th day of  
May, 20 21

Attest:

DocuSigned by:  
[Signature] Clerk of  
B7A32388F2504AD Council  
Name and Title

58-1097948

Federal Employer Identification  
Number

**EXHIBIT A**  
**STIP/TIP Insert**

**AMENDMENT**  
**COLUMBUS-PHENIX CITY TRANSPORTATION STUDY**  
**POLICY COMMITTEE**

**A RESOLUTION TO AMEND THE GEORGIA SECTION OF THE 2040 METROPOLITAN TRANSPORTATION PLAN (MTP) AND THE 2018-2021 TRANSPORTATION IMPROVEMENT PROGRAM (TIP)**

WHEREAS the Governors of Georgia and Alabama have designated the Columbus Department of Planning as the Metropolitan Planning Organization (MPO) for the Columbus-Phenix City (C-PCTS) urban area; and


WHEREAS it is necessary to amend the Georgia section of the 2040 Metropolitan Transportation Plan (MTP) and the 2018-2021 Transportation Improvement Program (TIP) to include the following project; and

- P.I. No 0017138 – Construct a new 2-lane road (Military Drive) from the new proposed east west (Infantry Road) that is under design to the Hampton Inn. PF - \$240,000.00 (\$192,000.00 Federal, \$48,000.00 Local), CST - \$2,320,000.00 (\$1,956,000.00 Federal, \$464,000.00 Local).

BE IT RESOLVED that the Columbus-Phenix Transportation Study Policy Committee approve the amendment of the Georgia Section of the 2040 MTP and the 2018-2021 TIP to include this project.

  
Mayor B.H. "Skip" Henderson, III, Chairman  
Columbus-Phenix City Transportation Study  
Policy Committee

11/15/19 Date

Attest:   
Rick Jones, Planning Director

Project Name: Construct Military Drive			Project ID: 0017138
Project Description: Construct a new 2-lane road. Project to include pedestrian / bicycle facilities.			County: Muscogee
			P.I. #
Length (Miles):	# of Existing Lanes: 0	# of Lanes Planned: 2	
DOT District #: 3	Congressional Dist. #: 2	RC: River Valley	
Average Daily Traffic Volume:			
Project Phase	FY 2020 - 2025 Short Range Cost	FY 2026 - FY 2045 Long Range Cost	
Preliminary Engineering (PE):	\$ 240,000.00	\$	
Right-of-Way (ROW):	\$ 0.00	\$	
Construction (CST):	\$ 2,320,000.00	\$	
Project Cost	\$ 2,560,000.00	\$	
Federal Cost (\$)	\$ 1,320,000.00	\$	
State Cost (\$)	\$ 1,160,000.00	\$	
Local Cost (\$)	\$ 280,000.00	\$	

PROJECT LOCATION



**PI # 00 – Military Drive – Construct new 2-lane Road**  
**PROJECT DESCRIPTION:** Construct a new 2-lane road from the new proposed east-west (Infantry Road) that is under design to the Hampton Inn.

Project #:	Project Length (MI):	County: Muscogee
P.I. #: 0017138	Existing Lanes: 0	DOT District: 3
TIP #: MIL-19	Proposed Lanes: 2	CONG DIST: 2
Funding Code: Z230		RDC:
Funding:	State/US #:	Local RD#

Project Phase	\$ Source	FY 18	FY 19	FY 20	FY 21	Total
Preliminary Eng.	Fed/Local	\$0	\$0	\$240	\$0	\$240
Right-of-Way	Local	\$0	\$0	\$0	\$0	\$0
Utilities	Local	\$0	\$0	\$0	\$0	\$0
Construction	Fed/State/Loc	\$0	\$0	\$0	\$2,320	\$2,320
<b>Project Cost</b>		<b>\$0</b>	<b>\$0</b>	<b>\$240</b>	<b>\$2,320</b>	<b>\$2,560</b>
Federal Cost		\$0	\$0	\$192	\$928	\$1,120
State Cost		\$0	\$0	\$0	\$1,160	\$1,160
Local Cost		\$0	\$0	\$48	\$232	\$280
Comment: PE- \$240,000.00 CST -- \$2,320,000.00						



E-15

THIS REFLECTS THE CURRENT TIP/STIP AS OF THE EXECUTION OF THIS PFA. ANY MODIFICATION TO THE PE PHASES WILL TRIGGER A SUPPLEMENTAL PFA. ANY MODIFICATIONS TO THE ROW, UTL or CST PHASES WILL BE ADDRESSED WITH SUBSEQUENT AGREEMENTS.

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

## APPENDIX A



### GEORGIA SECURITY AND IMMIGRATION COMPLIANCE ACT AFFIDAVIT

Contractor's Name:	Columbus Consolidated Government
Solicitation/Contract No./ Call No. or Project Description:	Military Drive from Infantry Road to Hampton Inn Road

### CONTRACTOR AFFIDAVIT

By executing this affidavit, the undersigned contractor verifies its compliance with O.C.G.A. § 13-10-91, stating affirmatively that the individual, entity or corporation which is engaged in the physical performance of services on behalf of the Georgia Department of Transportation has registered with, is authorized to use and uses the federal work authorization program commonly known as E-Verify, or any subsequent replacement program, in accordance with the applicable provisions and deadlines established in O.C.G.A. § 13-10-91.

Furthermore, the undersigned contractor will continue to use the federal work authorization program throughout the contract period and the undersigned contractor will contract for the physical performance of services in satisfaction of such contract only with subcontractors who present an affidavit to the contractor with the information required by O.C.G.A. § 13-10-91(b). Contractor hereby attests that its federal work authorization user identification number and date of authorization are as follows:

46433

07/19/2007

Federal Work Authorization User Identification Number  
(EEV/E-Verify Company Identification Number)

Date of Authorization

Columbus Consolidated Government

Name of Contractor

I hereby declare under penalty of perjury that the  
foregoing is true and correct

Isaiah Hugley

City Manager

Printed Name (of Authorized Officer or Agent of Contractor)

Title (of Authorized Officer or Agent of Contractor)

DocuSigned by:

4/23/2021

Signature (of Authorized Officer or Agent)

Date Signed

SUBSCRIBED AND SWORN BEFORE ME ON THIS THE

23 DAY OF April, 20 21

DocuSigned by:

[NOTARY SEAL]

Notary Public

11/12/2024

My Commission Expires:

Rev. 11/01/15

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

**APPENDIX B**  
**Federal Award Identification Worksheet**

Subrecipient's name (must match registered name in DUNS)	COLUMBUS CONSOLIDATED GOVERNMENT
Subrecipient's DUNS number (see § 200.32 Data Universal Numbering System (DUNS))	026921338
Federal Award Identification Number (FAIN)	693JJ22030000Z905GA0017138
Federal award date (see § 200.39 Federal Award Date)	1/6/2020
Amount of Federal Funds Obligated by this action	192,000
Total Amount of Federal Funds Obligated to the subrecipient	192,000
Total Amount of the Federal Award	192.000
Federal award project description, as required to be responsive to the Federal Funding Accountability and Transparency Act (FFATA)	MILITARY DRIVE FROM INFANTRY ROAD TO HAMPTON INN, PE
Name of Federal awarding agency, pass-through entity, and contact information for awarding official	FHWA, GDOT, [Project Manager]
CFDA Number and Name (the pass-through entity must identify the dollar amount made available under each Federal award and the CFDA number at time of disbursement)	20.205
Identification of whether award is R&D	No
Indirect cost rate for the Federal award (including if the de minimis rate is charged per § 200.414 Indirect (F&A) costs)	N/A

**This project must comply with all aspects of 2 CFR Part 200.**



Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

### APPENDIX C CERTIFICATION OF LOCAL GOVERNMENT DRUG-FREE WORKPLACE

I hereby certify that I am a principal and duly authorized representative of Columbus Consolidated Government whose address is 100 10th Street, Columbus, GA 31092 and it is also certified that:

1. The provisions of Section 50-24-1 through 50-24-6 of the Official Code of Georgia Annotated, relating to the "Drug-Free Workplace Act" have been complied with in full; and
2. A drug-free workplace will be provided for the LOCAL GOVERNMENT's employees during the performance of the contract; and
3. Each subcontractor hired by the LOCAL GOVERNMENT shall be required to ensure that the subcontractor's employees are provided a drug-free workplace. The LOCAL GOVERNMENT shall secure from that subcontractor the following written certification: "As part of the subcontracting agreement with \_\_\_\_\_, \_\_\_\_\_ certifies to the LOCAL GOVERNMENT that a drug-free workplace will be provided for the subcontractor's employees during the performance of this contract pursuant to paragraph (7) of subsection (b) of the Official Code of Georgia Annotated Section 50-24-3"; and
4. It is certified that the undersigned will not engage in unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana during the performance of the contract.

4/23/2021

Date

DocuSigned by:



E073A0ADF75E40B...

Signature

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

**APPENDIX D**  
**CERTIFICATION OF**  
**COMPLIANCE WITH STATE AUDIT REQUIREMENT**

Columbus  
Consolidated

I hereby certify that I am the duly authorized representative of Government whose address is  
100 10th St., Columbus, GA, 31092 and it is also certified that:

**I. PROCUREMENT REQUIREMENTS**

The below listed provisions of State Procurement requirements shall be complied with throughout the contract period:

(a) Provisions of Section Chapters 2 and Chapters 4 of the Title 32 of the Official Code of Georgia Annotated. Specifically as to the County the provisions of O.C.G.A. § 32-4-40 et seq. and as to the Municipality the provisions of O.C.G.A. § 32-4-92 et seq.

**II. STATE AUDIT REQUIREMENT**

The provisions of Section 36-81-7 of the Official Code of Georgia Annotated, relating to the "Requirement of Audits" shall be complied with throughout the contract period in full, including but not limited to the following provisions:

- (a) Each unit of local government having a population in excess of 1,500 persons or expenditures of \$550,000.00 or more shall provide for and cause to be made an annual audit of the financial affairs and transactions of all funds and activities of the local government for each fiscal year of the local government.
- (b) The governing authority of each local unit of government not included above shall provide for and cause to be made the audit required not less often than once every two fiscal years.
- (c) The governing authority of each local unit of government having expenditures of less than \$550,000.00 in that government's most recently ended fiscal year may elect to provide for and cause to be made, in lieu of the biennial audit, an annual report of agreed upon procedures for that fiscal year.
- (d) A copy of the report and any comments made by the state auditor shall be maintained as a public record for public inspection during the regular working hours at the principal office of the local government. Those units of local government not having a principal office shall provide a notification to the public as to the location of and times during which the public may inspect the report.

**III. SERVICE DELIVERY STRATEGY REQUIREMENT**

The provisions of Section 36-70-20 et seq. of the Official Code of Georgia, relating to the "Coordinated And Comprehensive Planning And Service Delivery By Counties And Municipalities", as amended, has been complied with throughout the contract period.

4/23/2021

Date

DocuSigned by:



E073A0ADF75E48B

Signature

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

## **APPENDIX E**

### **TITLE VI INTRODUCTION**

As a sub-recipient of federal funds from Georgia Department of Transportation, all municipalities are required to comply with Title VI of the Civil Rights Act of 1964 which provides that:

"No person in the United States shall on the grounds of race, color, or national origin, be excluded from participation in, or be denied the benefits of, or be subjected To discrimination under any program or activity receiving federal assistance under This title or carried out under this title."

Additionally, the Civil Rights Restoration Act of 1987, expanded the definition of the terms "programs and activities" to include all programs or activities of federal recipients, subrecipients, and contractors, whether or not such programs and activities are federally assisted.

The provisions of Title VI apply to all contractors, subcontractors, consultants and suppliers. And is a condition for receiving federal funds. All sub recipients must sign Title VI assurances that they will not discriminate as stated in Title VI of the Civil Rights Act of 1964.

In the event that the sub recipient distributes federal aid funds to second tier entity, the subrecipient shall include Title VI language in all written documents and will monitor for compliance. If, these assurances are not signed, the City or County government may be subjected to the loss of federal assistance.

All sub recipients that receive federal assistance must also include Federal Highways Administrations 1273 in their contracts. The FHWA 1273 sets out guidance for ensuring non-discrimination and encouraging minority participation and outreach.

Enclosed you will find Title VI acknowledgment form and the Title VI assurances. The Title VI acknowledgment form and Title VI assurances must be signed by your local government official if it has not been signed.

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

## TITLE VI ACKNOWLEDGEMENT FORM

The Columbus Consolidated Government assures that no person shall on the grounds or race, color, national origin or sex as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any City or County sponsored program or activity. The Columbus Consolidated Government assures that every effort will be made to ensure non-discrimination in all of its programs or activities, whether those programs are federally funded or not.

Assurance of compliance therefore falls under the proper authority of the City Council or the County Board of Commissioners. The Title VI Coordinator or Liaison is authorized to ensure compliance with provisions of this policy and with the Law, including the requirements of 23 Code of Federal Regulations (CFR) 200 and 49 CFR 21.

Isaiah Hugley City Manager

4/23/2021

Official Name and Title

Date

### Citations:

Title VI of the Civil Rights Act of 1964; 42 USC 2000d to 2000d-4; 42 USC 4601 to 4655; 23 USC 109(h); 23 USC 324; DOT Order 1050.2; EO 12250; EO 12898; 28 CFR 50.3

### Other Nondiscrimination Authorities Expanded the range and scope of Title VI coverage and applicability

The 1970 Uniform Act (42 USC 4601)  
Section 504 of the 1973 Rehabilitation Act (29 USC 790)  
The 1973 Federal-aid Highway Act (23 USC 324)  
The 1975 Age Discrimination Act (42 USC 6101)  
Implementing Regulations (49 CFR 21 & 23 CFR 200)  
Executive Order 12898 on Environmental Justice (EJ)  
Executive Order 13166 on Limited English Proficiency (LEP)

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

**NOTICE TO SPONSOR  
COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964**

During the performance of this contract, the SPONSOR, for itself, its assignees, and successors in interest (hereinafter referred to as the "SPONSOR"), agree as follows:

**1. Compliance with Regulations**

The SPONSOR shall comply with the Regulations relative to nondiscrimination in federally-assisted programs of the Department of Transportation (hereinafter referred to as DOT), Title 49, Code of Federal Regulations, part 21, as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.

**2. Nondiscrimination**

The SPONSOR, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, sex, or national origin in title selection and retention of subcontractors, including procurement of materials and leases of equipment. The SPONSOR shall not participate either directly or indirectly in discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.

**3. Solicitations for Subcontracts, Including Procurement of Materials and Equipment**

In all solicitations either by competitive bidding or negotiations made by the SPONSOR for work to be performed under a subcontract, including procurement of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the SPONSOR of the SPONSOR's obligations under this contract and the Regulations relative to nondiscrimination on the ground of race, color, sex, or national origin.

**4. Information and Reports**

The SPONSOR shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the State Department of Transportation or the Federal Highway Administration to be pertinent to ascertain compliance with such Regulations, orders, and instructions. Where any information required of a sponsor is in the exclusive possession of another who fails or refuses to furnish this information, the Sponsor shall so certify to the State Department of Transportation, or the Federal Highway Administration as appropriate, and shall set forth what efforts it has made to obtain the information.

**5. Sanctions for Noncompliance**

In the event of the SPONSOR's noncompliance with the nondiscrimination provisions of this contract, the State Department of Transportation shall impose such contract sanctions as it or the Federal Highway Administration may determine to be appropriate, including, but not limited to:

- a. Withholding of payments to the SPONSOR under the contract until the SPONSOR complies; and/or
- b. Cancellation, termination, or suspension of the contract, in whole or in part.

**6. Incorporation of Provisions**

The SPONSOR shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurement of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

The SPONSOR shall take such action with respect to any subcontractor or procurement as the State Department of Transportation or the Federal Highway Administration may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event a Sponsor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the Sponsor may request the State to enter into such litigation to protect the interests of the state and, in addition, the Sponsor may request the United States to enter into such litigation to protect the interests of the United States.

Project #0017138 Muscogee County/Columbus Consolidated Gov't  
Contract ID: 48400-425-PSDPD2001191

## **APPENDIX F**

### **Request for Qualifications (RFQ) & Prequalified Consultant Award Selection Package (if applicable)**

**Columbus Consolidated Government  
Council Meeting Agenda Item**

Item #2.

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	<b>Military Drive from Infantry Road to Hampton Inn Supplemental Agreement No. 1</b>
<b>AGENDA SUMMARY:</b>	Approval is requested to authorize the City Manager to execute an amendment to the contract with the Georgia Department of Transportation (GDOT) for additional funding for the Preliminary Engineering (PE) phase of the Military Drive project from Infantry Road to the Hampton Inn. The supplemental agreement provides additional funding of \$297,987.46 for the Preliminary Engineering Phase of this project for a total of \$519,987.46 (\$415,989.97 Federal 80% and \$103,997.49 Local 20%). The funding source for the 20% match of \$103,997.49 is available through the Paving Fund.
<b>INITIATED BY:</b>	<b>Planning Department</b>

**Recommendation:** Approval is requested to authorize the City Manager to execute an amendment to the contract with the Georgia Department of Transportation (GDOT) for additional funding for the Preliminary Engineering (PE) phase of the Military Drive project from Infantry Road to the Hampton Inn.

**Background:** The Military Drive project is currently funded at \$240,000.00 (\$192,000.00 Fed & \$48,000.00 Local) for the Preliminary Engineering (PE) Phase of the project. The RFP was advertised on August 4, 2021, for 30-Days. Health-Lineback was selected by the pre-evaluation committee after reviewing and scoring proposals from five (5) engineering firms. On January 28, 2022, the Purchasing Department received the fee proposal from Heath-Lineback for \$519,987.46, which was \$297,987.46 more than what was budgeted.

The National Infantry Museum (NIM) asked for assistance to construct a new north/south two-lane roadway to service the vacant land they own for commercial/residential purposes. The new roadway will be located between the new Infantry Road, which should be under construction this year and the Hampton Inn. The Project Framework Agreement (contract from GDOT) was approved by council on March 24, 2020 – Resolution No. 078-20.

**Analysis:** The addition funding for the Preliminary Engineering (PE) phase will be needed for the design and environmental review for this project.

**Financial Considerations:** The supplemental agreement provides additional funding of \$297,987.46 for the Preliminary Engineering Phase of this project for a total of \$519,987.46 (\$415,989.97 Federal 80% and \$103,997.49 Local 20%). The funding source for the 20% match of \$103,997.49 is available through the Paving Fund.

**Legal Considerations:** The City Attorney has approved this contract as to form.



**Recommendation/Action:** Approval is requested to authorize the City Manager to execute an amendment to the contract with the Georgia Department of Transportation (GDOT) for additional funding for the Preliminary Engineering (PE) phase of the Military Drive project from Infantry Road to Hampton Inn.

Item #2.

**A RESOLUTION**

Item #2.

**NO.**

**A RESOLUTION AUTHORIZING THE CITY MANAGER OR DESIGNEE TO ENTER INTO A SUPPLEMENTAL AGREEMENT WITH THE GEORGIA DEPARTMENT OF TRANSPORTATION (GDOT) TO RECEIVE ADDITIONAL FUNDING FOR THE PRELIMINARY ENGINEERING PHASE OF THE MILITARY DRIVE PROJECT.**

**WHEREAS** the City entered into an agreement with the Georgia Department of Transportation (GDOT) on March 24, 2020 (Res 078-20), for constructing the Military Drive project; and,

**WHEREAS** through the RFP process, Health-Lineback is the selected consultant to design the project, however the cost estimate is higher than the allocated funding amount of \$240,000.00. An additional amount of \$279,987.46 is needed to complete the design phase of the project for a total amount of \$519,987.46.; and,

**WHEREAS** authorization is needed for the City Manager to enter into a contractual agreement with GDOT to receive the additional funding.

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

That the City Manager or designee is hereby authorized to:

1. Accept the amended increased funding from the Georgia Department of Transportation in the amount of \$279,987.46 (\$223,989.97 Fed and \$55,997.49 Local) of Z230 funds, along with the Z905 Funds in the amount of \$240,000.00 (\$192,000.00 Fed and \$48,000.00 Local) which were authorized in 2021. The total amount of funds for the Preliminary Engineering/Design phase of the project will be \$519,987.46 (\$415,989.97 Fed and \$103,997.49 Local). The funding source for the 20% match is available through the Paving Fund: and,
2. Amend the Capital Projects fund by \$279,987.46 and \$55,997.49 for the required 20% match.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the \_\_\_\_\_ day of \_\_\_\_\_, 2022 and adopted at said meeting by the affirmative vote of \_\_\_\_\_ members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

Sandra T. Davis, Clerk of Council

H. "Skip" Henderson, Mayor



**File Attachments for Item:****3. SS4A Grant Applications**

Approval is requested to submit and accept grant funds under the Safe Streets and Roads for All (SS4A) Discretionary Grant Opportunity. The application will be for South Lumpkin Road. Columbus Consolidated Government may be required to pay up to a 20% local match, funds to support the local match will be from TSPLOST. Columbus Consolidated Government will be applying for a \$1 million grant.

**Columbus Consolidated Government  
Council Meeting Agenda Item**

Item #3.

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	<b>SS4A Grant Applications</b>
<b>AGENDA SUMMARY:</b>	Approval is requested to submit and accept grant funds under the Safe Streets and Roads for All (SS4A) Discretionary Grant Opportunity. The application will be for South Lumpkin Road. Columbus Consolidated Government may be required to pay up to a 20% local match, funds to support the local match will be from TSPLOST. Columbus Consolidated Government will be applying for a \$1 million grant.
<b>INITIATED BY:</b>	<b>Department of Engineering</b>

---

**Recommendation:** Approval is requested to submit and accept grant funds under the Safe Streets and Roads for All (SS4A) Discretionary Grant Opportunity. The application will be for South Lumpkin Road. Columbus Consolidated Government may be required to pay up to a 20% local match, funds to support the local match will be from TSPLOST. Columbus Consolidated Government will be applying for a \$1 million grant.

**Background:** Funds for this grant program are granted to support planning, infrastructure, and operational initiatives to prevent death and serious injury on roads and streets involving all roadway users, including pedestrians; bicyclists, public transportation, and micro mobility users; motorists and commercial vehicle operators.

**Analysis:** The purpose of the SS4A grant is to improve road safety by significantly reducing and eliminating roadway fatalities and serious injury through safety action plan development and implementation focused on all users.

**Financial Considerations:** The City may be required to pay up to a 20% local match. The city will be applying for a \$1 million grant. Funds for the match will be from TSPLOST.

**Legal Considerations:** Council must authorize the application and acceptance of all grants.

**Recommendation/Action:** Approval is requested to submit an application and accept grant funds under the Safe Streets and Roads for All (SS4A) Discretionary Grant Opportunity. The application will be for South Lumpkin Road.

**A RESOLUTION**

**NO.**

**A RESOLUTION OF THE COUNCIL OF COLUMBUS, GEORGIA, AUTHORIZING  
THE CITY MANAGER TO MAKE APPLICATION AND RECEIVE GRANT FUNDS UNDER  
THE SAFE STREETS AND ROADS FOR ALL (SS4A) FOR SOUTH LUMPKIN ROAD.**

Item #3.

**WHEREAS**, the US Department of Transportation has received funds under the Bipartisan Infrastructure Law with \$1 billion allocated for grants under the SS4A program ; and,

**WHEREAS**, the grants are available to political subdivisions of the State; and,

**WHEREAS**, the grants seek to improve the safety for all users in underserved areas; and,

**WHEREAS**, the match for the grant will come from the TSPLOST funds allocated for the project.

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

That the City Manager is hereby authorized to make application, receive any funds granted under the SS4A program and amend the appropriate funds as necessary for expenditure.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the \_\_\_\_\_ day of \_\_\_\_\_ September 2022 and adopted at said meeting by the affirmative vote of ten members of said Council.

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

\_\_\_\_\_  
Sandra T. Davis, Clerk of Council

\_\_\_\_\_  
B.H. "Skip" Henderson, Mayor

**File Attachments for Item:**

A. Engineering Services for Military Drive P.I. #0017138 – RFP No. 22-0005

**Columbus Consolidated Government  
Council Meeting Agenda Item**

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	Engineering Services for Military Drive P.I. #0017138 – RFP No. 22-0005
<b>INITIATED BY:</b>	Finance Department

**(A) ENGINEERING SERVICES FOR MILITARY DRIVE-P.I. #0017138 – RFP NO. 22-0005**

It is requested that Council authorize the execution of a negotiated contract with Heath & Lineback Engineers, Inc. (Marietta, GA) to provide engineering services for Military Drive.

Heath & Lineback Engineers, Inc. will provide plans and drawings for use in the construction of the new Military Drive, which will begin at Infantry Road (this road is not yet built) and end at the Hampton Inn located on South Lumpkin Road.

The scope of services for this project includes, but is not limited to, the following engineering services/designs, including all preliminary engineering activities:

- A. Design of a road with two 12-foot wide lanes, including an urban road shoulder.
- B. All services shall be done in accordance with the Georgia Department of Transportation (GDOT) Plan Development Process including completion of all historical, environmental, and all other necessary studies or evaluations.
- C. Submission of plan with sets for City and GDOT review and approval.

**RFP Advertisement and Receipt of Proposals:**

RFP specifications were posted on the web pages of the Purchasing Division, the Georgia Procurement Registry and DemandStar on August 4, 2021. This RFP has been advertised, opened, and evaluated. Four proposals were received on September 10, 2021, from the following vendors:

**Heath & Lineback Engineers, Inc. (Marietta, GA)**  
 EXP U.S. Services, Inc. (Atlanta, GA)  
 Kennedy Engineering & Associates Group, LLC (Atlanta, GA)  
 Stantec Consulting Services, Inc. (Atlanta, GA)



The following events took place after receipt of the proposals:

<b>RFP MEETINGS/EVENTS</b>		
<b>Description</b>	<b>Date</b>	<b>Agenda/Action</b>
Pre-Evaluation Meeting	10/25/21	The Purchasing Manager advised evaluation committee members of the RFP rules and process, and the using department representative provided an overview. Proposals were then forwarded to each committee member to review.
1 <sup>st</sup> Evaluation Meeting	11/01/21	The Evaluation Committee discussed each proposal and determined clarifications were not required.
Evaluation Forms Sent	11/08/21	Evaluation forms were forwarded to the voting committee members.
Evaluation Forms Returned	11/30/21	The last set of evaluation forms were returned to the Purchasing Division and the evaluation results were forwarded to the committee. The committee elected to request a cost proposal from the high-scoring firm of Heath & Lineback Engineers, Inc.
Cost Proposal Requested	12/1/21	An itemized cost proposal was requested from Heath & Lineback Engineers, Inc.
Cost Proposal Received	12/9/21	An itemized cost proposal was received from the Heath & Lineback Engineers, Inc. The document was forwarded to the Evaluation Committee. The committee determined negotiations were required.
Negotiation Meeting	1/14/22	Heath & Lineback Engineers, Inc. and the Evaluation Committee participated in a virtual negotiation meeting, which was facilitated by the Purchasing Division.
Negotiated Cost Proposal & Additional Funding Requested	1/28/22	Heath & Lineback Engineers, Inc. submitted a negotiated cost proposal, which was forwarded to the Evaluation Committee.
Review of Negotiated Cost Proposal	4/4/22	The committee determined the negotiated cost proposal exceeded the amount budgeted for the engineering phase of the project, so it was decided to request additional funding from GDOT.
Additional Funding Requested from GDOT	5/2/22	The Planning Department requested additional funding from GDOT.
Additional Funding Information from GDOT	8/19/22	Additional funding information was received from GDOT, in the form of a Supplemental Agreement, which is pending approval by Council.

### **Evaluation Committee:**

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

A representative from the Community Reinvestment Department and an additional representative from the Engineering Department served as non-voting advisors.

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

**Award Recommendation:**

Based on the evaluation results, the Committee unanimously recommends award to the high-scoring firm of Heath & Lineback Engineers, Inc.

**Vendor Qualifications/Experience:**

- Heath & Lineback Engineers, Inc. has been in business since 1997 and is registered as a corporation in Georgia.
- The firm specializes in the design of transportation infrastructure.
- The firm is prequalified by Georgia Department of Transportation.
- Much of the firm's work is from repeat business clients such as GDOT, Paulding County, Cobb County, Fayette County, Henry County and Gwinnett County.
- Below are the last three projects for which the firm has provided same or similar services:

Infantry Road and Follow-Me Trail Extension

June 2019 – current

The firm provided complete engineering services for ¼ mile of new alignment for Infantry Road connecting South Lumpkin Road and Fort Benning Drive; and ¾ mile extension of the Follow-Me Trail along Fort Benning Drive and Infantry Road. This Columbus Consolidated Government project is GDOT-funded.

Fort Benning Road at Victory Drive Intersection

June 2012 – June 2017

As part of the Fort Benning Road Corridor Enhance, the firm provided complete engineering services for two miles of improvements from Cusseta Road to Fort Benning. The project included the major intersection of US 27/US 280/SR 1/SR 520 (Victory Drive). This stretch of road included widening from two to three lanes and enhancements with sidewalks, pedestrian lighting, and traffic signal mast arm upgrades. This Columbus Consolidated Government project was TE-funded.

Fort Benning Road Corridor Enhancement/Streetscapes

July 2013 – July 2018

This project included preparation of plans and a corridor study report with cost studies for a 2.2-mile streetscape improvement, including side road tie-ins and connecting with a proposed rail-to-trail project.

The City's Procurement Ordinance, Article 3-110 (Competitive Sealed Proposals (Negotiations) and Article 3-111 (Architectural, Engineering and Land Surveying Services), governs the RFP Process. During the RFP process, there is no formal opening due to the possibility of negotiated components of the proposal. In the event City Council does not approve the recommended offeror, no proposal responses or any negotiated components are made public until after the award of the contract. Therefore, the evaluation results and cost information has been submitted to the City Manager in a separate memo for informational purposes.

Funds are budgeted in the FY23 Budget: Special Projects – Capital Projects – Paving Fund  
Supported Capital Project – Professional Services – Military Drive; 0508-660-3000-CPPF-6311-  
24041-20210.

.

**A RESOLUTION****NO. \_\_\_\_\_****A RESOLUTION AUTHORIZING THE EXECUTION OF A NEGOTIATED CONTRACT WITH HEATH & LINEBACK ENGINEERS, INC. (MARIETTA, GA) FOR ENGINEERING SERVICES RELATED TO THE CONSTRUCTION OF MILITARY DRIVE.**

**WHEREAS**, an RFP was administered (RFP No. 22-0005) and four proposals were received; and,

**WHEREAS**, the proposal submitted by Heath & Lineback Engineers, Inc. (Marietta, GA) met all proposal requirements and was evaluated most responsive to the RFP.

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

That the City Manager is hereby authorized to execute a negotiated contract with Heath & Lineback Engineers, Inc. (Marietta, GA) for engineering services related to the construction of Military Drive. Funds are budgeted in the FY23 Budget: Special Projects – Capital Projects – Paving Fund Supported Capital Project – Professional Services – Military Drive; 0508-660-3000-CPPF-6311-24041-20210

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

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

\_\_\_\_\_  
Sandra T. Davis, Clerk of Council

\_\_\_\_\_  
B.H. “Skip” Henderson III, Mayor

**File Attachments for Item:**

B. One (1) Remote-Operated Tracked Slope Mower for the Public Works Department – Georgia  
Statewide Contract Cooperative Purchase

**Columbus Consolidated Government  
Council Meeting Agenda Item**

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	One (1) Remote-Operated Tracked Slope Mower for the Public Works Department – Georgia Statewide Contract Cooperative Purchase
<b>INITIATED BY:</b>	Finance Department

It is requested that Council approve the purchase of one (1) remote-operated tracked slope mower (RC Mowers TK-52XP) for the Public Works Department, from Jet-Vac Equipment Company, LLC (Atlanta, GA) by Cooperative Purchase via Georgia Statewide Contract #99999-001-SPD0000177-0002, at a unit price of \$65,000.00.

Georgia Statewide Contract #99999-001-SPD0000177-0002 is a cooperative contract available for use by any Georgia governmental entity. The City's Procurement Ordinance, Article 9-101, authorizes the use of cooperative purchasing.

The equipment will be used by Rainwater Division staff to cut and clean around detention ponds, watersheds, ditches, etc. This is new equipment.

Funds are budgeted in the FY23 Budget: Sewer-Stormwater Fund – Public Works – Sewer Maintenance – Capital Expend-Over \$5,000; 0202-260-3210-SWRM-7761.

**A RESOLUTION****NO. \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE PURCHASE OF ONE (1) REMOTE-OPERATED TRACKED SLOPE MOWER (RC MOWERS TK-52XP) FOR THE PUBLIC WORKS DEPARTMENT, FROM JET-VAC EQUIPMENT COMPANY, LLC (ATLANTA, GA) BY COOPERATIVE PURCHASE VIA GEORGIA STATEWIDE CONTRACT #99999-001-SPD0000177-0002, AT A UNIT PRICE OF \$65,000.00.**

**WHEREAS**, the equipment will be used by Rainwater Division staff to cut and clean around detention ponds, watersheds, ditches, etc. This is new equipment; and,

**WHEREAS**, Georgia Statewide Contract #99999-001-SPD0000177-0002 is a cooperative contract available for use by any Georgia governmental entity. The City's Procurement Ordinance, Article 9-101, authorizes the use of cooperative purchasing.

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

That the City Manager is hereby authorized to purchase one (1) remote-operated tracked slope mower (RC Mowers TK-52XP) for the Public Works Department, from Jet-Vac Equipment Company, LLC (Atlanta, GA) by Cooperative Purchase via Georgia Statewide Contract #99999-001-SPD0000177-0002, at a unit price of \$65,000.00. Funds are budgeted in the FY23 Budget: Sewer-Stormwater Fund – Public Works – Sewer Maintenance – Capital Expend-Over \$5,000; 0202-260-3210-SWRM-7761.

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

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

\_\_\_\_\_  
Sandra T. Davis, Clerk of Council

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

**File Attachments for Item:**

C. Computer Software Security Program for Information Technology – Federal GSA Cooperative Contract Purchase



**Columbus Consolidated Government  
Council Meeting Agenda Item**

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	Computer Software Security Program for Information Technology – Federal GSA Cooperative Contract Purchase
<b>INITIATED BY:</b>	Finance Department

---

It is requested that Council approve the purchase of a computer software security program (Cisco Duo) from Port 53 Technologies (San Francisco, CA), in the amount of \$86,214.80, by Cooperative Purchase via Federal GSA (MAS Schedule) Contract #GS-35F-303DA. Additionally, it is requested that Council approve future payments to the vendor for the annual software license/maintenance fee.

Cisco Duo is a security program to allow the CCG to stay up to date with the latest cyber security items

Under the MAS Program, GSA (U.S. General Services Administration) issues long-term governmentwide contracts that provide federal, state, and local government buyers access to commercial products, services and solutions at pre negotiated pricing.

Funds are budgeted in the FY23 Budget: General Fund – Information Technology – Software Lease; 0101 – 210 – 1000 – ISS – 6541. Funds will be budgeted in subsequent fiscal years for the annual software license/maintenance fee payments.

**A RESOLUTION**

NO. \_\_\_\_\_

**A RESOLUTION AUTHORIZING THE PURCHASE OF A COMPUTER SOFTWARE SECURITY PROGRAM (CISCO DUO) FROM PORT 53 TECHNOLOGIES (SAN FRANCISCO, CA), IN THE AMOUNT OF \$86,214.80, BY COOPERATIVE PURCHASE VIA FEDERAL GSA (MAS SCHEDULE) CONTRACT #GS-35F-303DA. ADDITIONALLY, IT IS REQUESTED THAT COUNCIL AUTHORIZE FUTURE PAYMENTS TO THE VENDOR FOR THE ANNUAL SOFTWARE LICENSE/MAINTENANCE FEE.**

**WHEREAS**, Cisco Duo is a security program to allow the CCG to stay up to date with the latest cyber security items; and,

**WHEREAS**, under the MAS Program, GSA (U.S. General Services Administration) issues long-term governmentwide contracts that provide federal, state, and local government buyers access to commercial products, services and solutions at pre negotiated pricing.

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

That the City Manager is hereby authorized to purchase a computer software security program (Cisco Duo) from Port 53 Technologies (San Francisco, CA), in the amount of \$86,214.80, by Cooperative Purchase via Federal GSA (MAS Schedule) Contract #GS-35F-303DA. The City Manager is further authorized to render payments to the vendor for the annual software license/maintenance fee. Funds are budgeted in the FY23 Budget: General Fund – Information Technology – Software Lease; 0101 – 210 – 1000 – ISS – 6541. Funds will be budgeted in subsequent fiscal years for the annual software license/maintenance fee payments.

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

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

---

Sandra T. Davis, Clerk of Council

---

B.H. "Skip" Henderson III, Mayor

**File Attachments for Item:**

D. One (1) Ford Expedition for the Coroner's Office – Georgia Statewide Contract Cooperative Purchase

**Columbus Consolidated Government  
Council Meeting Agenda Item**

<b>TO:</b>	Mayor and Councilors
<b>AGENDA SUBJECT:</b>	One (1) Ford Expedition for the Coroner's Office – Georgia Statewide Contract Cooperative Purchase
<b>INITIATED BY:</b>	Finance Department

It is requested that Council approve the purchase of one (1) 2022 Ford Expedition for the Coroner's Office, from Wade Ford (Smyrna, GA) by Cooperative Purchase via Georgia Statewide Contract #99999-001-SPD0000183-0006, at a total cost of \$55,800.00.

The vehicle was approved in the FY23 Budget and will be used by the Coroner's Office to travel to crime scenes and in the performance of other required duties. This is a replacement vehicle.

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

Funds are budgeted in the FY23 Budget: LOST/Public Safety Fund – Coroner - Public Safety- LOST – Automobiles; 0102 – 570 – 9900 – LOST – 7721. General Fund – Coroner – Automobiles; 0101 – 570 – 1000 – CORN – 7721.

**A RESOLUTION****NO. \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE PURCHASE ONE (1) 2022 FORD EXPEDITION FOR THE CORONER'S OFFICE, FROM WADE FORD (SMYRNA, GA) BY COOPERATIVE PURCHASE VIA GEORGIA STATEWIDE CONTRACT #99999-001-SPD0000183-0006, AT A TOTAL COST OF \$55,800.00.**

**WHEREAS**, the vehicle was approved in the FY23 Budget and will be used by the Coroner's Office to travel to crime scenes and in the performance of other required duties. This is a replacement vehicle; and,

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

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

That the City Manager is hereby authorized to purchase one (1) 2022 Ford Expedition for the Coroner's Office, from Wade Ford (Smyrna, GA) by Cooperative Purchase via Georgia Statewide Contract #99999-001-SPD0000183-0006, at a total cost of \$55,800.00. Funds are budgeted in the FY23 Budget: LOST/Public Safety Fund – Coroner - Public Safety-LOST – Automobiles; 0102 – 570 – 9900 – LOST - 7721. General Fund – Coroner – Automobiles; 0101 – 570 – 1000 – CORN – 7721

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

Councilor Allen voting	_____.
Councilor Barnes voting	_____.
Councilor Crabb voting	_____.
Councilor Davis voting	_____.
Councilor Garrett voting	_____.
Councilor House voting	_____.
Councilor Huff voting	_____.
Councilor Thomas voting	_____.
Councilor Tucker voting	_____.
Councilor Woodson voting	_____.

\_\_\_\_\_  
Sandra T. Davis, Clerk of Council

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

**File Attachments for Item:**

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



**We do amazing.**

## Classification and Compensation Plan

---

Pay Plan Summary Update



# Request for Correction Process

- **Correction Process may include:**

- ☐ Employee Date of Hire
- ☐ Employee last Class Date
- ☐ Employee's job title or position title
- ☐ Employee's Pay Grade
- ☐ Employee's Pay Rate
- ☐ Comparison of one position versus another position
- ☐ Other

- **How to submit a Request for Correction**

- ☐ Each employee received a letter from Evergreen Solutions – Employee Appeals Invitation Letter. Sent out on September 6, 2022
  - ☐ Includes current job title, class date, and salary
  - ☐ Includes new recommended job title, class date, and salary
  - ☐ Employee may appeal any information on their form
  - ☐ Requested deadline to submit an appeal 16, 2022. Deadline extended as needed.

# COLUMBUS CONSOLIDATED GOVERNMENT

## Employee Appeals Invitation Letter

Item #A.

Evergreen Solutions, LLC

Dear City of Columbus Employee,

Thank you for your participation thus far in the Classification and Compensation study for the City of Columbus. Thanks to the help and participation of employees, supervisors, managers, department heads, and City leadership the study has progressed to the final stage in the process. This letter is to inform you that the City has reached the point of sharing preliminary recommendations with employees.

While the information related below does represent the recommendation for your position at this point in the study process, the City wants to ensure that all employees have a voice in the process. This is your chance to be heard and share any additional relevant information that needs to be considered before finalizing the recommendations listed below. Please review the information included and proceed to the online form linked at the bottom of this letter if you would like to submit an employee appeal.

The requested deadline to complete an employee appeal is **September 16<sup>th</sup> at midnight.**

To complete your appeal, please use your Web browser to visit the following Web address:

### **Link to Employee Appeals**

Your employee information is provided below, along with your Unique ID (password to log in):

**Employee Name: Hollis, Robert**

**Employee Hire Date: 1/30/2014**

**Employee Classification Date: 4/23/2015**

**Original Classification Title: Electrician II**

**Original Pay Grade: G14**

**Recommended Classification Title: Electrician II**

**Recommended Pay Grade 118**

**Original Base Pay Amount: \$43,456.18**

**Recommended Base Pay Amount: \$45,656**

# Classification and Compensation Study

## Timeline – Adoption & Implementation

Item #A.

Date	Session/Event	Agenda
January 2022	Council Meeting	Contract Approved for Compensation and Pay Plan Consultant
February - August	Numerous Meetings with Employees, Department Heads, Council, Chamber-Private Sector Business Community	Briefings on Classification and Compensation Study
<b>August 23, 2022</b>	<b>Council Meeting</b>	<b>1<sup>st</sup> Reading Continued</b> Class & Comp Report, Pay Plan Ordinance
<b>August 30, 2022</b>	<b>Council Meeting</b>	<b>1<sup>st</sup> Reading</b> Class & Comp Report, Pay Plan Ordinance
<b>September 13, 2022</b>	<b>Council Meeting</b>	<b>2<sup>nd</sup> Reading</b> , Council vote Adopt and Implement Pay Plan
	<b>Human Resources/Finance/Information Technology</b>	
<b>October – December 2022</b>	Implement new pay plan in HRM/Payroll System: Training on new pay plan, audits, adjustments, update all employee records, develop new job descriptions, test ADA, FLSA, EEOC compliance, develop new pay charts, develop position allocation lists, test the system, etc.	
<b>End of 4<sup>th</sup> Quarter</b>	<b>Employees receive first paycheck in new Pay Plan</b>	

**File Attachments for Item:**

B. Standing Boy Trails Update – Blake Melton, Chair, Standing Boy INC.

# STANDIN G BOY TRAILS

---

Management  
plan  
fall 2022

# TRAIL SYSTEM

- Master Plan: 35 miles of natural-surface trails
  - Multi-Use: 25 miles
  - Hiking-Only: 6 miles
  - Biking-Only: 5 miles
- Professional, high-quality design and construction
  - Manage user conflict in various ways: grade reversals, choke points, sight lines, etc.
- Funding: \$2.5M total cost; over \$2.4M of private dollars already raised (in addition to thousands of volunteer hours)
- Currently ~25 miles of highly utilized trails; remaining 10 miles flagged and environmental reviews complete; more construction underway

# STANDING BOY TRAILS

## TRAIL DESCRIPTIONS

**HIKING, ONLY**  
Old road beds are great for a solitary walk. **Do not descend downhill.** Hikers please use Quick Draw and Straight Shot as climbing trails and avoid other paths.

**EASIEST, SHARED USE**  
These shared use trails typically have gentle climbs and descents with obstacles such as rocks, gravel, roots, switchbacks, and other terrain variations.

**EASIEST, BIKE-ONLY GRAVITY TRAIL**  
These trails are bike-only downhill segments featuring bike-optimized descents with rollers and turns.

**MORE DIFFICULT, SHARED USE**  
These trails provide challenging riding with steep slopes, obstacles, narrow trail, bermed turns, large rollers, jumps, and other terrain variations.

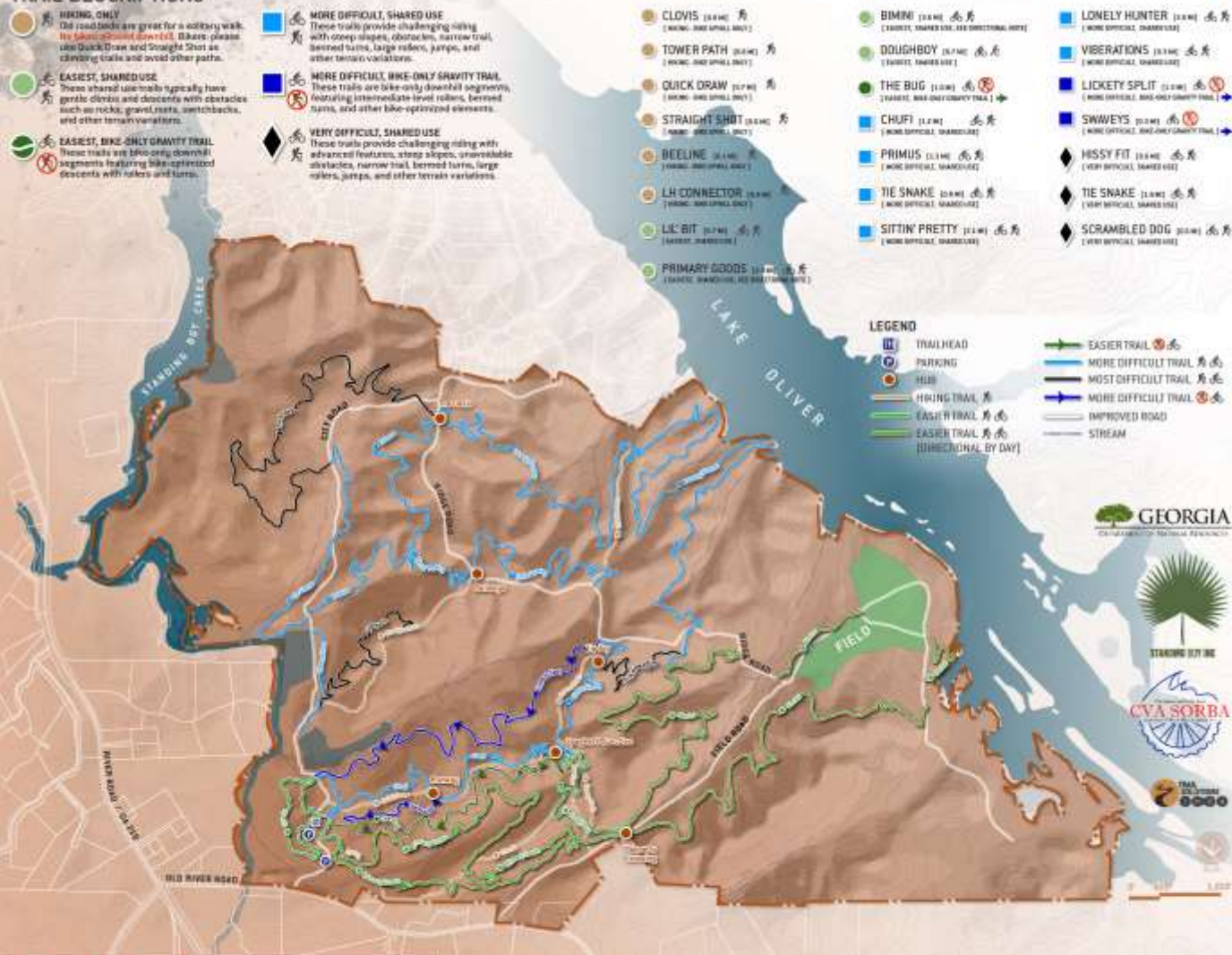
**MORE DIFFICULT, BIKE-ONLY GRAVITY TRAIL**  
These trails are bike-only downhill segments featuring intermediate-level rollers, bermed turns, and other bike-optimized elements.

**VERY DIFFICULT, SHARED USE**  
These trails provide challenging riding with advanced features, steep slopes, unresolvable obstacles, narrow trail, bermed turns, large rollers, jumps, and other terrain variations.

## Directional Trails (Primary Goods and Bimini)

- Monday, Tuesday, Thursday, and Saturday, Riders counter-clockwise (CCW) and Hikers clockwise (CW)
- Wednesday, Friday, and Sunday, Riders clockwise (CW) and Hikers counter-clockwise (CCW)

Item #B.



## CALL 911 FOR EMERGENCIES

You are at 'Standing Boy Trails' Trailhead  
Latitude: 32.58002 degrees N  
Longitude: 85.02601 degrees W

Identify your location to the 911 operator by using the nearest intersection and/or trail marker.

The nearest hospital is Piedmont Columbus Regional Northside  
100 Frist Ct, Columbus, GA 31909

Please report any non-emergencies and criminal activity to the Columbus Police Department (706) 225-3205

## ATTENTION

Trails may close after rain. Bike-only gravity trails may be closed if the ground is open.

## TRAIL STATUS

Please help us keep the trails in awesome shape!

- Page 282 -

NGBOY.ORG

## FOLLOW US!

@StandingBoyTrails  
@StandingBoyTrails

## GET THE TRAIL MAP ON YOUR PHONE





# THE BENEFITS OF TRAILS



OVERALL  
HEALTH  
AND WELL-  
BEING



APPRECIATION  
AND  
STEWARDSHIP  
OF NATURE



COMMUNITY



EXERCISE



COMPETITION



ATTRACT & RETAIN  
BUSINESSES AND  
WORK

- Page 283 -



INCREASE TOURISM  
& COMPLEMENT  
RUSHSOUTH



# Trails & Whitewater – A Perfect Fit

Item #B.



EXAMPLES

Ocoee  
Tsali  
National Whitewater  
Center

# Supporters

"ADVOCACY"  
at  
standingboy.org

Item #B.



City and State Elected Officials



Community Groups  
and Leaders

Columbus 2025



Businesses and  
Business Groups

Chamber of Commerce  
Visitors Bureau



User Groups

Hikers, Runners, and  
Bikers  
Boy Scouts  
Whitewater Express  
CSU



Environmental Groups



Nearby Homeowners

# Current situation

- **DNR:** not a great fit
  - Not a good WMA
  - Not a good State Park
  - Understandably impacts allocation of resources
- **Fees**
  - Collection of parking fee hampered by several factors
  - Fees that are collected are not being reinvested directly into the property
- **City:** does not have the resources to manage
- **Current Investment and Management**
  - Overwhelming majority of the investment and management being conducted by SBI
  - SBI paid for automated gate and more parking; paying for portable toilet

# PROPOSAL

- **Objective:** put the local volunteer and nonprofit community in the best possible position to marshal resources to maintain and manage the property in a way that maximizes the benefit of the property to our region
- **IGA:** DNR enters into an intergovernmental agreement with the City
  - DNR understandably wants to enter into an arrangement with a local government entity
    - E.g., Sprewell Bluff in Upson County
- **Hunting:** eight quota hunts per year
  - All archery except for two youth turkey hunts
  - City has no responsibility whatsoever during hunts; DNR “retakes possession”
  - Trails closed until 10:00 during youth turkey hunts
- **Management:** City enters into management agreement with SBI

# PERMITTED CONSTRUCTION

Item #B.

- “Gravel parking lot and trails”
- Trail System Master Plan
  - Must use modern best-practices in design and construction
- Trailhead Master Plan
  - Continue with minimal, low-maintenance facilities close to Old River Road
- Maintenance Facilities
  - Minimal facilities to support construction and maintenance (e.g., tool shed)

# Sbi obligations

- **Construct:** Trail System and Trailhead Master Plans; Maintenance Facilities As Needed
- **Maintain and Manage:** Trail System and Trailhead
  - Pay all associated costs, including utilities, portable toilets, etc.
- **Liability Insurance:** provide coverage for DNR and City (already doing so)
- **Information to City:** provide as necessary for City to ensure compliance by SBI
- **Parking Fee:** collect reasonable fee
  - E.g., \$5 per day and \$100 per year
  - Reinvest proceeds into the property and SBI mission





# SBI MISSION

Item #B.

First, **protect and preserve** the natural beauty and abundant resources of the property for the benefit of present and future generations;

Second, create, maintain, and manage a **spectacular natural-surface trail system** that is consistent with the natural state of the property; and

Third, leverage the natural beauty of the property and the trail system to

- support sound **forestry management** and ecological practices on the property;
- foster **healthier, happier lives** through physical activity in a natural

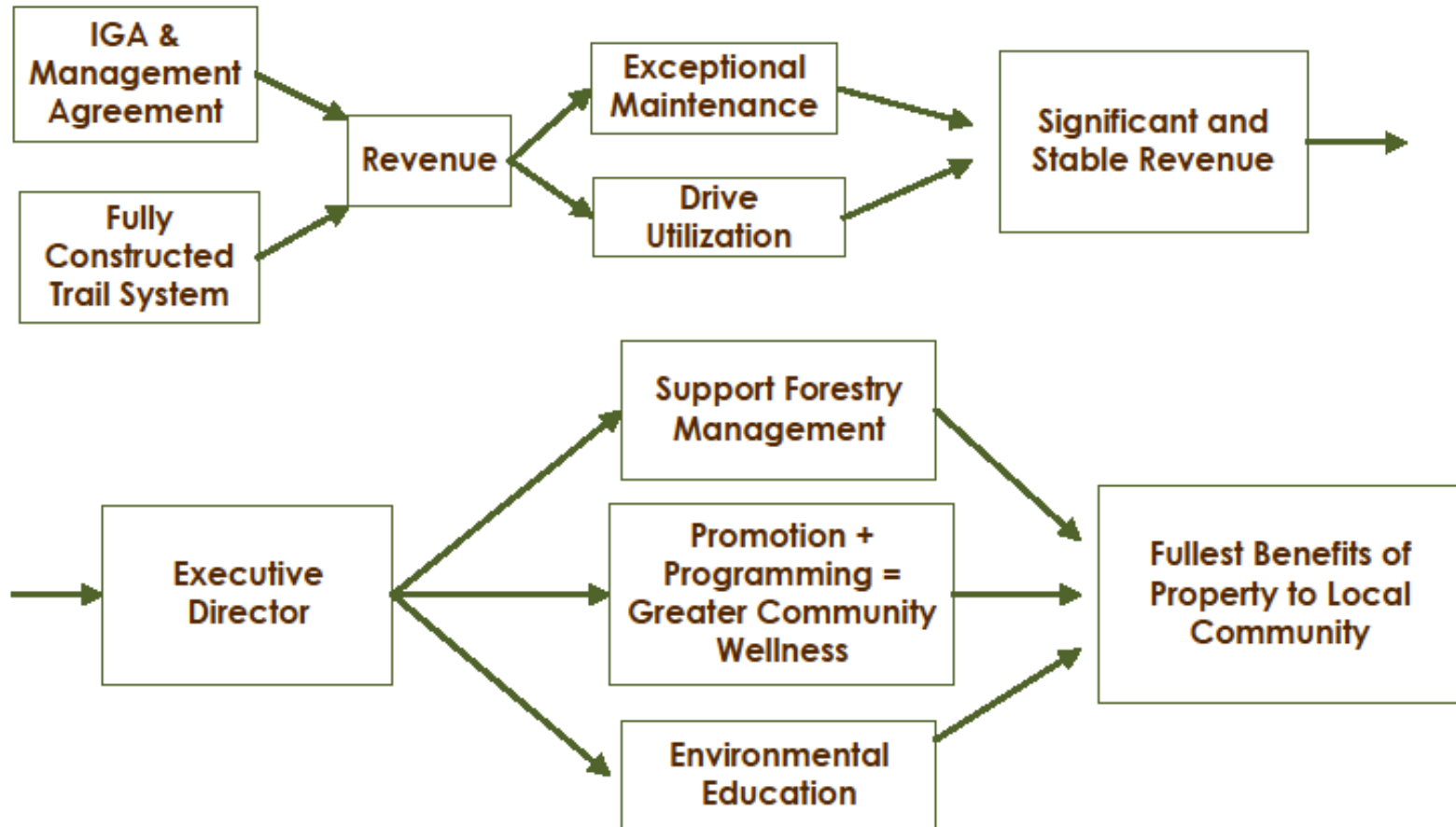


# CITY OBLIGATIONS

- Law enforcement and emergency response
  - Respond to issues; no “patrolling” or the like
  - Unaware of any needs to date
  - Have signage for an emergency response / trail maintenance map
- Financial
  - No financial obligations
  - Cooperate with applications for grants (i.e., no financial obligation; SBI will write)
- Management Obligations: none other than monitor SBI compliance with agreements
- Ability to Abort: City may terminate IGA within 45 days if SBI fails to fulfill its obligations



## IMPORTANCE OF IGA & MANAGEMENT AGREEMENT



# MOVING FORWARD

- Construction (Ongoing)
  - Complete Trail System
    - Significant construction Fall 2022 – Spring 2023
    - Complete Spring 2023 – Fall 2024
  - Gradually Build-Out Trailhead Master Plan
    - Changing stalls
    - Bike racks, benches, picnic tables
    - Additional or better restrooms?
- Management Plan Approval
- Organizational Infrastructure (Fall 2022)
  - Email and text message systems
  - Larger board and committees
  - Charging and collection of fees
  - Sponsorship and Patron Programs

- Management Plan Implementation (2023)
  - Drive Utilization
  - Stable Revenue and Operating Finances
  - Hire Executive Director
- Third Prong of Mission (2024)
  - Focus on partnerships
  - Forest Management and Stewardship
    - Riverbank
    - Plantings (e.g, milkweed)
  - Utilization
    - Target new-to-the-outdoors users
    - Diversity
  - Environmental Education
    - Interpretive signage
    - Social media

**File Attachments for Item:**

C. 9/13 Comprehensive Camera Update - Lisa Goodwin, Deputy City Manager



# COMPREHENSIVE CAMERA PROJECT UPDATE



CITY COUNCIL PRESENTATION  
SEPTEMBER 13, 2022

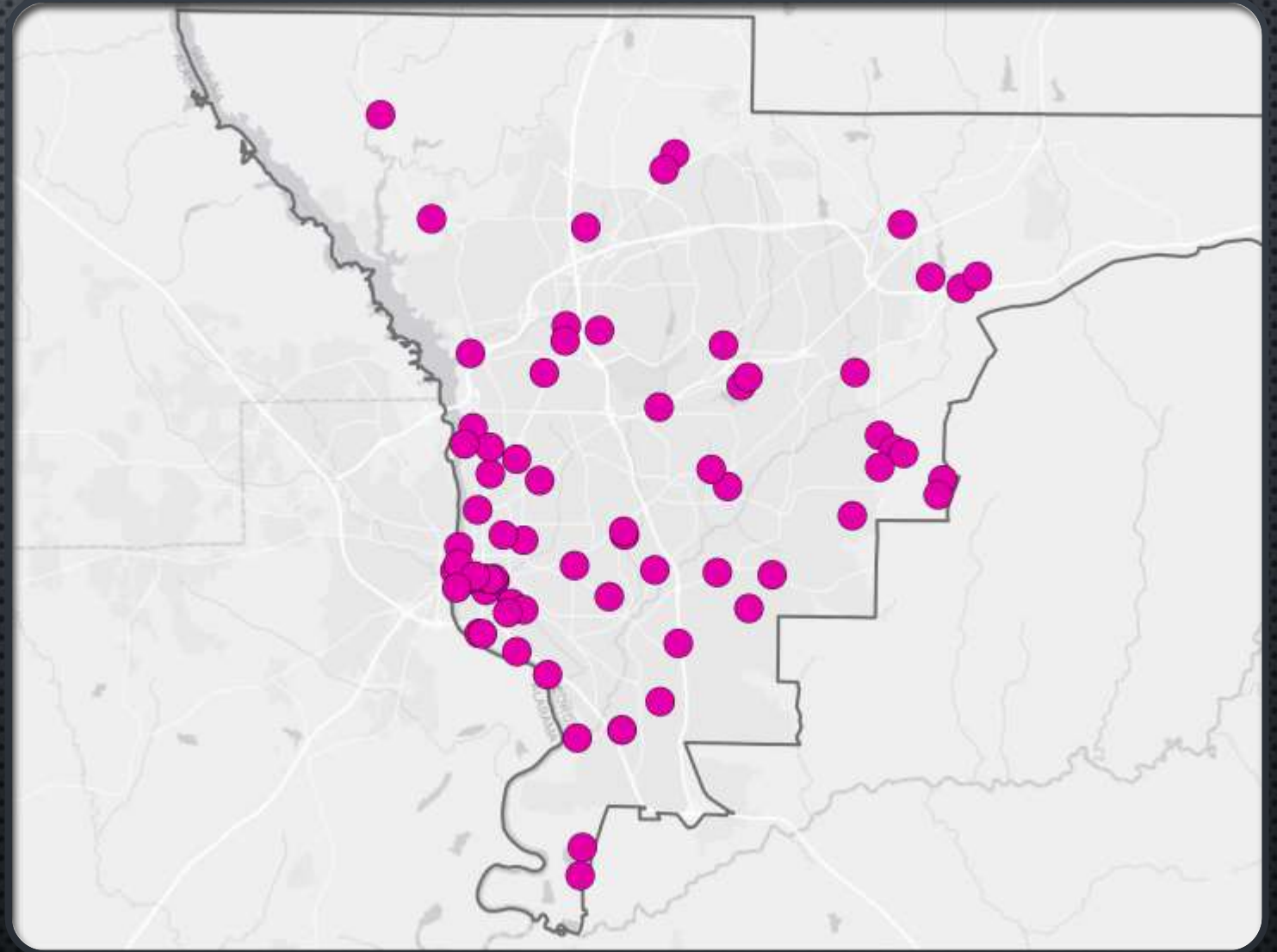


# PURCHASE APPROVAL

- **RESOLUTION #029-22**  
**AUTHORIZED THE APPROVAL OF PHASE**  
**I OF THE COMPREHENSIVE CAMERA**  
**PROGRAM ON JANUARY 22, 2022**

# COVERAGE

CITY BUILDINGS  
AND AMENITIES WITH  
CAMERAS





# CAMERA LOCATIONS

- PARKS AND RECREATION
- TRAILS
- RIVERWALK
- PUBLIC WORKS
- SHERIFF'S OFFICE
  - RECORDER'S COURT
  - NEW CITY HALL
  - CITY SERVICES CENTER
- METRA
- CIVIC CENTER
- TRADE CENTER
- HEALTH DEPARTMENT
- POLICE DEPARTMENT
- FIRE/EMS

Item #C.



# MOBILE CAMERAS

- **HIGH CRIME** AREAS TO BE DETERMINED BY  
POLICE CHIEF
- **ILLEGAL DUMPING** AREAS TO BE DETERMINED BY  
PUBLIC WORKS DIRECTOR

# IMPLEMENTATION PHASES

Item #C.

- **PHASE I**

- 1. PARKS AND RECREATION
- 2. RIVERWALK
- 3. TRAILS
- 4. MOBILE CAMERAS

**\$3,235,396**

- **PHASE II**

- 1. PUBLIC SAFETY
- 2. MCSO
- 3. FIRE/EMS
- 4. HEALTH DEPARTMENT

**\$1,870,075**

- **PHASE III**

- 1. METRA
- 2. CIVIC CENTER
- 3. PUBLIC WORKS
- 4. TRADE CENTER

**\$2,969,119**



# PHASE ONE IMPLEMENTATION

Item #C.

- JULY 12<sup>TH</sup> UPDATE: APPROXIMATELY 44% COMPLETE.
- AS OF TODAY, WE ARE 62% COMPLETE
- 11 SITES ARE 100% COMPLETE
- 9 SITES NOT STARTED

# PHASE II AND III IMPLEMENTATION

Item #C.

- AFTER **PHASE I** IS FULLY IMPLEMENTED, WE WILL COME BACK WITH UPDATES ON **PHASE II** AND **PHASE III**.





# QUESTIONS?

**File Attachments for Item:**

**DATE:** September 13, 2022

**TO:** Mayor and Councilors

**FROM:** Finance Department

**SUBJECT:** Advertised Bids/RFPs/RFOs

**September 14, 2022**

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

**Scope of Bid**

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

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

**2. Pharmaceutical Supply Services (Annual Contract) – RFB No. 23-0013**

**Scope of RFB**

The City of Columbus, Georgia is seeking bids from area hospitals, non-area hospitals, wholesale distributors and/or other vendors, interested in providing Pharmaceutical Supply Services for the Columbus Fire and Emergency Medical Services. The contract period will be for two (2) years with the option to renew for three (3) additional twelve-month periods.

**September 16, 2022**

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

### **Scope of RFP**

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

**September 21, 2022**

## **Bus Shelters (Annual Contract) – RFB No. 23-0011**

### **Scope of Bid**

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

## **2. Drill Field Maintenance and Inspections for Fire & EMS Department (Annual Contract)**

### **RFB No. 23-0014**

#### **Scope of RFB**

It is the intent of the Columbus Consolidated Government (the City) to secure an annual contract with a vendor to provide drill field maintenance and inspections. The contract period will be for two (2) years with the option to renew for three (3) additional twelve-month periods.

Upon notification by Columbus Fire and EMS, the successful vendor shall provide preventive maintenance services, semi-annual inspections, and equipment repairs for the department drill field burn tower located at 4191 Macon Road, (behind Station 9 at 3601-3773 Giddens Road) Columbus, GA 31907 to include the natural gas ignition system.

**September 23, 2022**

## **Security Surveillance & Security Access Equipment (Annual Contract) – RFP No. 23-0002**

### **Scope of Proposal**

Columbus Consolidated Government is seeking to enter into a contractual agreement with a qualified contractor for the provision and maintenance services of security surveillance and security access equipment for various locations. The contract term will be for two years with the option to renew for three additional twelve-month periods.

**September 28, 2022**

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

**Scope of Bid**

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

Utilities were relocated in Phase I of the project. The Annette Avenue roundabout at Martin Luther King, Jr. Boulevard and Annette Avenue were constructed in Phase I.

**Roofing Services at Edgewood Senior Center – RFB No. 23-0007**

**Scope of Bid**

Provide all labor, equipment, and materials to remove the existing roof at the Edgewood Senior Center and replace with a thermoplastic polyolefin (TPO) roof system, in full compliance with the project manual.

**Fox Senior Center Wall and Roof Project – RFB No. 23-0008**

**Scope of Bid**

Provide all labor, equipment, and materials to repair the designated roof and walls, in full compliance with the project manual, at Fox Senior Center.

**Exterior Wall Renovation at 29<sup>th</sup> Street Gym – RFB No. 23-0009**

**Scope of Bid**

Provide all labor, equipment, and materials to repair the designated walls, in full compliance with the project manual, at the 29<sup>th</sup> Street Gym.

**Public Safety Building Deck and Wall Restoration – RFB No. 23-0010**

**Scope of Bid**



Provide all labor, equipment, and materials to repair the designated deck and walls, in full compliance with the project manual, at the Public Safety Building.

**October 7, 2022**

**Architectural & Engineering Services (Annual Contract) – RFP No. 23-0007**

**Scope of RFP**

Columbus Consolidated Government is requesting proposals from qualified firms to provide professional architectural and engineering services on an as-needed basis for various construction projects.

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

**Roofing Consulting Services (Annual Contract) – RFP No. 23-0008**

**Scope of RFP**

Provide complete roofing consulting services, on an as-needed basis, for individual buildings. Columbus Consolidated Government owns buildings consisting of approximately 60 buildup roofs, 40 metal roofs and 75 shingle roofs; however, services may not be required for all the buildings.

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

**DATE:** September 13, 2022

**TO:** Mayor and Councilors

**FROM:** Finance Department

**SUBJECT:** Advertised Bids/RFPs/RFQs

**September 14, 2022**

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

Scope of Bid

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

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

**2. Pharmaceutical Supply Services (Annual Contract) – RFB No. 23-0013**

Scope of RFB

The City of Columbus, Georgia is seeking bids from area hospitals, non-area hospitals, wholesale distributors and/or other vendors, interested in providing Pharmaceutical Supply Services for the Columbus Fire and Emergency Medical Services. The contract period will be for two (2) years with the option to renew for three (3) additional twelve-month periods.

**September 16, 2022**

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

Scope of RFP

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

**September 21, 2022**

**1. Bus Shelters (Annual Contract) – RFB No. 23-0011**

Scope of Bid

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

**2. Drill Field Maintenance and Inspections for Fire & EMS Department (Annual Contract)**

**RFB No. 23-0014**

Scope of RFB

It is the intent of the Columbus Consolidated Government (the City) to secure an annual contract with a vendor to provide drill field maintenance and inspections. The contract

period will be for two (2) years with the option to renew for three (3) additional twelve-month periods.

Upon notification by Columbus Fire and EMS, the successful vendor shall provide preventive maintenance services, semi-annual inspections, and equipment repairs for the department drill field burn tower located at 4191 Macon Road, (behind Station 9 at 3601-3773 Giddens Road) Columbus, GA 31907 to include the natural gas ignition system.

### **September 23, 2022**

#### **1. Security Surveillance & Security Access Equipment (Annual Contract) – RFP No. 23-0002**

##### **Scope of Proposal**

Columbus Consolidated Government is seeking to enter into a contractual agreement with a qualified contractor for the provision and maintenance services of security surveillance and security access equipment for various locations. The contract term will be for two years with the option to renew for three additional twelve-month periods.

### **September 28, 2022**

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

##### **Scope of Bid**

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

Utilities were relocated in Phase I of the project. The Annette Avenue roundabout at Martin Luther King, Jr. Boulevard and Annette Avenue were constructed in Phase I.

#### **2. Roofing Services at Edgewood Senior Center – RFB No. 23-0007**

##### **Scope of Bid**

Provide all labor, equipment, and materials to remove the existing roof at the Edgewood Senior Center and replace with a thermoplastic polyolefin (TPO) roof system, in full compliance with the project manual.

#### **3. Fox Senior Center Wall and Roof Project – RFB No. 23-0008**

##### **Scope of Bid**

Provide all labor, equipment, and materials to repair the designated roof and walls, in full compliance with the project manual, at Fox Senior Center.

#### **4. Exterior Wall Renovation at 29<sup>th</sup> Street Gym – RFB No. 23-0009**

##### **Scope of Bid**

Provide all labor, equipment, and materials to repair the designated walls, in full compliance with the project manual, at the 29<sup>th</sup> Street Gym.

#### **5. Public Safety Building Deck and Wall Restoration – RFB No. 23-0010**

Scope of Bid

Provide all labor, equipment, and materials to repair the designated deck and walls, in full compliance with the project manual, at the Public Safety Building.

**October 7, 2022****1. Architectural & Engineering Services (Annual Contract) – RFP No. 23-0007**Scope of RFP

Columbus Consolidated Government is requesting proposals from qualified firms to provide professional architectural and engineering services on an as-needed basis for various construction projects.

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

**2. Roofing Consulting Services (Annual Contract) – RFP No. 23-0008**Scope of RFP

Provide complete roofing consulting services, on an as-needed basis, for individual buildings. Columbus Consolidated Government owns buildings consisting of approximately 60 buildup roofs, 40 metal roofs and 75 shingle roofs; however, services may not be required for all the buildings.

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

**File Attachments for Item:**

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

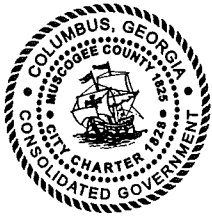
Board of Elections & Registration, August 22, 2022

Board of Tax Assessors, #25-22 and #26-22

Community Development Advisory Council, June 9, 2022

Development Authority, August 22, 2022

Tree Board, August 22, 2022



## Board of Elections and Registrations

Post Office Box 1340  
Columbus, Georgia 31902-1340  
"Georgia's First Consolidated Government"  
(706) 653-4392

Item #1.

Margaret S. Jenkins, Chair  
Uhland "U. D." Roberts, Vice-Chair  
Linda Parker  
Edwin Roldan  
Diane Scrimshire

### Muscogee County Board of Elections and Registration August 18, 2022 Minutes

The monthly meeting for the Muscogee County Board of Elections and Registration was held Thursday, August 18<sup>th</sup>. Vice-Chairperson Uhland Roberts called the meeting to order at 2:00 p.m. minutes were excused. Board approved motion to excuse Linda Parker from meeting. Chair Margaret Jenkins attended the meeting via telephone because of illness.

#### Comments:

- **Audit** – Vice Chair UD Roberts discussed considering an audit of one precinct for the November election. It will be discussed again at a later meeting.

#### New Business:

- **VR Report**- Delayed until September 1<sup>st</sup> meeting.
- **General Elections Information**-
  - **Charter Review Draft Questions**- a draft of the wording for the ballot on the proposed charter amendments was presented to the board for review.
  - **Early Voting Times/Locations**- Reviewing the downtown Columbus State early voting location. Board to discuss on September 1<sup>st</sup>

#### Old Business:

- **Redistricting/Reapportionment Update**- See packet
- **Precinct Cards** – to be requested for mailing prior to the November general election.
- **Poll Worker Training**- Will begin September 6<sup>th</sup> through September 23<sup>rd</sup>. Each class will be by precinct. Board discussed de-escalation training for precinct managers. Will discuss at the September 1<sup>st</sup> meeting.

**Correspondence: Kiosk** – Election information will appear on the kiosks set up by Parks and Recreation at various locations.

**Guest:** Public Forum

No further business Vice-Chair, Uhland Roberts, adjourned the meeting at 2:54 p.m.

Respectfully Submitted,

Uhland Roberts  
Vice-Chairperson

## **Article IV-Proposed Charter Amendment**

Charter sections amended:

### **Chapter 2. The Mayor.**

Sec. 4-201. Powers and Duties.

### **Chapter 6. Boards, Commissions and Authorities Functions.**

Sec. 4-610 Personnel Review Board.

Sec. 4-624 Board of Tax Assessors.

For approval of the change in the existing charter of the City of Columbus to make clarifications in the language of certain Charter provisions pertaining to the Mayor, and the Personnel Review Board and to allow Council to set the term of members of the Board of Tax Assessors within the range permitted by state law.

Against approval of the change in the existing charter of the City of Columbus to make clarifications in the language of certain Charter provisions pertaining to the Mayor, and the Personnel Review Board and to allow Council to set the term of members of the Board of Tax Assessors within the range permitted by state law.

( ) For Approval

( ) Against Approval

## **Article V-Proposed Charter Amendment**

Charter sections amended:

### **Chapter 5 Municipal Court.**

Sec. 5-402. Jurisdiction-Municipal Court

### **Chapter 6 Recorder's Court.**

Sec. 5-603 Appointment of recorders and recorders pro tem.

Sec. 5-604 Term; Qualification; compensation.

Sec. 5-605 Rules; procedures; personnel.

For approval of the change in the existing charter of the City of Columbus to make certain Charter provisions pertaining to Municipal Court and Recorder's Court consistent with State Law.

Against approval of the change in the existing charter of the City of Columbus to make certain Charter provisions pertaining to Municipal Court and Recorder's Court consistent with State Law.

( ) For Approval

( ) Against Approval

### **Article VI- Proposed Charter Amendment**

Charter sections amended:

Sec. 6-100. Regular Elections; time for holding voting.

Sec. 6-201. Special Elections.

For approval of the change in the existing charter of the City of Columbus to make certain Charter provisions pertaining to the timing of Regular and Special Elections consistent with State Law.

Against approval of the change in the existing charter of the City of Columbus to make certain Charter provisions pertaining to the timing of Regular and Special Elections consistent with State Law.

( ) For Approval

( ) Against Approval

### **Article VII-Chapter 4 Charter Amendment**

Charter sections amended:

Sec. 7-401 Budget Presentation and Adoption.

Sec. 7-405 Post Audit.

For approval of the change in the existing charter of the City of Columbus to require the inclusion of certain comparison documents in the operating budget documentation; to provide for a six-month period for completion of the annual audit; and to provide for the establishment of an Audit Committee by Council.



Against approval of the change in the existing charter of the City of Columbus to require the inclusion of certain comparison documents in the operating budget documentation; to provide for a six-month period for completion of the annual audit; and to provide for the establishment of an Audit Committee by Council.

☐ For Approval

☐ Against Approval

### **Article VII- Chapter 5 Charter Amendment**

Charter section amended:

Sec. 7-501. Sale and Disposition of Property.

For approval of the change in the existing charter of the City of Columbus to allow Council to authorize the transfer of property for appraised value to adjacent property owners without going through advertisement and public sale.

Against approval of the change in the existing charter of the City of Columbus to allow Council to authorize the transfer of property for appraised value to adjacent property owners without going through advertisement and public sale.

☐ For Approval

☐ Against Approval

### **Article VIII- Charter Amendment**

Charter section amended:

Sec. 8-100.Sheriff

For approval of the change in the existing charter of the City of Columbus to refer to the Sheriff as the Sheriff of Muscogee County.

Against approval of the change in the existing charter of the City of Columbus to refer to the Sheriff as the Sheriff of Muscogee County.

☐ For Approval

☐ Against Approval

## **Appendix Two- Code of Ethics and Prohibited Practices.**

Charter section amended:

Paragraph (2) of Section 8

For approval of the change in the existing charter of the City of Columbus to provide that violations of Sections 1 through 7 of the Code of Ethics shall be punishable by a fine not to exceed one thousand dollars (\$1,000).

Against approval of the change in the existing charter of the City of Columbus to provide that violations of Sections 1 through 7 of the Code of Ethics shall be punishable by a fine not to exceed one thousand dollars (\$1,000).

( ) For Approval

( ) Against Approval

## **Proposed revision to notice requirements throughout the Charter.**

Charter sections amended:

Sec. 3-206. Publication of ordinances by caption only; publication in full.

Sec. 8-507. Methods of Notification.

Sec. 1-103. Taxing Districts.

Sec. 6-201. Special Elections

Sec. 6-400. Petition for enactment of; circulation; etc.

Sec. 7-401. Budget preparation and adoption.

Sec. 7-501. Sale and disposition of property.

For approval of the change in the existing charter of the City of Columbus to update and modernize notice requirements contained throughout the Charter; to provide for digital notification in addition to required published notification; and to allow Council the authority to provide an additional or alternate means of notification when a required method becomes unavailable or legally impossible.

Against approval of the change in the existing charter of the City of Columbus to update and modernize notice requirements contained throughout the Charter; to provide for digital notification in addition to required published notification; and to allow Council the authority to provide an additional or alternate means of notification when a required method becomes unavailable or legally impossible.

☐ For Approval

☐ Against Approval



# Columbus, Georgia, Board of Tax Assessors

GEORGIA'S FIRST CONSOLIDATED GOVERNMENT

Item #1.

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 #25-22

CALL TO ORDER: Vice Chairman Trey Carmack calls the Columbus, Georgia Board of Assessors' meeting to order on Monday, August 15, 2022, at 9:05 A.M.

### PRESENT ARE:

Vice Chairman Trey Carmack  
Assessor Lanitra Sandifer Hicks  
Assessor Kathy Jones  
Assessor Todd Hammonds  
Chief Appraiser Suzanne Widenhouse  
Recording Secretary Katrina Culpepper

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

APPROVAL OF MINUTES: Assessor Lanitra Sandifer Hicks motions to accept Minutes #24-22. Assessor Jones seconds and the motion carries.

At 9:15, Taxpayer Mr. Cliatt enters the meeting to discuss his CUVA. Submission of CUVA properties for zoning changes still in process. Deputy Chief Thomason estimated that list of properties will be submitted to Planning and Zoning by end of week. At 9:20, taxpayer exits the meeting.

At 9:22, Development Authority enters the meeting to discuss tax abatement – letter for approval will be brought to the board next week. Assessor Hammonds motions to accept. Assessor Sandifer Hicks seconds and the motion carries. At 9:27, Development Authority exits the meeting.

Taxpayer Chokkar – failed to appear

At 9:30, Administrative Manager Leilani Floyd presents to the Board:

- Homestead # 016 016 044 – Assessor Jones motions to approve the requested removal. Assessor Hammonds seconds and the motion carries.
- VA Renewal Request # 064 022 009 - Signed & Approved.
- Homestead Updates/Renewals – Signed & Approved.

"An Equal Opportunity / Affirmative Action Organization"

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

At 9:33, Deputy Chief Appraiser Glen Thomason presents for Personal Property Manager Stacy Pollard to the Board:

- Value Adjustments - Signed & Approved.
- A4 Business & Boat – Assessor Sandifer Hicks motions to approve value changes. Assessor Jones seconds and the motion carries.

At 9:50, Deputy Chief Appraiser Glen Thomason presents to the Board:

- CUVA clean up – previously signed in virtual meeting through DocuSign by the Board - will be submitted to Superior Court for recording.
- Map Splits - #044 001 007; 069 014 020; 185 004 005 - Signed & Approved.

At 10:06, Chief Appraiser Suzanne Widenhouse presents to the Board:

- Superior Court Settlement – offer was accepted, and once forms are received, they will be brought to the board for approval signatures.
- Digest Approval – digest was approved and did receive collection order.
- Vendor Contract – board approved
- DOAA Sales Ratio Study for 2021 – no signature required. Placed into record.

At 10:16, Vice Chairman Trey Carmack adjourns the meeting without any objections.

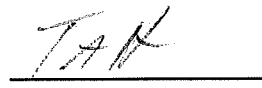
Suzanne Widenhouse  
Chief Appraiser/Secretary

APPROVED: \_\_\_\_\_

  
J. GOVAR  
CHAIRMAN

  
L. SANDIFER HICKS  
ASSESSOR

Absent  
K. JONES  
ASSESSOR

  
T.A. HAMMONDS  
ASSESSOR

  
T. CARMACK  
VICE CHAIRMAN

MIN# 26 - 22 AUG 22 2022



# Columbus, Georgia, Board of Tax Assessors

GEORGIA'S FIRST CONSOLIDATED GOVERNMENT

Item #1.

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 #26-22

**CALL TO ORDER:** Chairman Jayne Govar calls the Columbus, Georgia Board of Assessors' meeting to order on Monday, August 22, 2022, at 9:00 A.M.

### PRESENT ARE:

Chairman Jayne Govar  
Vice Chairman Trey Carmack  
Assessor Lanitra Sandifer Hicks  
Assessor Todd Hammonds  
Chief Appraiser Suzanne Widenhouse  
Recording Secretary Katrina Culpepper

**APPROVAL OF AGENDA:** Vice Chairman Carmack motions to accept agenda. Assessor Sandifer Hicks seconds and the motion carries.

**APPROVAL OF MINUTES:** Assessor Lanitra Sandifer Hicks motions to accept Minutes #25-22. Assessor Hammonds seconds and the motion carries.

**MISCELLANEOUS:** Question via phone call from Taxpayer to Vice Chairman Trey Carmack answered.

At 9:11, Administrative Manager Leilani Floyd presents to the Board:

- Returned Mail Certification – Signed & Approved. This will be posted at both Government Center locations for public viewing for 30 days.

At 9:14, Personal Property Manager Stacy Pollard presents to the Board:

- Motor Vehicle Appeal – Signed & Approved.
- Business NOD – Signed & Approved.

At 9:17, Residential Property Manager Heidi Flanagan presents to the Board:

- A4's - #002 013 017; 062 047 008; 068 078 011 – pulled for further review. Vice Chairman Trey Carmack recused himself from #067 078 011. Chairman Jayne Govar recused herself from #173 002 041.

At 10:16, Deputy Chief Appraiser Glen Thomason presents to the Board:

- Map Splits - #131 001 039 – Signed & Approved.
- CUVA List – will be sent to Planning & Zoning today. Placed into record, no signatures needed.

At 10:30, Chief Appraiser Suzanne Widenhouse presents to the Board:


- Development Authority – letter presented for approval signatures.

At 10:36, Chairman Jayne Govar adjourns the meeting without any objections.

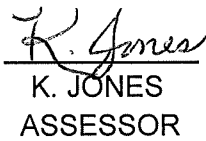
Suzanne Widenhouse  
Chief Appraiser/Secretary

APPROVED: \_\_\_\_\_

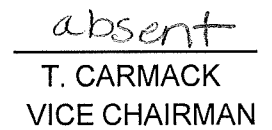
MIN# 27 - 22 AUG 29 2022

  
J. GOVAR  
CHAIRMAN

  
L. SANDIFER HICKS  
ASSESSOR

  
K. JONES  
ASSESSOR

  
T.A. HAMMONDS  
ASSESSOR

  
T. CARMACK  
VICE CHAIRMAN

**Columbus Consolidated Government  
Community Development Advisory Council  
(CDAC)  
Meeting Minutes  
June 9, 2022**

A virtual meeting via Microsoft Teams of the Community Development Advisory Council (CDAC) held on June 9, 2022, at 11:00 AM.

Members Present: Chris Poirier, Tamika McKenzie, Mary Garcia, John Partin, Evan Collins, Armando Fernandez, Ben Link, Glenn Albright, and Michael Ernst

Members Absent: Christy Lemieux, Tracy Belt, Sendreka Lakes, Virginia Dickerson, and Charlotte Ingram

Also Present: Community Reinvestment Staff: Robert Scott, Michael Baker, Kawana Hooks, and Emma Kimbrel

### **ORDER OF MEETING**

The meeting began at 11:11 am. With nine CDAC members being present, the CDAC board was able to conduct official business.

- CDAC approved meeting minutes from March 17, 2022. The vote moved to motion by Mary Garcia and second by Michael Ernst.

### **DISCUSSION**

#### **1. Vote for CDAC Chair & Vice Chair**

Chris Poirier, Board Chair, introduced himself and Tracy Belt, Vice Chair, to the new members. Armando Fernandez, Glenn Albright, and Michael Ernst introduced themselves to the board. Emma informed the Board that Charlotte Ingram, another new member, would be absent.

#### **2. FY23 CDBG & HOME Grant Update**

##### **a. FY23 Allocations**

Robert Scott, Community Reinvestment Director, began the FY23 CDBG & HOME Grant Update. Rob shared that 3 weeks ago Community Reinvestment received their City FY23/HUD PY22 Entitlement Fund Allocation. CDBG received \$1,633,453 and HOME received \$1,072,086. There is a special allocation of HOME funding this year called HOME-ARP. The City received \$3,574,055 in HOME-ARP funding. Rob shared the eligible activities and how organizations could apply for the funding. There are 23 CDBG applications currently submitted, and Rob shared that only 15% of the CDBG allocation can be used for the public service applications. The Community Reinvestment Department expects to make recommendations in the next 5-6 weeks. HOME received 4 applications.

##### **b. Reprogramming**

Rob shared that there are funds that have not been spent from as early as 2015. Currently there is \$2,515,219.68 in CDBG and \$550,000 in HOME. In order to rectify the unexpended funds, Rob went to Council to have them approve a substantial amendment



to Community Reinvestments previous action plans from 2015-2021. The reprogrammed amounts will be expended between four projects: a shared kitchen at the Fox Community Center, 19<sup>th</sup> Street Storm Water Abatement project, Wynnton Rd retaining wall, and a affordable housing development at the former BTW site which is right across from the Civic Center.

**c. FY22 CAPER**

Rob shared about the Consolidated Annual Performance Evaluation Report (CAPER). Rob spoke about how the CAPER shows who has been served and what the City has funded with their yearly allocations. The CAPER is due September 30<sup>th</sup>.

**d. Public Meetings**

Rob talked about the public meetings coming up. Citizens will get a chance to publicly comment on the allocation recommendations and Rob welcomed the Board to be apart of that process. There will also be public meetings to discuss the HOME-ARP funding. The public meetings will take place around June/July time.

**3. Open Floor Discussion**

Ben Link asked if a mural could be put on the Wynnton Road retaining wall. Rob answered yes, it lies within the realm of possibility.

Ben shared his idea on a multifunctional shelter and what it could look like and incorporating that into the RFP process. Rob responded about what HUD is looking for when it comes to the HOME-ARP and how it wants to know who the organizations are going to serve and the outcomes of that service. Rob shared the City is looking for multilayered responses and progressive applicants. Ben responded wanting the language in the RFP to be intentional to attract those type of responses.

Michael Ernst asked about training in reference to scoring CDBG applications that was mentioned in the March minutes from the last meeting and if that was what Rob was referring to when he talked about the June/July public meetings. Rob responded explaining that the grant applications had been scored already. Rob further explained the scoring process and that the application window ended.

Armando Fernandez asked if there would be a training to bring the new members up to speed with CDAC with grading applications and what's going on in the community. Rob responded saying the application grading would not be taking place until next year and a training will be done then. Rob asked Emma to set up a meeting for a new member orientation. Emma responded and said that the Department can be more intentional about adding CDAC to their email chain, so they receive the notices that are going out.

**NEXT MEETING**

The next CDAC meeting September 8, 2022, 11:00 am on Teams.

**ADJOURNMENT**

The meeting adjourned at 11:46 AM.

MINUTES OF THE MEETING OF THE  
DEVELOPMENT AUTHORITY OF COLUMBUS GEORGIA  
August 4, 2022

**MEMBERS PRESENT:**

Heath Schondelmayer, Selvin Hollingsworth, Charles Ray Sheffield, Dallis Copeland, Geniece Granville  
Tyson Begly

**ALSO PRESENT:**

Pam Hodge, Jamie Spencer, Meghan Richardson, Tabettha Getz, Conner Miller, Marcia Dunn, Jerald Mitchell, Joe Sanders, Brian Sillitto, Steve Davis, Josh Beard, Deborah Kidder, Stacey Pritchard, Mayor Skip Henderson, Jim Yancey, Pace Halter, Mat Swift, Robert McKenna, Travis Chambers; By zoom: Isaac Yilma, Paul Burnside, David Mitchell, Christy Bozeman and Natalie Bradley

**MINUTES**

**Upon motion made by Selvin Hollingsworth and seconded by Dallis Copeland, the Authority unanimously approved the minutes of the July 7, 2022 meeting attached as Exhibit "A".**

**FINANCES**

- Finances July 7 2022 – Tyson Begly commented on revenue and expenses.
- **Upon motion made by Selvin Hollingsworth and seconded by Charles Ray Sheffield, the Authority unanimously approved the July 2022 Financial Reports attached as Exhibit "B".**

**ECONOMIC DEVELOPMENT REPORT**

Meghan Richardson presents economic development snapshot. She reported the following items:

- Discussion on leads, defined projects, proposals, 2022 pipeline projects, and trajectory on jobs.
- Workforce Development: Conner Miller gave a brief update on Better Work Columbus graduation, Construction Ready class 3, PIE Kickoff, JROTC Tours, Workforce round table with workforce partners.
- Discussed what social media pages members should follow and content being shared.

**CITY OF COLUMBUS REPORT**

- Pam Hodge discussed work on old Synovus building construction, occupancy to begin summer 2024.
- SPLOST-collected for 3 months now with projects kicking off January 2023
- TSPLOST-initial conversations of prioritizing the 11 projects in band 1, with a list being shared in the next couple of months.
- City is still moving forward with the pay plan, with presentations being done. Hope to present to city council by end of August and implement in January.
- Mayor Skip Henderson congratulated the Development Authority after questions on all topics covered by Pam.

**CHAMBER REPORT**

- Jerald Mitchell reminded members of the mission of the chamber, as well as growth goals, growing the profile of Columbus past the city limits of Columbus.

- Major upcoming initiatives with growing memberships, Columbus 2025 Campaign, support of the 2022/2023 World Kayaking Cup events, and celebration of the Chamber's 175<sup>th</sup> year, Cohesive Image and Identity Project.
- July activity included: TSPLOST, New Office, ARP Grant, GA Department of Transportation meeting with representative, GA Department Economic Development Board Meeting in August and, Livability Magazine.
- Discussion on the relaunch of Partners in Education
- Meghan introduced Marcia Dunn as the Small Business Manager
- Jerald briefly discussed new chamber staff, ICLC, Annual meeting on 2 December, Valley Partnership and that more events with marketing opportunities are coming up.

#### OLD BUSINESS

- Nothing significant to report.

#### NEW BUSINESS

- Travis Chambers introduced by Heath

#### LEGAL ISSUES

- Brian Sillitto discussed AFB proposal and incentives. Rob McKenna presented the request for an Inducement Resolution and Project Agreement in support of the Project **Upon motion made by Selvin Hollingsworth and seconded by Tyson Bagley, the Authority approved the Inducement Resolution and Project Agreement by unanimous vote.**
- The Preserve at Columbus, LLC requested the approval of the Transfer and Assignment of The Preserve, the execution of Joinder to Security Deed, and a Lease Extension. **Upon motion made by Selvin Hollingsworth and seconded by Charles Ray Sheffield, the Authority approved the same by unanimous vote.**
- Ratification of offer to Quitclaim of 1 Polychrome Way to Kodak. **Upon motion made by Selvin Hollingsworth and seconded by Charles Ray Sheffield, the Authority approved the same by unanimous vote.**
- Approval of transfer to 4551 Cargo Drive to CEDC. The CEDC reported that it was going to pay off the existing Bonds and requested the transfer of the Project to the CEDC pursuant to its option under the Lease. **Heath Schondelmayer recused himself from this vote and Upon motion made by Dallis. Copeland and seconded by Charles Ray Sheffield, the Authority approved the transfer to the CEDC.**

#### EXECUTIVE SESSION

#### MEETING ADJOURNED

There being no further business the Authority was declared adjourned by the Chairman.



Heath Schondelmayer, Chairman



Tyson Bagley, Secretary/Treasurer

Columbus Tree Board Meeting  
August 22, 2022  
Location: Zoom Meeting

Attending: Kristin Youngquist, Beautie Moore, Lisa Thomas-Cutts, Eric Gansauer and Catherine Trotter

**Old Business:**

Open Positions – Residential and Environmental

- Catherine proposed Morgan Scarbrough, a real estate salesperson who is also connected to residential development.
- Eric proposed Ashley Taylor, formerly with Larry French who is now working at Moon Meeks.
- Each agreed to contact these individuals to see if they are interested in serving on the Tree Board.

**New Business:**

Review of Duties

- Kristin discussed several different areas where reference was made to the Tree Board and its responsibilities. Section 9.2.6 refers to the Tree Board listing appointments, term length, categories of representation, officers, rules, proceedings, quorum, and the creation of a tree master plan.
- Specific references to an annual master plan, variances, ordinances and recommendations to the Arborist, Mayor and Council were also reviewed.

**Master Plan (2004)**

- Kristian has access to this plan in its original format. She intends to convert it to a more current format. She and Eric will review the tree canopy map included in the report and work to update it. Eric's input is also needed on planting recommendations.
- It was suggested that Board members take sections of the report to update. Once the plan is updated it, along with current images, can be used to update the UDO (Unified Development Ordinance – which covers land use and zoning regulations). Eric will email recommendations for the UDO.

**City Arborist Updates**

- Eric reported there have been no applicants for the position openings in his department. He also mentioned if revisions to the Tree Plan or UDO need funding the requests need to be submitted by early April. The budget is usually set by May 1<sup>st</sup>.

The Tree Board will meet again October 24<sup>th</sup> at 2:00 p.m. via Zoom.

File Attachments for Item:

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

**COLUMBUS IRONWORKS CONVENTION & TRADE CENTER AUTHORITY:**

**Craig Burgess**- Interested in serving another term *(Mayor's Appointment)*  
*Eligible to succeed* Term Expires: October 24, 2022

**Lauren Chambers** *(Mayor's Appointment)* Not  
*eligible to succeed* Term Expires: October 24, 2022

*These are three-year terms. Board meets monthly.*

**Women: 2** Senatorial District 15: 1 Senatorial District 29: 4

**PUBLIC SAFETY ADVISORY COMMISSION:**

**Pete Temesgen** *(Mayor's Appointment)* *Accepted a*  
*judgeship* Term Expires: October 31, 2023

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

**PUBLIC SAFETY ADVISORY COMMISSION:**

**Bryon Hickey** *(Council District 1- Barnes)*

*Not eligible to succeed*

Term Expires: October 31, 2022

**Friar Noel Danielewicz** *(Council District 3- Huff)*

*Seat Declared Vacant*

**Term Expires: October 31, 2022**

**Donald Watkins**

**(Council District 5- Crabb)**

**Not eligible to succeed**

**Term Expires: October 31, 2022**

**Lisa Branchcomb**

**(Council District 7- Woodson)**

***Does not desire reappointment***

**Term Expires: October 31, 2022**

**Scott Taft**

**(Council District 9- Thomas)**

***Eligible to succeed***

**Term Expires: October 31, 2022**

***These are three-year terms. Board meets monthly.***

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

**BOARD OF HONOR:**

**Bob Hydrick**

***(passed away)***

**Term Expires: October 31, 2022**

**Open for Nominations**

**(Council's Appointment)**

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

*This is a four-year term. Board meets as needed.*

**Women: 3**

**Senatorial District 15: 5**

**Senatorial District 29: 2**

**PERSONNEL REVIEW BOARD:**

**Dr. Shanita Pettaway**

*(Alternate Member 5)*

*Resigned*

Term Expires: December 31, 2022

*The terms are three years. Board meets monthly.*

**Open for Nominations**

**(Council's Appointment)**

**Women: 3**

**Senatorial District 15: 5**

**Senatorial District 29: 3**

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

**2. MAYOR’S APPOINTMENTS- ANY NOMINATIONS MAY BE CONFIRMED FOR THIS MEETING:**

**A. COLUMBUS IRONWORKS CONVENTION & TRADE CENTER AUTHORITY:**

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

*Eligible to succeed*

Term Expires: October 24, 2022

**Lauren Chambers** *(Mayor’s Appointment)*

*Not eligible to succeed*

Term Expires: October 24, 2022

*These are three-year terms. Board meets monthly.*

**Women: 2**

**Senatorial District 15: 1**

**Senatorial District 29: 4**

**B. PUBLIC SAFETY ADVISORY COMMISSION:**

**Pete Temesgen** *(Mayor’s Appointment)*

*Accepted a judgeship*

Term Expires: October 31, 2023

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

**A. PUBLIC SAFETY ADVISORY COMMISSION:**



**Bryon Hickey****(Council District 1- Barnes)***Not eligible to succeed*

Term Expires: October 31, 2022

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

Term Expires: October 31, 2022

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

Term Expires: October 31, 2022

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

Term Expires: October 31, 2022

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

Term Expires: October 31, 2022

*These are three-year terms. Board meets monthly.***4. COUNCIL APPOINTMENTS- ANY NOMINATIONS WOULD BE LISTED FOR THE NEXT MEETING:****A. BOARD OF HONOR:****Bob Hydrick***(passed away)*

Term Expires: October 31, 2022

Open for Nominations

**(Council's Appointment)****All of the members serving on this board must be former elected official of Muscogee County.***This is a four-year term. Board meets as needed.***Women: 3****Senatorial District 15: 5****Senatorial District 29: 2**

**B. PERSONNEL REVIEW BOARD:**

**Dr. Shanita Pettaway**  
**(Alternate Member 5)**

*Resigned*

Term Expires: December 31, 2022

Open for Nominations  
**(Council's Appointment)**

*The terms are three years. Board meets monthly.*

**Women: 3**

**Senatorial District 15: 5**

**Senatorial District 29: 3**

**File Attachments for Item:**

A. Hospital Authority of Columbus (Council Confirmation / Authority Selection)

---

**BOARDS, COMMISSIONS & AUTHORITIES**

---

**Hospital Authority of Columbus:** This board is responsible for the operation of Muscogee Manor and Highland House nursing homes. It has nine members. The Columbus Council makes three nominations for each vacancy. The authority itself fills the vacancies from the Council's nominees. The terms are three years. (O.C.G.A. Sec 31-7-72 and Columbus Charter, Sec. 4-621) (Ordinance No. 11-23 removes the limitation of two full consecutive terms for this authority.) The Hospital Authority Bylaws allows for three consecutive terms.

<u>Board Members</u>	<u>Term Expiration</u>	<u>Appointment</u>
Betty Tatum (SD-15)	11/14/2022	Council/Authority
Susan McKnight (SD-15)	11/14/2022	Council/Authority
Cynthia Williams Jordan (SD-15)	11/14/2022	Council/Authority
Jennings Chester (SD-15)	11/14/2023	Council/Authority
Warner Kennon, Jr. (SD-29)	11/14/2023	Council/Authority
Sarah Banks-Lang (SD-15)	11/14/2023	Council/Authority
Ernest Smallman, IV (SD-15)	11/14/2024	Council/Authority
Mike Welch (SD-29)	11/14/2024	Council/Authority
Dr. John Kingsbury (SD-15)	11/14/2024	Council /Authority

**Expiring Term(s):**

The terms of office for Betty Tatum, Susan McKnight, and Cynthia Williams Jordan will expire on November 14, 2022. These are three (3) year terms with an expiration date of November 14, 2025. In accordance with Ordinance No. 11-23, all three are eligible to serve another term.

**File Attachments for Item:**

B. Housing Authority of Columbus (Mayor's Appointment)

---

**BOARDS, COMMISSIONS & AUTHORITIES**

---

**Housing Authority of Columbus:** This board is responsible for all public housing projects. It is also, in conjunction with the Department of Community Development, responsible for the various urban renewal projects. It has seven (7) members, all of which are appointed exclusively by the Mayor. (Ga Laws, 1937, Page 210 and Columbus Charter, Sec. 4-620) (Increased by one member approved by Res. No. 444-99 pursuant to O.C.G.A. Sec. 8-3-50 appoint a Resident Advisory Board Member). These are five (5) year terms, with the exception of the Resident Position which is a one (1) year term. (Ordinance No. 11-23 removes the limitation of two full consecutive terms for this authority.)

<u>Board Members</u>	<u>Term Expiration</u>	<u>Appointment</u>
<b>Tiffani Stacy</b>	<b>11/16/2022</b>	<b>Mayor (Resident Position)</b>
Edward Burdeshaw (SD-15)	04/30/2023	Mayor
Linda Hadley (SD-29)	04/30/2024	Mayor
John F. Greenman	04/30/2025	Mayor
John Sheftall (SD-15)	04/30/2026	Mayor
Larry Cardin (SD-29)	04/30/2026	Mayor
Jeanella Pendleton (SD-29)	04/30/2027	Mayor

**Expiring Term(s):**

The term of office for Tiffani Stacy will expire on November 16, 2022, in the Resident Position. This is a one (1) year term with the new term expiring on November 17, 2023. Ms. Stacy is eligible to succeed herself.