

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

**AN ORDINANCE TO AMEND THE AUGUSTA, GEORGIA CODE, TITLE ONE, CHAPTER SEVEN, ARTICLE FOUR, SECTION 1-7-51 RELATING TO THE ADOPTION OF PERSONNEL POLICIES AND PROCEDURES OF AUGUSTA, GEORGIA; TO REPEAL SECTIONS 500.305 OF THE PERSONNEL POLICIES AND PROCEDURES MANUAL RELATED TO RED CIRCLE RATE; TO REPEAL ALL ORDINANCES AND PARTS OF ORDINANCES IN CONFLICT HERewith; AND FOR OTHER PURPOSES. WAIVE SECOND READING.**

**WHEREAS**, the Personnel Policies and Procedures Manual (“PPPM”) currently includes policies and procedures related to Augusta, Georgia’s employees.

**WHEREAS**, Augusta, Georgia periodically reviews and updates its policies to reflect the developing needs of the government and desires to update its policies and procedures of employees.

**WHEREAS**, Augusta, Georgia, desires to repeal all sections of the PPPM related to Red Circle Rate employees and adopt new Red Circle Rate policies and procedures, separate from the PPPM; and

**WHEREAS**, it is the desire of the Augusta Commission (“the Commission”) to update the PPPM by repealing Section 500.305 related to Red Circle Rate to enable the Commission to adopt new and separate policies and procedures for its employees.

**SECTION 1.** Augusta, GA. Code Section 1-7-51, also known as the Augusta, Georgia Personnel Policy and Procedures Manual, is hereby amended by striking through the exiting text of Section 500.305 as set forth in “Exhibit A,” attached hereto.

**SECTION 2.** This ordinance and the incorporated amendment shall be effective upon adoption by the Augusta, Georgia Commission and shall be made a part of the Augusta, Georgia Code of Ordinances in accordance with applicable laws.

**SECTION 3.** The sections, paragraphs, sentences, clauses and phrases of this ordinance are severable. Should any provision of this ordinance be rendered invalid by a court of law, the remaining provisions shall continue in force and effect until amended or repealed by action of the Commission.

**SECTION 4.** All ordinances or parts of ordinances in conflict herewith are hereby repealed.

Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

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Garnett L. Johnson  
As its Mayor

Attest:

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Lena J. Bonner, Clerk of Commission

Published in the Augusta Chronical.

Date: \_\_\_\_\_

First Reading: \_\_\_\_\_

Second Reading: \_\_\_\_\_

# ***EXHIBIT A***

### Section 500.305 Red Circle Rate

~~Employees who are above the maximum of their salary grade are ineligible to receive any additional increase to the base salary.~~

~~However, if an employee is rated as "Exceeds" in an overall evaluation during the annual review process, the employee will be eligible for a lump sum payment equal to their full amount of merit on an annual basis. If the employee receives a "Meet Expectations" rating on their review, the employee will be eligible for a lump sum payment equal to one-half of their merit increase on an annual basis. This policy is effective from the date of approval of this policy manual. This policy is subject to approval of the budget and availability of funds.~~

### **Red Circle Rate Policy**

Employees who are above the maximum of their salary grade are ineligible to receive any additional increase in the base salary,

However, if an employee is rated as “Exceeds” in an overall evaluation during the annual review process, the employee will be eligible for a lump sum payment equal to their full amount of merit on an annual basis. If the employee receives a “Meet Expectations” rating on their review, the employee will be eligible for a lump sum payment equal to one-half of their merit increase on an annual basis. This policy is effective from the date of approval of this policy manual. This policy is subject to approval of the budget and availability of funds.

The above provisions notwithstanding, effective upon the approval of this policy, any employee who is above the maximum of their salary grade is still eligible to receive Cost-Of-Living Adjustments (COLAs), at the same time and in the same manner as non-red circle employees.