

COLUMBUS

GEORGIA



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Pay Plan Implementation Costs

Pay Plan Implementation Costs – “Market Plan” with no “Above and Beyond”

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 5,172,478.98	1178	\$ 4,390.90	11.2%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 2,649,804.23	1028	\$ 2,577.63	5.8%
Combined Totals	\$ 7,822,283.21	\$ 2,206.00	\$ 3,484.26	8.5%

Pay Plan Implementation Costs – “Above & Beyond for Public Safety ONLY”

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 5,172,478.98	1178	\$ 4,390.90	11.2%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 7,141,743.46	1028	\$ 6,947.22	15.5%
Combined Totals	\$ 12,314,222.44	\$ 2,206.00	\$ 5,669.06	13.4%

Note: \$4.49 million difference in “Market Plan” and “Above & Beyond for Public Safety ONLY”

Pay Plan Implementation Costs – “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour”

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 6,251,071.09	1180	\$ 5,297.52	13.6%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 7,141,743.46	1028	\$ 6,947.22	15.5%
Combined Totals	\$ 13,392,814.55	\$ 2,208.00	\$ 6,122.37	14.5%

Note: \$1.08 million difference in “Above & Beyond for CDL Drivers (at \$21 per hour)” and “Above & Beyond for Public Safety”

Pay Plan Implementation Costs – “Market Plan” vs “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour” (With 25% CAP)

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 5,172,478.98	1178	\$ 4,390.90	11.2%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 2,649,804.23	1028	\$ 2,577.63	5.8%
Combined Totals	\$ 7,822,283.21	\$ 2,206.00	\$ 3,484.26	8.5%

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Parity-Zone	\$ 6,251,071.09	1180	\$ 5,297.52	13.6%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Longevity-Zone	\$ 7,141,743.46	1028	\$ 6,947.22	15.5%
Combined Totals	\$ 13,392,814.55	\$ 2,208.00	\$ 6,122.37	14.5%

Total difference: \$5.57 million

in “Market Plan” and “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour”

Pay Plan Implementation Costs – “Market Plan” vs “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour” (No 25% CAP)

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 2,542,004.98	926	\$ 2,745.15	5.5%
Parity-Zone	\$ 5,568,530.66	1178	\$ 4,727.11	12.1%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 1,060,796.68	490	\$ 2,164.89	2.3%
Longevity-Zone	\$ 2,649,804.23	1028	\$ 2,577.63	5.8%
Combined Total	\$ 8,218,334.89	2206	\$ 7,304.74	8.9%

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 4,019,353.55	935	\$ 4,298.77	8.7%
Parity-Zone	\$ 7,180,221.82	1180	\$ 6,084.93	15.6%
Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 4,779,553.88	874	\$ 5,468.60	10.4%
Longevity-Zone	\$ 7,301,126.99	1028	\$ 7,102.26	15.9%
Combined Total	\$ 14,481,348.82	2208	\$ 13,187.20	14.6%

Total difference: \$6.26 million

in “Market Plan” and “Above & Beyond for Public Safety & CDL Drivers at \$21 per hour” (No 25% CAP)

Funding Pay Plan Implementation Costs – “Above & Beyond”

General Fund:

- Use of average annual salary savings @ 50 public safety positions
- Transfer-out 25 public safety positions from General Fund to OLOST
- Positive Revenue Trend Recognition

OLOST Fund:

- Transfer-in 25 public safety positions from General Fund to OLOST
- Positive Revenue Trend Recognition

Stormwater Fund:

- Reduce some of annual CIP funds (\$1.3 mil CIP budgeted in FY23)
 - Other funding sources: \$20 mil from SPLOST (over next 10 years), \$1 mil+ (annually) from OLOST

Paving Fund:

- Reduce annual CIP funds (\$1 mil CIP budgeted in FY23)
 - Other funding sources: \$20 mil from SPLOST (over next 10 years), \$1 mil+ (annually) from OLOST, \$339+ mil from TSPLOST & TSPLOST-Discretionary (over next 10 years)

Funding Pay Plan Implementation Costs – “Above & Beyond” - cont’d

Integrated Waste Fund:

Cash vs Future Obligations as of August 2022 (Unaudited)

\$8.9 million – Investments & Cash on Hand (Reserves) (Ended FY21 with \$11.8 million)

(\$4.8 million) – Due to Amwaste Contract (not including Fuel Surcharges)

\$4.1 million – Revised Integrated Waste Fund Reserves

(\$16.6 million) – Landfill Closure/Post Closure Liability

(\$12.5 million) – Integrated Waste Fund Deficit

- Option A: Minimum \$1.50 monthly increase in garbage fee beginning July 1, 2023 (FY24) (Recommended by City Manager & Staff)
- **OR**
- Option B: Use approx. \$1 million in Integrated Waste Fund Reserves beginning July 1, 2023 (FY24) (Recommended by Councilor Davis)
- **OR**
- Option C: Use approx. \$1 million in General Fund Reserves (approx. 2 reserve days) beginning July 1, 2023 (FY24) (Recommended by Councilor Davis).

Funding Pay Plan Implementation Costs – “Above & Beyond” - cont’d

Integrated Waste Fund:

- All options only covers pay adjustments related to implementation of the pay study. Rate increases to fund equipment replacements, operating materials, and future liabilities are still required at a near future date.
- Resolution will be brought back to Council on second reading of pay plan implementation in support of Councilor Davis’ recommended option for the FY24 budget.
- Due to driver shortages, private contractor (Amwaste) is being used for yard waste collections.
- Amount paid to Amwaste to date: \$3,614,534.08 (services began June 21, 2021)
- New Amwaste contract effective August 1st - \$31,400/route/month is \$5,275,200 annually (\$4,835,600 due for remainder of FY23 plus fuel surcharges. Fuel surcharge is still being negotiated.)

FY22 Changes in Fund Equity

\$13,421,646.67 - Revenues

\$16,716,245.87 - Expenses

(\$3,294,599.20) - Deficit

Funding Pay Plan Implementation Costs – “Above & Beyond” - cont’d

E911 Fund:

- Fund may require a small subsidy beginning July 1, 2023 (FY24). Revenue set and collected by the state.

Metra Transportation Fund:

- Transfer Bus Operator positions from Metra’s general operating budget to TSPLOST.