

(AS AMENDED)

ORDINANCE
NO. _____

AN ORDINANCE ADOPTING AN 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, AND APPROPRIATING THE AMOUNTS SHOWN IN EACH BUDGET; AND FOR OTHER PURPOSES.

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

SECTION 1.

The annual Operating and Capital Improvement Budget for FY23 proposed in the total amount of \$314,533,253 is approved and adopted in accordance with the Columbus Charter, Section 7-402 and outlined in Sections 2 thru 15 of this ordinance.

SECTION 2.

The General Fund Budget proposed in the amount of \$176,214,189 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for general fund purposes.

SECTION 3.

The Local Option Sales Tax Fund Budget proposed in the amount of \$40,053,826 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia for public safety and infrastructure purposes.

SECTION 4.

The Stormwater (Sewer) Fund Budget proposed in the amount of \$5,878,662 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for stormwater fund services.

SECTION 5.

The Paving Fund Budget proposed in the amount of \$16,601,709 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for street and roadway improvement purposes.

SECTION 6.

The Indigent Care Fund Budget proposed in the amount of \$12,542,459 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the annual appropriation to be disbursed to various providers for indigent and inmate medical care.

SECTION 7.

The Integrated Waste Management Fund Budget proposed in the amount of \$18,278,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide solid waste management services.

SECTION 8.

The Emergency Telephone Fund Budget proposed in the amount of \$4,022,087 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of the E911 Center.

SECTION 9.

The Civic Center Fund Budget proposed in the amount of \$4,456,074 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of the Civic Center.

SECTION 10.

The Debt Service Fund Budget proposed in the amount of \$14,900,072 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for Debt Service purposes.

SECTION 11.

The Transportation Fund Budget proposed in the amount of \$14,113,688 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the provision of public transportation.

SECTION 12.

The Bull Creek Budget proposed in the amount of \$1,609,331 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of Bull Creek Golf Course.

SECTION 13.

The Oxbow Creek Budget proposed in the amount of \$544,363 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of Oxbow Creek Golf Course.

SECTION 14.

The Columbus Iron Works Convention and Trade Center Budget proposed in the amount of \$2,930,301 for the Consolidated Government of Columbus, Georgia covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the operation of the Columbus Iron Works Convention and Trade Center.

SECTION 15.

The Economic Development Authority Budget proposed in the amount of \$2,388,492 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for the provision of Economic Development activities.

SECTION 16.

The Health and Life Insurance Budget proposed in the amount of \$23,912,887 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the administration of health and life insurance.

SECTION 17.

The Risk Management Budget proposed in the amount of \$5,800,288 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the operation of risk management activities.

SECTION 18.

The Workforce Innovation and Opportunity Act (WIOA), formerly the Job Training Partnership Act (JTPA), Budget proposed in the amount of \$3,405,720 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the administration of Workforce Innovation and Opportunity Act (WIOA) activities.

SECTION 19.

The Community Development Block Grant (CDBG) Budget proposed in the amount of \$1,736,936 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2022 and ending June 30, 2023, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, to provide for the administration of Community Development Block Grant (CDBG) activities.

SECTION 20.

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

SECTION 21.

The Cost Allocation Plan for FY23, which has been filed with the Clerk of Council, is hereby approved for use during the 2023 fiscal year in a total amount of \$2,896,759.

Fund Being Charged	FY23 Charges
LOST Fund (Public Safety)	\$391,847
LOST Fund (Infrastructure)	12,754
Stormwater (Sewer) Fund	203,538
Paving Fund	666,556
Integrated Waste Management	786,878
Emergency Telephone	149,986
CDBG Fund	64,621
HOME Program Fund	13,391
Multi-Government Fund:	
Transportation Planning	16,848
Family Drug Court SAMHSA	4,328
Civic Center Fund	130,831
WIOA Fund	107,003
Transportation Fund	216,977
Trade Center Fund	85,299
Bull Creek Golf Course	34,239
Oxbow Creek Golf Course	11,665
Total Charges	\$2,896,759

SECTION 22.

The City Manager or his designee is authorized to make adjustments of cost allocation charges as may be deemed appropriate.

SECTION 23.

The period of emergency or war continued in Resolution No. 392-03 is hereby extended from July 1, 2022 to June 30, 2023.

SECTION 24.

The following position changes are hereby adopted as part of the FY23 Budget and are as follows:

NEW/RESTORED POSITIONS:

General Fund – City Manager’s Office	(1) Family Connection Director (G20) (21% General Fund, 79% Grant Fund)
General Fund – City Manager’s Office	(1) Director Community Affairs (G23)
General Fund – Human Resources	(2) Human Resource Specialists (G16)
General Fund – Public Works	(1) Plumber I (G13) (effective January 1, 2023)
General Fund – Public Works	(1) HVAC I Technician (G13) (effective January 1, 2023)
General Fund – Public Works	(3) Facilities Maintenance Worker (G11) (effective January 1, 2023)
General Fund – Public Works	(1) Electrician I (G13) (effective January 1, 2023)
General Fund – Public Works	(1) Carpenter (G13) (effective January 1, 2023)
General Fund – Public Works	(1) Custodial Supervisor (G16) (effective January 1, 2023)
General Fund – Parks and Recreation	(1) PT Site Supervisor (G4)
General Fund – Parks and Recreation	(2) PT Activity Leaders (G2)
General Fund – Parks and Recreation	(1) Recreation Specialist III (G14)
General Fund – Parks and Recreation	(3) PT Recreation Center Leaders (G2)

General Fund – Parks and Recreation	(1) Site Supervisor (G4)
General Fund – Parks and Recreation	(2) Activity Leaders (G2)
General Fund – Tax Assessor	(1) Personal Property Appraiser (G14)
General Fund – Police	(1) Criminal Records Technician (G10)
General Fund - Police	(1) Administrative Technician (G12)
General Fund – Fire/EMS	(1) Fire Lieutenant (PS18)
General Fund – District Attorney	(1) Assistant District Attorney (G23)
General Fund – Superior Ct Clerk	(1) Senior Deputy Clerk (G14)
General Fund – Superior Ct. Clerk	(2) Deputy Clerk II (G12)
General Fund – State Court Solicitor	(2) Deputy Clerk II (G12)
General Fund – Sheriff	(2) Sheriff Cadet (G10)
Trade Center Fund – Trade Center	(1) Conference Facilitator (G15)
Trade Center Fund – Trade Center	(1) Administrative Secretary (G10)

RECLASSIFIED POSITIONS:

General Fund – Information Technology	(1) GIS Coordinator (G21) to (1) GIS Division Manager (G23)
General Fund – Planning	(1) Planning Manager (G22) to (1) Assistant Planning Director (G24)
General Fund – Public Works	(1) Facilities Maintenance Worker I (G11) to (1) Carpenter I (G13)
General Fund – Parks and Recreation	(2) PT Administrative Clerks (G9) to (1) FT Administrative Assistant (G12)
General Fund – Police	(1) Chief of Staff/Public Officer (PS20) to (1) Director of Community Affairs (PS23)
General Fund – Magistrate Court	(1) Associate Judge Biweekly Supplement Increase from \$332.71 to \$675.75
General Fund – Sheriff	(1) Administrative Coordinator (G14) to (1) Administrative Operations Manager (G18)
General Fund – Sheriff	(1) Lieutenant (PS20) to

	(1) Captain (PS22)
General Fund – Sheriff	(1) Investigator (PS16) to (1) Sergeant (PS18)
General Fund – Sheriff	(12) Sheriff Correctional Officer (PS12) to (12) Deputy Clerk II (G12)
General Fund – Sheriff	(1) Sheriff Correctional Officer (PS12) to (1) Lieutenant (PS20)
General Fund – Sheriff	(1) Deputy Clerk II (G12)to (1) Senior Deputy Clerk (G14)
General Fund – Sheriff	(12) Deputy Sheriff (PS14) to (12) Correctional Officer (PS12)
General Fund – Sheriff	(15) Deputy Sheriff (PS14) to (15) Investigator (PS16)
CDBG Fund – Community Reinvestment	(1) Program Manager (G19) to (1) Assistant Community Reinvestment Director (G21)
Transportation Fund – METRA	(1) Principal Transit Planner (G20) to (1) Assistant Transportation Director (G24)
Trade Center Fund – Trade Center	(1) Conference Facilitator I (G15) to (1) Conference Facilitator II (G16)

DELETED POSITIONS:

General Fund – Sheriff	(2) Deputy Sheriff (G14)
Transportation Fund – METRA-TSPLOST	(1) Transit Security Specialist (G10)

TRANSFERS:

To: General Fund – Homeland Security	
From: General Fund – Fire/EMS	(1) Emergency Management Deputy Director (PS23) (1) EMA Planner (PS20)
To: General Fund – City Manager’s Office	
From: Integrated Waste Fund – Public Works	(1) Keep Columbus Beautiful Executive Director (G21)
To: OLOST	
From: General Fund	(14) Firefighters (PS14), FY23 ONLY
Continuation from FY14 – FY22	(10) Police Officers (PS14), FY23 ONLY

SECTION 25.

The Columbus Consolidated Government Pay Plan for Salary and Wages is hereby adopted as part of the FY23 Budget and is incorporated herein by Attachment A. Effective July 1, 2022, a 2.0% Cost of Living Adjustment for all classified full-time and part-time positions is hereby adopted. Effective July 1, 2022, retirees will receive a 1.0% Cost of Living Adjustment.

Upon the effective date of a new Pay & Compensation Plan, the annual base salary for the Muscogee County Coroner shall be increased from \$60,000 to \$82,500. The Muscogee County Coroner will continue to receive annual increases based on the COLA increases enacted by the General Assembly for state employees.

Effective July 1, 2022, the hourly pay rate for Sworn Reserve Sheriff Deputies will increase from \$15.00 to \$25.00 per hour as part of the FY23 Budget.

Effective July 1, 2022, discretionary funds provided to the District Attorney for recruitment and retention of attorneys for the District Attorney's Office is hereby increased from \$25,000 to \$100,000.

SECTION 26.

Other 2009 Local Option Sales Tax Pay Supplement of \$3,121 for all sworn personnel in all Public Safety departments, Public Works, Parks & Recreation, and METRA departments effective July 1, 2009, distributed in equal payments over 26 bi-weekly pay periods, will remain in effect for FY23. This supplement excludes elected officials.

SECTION 27.

The Columbus Police Department's Additional Other Local Option Sales Tax Supplement adopted by Columbus Ordinance 21-032 shall be continued for FY2023 for the Columbus Police Department. All sworn personnel within the Police Department will receive an additional \$2,000 annual Other Local Option Sales Tax Fund pay supplement distributed in equal payments over 26 bi-weekly pay periods.

SECTION 28.

The Pay Plan adopted by Columbus Ordinance No. 06-40 amended by Ordinance No. 06-87 defined a sign-on bonus for sworn public safety officers effective June 30, 2006 for five years. The sign-on bonus of \$2,000 shall be extended in FY2023 for the Fire Department. For FY2023, until December 31, 2022, or upon the effective date of a new Pay & Compensation Plan, whichever occurs first, an enhanced sign-on bonus of \$5,000 shall be extended to sworn personnel in the Police Department, the Sheriff's Office, and the Muscogee County Prison. The enhanced sign-on bonus will sunset on December 31, 2022, or upon the effective date of a new Pay & Compensation Plan, whichever occurs first, thereby reverting the sign-on bonus back to \$2,000 for the remainder of FY2023 for the Police Department, the Fire Department, and the Muscogee County Prison ONLY. This bonus excludes elected officials.

Until December 31, 2022, or upon the effective date of a new Pay & Compensation Plan, whichever occurs first, a quarterly retention bonus of \$1,500 shall be payable to all full-time sworn personnel in the Police Department, Fire Department, Sheriff's Office, and Muscogee County Prison who are actively on payroll at time of payment. The retention bonus shall also apply to all full-time 911 Communications Technicians in the Police Department ONLY. The quarterly retention bonus will sunset on December 31,

2022, or upon the effective date of a new Pay & Compensation Plan, whichever occurs first. This bonus excludes elected officials.

SECTION 29.

The Columbus Police Department's Recruitment and Retention Plan adopted by Columbus Ordinance No. 16-17 then amended by Ordinance No. 18-21 shall be continued in FY2023 for the Columbus Police Department. Sixteen (16) Police Officer positions shall remain unfunded, until expressly approved by Council, in order to fund the implementation and continued cost of the Columbus Police Department Recruitment and Retention Plan.

SECTION 30.

The Columbus Police Department's Pay Reform Plan adopted by Columbus Ordinance No. 15-24 first amended by Ordinance 18-21 then amended by Ordinance No. 19-027 shall be continued in FY2023 for the Columbus Police Department. Five (5) Police Officer positions shall remain unfunded, until expressly approved by Council, in order to fund the implementation and continued cost of the Columbus Police Department Pay Reform Plan.

SECTION 31.

The Sheriff's Office Pay Reform Longevity Plan adopted by Columbus Ordinance No. 17-24 then amended by Ordinance No. 20-018 shall be continued in FY2023 for the Muscogee County Sheriff's Office.

SECTION 32.

The Sheriff's Office Recruitment and Retention Plan adopted by Columbus Ordinance No. 18-21 shall be continued in FY2023 for the Muscogee County Sheriff's Office.

SECTION 33.

Section 25 of Ordinance No. 19-027 provided a 2.5% pay increase to 54 Sheriff Office positions which included 34 Sergeants (PS18), 4 Captains (PS20), and 16 Lieutenants (PS22). Two (2) Correctional Officer positions shall remain unfunded, until expressly approved by Council, in order to fund the implementation and continued cost of the increased pay adjustments for the aforementioned positions.

SECTION 34.

The Pay Plan adopted by Columbus Ordinance No. 06-40 first amended by Ordinance No. 06-87 then subsequently amended by Ordinance No. 07-21, Ordinance No. 07-30, and Ordinance No. 17-24 defined a paramedic certification pay supplement for EMS-Lieutenant, Firefighter-Medic, and Paramedic classifications while assigned and actively working as providers of emergency medical services, as verified by the Chief of the Department of Fire and Emergency Medical Services. Said annual supplement of \$6,000 shall be continued in FY2023 for all authorized personnel.

SECTION 35.

Columbus Ordinance No. 17-24, Section 25 authorized the Fire and EMS Department to reclassify and restrict Thirty-Six (36) Fire Medic (PS14) positions to Fire Medic (PS15) positions. Notwithstanding Section 25 of Ordinance No. 17-24, the authorization contained in Ordinance No. 19-044 thereby amended

Ordinance No. 17-24 by removing the restriction of 36 positions and provided for the Fire and EMS Department to administratively restrict the number of Fire Medic (PS15) positions to 50. Said administrative reclassifications shall be continued in FY2023 for all authorized personnel.

SECTION 36.

The Fire/EMS Department’s Pay Reform Longevity Plan adopted by Columbus Ordinance No. 21-032 shall be continued in FY2023 for the Fire/EMS Department.

SECTION 37.

The Fire/EMS Department’s Specialty Certification Pay Plan adopted by Columbus Ordinance No. 21-032 shall be continued in FY2023 for the Fire/EMS Department.

SECTION 38.

The Muscogee County Prison’s Recruitment and Retention Plan adopted by Columbus Ordinance No. 21-032 shall be continued in FY2023 for the Muscogee County Prison.

SECTION 39.

The Muscogee County Prison’s Pay Reform Longevity Plan adopted by Columbus Ordinance No. 21-032 shall be continued in FY2023 for the Muscogee County Prison.

SECTION 40.

Effective July 2022, the Outdoor Pool & Aquatic Center Staff hourly pay rates will be increased as follows:

Outdoor Pool Staff	Existing Starting Wage Per Hour	New Starting Wage Per Hour
Outdoor Pool Concessionaires	\$8.00	\$9.50
Lifeguards	\$9.18	\$14.00
Head Lifeguards	\$10.00	\$16.00
Outdoor Asst. Manager	\$11.00	\$15.00
Outdoor Pool Manager	\$12.00	\$16.50

All positions that are un-funded as of or before FY2018 are hereby deleted as part of the FY2023 budget. All positions that remain un-funded for five (5) consecutive fiscal years will be deleted after the fifth year unless a funding source is expressly identified.

SECTION 36.

Health Plan Premiums – Effective January 1, 2023

Silver Plan (Active Employees)	2023 Bi-Weekly Wellness	2023 Bi-Weekly Non-Wellness	Gold Plan (Active Employees)	2023 Bi-Weekly Wellness	2023 Bi-Weekly Non-Wellness

Single	\$73.03	\$82.02	Single	\$104.65	\$117.53
Employee + Spouse	\$137.29	\$154.19	Employee + Spouse	\$196.74	\$220.95
Employee + Child(ren)	\$127.82	\$143.54	Employee + Child(ren)	\$183.16	\$205.69
Family	\$202.31	\$227.21	Family	\$289.90	\$325.56

Silver Plan (Pre-65 Retirees)	2023 Monthly Cost Wellness	Gold Plan (Pre-65 Retirees)	2023 Monthly Cost Wellness
Single	\$263.72	Single	\$332.23
Retiree + Spouse	\$784.97	Retiree + Spouse	\$921.19
Retiree + Child(ren)	\$708.13	Retiree + Child(ren)	\$834.35
Family	\$1,312.33	Family	\$1,517.01

For the plan year beginning January 1, 2023, any “working spouse” shall remain eligible for coverage in the Columbus Consolidated Government (CCG) **Employee/Retiree Self-Funded Medical Benefit Plan** conditioned upon payment of a monthly surcharge of \$356.98. “Working spouse” shall mean spouses of employees and non-Medicare retirees who have access to health care coverage provided by their employer. For the plan year beginning January 1, 2023, a tobacco surcharge shall remain in effect for all employees and Pre-65 retirees who are tobacco users at the rate of \$75 per month or \$34.62 bi-weekly. For the plan year beginning January 1, 2023, the Pre-65 retiree silver plan healthcare cost sharing strategy shall remain in effect as 50% (CCG) and 50% (Retiree) for Pre-65 retirees with 0% CCG contribution for dependent coverage. Effective with the plan year beginning January 1, 2023, the active employee silver plan healthcare cost sharing strategy will be updated from 70% (CCG) and 30% (Employee) to 73% (CCG) and 27% (Employee) for active employees and dependents.

SECTION 37.

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

SECTION 38.

All requests for funding by agencies, boards, authorities, departments, or elected offices receiving grants or operating appropriations from the Columbus Consolidated Government must be made to Columbus Council during the annual budget process unless such request is pursuant to Ordinance No. 13-39. Nothing herein shall prevent the Mayor, City Manager or Finance Director from recommending mid-year budget amendments to the Council. Due to the COVID-19 emergency, the Budget Review Committee may evaluate requests for funding throughout the fiscal year. In emergency situations, the Mayor, City Manager or Finance Director may also recommend to Council additional funding outside the budget process for various departments, agencies, boards, authorities or other entities associated with the city.

SECTION 39.

Salary savings is the amount of salary expense saved when a position is vacant or filled at a lower salary level than the budgeted level. All salary savings achieved in FY2023 by any Department or Elected Office, of the Columbus, Georgia Consolidated Government or any Board, Commission and/or Authority created by the Columbus Council shall only be used to replenish fund balance reserves. Use of salary savings is hereby restricted for any other purpose unless expressly approved by Council.

SECTION 40.

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

SECTION 41.

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 14th day of June, 2022; introduced a second time at a regular meeting held on the 21st day of June, 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

ATTACHMENT “A”

**COLUMBUS CONSOLIDATED GOVERNMENT
PAY PLAN**

FOR FY2023