

## **ORDINANCE**

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

AN ORDINANCE ADOPTING AN OPERATING AND CAPITAL IMPROVEMENT BUDGET FOR THE FISCAL YEAR 2026 BEGINNING JULY 1, 2025 AND ENDING JUNE 30, 2026, FOR CERTAIN FUNDS OF THE CONSOLIDATED GOVERNMENT OF COLUMBUS, GEORGIA, AND APPROPRIATING THE AMOUNTS SHOWN IN EACH BUDGET; AND FOR OTHER PURPOSES.

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

#### **SECTION 1.**

The annual Operating and Capital Improvement Budget for FY26 proposed in the total amount of \$394,618,281 is approved and adopted in accordance with the Columbus Charter, Section 7-402 and outlined in Sections 2 through 15 of this ordinance.

#### **SECTION 2.**

The General Fund Budget proposed in the amount of \$221,670,697 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$49,245,117 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$7,091,505 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$20,501,010 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, is hereby approved and adopted as the budget for the Consolidated Government of Columbus, Georgia, for street and roadway improvement purposes.

#### **SECTION 6.**

The Community Care Fund Budget proposed in the amount of \$12,731,967 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026,

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 \$18,637,447 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$4,325,167 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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/Sports Authority Fund Budget proposed in the amount of \$6,521,513 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$19,341,860 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$23,584,918 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$2,410,041 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$721,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$4,721,154 for the Consolidated Government of Columbus, Georgia covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$3,114,885 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$28,642,856 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$8,189,571 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$3,143,712 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 \$1,812,296 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2025 and ending June 30, 2026, 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 FY26, which has been filed with the Clerk of Council, is hereby approved for use during the 2026 fiscal year in a total amount of \$3,549,287.

| <b>Fund Being Charged</b>   | <b>FY26 Charges</b> |
|-----------------------------|---------------------|
| LOST Fund (Public Safety)   | \$479,392           |
| LOST Fund (Infrastructure)  | 12,300              |
| Stormwater (Sewer) Fund     | 249,257             |
| Paving Fund                 | 833,952             |
| Integrated Waste Management | 1,099,741           |
| Emergency Telephone         | 144,619             |
| Civic Center Fund           | 213,401             |
| WIOA Fund                   | 104,541             |
| Transportation Fund         | 266,154             |
| Trade Center Fund           | 92,769              |
| Bull Creek Golf Course      | 43,096              |
| Oxbow Creek Golf Course     | 10,066              |
| <b>Total Charges</b>        | <b>\$3,549,287</b>  |

SECTION 22.

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

SECTION 23.

The period of emergency or war continued in Resolution No. 392-03 is hereby extended from July 1, 2025 to June 30, 2026.

SECTION 24.

The following position changes are hereby adopted as part of the FY26 Budget and are as follows:

## NEW POSITIONS:

|                                       |   |
|---------------------------------------|---|
| General Fund – Planning               | (1) Project Analyst G123 (Position Split 50/50 in Fund 0101 & 0203)                     |
| General Fund – Facilities Maintenance | (1) Facilities Maintenance Director G135<br>(For Creation of New Facilities Department) |
| General Fund – Parks & Recreation     | (2) PT Park Maintenance Worker I G114<br>(effective January 1, 2026)                    |
| General Fund – Parks & Recreation     | (1) Pickleball Program Specialist III G118<br>(effective January 1, 2026)               |
| General Fund – Parks & Recreation     | (1) Pickleball Program Supervisor G120<br>(effective January 1, 2026)                   |
| General Fund – Parks & Recreation     | (1) Administrative Assistant G115   |
| General Fund – Tax Assessor           | (3) Appraisal Technician G115   |
| General Fund – Tax Assessor           | (5) Appraiser/Real Property G117  |
| General Fund – Juvenile Court         | (1) Paralegal G119  |
| General Fund – District Attorney      | (2) Victim Advocate G117<br>(effective January 1, 2026)                                 |
| General Fund – Superior Court Clerk   | (1) Deputy Clerk II G115  |
| General Fund – Solicitor General      | (1) Paralegal G119  |
| General Fund – Solicitor General      | (1) Assistant Solicitor General G127  |
| General Fund – Solicitor General      | (1) Victim Advocate G117  |
| General Fund – Municipal Court Judge  | (4) PT - Municipal Court Judges   |
| General Fund – Municipal Court Clerk  | (1) Accounting Technician G115  |
| General Fund – Probate Court          | (1) Senior Deputy Clerk G117  |
| General Fund – Sheriff                | (1) Forensic Analyst G120   |
| General Fund – Tax Commissioner       | (1) Technology Support Analyst G123   |
| General Fund – Tax Commissioner       | (1) Tax Specialist G120   |
| General Fund – Tax Commissioner       | (1) Tax Clerk I G115  |
| General Fund – Recorder's Court       | (3) Deputy Clerks G115  |

|                                       |  |
|---------------------------------------|--|
| General Fund – Recorder’s Court       | (1) Senior Deputy Clerk G117                     |
| Paving Fund – Public Works            | (1) Heavy Equipment Operator G122                |
| Paving Fund – Public Works            | (2) Equipment Operator III G121                  |
| Paving Fund – Public Works            | (2) Equipment Operator II G120                   |
| Paving Fund – Public Works            | (2) Maintenance Worker I G114                    |
| Paving Fund – Public Works            | (1) Equipment Operator II G120                   |
| Paving Fund – Public Works            | (1) Waste Equipment Operator G121                |
| Community Care Fund – Nondepartmental | (1) Community Care Program<br>Administrator G128 |
| Community Care Fund – Fire/EMS        | (1) Administrative Coordinator G118              |
| Community Care Fund – Fire/EMS        | (1) Data Analyst G128                            |
| Community Care Fund – Fire/EMS        | (2) Fire Medic F2                                |
| Community Care Fund – Fire/EMS        | (1) Police Officer PD0                           |
| Integrated Waste Fund – Public Works  | (5) Waste Collection Worker G112                 |
| Integrated Waste Fund – Public Works  | (1) Waste Collection Route Supervisor<br>G124    |
| Transportation Fund – METRA           | (1) Senior Fleet Maintenance Technician<br>G124  |

RECLASSIFIED POSITIONS:

|                                 |  |
|---------------------------------|--|
| General Fund – Clerk of Council | (1) PT Deputy Clerk Pro-Tem G118 to (1)<br>FT Assistant Deputy Clerk of Council G119 |
| General Fund – City Attorney    | (1) Assistant City Attorney 135-25 to (1)<br>Assistant City Attorney 135-29          |
| General Fund – City Attorney    | (1) Paralegal G119-23 to (1) Senior<br>Paralegal G121-30                             |
| General Fund – City Attorney    | (1) Paralegal G119-14 to (1) Paralegal<br>G119-24                                    |
| General Fund – Finance          | (1) Accounts Payable Technician I G115 to<br>(1) Accounts Payable Technician II G117 |
| General Fund – Finance          | (2) Collection Technician I G115 to (2)  |

Collection Technician II G117

|                                       |  |
|---------------------------------------|--|
| General Fund – Finance                | (1) License & Tax Clerk I G115 to (1) Senior License & Tax Clerk G118                                |
| General Fund – Finance                | (1) License & Tax Clerk II G117 to (1) Senior License & Tax Clerk G118                               |
| General Fund – Finance                | (1) Buyer I G118 to (1) Buyer II G120  |
| General Fund – Information Technology | (1) Radio System Supervisor G122 to Radio System Supervisor G124 (Pay Grade Correction Only)         |
| General Fund – Inspections & Codes    | (2) Code Enforcement Officer II G121 to (2) Code Enforcement Officer Supervisor G122                 |
| General Fund – Tax Assessor           | (1) Chief Appraiser G134-15 to (1) Chief Appraiser G134-25   |
| General Fund – Police                 | (5) Crime Analyst I G120 to (5) Crime Analyst II, III or Sr  |
| General Fund – Police                 | (2) Forensic Analyst I G120 to (2) Forensic Analyst II, III or Sr                                    |
| General Fund – Police                 | (4) Crime Scene Investigator I G119 to (4) Crime Analyst II, III, or Sr                              |
| General Fund – Police                 | (4) Real Time Crime Center Technician G118 to (4) Real Time Crime Center Technician II or Sr         |
| General Fund – Police                 | (1) Accounting Clerk G113-6 to (1) Administrative Technician G115-7                                  |
| General Fund – Fire/EMS               | (1) Administrative Specialist II G113 to (1) Business Analyst G130                                   |
| General Fund – MCP                    | (1) Corrections Technician C3 to (1) Administrative Operations Manager G122                          |
| General Fund – MCP                    | (1) Administrative Coordinator G118 to (1) Administrative Support Specialist I G112                  |
| General Fund – Juvenile Court         | (1) Juvenile Court Director G126-15 to (1) Juvenile Court Director G126-21                           |
| General Fund – Juvenile Court         | (1) Juvenile Court Assistant Court Director G121-14 to (1) Juvenile Court Assistant Director G121-22 |

|                                     |  |
|-------------------------------------|--|
| General Fund – District Attorney    | (14) Assistant District Attorney (Update to Career Ladder for City Paid)                         |
| General Fund – District Attorney    | (3) Legal Admin Clerk I G115 to (3) Legal Admin Clerks II G116                                   |
| General Fund – District Attorney    | (1) Victim Advocate I G115 To (1) Victim Advocate III G119                                       |
| General Fund – District Attorney    | (1) Victim Advocate I G115 to (1) Victim Advocate Supervisor G120                                |
| General Fund – District Attorney    | (3) Victim Advocate I G115 to (3) Victim Advocate II G118  |
| General Fund – District Attorney    | (1) Paralegal G119 to (1) Senior Paralegal G121  |
| General Fund – District Attorney    | (2) Investigator G120 to (2) Senior Investigator G121  |
| General Fund – District Attorney    | (1) Administrative Operations Manager G122 to (1) Senior Administrative Operations Manager G123  |
| General Fund – Jury Manager         | (1) Jury Manager G120 to (1) Jury Manager G125   |
| General Fund – Superior Court Clerk | (1) Chief Deputy Clerk G126-6 to (1) Chief Deputy Clerk G126-32                                  |
| General Fund – Probate Court        | (1) Chief Deputy Clerk G123 to (1) Chief Deputy Clerk G124                                       |
| General Fund – Probate Court        | (1) Chief Clerk G125 to (1) Chief Clerk G126   |
| General Fund – Sheriff              | (1) Administrative Coordinator G118-15 to (1) Administrative Coordinator G118-28                 |
| General Fund – Sheriff              | (1) Sheriff Cadet G113 to (1) Communications Technician G115                                     |
| General Fund – Sheriff              | (1) Licensed Clinical Social Worker/Counselor G124 to (1) Administrative Operations Manager G122 |
| General Fund – Sheriff              | (4) Deputy Sheriff PS1 to (4) Sheriff Correctional Officer C1                                    |



|  |   |
|--|---|
| General Fund – Sheriff                   | (1) Deputy Sheriff PS1 to (1) Sergeant PS3  |
| General Fund – Tax Commissioner          | (1) Chief Deputy Tax Commissioner G131-2 to (1) Chief Deputy Tax Commissioner G131-14             |
| General Fund – Tax Commissioner          | (1) Deputy Tax Commissioner G124-6 to (1) Deputy Tax Commissioner G124-18                         |
| General Fund – Tax Commissioner          | (1) Accounting Operations Administrator G127-6 to (1) Accounting Operations Administrator G127-35 |
| General Fund – Tax Commissioner          | (1) Senior Financial Analyst G123-6 to (1) Senior Financial Analyst G123-9                        |
| General Fund – Recorder’s Court          | (1) Chief Clerk Recorder’s Court G126-23 to (1) Chief Clerk Recorder’s Court G126-27              |
| General Fund – Recorder’s Court          | (1) Assistant Chief Deputy Clerk G122-4 to (1) Assistant Chief Deputy Clerk G122-12               |
| Stormwater Fund – Public Works           | (1) Correctional Detail Officer C1 to (1) Equipment Operator I G116                               |
| Paving Fund – Engineering                | (1) Survey Supervisor G121 to (1) Operations Manager Inspector G124                               |
| Trade Center Fund – Operations           | (1) Finance Manager G122 to (1) Financial Operations Administrator G125                           |
| Trade Center Fund – Operations           | (2) Conference Facilitator G120 to (2) Event Services Manager G125                                |
| Trade Center Fund – Operations           | (2) Conference Facilitator II G121 to (2) Event Services Manager G125                             |
| Bull Creek Golf Course Fund – Operations | (1) Assistant Golf Professional I to (1) Assistant Golf Professional II                           |
| Bull Creek Golf Course Fund – Operations | (1) Assistant Golf Pro I to (1) Assistant Golf Pro II   |
| Bull Creek Golf Course Fund – Operations | (1) Assistant Golf Professional I to (1) Assistant Golf Professional II                           |
| Civic Center/Sport Auth Fund – Ice Rink  | (1) Administrative Assistant G115 to (1) Ice Rink Coordinator G115 (Title Change Only)            |

**DELETED POSITIONS:**

|                             |  |
|-----------------------------|--|
| General Fund – Public Works | (25) Animal Control Division Positions: 1 Animal Control Manager, 1 Administrative |
|-----------------------------|--|

Coordinator, 1 Volunteer Coordinator, 1 Special Enforcement Supervisor, 1 Animal Resource Center Supervisor, 3 Communication Officers, 1 Cruelty Investigator, 1 Maintenance Worker I, 1 Veterinarian, 14 Animal Control Officers

General Fund – Sheriff

(1) Deputy Sheriff PS1

Trade Center Fund – Operations

(1) Administrative Support Specialist G113

## SECTION 25.

The Columbus Consolidated Government Pay Plan for Salary and Wages is hereby adopted as part of the FY26 Budget and is incorporated herein by Attachment A. Effective January 1, 2026, a three (3) step (which is equivalent to 3%) Cost of Living Adjustment for all classified full-time positions is hereby adopted. A 1% market adjustment to the General Government and Public Safety Pay Scales is hereby incorporated effective January 1, 2026. Effective January 1, 2026, retirees will receive a 1.5% Cost of Living Adjustment.

Effective July 1, 2025, the annual base salary for one of the Full Time Juvenile Court Judges of the Chattahoochee Judicial Circuit will be set as part of the FY26 Budget as follows:

Judge Andrew Dodgen (5 workdays per week) \$130,000

Effective July 1, 2025, the annual supplement paid to state paid Assistant District Attorneys is hereby increased from \$5,000 to \$7,500.

Effective July 1, 2025, the annual base salary for the Chief Recorder's Court Judge and Recorder's Court Pro-Tem Judges will be set as part of the FY26 Budget as follows:

Chief Recorder's Court Judge - \$139,600

Recorder's Court Pro-Tem Judge - \$128,580

Effective July 1, 2025, the annual supplement provided to the Judicial Assistants of the Superior Court Judges of the Chattahoochee Judicial Circuit is hereby increased from \$11,000 to \$13,000 to be distributed in equal payments over 12 monthly pay periods.

Effective July 1, 2025, the annual supplement provided to the Court Administrator of the Superior Court Judges of the Chattahoochee Judicial Circuit is hereby increased from \$20,000 to \$25,000 distributed in equal payment over 26 biweekly pay periods.

Effective July 1, 2025, the daily rate paid to members of the Board of Equalization shall be increased from \$50 to \$125 per day.

Effective July 1, 2025, the per session rate paid to the PT Pro-Tem Judges in Recorder's Court is increased from \$150 to \$225 per session.

Effective July 1, 2025, the rate paid to the conflict attorneys in Recorder's Court is increased from \$150 to \$175 per hourly session.

Effective July 1, 2025, the rate paid to the on-call Risk Investigators is increased from \$300 to \$400.

## 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 FY2026. 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 FY2026 for the Columbus Police Department. All sworn personnel within the Police Department will receive an additional \$2,000 annual Other Local Option Sales Tax Fund pay supplement distributed in equal payments over 26 bi-weekly pay periods.

## SECTION 28.

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

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

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

## SECTION 29.

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

## SECTION 30.

The Pay Plan adopted by Columbus Ordinance No. 06-40 first amended by Ordinance No. 06-87 then subsequently amended by Ordinance No. 07-21, Ordinance No. 07-30, and Ordinance No. 17-24 defined a paramedic certification pay supplement for EMS-Lieutenant, Firefighter-Medic, and Paramedic classifications while assigned and actively working as providers of emergency medical services, as verified by the Chief of the Department of Fire and Emergency Medical Services. Said annual supplement of \$6,000 shall be continued in FY2026 for all authorized personnel.

### SECTION 31.

Columbus Ordinance No. 17-24, Section 25 authorized the Fire and EMS Department to reclassify and restrict Thirty-Six (36) Fire Medic (PS14) positions to Fire Medic (PS15) positions. Notwithstanding Section 25 of Ordinance No. 17-24, the authorization contained in Ordinance No. 19-044 thereby amended Ordinance No. 17-24 by removing the restriction of 36 positions and provided for the Fire and EMS Department to administratively restrict the number of Fire Medic (PS15) positions to 50. Said administrative reclassifications shall be continued in FY2026 for all authorized personnel.

### SECTION 32.

The Fire/EMS Department's Specialty Certification Pay Plan adopted by Columbus Ordinance No. 21-032 shall be continued in FY2026 for the Fire/EMS Department.

### SECTION 33.

Columbus Ordinance No. 24-008 authorized a \$5,000.00 pay adjustment for existing full-time Sworn Officers and Emergency 911 Technicians in the Columbus Police Department. Sworn Officers hired in the Columbus Police Department before and/or after said effective date in Ordinance 24-008 are not eligible for the \$5,000.00 pay adjustment until obtaining 24 months of employment and at the conclusion of any sign-on bonus payouts. Emergency 911 Technicians hired after said effective date in Ordinance 24-008 will be placed on the General Government pay scale in a grade and step that most closely coincides with the expected pay adjustment not to exceed \$5,000.00 above the minimum starting salary. Twenty-seven (27) Police Officer positions shall remain unfunded, until expressly approved by Council, in order to fund the implementation and continued costs associated with the \$5,000.00 pay adjustments for the full-time Sworn Officers and Emergency 911 Technicians employed in the Columbus Police Department. Said pay adjustments as referenced above shall be continued in FY2026 for all authorized personnel.

### SECTION 34.

Columbus Ordinance No. 24-027 authorized a \$5,000.00 pay adjustment for existing full-time Sworn Officers in the Sheriff's Office. Public Safety Officers hired in the Sheriff's Office before and/or after said effective date in Ordinance 24-027 are not eligible for the \$5,000.00 pay adjustment until obtaining 24 months of employment and at the conclusion of any sign-on bonus payouts. Said pay adjustments as referenced above shall be continued in FY2026 for all authorized personnel.

### SECTION 35.

Columbus Ordinance No. 24-027 authorized a \$2,500.00 pay adjustment for existing full-time Sworn Officers in the Fire/EMS Department. Public Safety Officers hired in the Fire/EMS Department before and/or after said effective date in Ordinance 24-027 are not eligible for the \$2,500.00 pay adjustment until obtaining 24 months of employment and at the conclusion of any sign-on bonus payouts. Said pay adjustments as referenced above shall be continued in FY2026 for all authorized personnel.

### SECTION 36.

Columbus Ordinance No. 24-027 authorized a \$2,500.00 pay adjustment for existing full-time Sworn Officers at the Muscogee County Prison. Public Safety Officers hired at the Muscogee County Prison before and/or after said effective date in Ordinance 24-027 are not eligible for the \$2,500.00 pay adjustment until obtaining 24 months of employment and at the conclusion of any sign-on bonus payouts. Said pay adjustments as referenced above shall be continued in FY2026 for all authorized personnel.

## SECTION 37.

Effective July 1, 2025, Parks and Recreation part time staff hourly pay rate is hereby increased for the following positions:

| <b>Part Time Position Title</b>  | <b>Prior Starting Wage<br/>Per Hour</b> | <b>New Starting Wage<br/>Per Hour</b> |
|----------------------------------|---|---------------------------------------|
| Recreation Leader                | \$12.50                                 | \$17.50                               |
| Community School Activity Leader | \$12.50                                 | \$17.50                               |
| Community School Site Supervisor | \$13.50                                 | \$18.50                               |
| Pottery Specialist               | \$14.00                                 | \$19.00                               |
| Therapeutic Recreation Aid       | \$14.00                                 | \$19.00                               |

## SECTION 38.

### Health Plan Premiums – Effective January 1, 2026

| <b>Silver Plan<br/>(Active<br/>Employees)</b> | <b>2026<br/>Bi-Weekly<br/>Wellness</b> | <b>2026<br/>Bi-Weekly<br/>Non-Wellness</b> | <b>Gold Plan<br/>(Active<br/>Employees)</b> | <b>2026<br/>Bi-Weekly<br/>Wellness</b> | <b>2026<br/>Bi-Weekly<br/>Non-Wellness</b> |
|---|--|--|---|--|--|
| Single  | \$73.36                                | \$94.05                                    | Single                                      | \$108.92                               | \$139.64                                   |
| Employee +<br>Spouse                          | \$137.92                               | \$176.82                                   | Employee +<br>Spouse                        | \$209.27                               | \$268.69                                   |
| Employee +<br>Child(ren)                      | \$128.40                               | \$164.62                                   | Employee +<br>Child(ren)                    | \$195.10                               | \$250.13                                   |
| Family  | \$203.14                               | \$260.44                                   | Family                                      | \$309.05                               | \$396.21                                   |

| <b>Silver Plan<br/>(Pre-65<br/>Retirees)</b> | <b>2026<br/>Monthly Cost<br/>Wellness</b> | <b>Gold Plan<br/>(Pre-65<br/>Retirees)</b> | <b>2026<br/>Monthly Cost<br/>Wellness</b> |
|--|---|--|---|
| Single                                       | \$326.06                                  | Single                                     | \$424.82                                  |
| Retiree +<br>Spouse                          | \$1,043.33                                | Retiree +<br>Spouse                        | \$1,242.38                                |
| Retiree +<br>Child(ren)                      | \$937.60                                  | Retiree +<br>Child(ren)                    | \$1,122.87                                |
| Family                                       | \$1,768.08                                | Family                                     | \$2,062.25                                |

For the plan year beginning January 1, 2026, 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, 2026, 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, 2026, the Pre-65 retiree healthcare cost sharing strategy shall be as follows: 60% (CCG) and 40% (Retiree) for Pre-65 retirees with 0% CCG contribution for dependent coverage. For the plan year beginning January 1, 2026, the active employee healthcare cost sharing strategy shall be as follows: 75% (CCG) and 25% (Employee) for active employees and dependents.

## SECTION 39.

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 40.

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

## SECTION 41.

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 FY2026 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 42.

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

## SECTION 43.

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

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Introduced at a regular meeting of the Council of Columbus, Georgia, held on the 3<sup>rd</sup> day of June 2025; introduced a second time at a regular meeting held on the 10<sup>th</sup> day of June 2025 and adopted at said meeting by the affirmative vote of \_\_\_\_\_ members of said Council.

|                    |               |
|--------------------|---------------|
| Councilor Allen    | voting _____. |
| Councilor Anker    | voting _____. |
| Councilor Chambers | voting _____. |
| Councilor Cogle    | voting _____. |
| Councilor Crabb    | voting _____. |
| Councilor Davis    | voting _____. |
| Councilor Garrett  | voting _____. |
| Councilor Hickey   | voting _____. |
| Councilor Huff     | voting _____. |
| Councilor Tucker   | voting _____. |

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Lindsey G. McLemore, Clerk of Council

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

**ATTACHMENT “A”**

**COLUMBUS CONSOLIDATED GOVERNMENT  
PAY PLAN**

**FOR FY2026**