

ORDINANCE
NO. _____

AN ORDINANCE ADOPTING AN OPERATING AND CAPITAL IMPROVEMENT BUDGET FOR THE FISCAL YEAR 2025 BEGINNING JULY 1, 2024 AND ENDING JUNE 30, 2025, 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 FY25 proposed in the total amount of \$366,319,162 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 \$202,849,985 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$47,300,000 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$6,602,311 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$18,415,329 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$11,957,488 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$15,307,047 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$4,714,478 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$6,412,136 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$16,154,724 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$25,297,579 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$2,207,179 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$654,842 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$4,065,743 for the Consolidated Government of Columbus, Georgia covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$4,380,321 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$25,347,660 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 \$7,204,360 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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, 2024 and ending June 30, 2025, 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 \$1,666,654 for the Consolidated Government of Columbus, Georgia, covering the fiscal year beginning July 1, 2024 and ending June 30, 2025, 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 FY25, which has been filed with the Clerk of Council, is hereby approved for use during the 2025 fiscal year in a total amount of \$3,399,768.

Fund Being Charged	FY25 Charges
LOST Fund (Public Safety)	\$471,730
LOST Fund (Infrastructure)	12,734
Stormwater (Sewer) Fund	260,088
Paving Fund	813,072
Integrated Waste Management	913,635
Emergency Telephone	156,587
Civic Center Fund	206,448
WIOA Fund	117,536
Transportation Fund	278,325
Trade Center Fund	117,783
Bull Creek Golf Course	37,468
Oxbow Creek Golf Course	14,362
Total Charges	\$3,399,768

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, 2024 to June 30, 2025.

SECTION 24.

The following position changes are hereby adopted as part of the FY25 Budget and are as follows:

NEW/RESTORED POSITIONS:

General Fund – Information Technology	(1) Field Technician
General Fund – Information Technology	(1) Junior Network Engineer (G124) (effective January 1, 2025)
General Fund – Information Technology	(1) Application Developer (G124) (effective January 1, 2025)
General Fund – Information Technology	(1) GIS Coordinator (G126) (effective January 1, 2025)
General Fund – Information Technology	(1) Radio System Supervisor G122
General Fund – Human Resources	(1) Human Resources Research Specialist (G122)
General Fund – Human Resources	(1) Training Coordinator (G118)
General Fund – Public Works	(3) Animal Control Officer (G116)
General Fund – Public Works	(1) Cruelty Investigator (G117)
General Fund – Public Works	(1) Maintenance Worker I – Animal Control (G114)
General Fund – Public Works	(1) Veterinarian (G130) Salary of \$125,000
General Fund – Public Works	(1) Maintenance Worker I – Cemeteries (G114)
General Fund – Public Works	(2) Plumber I (G119)
General Fund – Public Works	(2) HVAC Technician I (G119)
General Fund – Public Works	(3) Fleet Maintenance Technician II (G118)
General Fund – Public Works	(2) Electrician I (G119)
General Fund – Public Works	(1) Carpenter I (G119)
General Fund – Parks & Recreation	(4) Park Maintenance Worker I (G114)
General Fund – Parks & Recreation	(2) Recreation Program Specialist (G117)
General Fund – Parks & Recreation	(2) Athletic Program Specialist (G117)
General Fund – Parks & Recreation	(1) Marina Technician (G111)
General Fund – Parks & Recreation	(2) Park Maintenance Worker I (G114)

General Fund – Police	(1) Mental Health Co-Responder (G124)
General Fund – Police	(1) Firearms Examiner (G127)
General Fund – Police	(1) Crime Scene Investigator (G119)
General Fund – Fire/EMS	(21) Firefighter/EMT (F1)
General Fund – MCP	(1) Sergeant (C4)
General Fund – MCP	(1) Lieutenant (C5)
General Fund – MCP	(1) Captain (C6)
General Fund – MCP	(1) Accounting Technician (G115)
General Fund – Homeland Security	(1) Emergency Management Specialist (G118)
General Fund – Municipal Court Judge	(1) Deputy Clerk II (G115)
General Fund – Municipal Court Judge	(1) Support Clerk – Municipal Court (G111)
General Fund – District Attorney	(1) Legal Administrative Clerk (G115)
General Fund – District Attorney	(1) Victim Advocate (G117)
General Fund – Clerk of Superior Court	(2) Senior Deputy Clerk (G117)
General Fund – Clerk of Superior Court	(3) Deputy Clerk II (G115)
General Fund – Sheriff	(1) Major (PS7)
General Fund – Coroner	(1) Forensic Transport Driver (G116)
OLOST Fund – Juvenile Court	(1) Deputy Clerk II (G115)
OLOST Fund – Municipal Court Clerk	(2) Deputy Clerk II (G115)
Integrated Waste Fund – Parks & Recreation	(2) Motor Equipment Operator III (G121)
E-911 Fund – Police	(1) E-911 Director (G130)
HOME Fund – Community Reinvestment	(1) Administrative Coordinator (G118)
Transportation Fund – METRA	(4) Bus Operator (No CDL) (G116)
Transportation Fund – METRA	(1) Transit Supervisor (G123)

Bull Creek Fund – Godwin Creek

(1) Assistant Golf Professional I (G105)

RECLASSIFIED POSITIONS:

General Fund – Mayor

(3) Forensic Auditor (G126-1) to (3)
Forensic Auditor (G126-7)

General Fund – City Manager

(1) PT Support Clerk – Mail Room (G111)
to (1) FT Support Clerk – Mail Room
(G111)

General Fund – City Manager

(1) Print Shop Technician (G115) to (1)
Administrative Assistant – Communications
(G115) (Title Change Only)

General Fund – City Manager

(1) CSC Technician I G113 to (1) Senior
CSC Administrative Technician G115

General Fund – City Manager

(1) CSC Technician I (G113) to (1) Senior
CSC Technician Trainer (G115)

General Fund – City Manager

(3) CSC Technician I (G113) to (3) CSC
Technician II (G114)

General Fund – Information Technology

(1) PT Administrative Assistant (G115) to
(1) FT Administrative Assistant (G115)

General Fund – Human Resources

(1) Training and Development Coordinator
(G123) to (1) Training and Development
Manager (G124)

General Fund – Inspections & Codes

(1) Building Inspector II (G121) to (1)
Senior Building Inspector (G122)

General Fund – Inspections & Codes

(1) Chief Inspector (G127) to (1) Chief
Inspector (G128)

General Fund – Inspections & Codes

(1) Code Enforcement Manager I (G126) to
(1) Code Enforcement Manager II (G127)

General Fund – Public Works

(1) Facilities Maintenance Supervisor
(G122) to (1) Finance Manager (G122)
(Title Change Only)

General Fund – Tax Assessor

(2) Appraisal Technician (G113) to (2)
Appraisal Technician (G115)

General Fund – Tax Assessor

(2) Senior Appraisal Technician (G114) to
(2) Senior Appraisal Technician (G116)

General Fund – Elections	(1) Elections Operations Manager (G122-2) to (1) Elections Operations Manager (G122-21)
General Fund – Elections	(1) Election Technician I (G117-13) to (1) Election Technician II (G117-26)
General Fund – Elections	(1) Election Technician I (G115-4) to (1) Election Technician I (G115-20)
General Fund – Fire/EMS	(1) Payroll Technician – Fire (G115) to (1) Community Risk Reduction Educator (G117)
General Fund – Superior Court Clerk	(4) Deputy Clerk I (G113) to (4) Deputy Clerk II (G115)
General Fund – Municipal Court Clerk	(1) Assistant Chief Deputy Clerk (G122-4) to (1) Assistant Chief Deputy Clerk (G122-9)
General Fund – Municipal Court Clerk	(1) Senior Deputy Clerk (G117-4) to (1) Senior Deputy Clerk (G117-7)
General Fund – Municipal Court Clerk	(1) Deputy Clerk II (G115-4) to (1) Deputy Clerk II (G115-7)
General Fund – Municipal Court Clerk	(1) Deputy Clerk II (G115-1) to (1) Deputy Clerk II (G115-4)
General Fund – Probate Court	(1) Senior Deputy Clerk (G117) to (1) Law Clerk/Fiduciary Compliance Officer (G123-21)
General Fund – Sheriff	(1) Administrative Coordinator (G117-13) to (1) Executive Assistant (G124-15)
General Fund – Sheriff	(1) Deputy Sheriff (PS1) to (1) Sheriff Captain (PS6)
General Fund – Sheriff	(8) Deputy Sheriff (PS1) to (8) Correctional Officer (C1)
General Fund – Sheriff	(24) Correctional Officer (C1) to (24) Senior Correctional Officer (C2)
General Fund – Recorder’s Court	(1) Chief Clerk – Recorder’s Court (G126-14) to (1) Chief Clerk – Recorder’s Court (G126-21)

Paving Fund – Public Works	(1) Urban Forestry & Beautification Supervisor (G124) to (1) Public Works Crew Supervisor (G124) (Title Change Only)
Multi-Govt Fund – Transportation Planning	(1) ROW Coordinator (G124) to (1) Transportation Planner (G121)

DELETED POSITIONS:

General Fund – Elections	(1) Election Technician I (G115)
General Fund – Sheriff	(3) Deputy Sheriff (PS1)

TRANSFERS:

To: General Fund – Fire/EMS (Transfer Addition)	(1) EMS Billing Program Coordinator (G120)
From: General Fund – Finance (Transfer Deletion)	(1) Collections Supervisor (G120)

SECTION 25.

The Columbus Consolidated Government Pay Plan for Salary and Wages is hereby adopted as part of the FY25 Budget and is incorporated herein by Attachment A. Effective July 1, 2024, a two (2) step (which is equivalent to 2%) Cost of Living Adjustment for all classified full-time positions is hereby adopted. Effective July 1, 2024, retirees will receive a 1% Cost of Living Adjustment.

Effective July 1, 2024, the annual base salary for one of the Part Time Juvenile Court Judges of the Chattahoochee Judicial Circuit will be set as part of the FY25 Budget as follows:

Judge Andrew Dodgen (4 workdays per week) \$104,000

Effective July 1, 2024, 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 FY25 Budget as follows:

Chief Recorder’s Court Judge - \$130,000
Recorder’s Court Pro-Tem Judge - \$120,000

Effective July 1, 2024, the annual supplement provided to the Judicial Assistants of the Superior Court Judges of the Chattahoochee Judicial Circuit is hereby increased from \$10,000 to \$11,000 to be distributed in equal payments over 12 monthly pay periods.

Effective July 1, 2024, the salary for the Fire/EMS Chief shall be increased to \$170,980.68 to include existing education and OLOST supplements to be distributed in equal payments over 26 bi-weekly pay periods.

Effective July 1, 2024, the annual supplement for the Board of Tax Assessors shall be increased to \$6,300 to be distributed in 12 equal monthly payments.

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 FY2025. 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 FY2025 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 FY2025 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 FY2025 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 FY2025 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. Forty-Four (44) 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 FY2025 for all authorized personnel.

SECTION 34.

Beginning with the onset of the first complete FLSA pay cycle after July 1, 2024, a \$5,000.00 pay adjustment for existing full-time Sworn Officers in the Sheriff's Office is hereby authorized. Public Safety Officers hired in the Sheriff's Office before and/or after the first cycle effective date 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.

SECTION 35.

Beginning with the onset of the first complete FLSA pay cycle after July 1, 2024, a \$2,500.00 pay adjustment for existing full-time Sworn Officers in the Fire/EMS Department is hereby authorized. Public Safety Officers hired in the Fire/EMS Department before and/or after the first cycle effective date 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.

SECTION 36.

Beginning with the onset of the first complete FLSA pay cycle after July 1, 2024, a \$2,500.00 pay adjustment for existing full-time Sworn Officers at the Muscogee County Prison is hereby authorized. Public Safety Officers hired at the Muscogee County Prison before and/or after the first cycle effective date 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.

SECTION 37.

All positions that are un-funded as of or before FY2020 are hereby deleted as part of the FY2025 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. Effective July 1, 2024, the following un-funded position(s) will be removed as authorized positions from the following departments/offices:

Fund	Position Title	Position Number
GENERAL FUND Parks & Recreation	(1) Gatekeeper - PT	POS# 27021000405

SECTION 38.

Health Plan Premiums – Effective January 1, 2025

Silver Plan (Active Employees)	2025 Bi-Weekly Wellness	2025 Bi-Weekly Non-Wellness	Gold Plan (Active Employees)	2025 Bi-Weekly Wellness	2025 Bi-Weekly Non-Wellness
Single	\$73.03	\$89.40	Single	\$104.65	\$128.11
Employee + Spouse	\$137.29	\$168.07	Employee + Spouse	\$196.74	\$240.84
Employee + Child(ren)	\$127.82	\$156.46	Employee + Child(ren)	\$183.16	\$224.20
Family	\$202.31	\$247.66	Family	\$289.90	\$354.86

Silver Plan (Pre-65 Retirees)	2025 Monthly Cost Wellness	Gold Plan (Pre-65 Retirees)	2025 Monthly Cost Wellness
Single	\$263.72	Single	\$332.23
Retiree + Spouse	\$872.11	Retiree + Spouse	\$1,019.66
Retiree + Child(ren)	\$782.43	Retiree + Child(ren)	\$918.30
Family	\$1,487.63	Family	\$1,715.07

For the plan year beginning January 1, 2025, 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, 2025, 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, 2025, the Pre-65 retiree 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. For the plan year beginning January 1, 2025, the active employee healthcare cost sharing strategy shall remain in effect as 73% (CCG) and 27% (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 FY2025 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.

Introduced at a regular meeting of the Council of Columbus, Georgia, held on the 4th day of June, 2024; introduced a second time at a regular meeting held on the 11th day of June, 2024 and adopted at said meeting by the affirmative vote of _____ members of said Council.

- Councilor Allen voting _____ .
- Councilor Begly voting _____ .
- Councilor Cogle voting _____ .
- Councilor Crabb voting _____ .
- Councilor Davis voting _____ .

Councilor Garrett voting _____.

Councilor Hickey voting _____.

Councilor Huff voting _____.

Councilor Thomas voting _____.

Councilor Tucker voting _____.

Sandra T. Davis, Clerk of Council

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

ATTACHMENT “A”

**COLUMBUS CONSOLIDATED GOVERNMENT
PAY PLAN**

FOR FY2025