

ORDINANCE

NO. _____

An Ordinance adopting changes to the Evergreen Solutions recommended classification and pay plan for the fiscal year beginning July 1, 2024; and for other purposes.

WHEREAS, in Ordinance No. 22-405, this Council adopted a Classification and Pay Plan that was prepared and recommended by Evergreen Solutions; and

WHEREAS, this Council expressed its desire that a plan for handling appeals for those employees who were dissatisfied with their title, grade, step, or salary ("job classification") as recommended by Evergreen Solutions; and

WHEREAS, after an initial appeal process handled by Evergreen Solutions, employees submitted a round of final appeals to the City Manager and a select number were approved in Ordinance #23-042. A second round of final appeals were submitted to the City Manager whereby employees disagreed with their job classification. The City Manager approved two employee appeals. The recommended changes to the Classification and Pay Plan reflect the final recommendations of the appeal process.

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

SECTION I.

The City Manager or his designee is hereby authorized to make changes to the Columbus Consolidated Government's Classification and Pay Plan and/or to make changes to the title, grade, step, or salary of individual positions as shown on Appendix A.

SECTION 2.

The adjustments in the final appeals process are effective October 22, 2024, and will not be subject to retroactive pay. The final employee appeals cost impact, which is estimated to be \$54,949, requires an amendment to the FY25 budget to adjust the salaries of affected employees.

SECTION 3.

All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.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 8th day of October; introduced a second time at a regular meeting of said Council held on the 22nd day of October and adopted at said meeting by the affirmative vote of _____ members of said Council.

Councilor Allen	voting _____
Councilor Chambers	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