

ORDINANCE

No. _____

An ordinance amending Ordinance No. 22-045 which adopted a new Classification and Compensation Plan for the Consolidated Government to revise Section 13 pertaining to education incentive pay; and for other purposes.

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

SECTION 1.

Section 14 of Ordinance No. 22-045 which addresses Public Safety educational incentives is hereby repealed and replaced by a new Section 14 to read as follows:

“SECTION 14

Educational Incentive Pay for Public Safety shall be subject to the following provisions:

(a) As of November 12, 2022, all sworn employees of a Public Safety Department who have received or do receive their first associate’s or bachelor’s degree shall receive an educational incentive of \$625.00 for an associate degree and \$1,250 for a bachelor’s degree provided that the combined incentive for both degrees shall not exceed \$1,250. The incentive shall be paid as a separate line item and not be included in the employee base compensation.

(b) As of November 12, 2022, all sworn employees of a Public Safety Department who have received their first master’s degree, will continue to receive an educational incentive in the amount of \$1,250. Public safety employees currently employed and enrolled in a master’s degree program on November 12, 2022, receiving their first master’s degree on or before November 12, 2024, may receive the educational incentive of \$1,250 authorized prior to November 12, 2022, pursuant to this paragraph. In no event shall the employee’s combined educational incentive for all degrees exceed \$2,500. The incentive shall be paid as a separate line item and not be included in the employee base compensation. No education incentive will be offered for receiving a master’s degree after November 12, 2024.

(c) For purposes of this section, the following definitions and requirements shall apply:

Accredited College or University: An institution accredited by the Council for Higher Education Accreditation, or National Student Clearinghouse.

Associate’s Degree: An associate’s degree or the educational equivalent of an associate’s degree which for the purpose of applying subsection (a) above is defined as a minimum of 96 quarter hours or 63 semester hours of post-secondary education at an accredited college or university. provided said course work is above the developmental level and contains, at least: two English; one math; two science or technology; one social studies; and one humanity. This definition shall not be construed as waiving the associate or higher degree requirement for promotional qualification or any other process.

Proof of enrollment and degree requirements: For each educational supplement, Human Resources will verify all transcripts for proof of enrollment, receipt of the degree, and the

accreditation of the institution through the Council for Higher Education Accreditation, the National Student Clearinghouse, or an equivalent, except when an official transcript is supplied directly to Human Resources by the institution granting the degree, and Human Resources otherwise has proof of the institution’s accreditation..”

SECTION 2.

Ordinance No.22-045 together with this amendment shall be effective as of the Pay Plan Implementation Date which was established as November 12, 2022, by Resolution No. 350-22.

SECTION 3.

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 13th day of December, 2022; and introduced for 2nd Reading at a regular meeting of said Council held on the ____ day of _____, 2023, 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