

PUBLIC SAFETY OPERATIONS SUPPORT

SEPTEMBER 14, 2021

PUBLIC SAFETY PAY ENHANCEMENTS

- POLICE PAY REFORM – YEARS OF SERVICE, FY16
- POLICE PAY REFORM – STEP ADJUSTMENT, FY17
- SHERIFF PAY REFORM – YEARS OF SERVICE, FY18
- POLICE PAY REFORM – YEARS OF SERVICE SCHEDULE ADJUSTMENT, FY19
- POLICE PAY REFORM – STEP ADJUSTMENT, FY19
- POLICE PAY REFORM – YEARS OF SERVICE SCHEDULE ADJUSTMENT, FY20
- SHERIFF PAY REFORM – YEARS OF SERVICE SCHEDULE ADJUSTMENT, FY21
- POLICE PAY SUPPLEMENT, \$2,000, FY22
- FIRE/EMS PAY REFORM – YEARS OF SERVICE, FY22
- FIRE/EMS SPECIALTY TRAINING INCENTIVE, FY22
- MCP PAY REFORM – YEARS OF SERVICE, FY22

PAY ADJUSTMENTS AND BONUSES

- 2012 – 2022 – 17.5% PAY ADJUSTMENT
- FY18 – 2% PAYROLL CONVERSION BONUS
- FY20 - TIME OFF
- FY21 - \$650 COVID-19 BONUS
- FY22 – CLASSIFICATION AND COMPENSATION STUDY = \$325,000
 - RFP ADVERTISEMENT – OCTOBER 2021
 - CONSULTANT ON BOARD – JANUARY 2022
 - COUNCIL RECOMMENDATION/COUNCIL APPROVAL/INITIAL IMPLEMENTATION – JANUARY - JULY 2023
- NO INSURANCE PREMIUM INCREASE FOR THE 6TH YEAR IF PARTICIPATE IN THE WELLNESS PROGRAM

Police Officer Starting Salary

As of 01-02-2016

Police Officer w/o Degree – G14 Step A	Police Officer w/AD – G14 Step B	Police Officer w/BD – G14 Step B	Police Officer w/MD – G14 Step B
Base Pay \$33,770.42	Base Pay \$34,614.69	Base Pay \$34,614.69	Base Pay \$34,614.69
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
		Edu. Inc. \$1,248.52	Edu. Inc. \$2,497.04
Total Pay \$36,891.72	Total Pay \$37,735.99	Total Pay \$38,984.51	Total Pay \$40,233.03
Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00

*Sign-On bonus is spread over a two-year period in \$500 increments every six months.

Police Officer Starting Salary

As of 07-01-2021

Police Officer w/o Degree – G14 Step D	Police Officer w/AD – G14 Step E	Police Officer w/BD – G14 Step E	Police Officer w/MD – G14 Step E
Base Pay \$39,562.69	Base Pay \$40,551.76	Base Pay \$40,551.76	Base Pay \$40,551.76
OLOST \$5,121.30	OLOST \$5,121.30	OLOST \$5,121.30	OLOST \$5,121.30
		Edu. Inc. \$1,248.52	Edu. Inc. \$2,497.04
Total Pay \$44,683.99	Total Pay \$45,673.06	Total Pay \$46,921.58	Total Pay \$48,170.10
Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00

*Sign-On bonus is spread over a two-year period in \$500 increments every six months. Officers may also receive additional incentive pay including \$2,400 for POST Certification and \$1,200 for Military Experience not included here.

07/01/2016

Total Pay \$36,891.72	Total Pay \$37,735.99	Total Pay \$38,984.51	Total Pay \$40,233.03
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Sheriff Deputy Starting Salary

As of 01-02-2016

Deputy Sheriff w/o Degree - G14 Step A	Deputy Sheriff w/ AD – G14 Step B	Deputy Sheriff w/ BD – G14 Step B	Deputy Sheriff w/MD – G14 Step B
Base Pay \$33,770.42	Base Pay \$34,614.69	Base Pay \$34,614.69	Base Pay \$34,614.69
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
		Education Incentive \$1,248.52	Education Incentive \$2,497.04
Total Pay \$36,891.72	Total Pay \$37,735.99	Total Pay \$38,984.51	Total Pay \$40,233.03

Sheriff Deputy Starting Salary

As of 07-01-2021

Deputy Sheriff w/o Degree - G14 Step C	Deputy Sheriff w/ AD – G14 Step D	Deputy Sheriff w/ BD – G14 Step D	Deputy Sheriff w/MD – G14 Step D
Base Pay \$38,597.74	Base Pay \$39,562.69	Base Pay \$39,562.69	Base Pay \$39,562.69
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
		Education Incentive \$1,248.52	Education Incentive \$2,497.04
Total Pay \$41,719.04	Total Pay \$42,683.99	Total Pay \$43,932.51	Total Pay \$45,181.03

07/01/2016

Total Pay \$36,891.72	Total Pay \$37,735.99	Total Pay \$38,984.51	Total Pay \$40,233.03
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Sheriff Correctional Officer Starting Salary

As of 01-02-2016

Correctional Officer w/o Degree - G12 Step A	Correctional Officer w/ AD – G12 Step B	Correctional Officer w/ BD – G12 Step B	Correctional Officer w/MD – G12 Step B
Base Pay \$30,594.33	Base Pay \$31,359.20	Base Pay \$31,359.20	Base Pay \$31,359.20
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
		Education Incentive \$1,248.52	Education Incentive \$2,497.04
Total Pay \$33,715.63	Total Pay \$34,480.50	Total Pay \$35,729.02	Total Pay \$36,977.54

Sheriff Correctional Officer Starting Salary

As of 07-01-2021

Correctional Officer w/o Degree - G12 Step C	Correctional Officer w/ AD – G12 Step D	Correctional Officer w/ BD – G12 Step D	Correctional Officer w/MD – G12 Step D
Base Pay \$34,967.65	Base Pay \$35,841.84	Base Pay \$35,841.84	Base Pay \$35,841.84
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
		Education Incentive \$1,248.52	Education Incentive \$2,497.04
Total Pay \$38,088.95	Total Pay \$38,963.14	Total Pay \$40,211.66	Total Pay \$41,460.18

07/01/2016

Total Pay \$33,715.63	Total Pay \$34,480.50	Total Pay \$35,729.02	Total Pay \$36,977.54
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Fire/ EMS Firefighter/ EMT Starting Salary

As of 01-02-2016

Firefighter - G12 Step A	Firefighter-EMT w/o Degree - G14 Step A	Firefighter-EMT w/ AD - G14 Step B	Firefighter-EMT w/ BD – G14 Step B	Firefighter-EMT w/ MD – G14 Step B
Base Pay \$30,594.33	Base Pay \$33,770.42	Base Pay \$34,614.69	Base Pay \$34,614.69	Base Pay \$34,614.69
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
			Education Incentive \$1,248.52	Education Incentive \$2,497.04
Total Pay \$33,715.63	Total Pay \$36,891.72	Total Pay \$37,735.99	Total Pay \$38,984.51	Total Pay \$40,233.03
Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00

*Sign-On bonus is spread over a two-year period in \$500 increments every six months. Firefighters start at G12, but must become EMT Certified, which advances them to the G14 salary.

Fire/ EMS Firefighter/ EMT Starting Salary

As of 07-01-2021

Firefighter - G12 Step A	Firefighter-EMT w/o Degree - G14 Step A	Firefighter-EMT w/ AD - G14 Step B	Firefighter-EMT w/ BD – G14 Step B	Firefighter-EMT w/ MD – G14 Step B
Base Pay \$33,282.71	Base Pay \$36,737.89	Base Pay \$37,656.34	Base Pay \$37,656.34	Base Pay \$37,656.34
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
			Education Incentive \$1,248.52	Education Incentive \$2,497.04
Total Pay \$36,404.01	Total Pay \$39,859.19	Total Pay \$40,777.64	Total Pay \$42,026.16	Total Pay \$43,274.68
Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00

*Sign-On bonus is spread over a two-year period in \$500 increments every six months. Firefighters start at G12, but must become EMT Certified, which advances them to the G14 salary. \$6,000 annual supplement for Paramedic Certification (Ord. #20-018). Employees serving on Special Operations Teams will receive \$25 with a maximum of \$100 per biweekly paycheck.

07/01/2016

Total Pay \$33,715.63	Total Pay \$36,891.72	Total Pay \$37,735.99	Total Pay \$38,984.51	Total Pay \$40,233.03
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MCP Correctional Officer Starting Salary

As of 01-02-2016

Correctional Officer w/o Degree - G12 Step A	Correctional Officer w/ AD – G12 Step B	Correctional Officer w/ BD – G12 Step B	Correctional Officer w/MD – G12 Step B
Base Pay \$30,594.33	Base Pay \$31,359.20	Base Pay \$31,359.20	Base Pay \$31,359.20
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
		Education Incentive \$1,248.52	Education Incentive \$2,497.04
Total Pay \$33,715.63	Total Pay \$34,480.50	Total Pay \$35,729.02	Total Pay \$36,977.54

*MCP Correctional Officer is a career ladder position; upon meeting criteria they will advance to a G13 as a Senior Correctional Officer.

MCP Correctional Officer Starting Salary

As of 07-01-2021

Correctional Officer w/o Degree - G12 Step C	Correctional Officer w/ AD – G12 Step D	Correctional Officer w/ BD – G12 Step D	Correctional Officer w/MD – G12 Step D
Base Pay \$34,967.65	Base Pay \$35,841.84	Base Pay \$35,841.84	Base Pay \$35,841.84
OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30	OLOST \$3,121.30
		Education Incentive \$1,248.52	Education Incentive \$2,497.04
Total Pay \$38,088.95	Total Pay \$38,963.14	Total Pay \$40,211.66	Total Pay \$41,460.18
Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00	Sign-On Bonus* \$2,000.00
*MCP Correctional Officer is a career ladder position; upon meeting criteria they will advance to a G13 as a Senior Correctional Officer			
*Sign-On bonus is spread over a two-year period in \$500 increments every six months.			
Total Pay \$33,715.63	Total Pay \$34,480.50	Total Pay \$35,729.02	Total Pay \$36,977.54

07/01/2016

PUBLIC SAFETY CAPITAL

Department	FY19 Actuals	FY20 Actuals	FY21 Actuals	FY22 Budget*
Police	\$682,347.55	\$169,190.63	\$376,334.02	\$2,791,625.64
Fire/EMS	\$161,630.60	\$124,803.65	\$2,492,386.09	\$2,325,782.50
Sheriff	\$237,317.11	\$106,049.50	\$80,000.00	\$718,673.00
TOTAL	\$1,081,295.26	\$400,043.78	\$2,948,720.11	\$5,836,081.14

*Includes Prior Year Carryovers

FY19

GMA Lease – 30 Police Cars \$1,194,341.40
 Public Safety Radio Upgrade \$4,940,904.00
 Wireless Microwave System \$696,689.00

FY20

GMA Lease – 80 Pursuit Vehicles \$3,250,156.00

TOTAL =
\$20,347,230.69

FIRE/EMS IMMEDIATE SUPPORT

- 9/14 AGENDA:
 - 6 AMBULANCES - \$2,009,517 - ARP



- PURCHASE OF PROPERTY ADJACENT TO STATION #8 - \$120,960 –
OLOST PUBLIC SAFETY RESERVES

FIRE/EMS IMMEDIATE SUPPORT

- 9/14 AGENDA:
 - EMERGENCY OPERATIONS CENTER UPGRADES \$130,000 – OLOST PUBLIC SAFETY RESERVES (\$50,000 FROM A GEMA GRANT)



FIRE/EMS FUTURE SUPPORT

- FUTURE (WITHIN 30-45 DAYS):
 - 1 LADDER– GMA LEASE (REPLACES 5-YEAR LEASE OF 2 AMBULANCES WITH 10-YEAR LEASE OF 1 LADDER) = \$1,106,254
 - 5 ENGINES – OLOST PUBLIC SAFETY RESERVES = \$3,779,990



POLICE IMMEDIATE CAPITAL AND RECLASSIFICATIONS

- 9/14 AGENDA
 - RECLASSIFICATION OF 20 POLICE OFFICER POSITIONS FOR THE EXPANDED CADET PROGRAM TO PROVIDE A FEEDER PROGRAM FOR POLICE OFFICERS
 - MINIMUM AGE OF 18 YEARS OLD WITH A HIGH SCHOOL DIPLOMA OR GED
 - CAREER LADDER IMPLEMENTATION
- CADET PROGRAM UNIFORM & CAPITAL = \$359,314.32
 - UNIFORMS = \$43,167.25
 - EQUIPMENT (5 ATV's, 8 UTV's, 3 MID SIZE SUVs) = \$316,147.07

SHERIFF CAPITAL NEEDS

- JAIL SITE MASTER PLAN WITH SHERIFF'S ADMINISTRATION AND JAIL ASSESSMENT—
O LOST PUBLIC SAFETY RESERVES
- RECENT JAIL IMPROVEMENTS = \$2.5 MILLION
 - KITCHEN IMPROVEMENTS
 - SHOWER RENOVATIONS
 - HVAC REPLACEMENT
 - LAUNDRY PIPING REPLACEMENT
 - WATER HEATERS REPLACEMENT



AMERICAN RESCUE PLAN UPDATE

SEPTEMBER 14, 2021

AMERICAN RESCUE PLAN (ARP) ACT OF 2021

- ARP WAS PASSED BY THE HOUSE ON FEBRUARY 27, 2021, THE SENATE ON MARCH 6, 2021 AND SIGNED INTO LAW ON MARCH 11, 2021
- \$1.9 TRILLION FOR ECONOMIC RELIEF FROM THE DEVASTATING ECONOMIC AND HEALTH EFFECTS OF THE COVID-19 PANDEMIC
- \$362 BILLION IN DIRECT AID (NOT THRU THE STATE) FOR STATES AND LOCAL GOVERNMENTS (SUBTITLE M., SEC. 9901 OF THE ACT)
 - FINAL GUIDANCE HAS NOT BEEN RELEASED BY THE U.S. TREASURY DEPARTMENT

AMERICAN RESCUE PLAN (ARP) ACT OF 2021

- USES OF FUNDS
 - RESPOND TO THE PUBLIC HEALTH EMERGENCY WITH RESPECT TO COVID-19 OR ITS NEGATIVE ECONOMIC IMPACTS
 - RESPOND TO WORKERS PERFORMING ESSENTIAL WORK
 - REVENUE REPLACEMENT FOR THE GOVERNMENT
 - INVESTMENTS IN WATER, SEWER OR BROADBAND INFRASTRUCTURE

AMERICAN RESCUE PLAN (ARP) ACT OF 2021

- AMOUNT ALLOCATED TO THE CITY OF COLUMBUS/MUSCOGEE COUNTY
 - CITY = \$40,456,205
 - COUNTY = \$38,025,833
 - TOTAL = \$78,482,038
- AMOUNT RECEIVED
 - CITY = \$20,228,102.50 ON JUNE 7, 2021
 - COUNTY = \$19,012,916.50 ON JUNE 14, 2021
 - TOTAL = \$39,241,019
- BALANCE TO BE DISTRIBUTED IN 12 MONTHS

AMERICAN RESCUE PLAN (ARP) ACT OF 2021

- INTERIM FINAL RULE (IFR) WAS RELEASED BY THE TREASURY ON MAY 17, 2021 AND IS OPEN FOR COMMENT UNTIL JULY 16, 2021
- IFR OUTLINES ELIGIBLE USE CATEGORIES AND OTHER RESTRICTIONS ON THE USE OF FUNDS UNDER THE CORONAVIRUS STATE AND LOCAL FISCAL RECOVERY FUNDS (SLFRF)
- ELIGIBLE COSTS MUST BE INCURRED BETWEEN MARCH 3, 2021 AND DECEMBER 31, 2024 AND EXPENDED BY DECEMBER 31, 2026
- FINANCIAL REPORTING WILL BE REQUIRED ON A QUARTERLY BASIS AND RECORDS MUST BE MAINTAINED FOR FIVE YEARS AFTER ALL FUNDS HAVE BEEN EXPENDED

ARP RECOMMENDED FUNDING PRIORITIES AND STATUS

- AUTOMATION OF GARBAGE COLLECTION TO INCLUDE GARBAGE TRUCKS AND CARTS = \$19,530,030 (PROCUREMENT PROCESS)



ARP RECOMMENDED FUNDING PRIORITIES AND STATUS

- AUTOMATION OF GARBAGE COLLECTION TO INCLUDE GARBAGE TRUCKS AND CARTS = \$19,530,030 (PROCUREMENT PROCESS)



ARP RECOMMENDED FUNDING PRIORITIES AND STATUS

- AMBULANCES = \$2,100,000
 - (AUTHORIZATION TO PURCHASE – 9/14)



- COMMUNITY SAFEGUARD PROGRAMS TO INCLUDE CURE VIOLENCE, SUMMER YOUTH AND YOUTH DEVELOPMENT PROGRAMS, AND CAMERAS = \$1,000,000 (PROCUREMENT PROCESS FOR CAMERAS)
- BROADBAND/CYBER SECURITY UPGRADES – PHASE 1 = \$3,000,000 (PROCUREMENT PROCESS)

ARP RECOMMENDED FUNDING PRIORITIES AND STATUS

- REVENUE RECOVERY = \$3,559,470.84 (UTILIZATION PLAN UNDER DEVELOPMENT)
- SMALL BUSINESS GRANTS - \$3,000,000 (APPLICATION AND PROCESS UNDER DEVELOPMENT)
- PREMIUM PAY FOR PUBLIC SAFETY AND OTHER ESSENTIAL EMPLOYEES = \$5,000,000
- STORMWATER INFRASTRUCTURE = \$0 (DELAY TO PHASE 2)
- NON-PROFIT GRANTS = \$1,000,000 (APPLICATION AND PROCESS UNDER DEVELOPMENT)
- ECONOMIC/TOURISM GRANTS = \$850,000 (APPLICATION AND PROCESS UNDER DEVELOPMENT)
- ADMINISTRATION = \$201,518.16 (FULL-TIME TEMPORARY POSITION FOR UP TO 3 YEARS, PROJECT FINANCIAL ANALYST AND OTHER OVERSITE EXPENDITURES)
- TOTAL = \$39,241,019

ARP PREMIUM PAY FOR ESSENTIAL WORKERS

- COLUMBUS CONSOLIDATED GOVERNMENT EMPLOYEES PERFORMING ESSENTIAL WORK DURING COVID-19 PUBLIC HEALTH EMERGENCY
- ESSENTIAL WORK PERFORMED INVOLVING REGULAR IN-PERSON INTERACTIONS OR REGULAR PHYSICAL HANDLING OF ITEMS THAT WERE ALSO HANDLED BY OTHERS
- PREMIUM PAY TO BE PAID RETROSPECTIVELY FROM 01/27/2020 TO 06/30/2021
- PAY DATE 10/15/2021

Premium Pay for Essential Workers (Funded by ARP)

These are workers who have been and continue to be relied on to maintain continuity of operations of essential critical infrastructure sectors, including those who are critical to protecting the health and wellbeing of our community.

Premium pay includes the following CCG positions:

- All Public Safety Sworn Personnel*
- Bus Operators
- Truck Drivers
- Correctional Officers
- Sanitation Workers
- Janitors/Custodian Workers

*Annual earnings less than \$78,116.15

Six months	\$1000	Full time Active employee	Hire Date on or before 01/27/2020
Six months	\$1000	Full time Active employee	Hire Date on or after 07/01/2020
Six months	\$1000	Full time Active employee	Hire date on or after 01/01/2021
N/A	N/A	Full time Active employee	Hire date on or after 07/01/2021
Total	\$3000		

Premium Pay	
Employees	1289
Total Cost	\$4,467,551

Pandemic Pay for Essential Workers but not eligible for Premium Pay (Funded by CARES Act Reserves)

These are workers who have been and continue to be relied on to maintain continuity of operations of essential critical infrastructure sectors, including those who are critical to protecting the health and wellbeing of our community.

Pay for essential workers include the following CCG positions:

- All full-time regular positions not included in Premium Pay
- Exclusions include:
 - Part time employees
 - Elected Officials
 - Grant paid employees
 - Employees hired after 06/30/2021
- *Public Safety Sworn Personnel that qualify for Premium Pay but exceed the \$78,116.15 salary will be entitled to Premium Pay but not funded thru ARP

Six months	\$500	Full time Active employee	Hire Date on or before 01/27/2020
Six months	\$500	Full time Active employee	Hire Date on or after 07/01/2020
Six months	\$500	Full time Active employee	Hire date on or after 01/01/2021
N/A	N/A	Full time Active employee	Hire date on or after 07/01/2021
Total	\$1500		

Essential Worker Pay	
Employees	881
Total Cost	\$1,488,831

STATE FISCAL RECOVERY FUNDS

- APPLICATION DEADLINE: OCTOBER 31, 2021
- AWARD DATE: ON OR AFTER THE WEEK OF JANUARY 3, 2022
- ALLOWABLE USES:
 - ADDRESS NEGATIVE ECONOMIC IMPACTS CAUSED BY THE PUBLIC HEALTH EMERGENCY
 - INVEST IN WATER, SEWER AND BROADBAND INFRASTRUCTURE

STATE FISCAL RECOVERY FUNDS

- ELIGIBLE APPLICANTS
 - STATE AGENCIES
 - COUNTY/CITY GOVERNMENTS
 - SPECIAL DISTRICTS
 - INDUSTRY TRADE ASSOCIATIONS
 - BUSINESS ORGANIZATIONS
 - TRADE/PROFESSIONAL ORGANIZATIONS
 - NON-PROFIT ORGANIZATIONS
- CCG INTENDED APPLICATIONS
 - STORMWATER INFRASTRUCTURE (AS RELATED TO COMBINED SEWER)
 - BROADBAND INFRASTRUCTURE
 - SMALL BUSINESS GRANT PROGRAM

SUMMARY – PUBLIC SAFETY SUPPORT

- PAST

- PAY REFORMS, SUPPLEMENT, INCENTIVE PAY, PAY ADJUSTMENTS, BONUSES, \$2.5 MILLION JAIL IMPROVEMENTS, \$14.5 MILLION CAPITAL INVESTMENT, NO INCREASE IN HEALTH PREMIUMS FOR 6 YEARS

- PRESENT (9/14 AGENDA)

- 6 AMBULANCES, EOC UPGRADES, CADET RECLASSIFICATIONS, \$5.8 MILLION CAPITAL INVESTMENT-FY22 BUDGET AND CARRYOVERS, PROPERTY ACQUISITION

- FUTURE (30 -45 DAYS)

- 1 LADDER TRUCK, 5 ENGINES, CADET UNIFORMS AND EQUIPMENT, JAIL SITE MASTER PLAN AND ASSESSMENT AUTHORIZATION, CLASSIFICATION AND COMPENSATION STUDY

QUESTIONS