Columbus Consolidated Government
Council Meeting Agenda Item

TO:	Mayor and Councilors
AGENDA SUBJECT:	**Annual Unused Sick Leave Payment**
AGENDA SUMMARY:	Approval is requested to authorize payment to employees for unused sick leave in accordance with 16B-15-6 (2) of the Columbus Code of Ordinances.
INITIATED BY:	**Human Resources Department**

Recommendation: Approval is requested to authorize payment to employees for unused sick leave in accordance with 16B-15-6 (2) of the Columbus Code of Ordinances.

Background: It has been past practice that: When a City official or an employee shall have accumulated thirty (30) days of sick leave by the end of the last pay period in November, he/she may be paid in cash each year by December 25 for one fourth (1/4) of accumulated sick leave beyond the base thirty (30) days, not to exceed 13 days.

Analysis: As part of the FY2027 Budget, $ 365,000.00 was allocated to pay for this benefit. Current projections indicate that the required expenditure will not exceed this amount based on historical data.

Financial Considerations: None, other than as noted in the analysis.

Legal Considerations: The requested expenditure requires Council approval.

Recommendations/Actions: Finance and Human Resources recommends the approval of a resolution authorizing payment to employees for unused sick leave in accordance with 16B-15-6(2) of the Columbus Code of Ordinances.

A RESOLUTION

NO. _____

A RESOLUTION AUTHORIZING PAYMENT TO EMPLOYEES FOR UNUSED SICK LEAVE IN ACCORDANCE WITH 16B-15-6 (2) OF THE COLUMBUS CODE OF ORDINANCES;

WHEREAS, Ordinance# 71-213 as amended by Ordinance# 72-255, and as codified in 16B-15-6 (2), provides as follows:

"When a City official or an employee shall have accumulated thirty (30) days of sick leave by the end of the last pay period in November, they may be paid in cash each year by December 25 for one fourth (1/4) of accumulated sick leave beyond the base thirty (30) days, and the other three fourths (3/4) above the thirty (30) days shall be added to their sick leave reserve accumulation until a maximum of sixty (60) days shall be attained in the reserve accumulation"; and,

WHEREAS, the last bi-weekly pay period in November will end on November 20, 2026; and the payment of unused sick leave has been provided for in the FY27 budget.

NOW, THEREFORE, THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY RESOLVES AS FOLLOWS:

1. That the employees and officials of Columbus, Georgia who are eligible for sick leave benefits shall be paid for 25% of unused sick leave in excess of 30 days' base accumulation through November 20, 2026.

2. That the payments shall be calculated in accordance with the above recited Ordinance at the normal regular rate of compensation for each employee in active pay status as of November 20, 2026.

_____

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 10th day of November, 2026 and adopted at said meeting by the affirmative vote of ____ members of said Council.

Councilor Allen voting _____.
Councilor Barnes voting _____.
Councilor Chambers voting _____.
Councilor Cogle voting _____.
Councilor Cook voting _____.
Councilor Crabb voting _____.
Councilor Davis voting _____.
Councilor Garrett voting _____.
Councilor Huff voting _____.
Councilor Tucker voting _____.

Lindsey G. McLemore, Clerk of Council

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