

# COLUMBUS



**We do amazing.**

Career  
Ladders

CCG Pay  
Plan

# CCG Pay Plan

- CCG Compensation and Classification Study Implemented 01/07/2023
- Pay Plan Maintenance
- Career Ladders

Pay Plan  
Maintenance

- Regular Review/Market Study
- Longevity Pay
- Career Ladder Incentives
- Certification Incentives
- Degree Incentives
- Pay for Performance
- Cost of Living Adjustment (COLA)

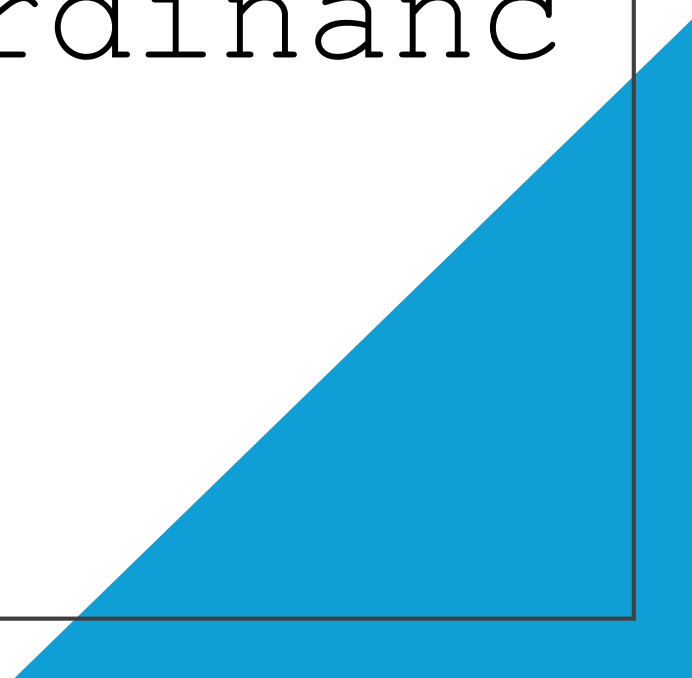
Pay Plan Ordinance No. 22-045

## SECTION 15

Operational procedure for Multi-level Qualifications and Career ladder positions- Public safety and general government positions assigned multiple levels by the Pay Plan, to provide salary differentials for different levels of qualifications shall be administered by the following general rules:

- (a) Clear measurable criteria will be used to determine qualification for each advanced level. Where the criteria were not specified in the Pay Plan, departments will develop appropriate standards to be approved by the City Manager.
- (b) Employees that qualify for advancement in pay grade will receive the salary obtained by advancing the current salary in the current grade six steps and placed into the new grade at the nearest salary. Or, the employee will be placed at the minimum step for the new position and grade, whichever is greater.
- (c) Initial placement of employees in multi-level positions will be as specified by the Pay Plan or based upon their assigned position on the Implementation Date. A department head may request changes in recommended levels with appropriate justification and approval of the City Manager.
- (d) This procedure only applies to positions in the pay plan designated with a numbered footnote and multi-level description. Positions assigned a "tag" number and having a separate job description are promotional positions and not part of a career ladder, even if the title is numbered or contains the word "senior" in the title. Employees may only advance to promotional positions by successfully competing for an authorized vacant position."

# Career Ladders Pay Plan Ordinance




# Career Ladder Procedure



1. Establish clear, measurable criteria for each advanced level.
2. Advance employee's current salary by six steps (6%), or the minimum step for the new grade, whichever is greater.
3. Department Heads may request changes in recommended level with justification and approval.

Each level advances 6% in pay



# Career Ladder Positions

**Career ladder positions - 75**

**Career ladder positions with 2 levels - 57**

**Career ladder positions with 3 levels – 10**

**Career ladder positions with 4 levels – 4**

**Career ladder positions with certification – 3**

**Career ladder positions without certification – 1**

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# Ladder Position s (Example s)

City Manager	CITIZEN SERVICE CENTER TECHNICIAN	113 <sup>3</sup>
City Manager	CITIZEN SERVICE CENTER TECHNICIAN II	114
Civic Center	ARENA TECHNICIAN	112 <sup>1</sup>
Civic Center	ARENA TECHNICIAN II	113
Civic Center	CARPENTER I	119 <sup>1</sup>
Civic Center	CARPENTER II	120
Civic Center	HVAC TECHNICIAN I	119 <sup>1</sup>
Civic Center	HVAC TECHNICIAN II	120
Civic Center	EVENTS FACILITATOR	120 <sup>3</sup>
Civic Center	EVENTS FACILITATOR II	121
Clerk of Superior Court	DEPUTY CLERK I	113
Clerk of Superior Court	DEPUTY CLERK II	115
Clerk of Superior Court	SENIOR DEPUTY CLERK	117

# Ladder Position S (Example S)

Inspections & Codes	CODE ENFORCEMENT OFFICER	120 <sup>1</sup>
Inspections & Codes	CODE ENFORCEMENT OFFICER II	121
Inspections & Codes	CODE ENFORCEMENT OFFICER III	122
Inspections & Codes	ELECTRICAL INSPECTOR	120 <sup>1</sup>
Inspections & Codes	ELECTRICAL INSPECTOR II	121
Inspections & Codes	ELECTRICAL INSPECTOR III	122
District Attorney	INVESTIGATOR	120 <sup>2</sup>
District Attorney	SENIOR INVESTGTR	121
District Attorney	INVESTIGATOR SUPERVISOR	124
Elections & Registration	ELECTIONS TECHNICIAN	115 <sup>3</sup>
Elections & Registration	ELECTIONS TECHNICIAN II	117
Engineering	GIS TECHNICIAN	118 <sup>2</sup>
Engineering	GIS TECHNICIAN II	119



# Ladder Positions (Examples)

MCP	COUNSELOR	120 <sup>2</sup>
MCP	SENIOR COUNSELOR	121
Parks And Recreation	PARK MAINTENANCE WORKER I	114 <sup>2</sup>
Parks And Recreation	PARK MAINTENANCE WORKER II	115
Planning	GIS TECHNICIAN	118 <sup>2</sup>
Planning	GIS TECHNICIAN II	119
Police	EMERGENCY COMMUNICATION TECH I	116 <sup>4</sup>
Police	EMERGENCY COMMUNICATION TECH II	117 <sup>2</sup>
Police	EMERGENCY COMMUNICATION TECH III	118 <sup>3</sup>
Public Works	FLEET MAINTENANCE TECH I	116 <sup>2</sup>
Public Works	FLEET MAINTENANCE TECH II	118
Public Works	FLEET MAINTENANCE TECH III	121
Public Works	FLEET MAINTENANCE TECH SENIOR	123
Tax Assessor	APPRAISAL TECHNICIAN	115 <sup>4</sup>
Tax Assessor	SENIOR APPRAISAL TECHNICIAN	116



## QUOTE

"You were born to **win**, but to be a winner, you must plan to **win**, prepare to **win**, and expect to **win**."

--Zig Ziglar

Thank  
you



Human Resources  
Department  
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Government

<https://www.governmentjobs.com/careers/columbusga>



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