



# Newnan Special Called City Council Meeting

JANUARY 09, 2023

Newnan City Hall  
Richard A. Bolin Council Chambers  
25 LaGrange Street  
12:00 PM

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## CALL TO ORDER

## INVOCATION

## NEW BUSINESS

- [A.](#) Ordinance to Provide for the Adoption of a Budget, Its Execution and Effect for the Fiscal Year Beginning January 1, 2023 and Ending December 31, 2023
- [B.](#) Adoption of the 2023 Pay Plan Update
- [C.](#) Amendment to the City Council Meeting Agenda for January 10, 2023

## ADJOURNMENT

# BUDGET ORDINANCE

AN ORDINANCE TO PROVIDE FOR THE ADOPTION OF A BUDGET, ITS EXECUTION AND EFFECT FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2023 AND ENDING DECEMBER 31, 2023.

## Section I.

There is hereby adopted for the fiscal year January 1, 2023 through December 31, 2023, a budget for the City of Newnan, Georgia, based on the budget prepared by the City Manager, as amended by City Council.

## Section II. General Fund (100)

There is hereby established a General Fund for the City of Newnan with an appropriation of \$30,789,700 for the general operation and legal obligation in 2023.

<b>General Fund Revenues</b>	
Property Taxes	\$7,704,500
Sales Taxes	\$9,500,000
Excise (Franchise) Taxes	\$5,485,000
Occp. Tax & Alcohol	
Licenses	\$3,267,000
Inspections & Permits	\$685,500
Fines & Forfeitures	\$745,000
Other Local Revenue	\$437,200
Intergovernmental	\$735,000
Water & Light Transfers	\$1,750,000
Other Financing Sources	\$480,500
	<u>\$30,789,700</u>
<b>General Fund Expenditures</b>	
General Government	\$8,439,445
Public Safety	\$14,569,405
Public Works	\$3,155,886
Community Development	\$3,361,951
Other Services	\$1,263,013
	<u>\$30,789,700</u>

### Section III. Street Improvement Fund (200).

There is hereby established a Street Improvement Fund for the City of Newnan with an appropriation of \$429,000 for street improvements.

<b>Street Improvements Revenue</b>	
Street Improvements	\$5,000
LMIG Contract Revenue	\$428,192
Interest Earnings	1,500
Fund Balance Reserves	(\$5,692)
	<u>\$429,000</u>
<b>Street Improvements Expenditures</b>	
Major Streets Maintenance	\$429,000
	<u>\$429,000</u>

### Section IV. Confiscated Assets Fund (210)

There is hereby established a Confiscated Assets Fund for the City of Newnan with an appropriation of \$138,000 for Public Safety operations. This fund consists of confiscated and condemned funds released by the Superior Court for Police Department purchases.

<b>Confiscated Assets Revenue</b>	
DOT Condemnations	\$68,000
DOJ Condemnations	\$5,000
Other Police Seizures	\$12,500
Interest Earnings	\$47
Fund Balance Reserves	\$52,453
	<u>\$138,000</u>
<b>Confiscated Assets Expenditures</b>	
Other Seizures Expenditures	\$81,000
Dept. of Justice Expenditures	\$5,000
Dept. of Treasury Expenditures	\$52,000
	<u>\$138,000</u>

**Section V. NSP1 Grant Fund (221)**

There is hereby established a NSP1 Grant Fund for the City of Newnan with an appropriation of \$125,000. This fund is utilized to account for a Neighborhood Stabilization Program grant received by the City from the Georgia Department of Community Affairs to purchase and rehabilitate housing for low income recipients who meet the eligibility guidelines for assistance. Newnan Housing Authority (HAN) and Newnan-Coweta Habitat for Humanity (NCHFH) are the sub-recipients of the grant.

<b>NSP1 Revenues</b>	
Program Income	\$185,000
Interest Earnings	\$100
Fund Balance Reserves	(\$60,100)
	<u>\$125,000</u>
<b>NSP1 Expenditures</b>	
Program Expenses	\$125,000
	<u>\$125,000</u>

**Section VI. NSP3 Grant Fund (222)**

There is hereby established a NSP3 Grant Fund for the City of Newnan with an appropriation of \$125,000. This fund is utilized to account for a Neighborhood Stabilization Program grant received by the City from the Georgia Department of Community Affairs to purchase and rehabilitate housing for low income recipients who meet the eligibility guidelines for assistance. Newnan Housing Authority (HAN) is the sub-recipient of the grant.

<b>NSP3 Revenue</b>	
Program Income	\$125,000
Interest Income	\$100
Fund Balance Reserves	(\$100)
	<u>\$125,000</u>
<b>NSP3 Expenditures</b>	
Program Expenses	\$125,000
	<u>\$125,000</u>

**Section VII. Miscellaneous Grants Fund (240)**

There is hereby established a Miscellaneous Grants Fund for the City of Newnan with an appropriation of \$44,050. This fund is utilized for grants received by the city from local vendors, DCA and other agencies to fund specific expenditures as required.

<b>Misc. Grants Revenue</b>	
Grant Funds & Donations	\$45,000
Fund Balance Reserves	<u>(\$950)</u>
	<b><u>\$44,050</u></b>
<b>Misc. Grants Expenditures</b>	
Employee Benefits	\$2,000
Employee Recognition	\$1,200
Public Relations	\$5,000
Materials & Supplies	\$7,965
Training	\$1,835
Protective Equipment	\$23,500
Minor Equipment	\$2,500
Landscaping Supplies	<u>\$1,000</u>
	<b><u>\$44,050</u></b>

**Section VII. Hotel/Motel Tourism Fund (275)**

There is hereby established a Hotel/Motel Tourism Fund for the City of Newnan with an appropriation of \$1,053,000 for Tourism Enhancement activities.

<b>Hotel/Motel Tourism Revenues</b>	
Hotel/Motel Tax	\$1,053,000
Interest Earnings	\$1,000
Fund Balance Reserves	<u>(\$1,000)</u>
	<b><u>\$1,053,000</u></b>
<b>Hotel/Motel Tourism Expenditures</b>	
Transfer to Explore Newnan - Coweta	\$405,000
Transfer to General Fund	\$405,000
Transfer to Newnan Centre	<u>\$243,000</u>
	<b><u>\$1,053,000</u></b>

**Section IX. Motor Vehicle Rental Excise Tax Fund (280)**

There is hereby established a Motor Vehicle Rental Excise Tax Fund for the City of Newnan with an appropriation of \$98,000 for Newnan Centre activities.

<b>Motor Vehicle Rental Excise Tax Revenues</b>	
Excise Tax	\$95,000
Interest Earnings	\$500
Fund Balance Reserves	\$2,500
	<u>\$98,000</u>
<b>Motor Vehicle Rental Excise Tax Expenditures</b>	
Natural Gas	\$3,000
Transfer to Newnan Centre	\$95,000
	<u>\$98,000</u>

**Section X. Special Purpose Local Option Sales Tax Funds (323 and 310)**

Fund 323, **SPLOST 2013**, was established in 2013 and expired in 2018. This year's budget includes an appropriation of \$800,000 for capital projects.

<b>SPLOST 2013 Revenues</b>	
Interest Earnings	\$500
Fund Balance Reserves	\$799,500
	<u>\$800,000</u>
<b>SPLOST 2013 Expenditures</b>	
Intelligent Traffic Operations	\$200,000
Recreation Improvements	\$600,000
	<u>\$800,000</u>

Fund 310, **SPLOST 2019**, was established in 2019 and will expire in 2024. This year’s budget includes an appropriation of \$8,480,000 for capital projects and a transfer to Newnan Utilities in the amount of \$720,000 for a total of \$9,200,000.

<b>SPLOST 2019 Revenue:</b>	
SPLOST 2019 Receipts	\$7,200,000
Interest Earnings	\$7,000
Fund Balance Reserves	\$1,993,000
	<u>\$9,200,000</u>

<b>SPLOST 2019 Expenditures:</b>	
Public Safety	\$1,500,000
Streets, Drainage & Sidewalks	\$1,000,000
Street, Intersection & Parking Improvements	\$3,600,000
Lower Fayetteville Road	\$400,000
Public Works Equipment	\$180,000
Path & Linear Parks	\$1,800,000
Transfer to Newnan Utilities	\$720,000
	<u>\$9,200,000</u>

**Section XI. Impact Fees (375)**

There is hereby established an Impact Fees Fund for the City of Newnan with an appropriation of \$625,000. In 2004, the City established an impact fee program with funds to be paid into the fund for four major areas of development: Roads and Bridges, Fire, Police and Parks.

<b>Impact Fees Revenues</b>	
Roads/Streets/Bridges	\$250,000
Fire Services	\$295,000
Parks/Recreation	\$400,000
Interest Earnings	\$220
Fund Balance Reserves	(\$320,220)
	<u>\$625,000</u>
<b>Impact Fees Expenditures</b>	
Parks/Recreation	\$625,000
	<u>\$625,000</u>

**Section XII. Sanitation Fund (540)**

There is hereby established a Sanitation Fund for the City of Newnan with an appropriation of \$1,028,278. These funds will be used for Brush & Bulk and Refuse (downtown commercial district).

<b>Sanitation Revenues</b>	
Yard Debris & Bulk	
Collections	\$700,000
Garbage Fees - Commercial	\$60,000
Interest Earnings	\$1,500
Transfer from General Fund	\$190,000
Fund Balance Reserves	\$76,778
	<u>\$1,013,341</u>

<b>Sanitation Expenditures</b>	
<b>Brush &amp; Bulk</b>	
Wages & Benefits	\$386,143
Operations	\$355,614
Depreciation Expenses	\$85,000
	<u>\$826,757</u>

<b>Sanitation Expenditures</b>	
<b>Refuse</b>	
Wages & Benefits	\$146,506
Operations	\$55,015
	<u>\$201,521</u>



**Section XIII.** All revenue received by the City of Newnan from Sources not restricted by law to expenditure for specific purposes may be used in meeting disbursements in Section II. Should the revenue received from such sources exceed the amount estimated, such excess shall be allocated to the General Fund subject to further action by City Council. The total disbursements in any fund shall not exceed the amount appropriated for that fund, including any available fund balances.

Done ratified, and passed by the City Council of the City of Newnan, Georgia, in regular session assembled this Ninth day of January 2023.

ATTEST:

\_\_\_\_\_  
Megan Shea, City Clerk

\_\_\_\_\_  
L. Keith Brady, Mayor

REVIEWED AS TO FORM:

\_\_\_\_\_  
Raymond F. DuBose, Mayor Pro Tem

\_\_\_\_\_  
C. Bradford Sears, Jr., City Attorney

\_\_\_\_\_  
George M. Alexander, Councilmember

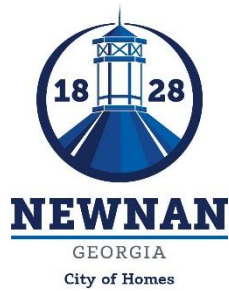
\_\_\_\_\_  
Cleatus Phillips, City Manager

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Cynthia E. Jenkins, Councilmember

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Rhodes H. Shell, Councilmember

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Dustin K. Koritko, Councilmember

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Paul L. Guillaume, Councilmember



## City of Newnan, Georgia - Mayor and Council

Date: January 9, 2023

Agenda Item: Adoption of 2023 Pay Plan Update

Prepared by: Nanette Freeman, Human Resources Director

**Purpose:** Request to increase overall 2023 Pay Plan minimum and maximum pay ranges by 2.0% for all pay grades: General – Police – Fire.

**Background:** Last overall Pay Plan increase 06/23/2022.

**Recommendation:** Approve the 2023 Pay Plan as presented.

**Attachments:** Proposed 2023 Pay Plan

**Previous Discussions with Council:** N/A

**CITY OF NEWNAN, GEORGIA  
GENERAL EMPLOYEES  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

Grade	Classification / Job Title	(N)on or (E)xempt	Minimum	Maximum
1			\$ 19,905.60	\$ 30,846.40
			\$ 9.57	\$ 14.83
2			\$ 21,091.20	\$ 32,697.60
			\$ 10.14	\$ 15.72
3			\$ 22,380.80	\$ 34,694.40
			\$ 10.76	\$ 16.68
4			\$ 23,712.00	\$ 36,753.60
			\$ 11.40	\$ 17.67
5			\$ 25,147.20	\$ 38,979.20
			\$ 12.09	\$ 18.74
6			\$ 26,644.80	\$ 41,308.80
			\$ 12.81	\$ 19.86
7			\$ 28,246.40	\$ 43,784.00
			\$ 13.58	\$ 21.05
8			\$ 29,931.20	\$ 46,384.00
			\$ 14.39	\$ 22.30
9			\$ 32,531.20	\$ 50,419.20
			\$ 15.64	\$ 24.24
10	Beautification Worker	N	\$ 34,486.40	\$ 53,456.00
	Cemetery Maintenance Worker	N	\$ 16.58	\$ 25.70
	Crossing Guard (PT)	N		
	Facilities Attendant (PT and FT)	N		
	Receptionist	N		
	Reference Assistant (PT)	N		
	Sanitation Collection Worker	N		
	Street Maintenance Worker	N		
	Trolley Driver (PT)	N		
11	Administrative Assistant	N	\$ 36,524.80	\$ 56,617.60
	Carnegie Program Associate (PT)	N	\$ 17.56	\$ 27.22
	Cemetery Equipment Operator	N		
	Clerk-Municipal Court	N		
	Clerk-Police (FT and PT)	N		
	Inmate Crew Supervisor	N		
	Permit Technician	N		
	Sanitation Equipment Operator	N		
	Senior Beautification Worker	N		
	Senior Facilities Attendant	N		
	Senior Street Maintenance Worker	N		
	Street Maintenance/Concrete Finisher	N		

**CITY OF NEWNAN, GEORGIA  
GENERAL EMPLOYEES  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

<b>Grade</b>	<b>Classification / Job Title</b>	<b>(N)on or (E)xempt</b>	<b>Minimum</b>	<b>Maximum</b>
<b>12</b>	Animal Control Officer	N	\$ 38,771.20	\$ 60,091.20
	Communications Operator	N	\$ 18.64	\$ 28.89
	Finance Technician	N		
	Fleet Coordinator	N		
	Parking Enforcement Officer	N		
<b>13</b>	Facilities Maintenance Technician	N	\$ 41,080.00	\$ 63,668.80
	Sanitation Driver/Collector	N	\$ 19.75	\$ 30.61
<b>14</b>	Administrative Specialist	N	\$ 43,534.40	\$ 67,475.20
	Automotive Mechanic	N	\$ 20.93	\$ 32.44
	Customer Service Billing Technician	N		
	Deputy Court Clerk	N		
	Leisure Services Coordinator	N		
	Senior Finance Technician	N		
	Special Events Coordinator	N		
<b>15</b>	Beautification Supervisor	N	\$ 46,155.20	\$ 71,531.20
	Building Inspector	N	\$ 22.19	\$ 34.39
	Code Enforcement Officer	N		
	Communications Coordinator	N		
	Erosion Control Inspector	N		
	Human Resources Coordinator	N		
	KNB Coordinator	N		
<b>16</b>	Accounting Specialist	N	\$ 48,921.60	\$ 75,836.80
	Cemetery Maintenance Supervisor	N	\$ 23.52	\$ 36.46
	Customer Service Billing Supervisor	N		
	Lead Mechanic	N		
	Licensing Specialist	N		
	Municipal Court Deputy Clerk	N		
	Street Maintenance Supervisor	N		
<b>17</b>	Beautification Manager	N	\$ 51,875.20	\$ 80,412.80
	Senior Building Inspector	N	\$ 24.94	\$ 38.66
	Senior Facilities Maintenance Supervisor	N		
	Stormwater Coordinator	N		
	IT Systems Analyst	N		

**CITY OF NEWNAN, GEORGIA  
GENERAL EMPLOYEES  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

<b>Grade</b>	<b>Classification / Job Title</b>	<b>(N)on or (E)xempt</b>	<b>Minimum</b>	<b>Maximum</b>
<b>18</b>	Human Resources Specialist	N	\$ 54,974.40	\$ 85,217.60
	IT Senior Systems Analyst	N	\$ 26.43	\$ 40.97
	Planner	N		
	Plans Examiner	N		
<b>19</b>	Accountant	N	\$ 58,260.80	\$ 90,313.60
	Community Development Specialist	E	\$ 28.01	\$ 43.42
	Deputy Building Official	N		
	GIS Analyst	N		
	Main Street Manager	N		
	Senior Planner	E		
<b>20</b>	Sanitation Superintendent	E	\$ 61,755.20	\$ 95,721.60
	Street Superintendent	E	\$ 29.69	\$ 46.02
	Cemetery Superintendent	E		
<b>21</b>	ARPA/Special Projects Manager	E	\$ 65,457.60	\$ 101,462.40
	Carnegie Director	E	\$ 31.47	\$ 48.78
	City Clerk	E		
	Communications Manager	E		
	Municipal Court Clerk Manager	E		
	Program Manager	E		
<b>22</b>	Assistant Finance Director	E	\$ 69,409.60	\$ 107,577.60
	Business Development Director	E	\$ 33.37	\$ 51.72
	Civil Engineer	E		
	Facilities Maintenance Director	E		
	Leisure Services Director	E		
<b>23</b>			\$ 73,548.80	\$ 114,004.80
			\$ 35.36	\$ 54.81
<b>24</b>	Chief Building Official	E	\$ 78,000.00	\$ 120,910.40
	Landscape Architect	E	\$ 37.50	\$ 58.13
	Information Technology Director	E		
	Planning and Zoning Director	E		
<b>25</b>			\$ 82,659.20	\$ 128,128.00
			\$ 39.74	\$ 61.60

**CITY OF NEWNAN, GEORGIA  
GENERAL EMPLOYEES  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

<b>Grade</b>	<b>Classification / Job Title</b>	<b>(N)on or (E)xempt</b>	<b>Minimum</b>	<b>Maximum</b>
<b>26</b>	City Engineer	E	\$ 87,630.40	\$ 135,824.00
	Public Works Director	E	\$ 42.13	\$ 65.30
<b>27</b>	Finance Director	E	\$ 92,892.80	\$ 143,977.60
	Human Resources Director	E	\$ 44.66	\$ 69.22
<b>28</b>			\$ 98,467.20	\$ 152,630.40
			\$ 47.34	\$ 73.38
<b>29</b>	Assistant City Manager	E	\$ 104,332.80	\$ 161,720.00
			\$ 50.16	\$ 77.75
<b>30</b>			\$ 110,614.40	\$ 171,454.40
			\$ 53.18	\$ 82.43

\*Annual Salary Based on 2,080 Hours Per Year

**CITY OF NEWNAN, GEORGIA  
POLICE CERTIFIED  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

Grade	Classification Title	Exempt (E) Non-exempt (N)	Minimum		Maximum	
1			\$ 25,147.20	\$ 38,979.20		
			\$ 12.09	\$ 18.74		
2			\$ 25,480.00	\$ 41,308.80		
			\$ 12.25	\$ 19.86		
3			\$ 28,246.40	\$ 43,784.00		
			\$ 13.58	\$ 21.05		
4			\$ 29,931.20	\$ 46,384.00		
			\$ 14.39	\$ 22.30		
5	Police Officer Trainee	N	\$ 31,761.60	\$ 49,233.60		
			\$ 15.27	\$ 23.67		
6			\$ 33,675.20	\$ 52,187.20		
			\$ 16.19	\$ 25.09		
7			\$ 35,692.80	\$ 55,328.00		
			\$ 17.16	\$ 26.60		
8			\$ 37,814.40	\$ 58,614.40		
			\$ 18.18	\$ 28.18		
9			\$ 40,081.60	\$ 62,129.60		
			\$ 19.27	\$ 29.87		
10			\$ 42,494.40	\$ 65,873.60		
			\$ 20.43	\$ 31.67		
11			\$ 45,032.00	\$ 69,804.80		
			\$ 21.65	\$ 33.56		
12	Police Officer	N	\$ 47,736.00	\$ 73,985.60		
			\$ 22.95	\$ 35.57		
13	Police Corporal	N	\$ 50,606.40	\$ 78,436.80		
	Police Crime Scene Investigator	N	\$ 24.33	\$ 37.71		
	Police Investigator	N				

**CITY OF NEWNAN, GEORGIA  
POLICE CERTIFIED  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

<b>Grade</b>	<b>Classification Title</b>	<b>Exempt (E) Non-exempt (N)</b>	<b>Minimum</b>	<b>Maximum</b>
<b>14</b>	Police Detective	N	\$ 53,664.00 \$ 25.80	\$ 83,179.20 \$ 39.99
<b>15</b>	Police Sergeant	N	\$ 56,867.20 \$ 27.34	\$ 88,150.40 \$ 42.38
<b>16</b>			\$ 60,278.40 \$ 28.98	\$ 93,433.60 \$ 44.92
<b>17</b>	Police Lieutenant	N	\$ 63,876.80 \$ 30.71	\$ 99,008.00 \$ 47.60
<b>18</b>			\$ 67,724.80 \$ 32.56	\$ 104,977.60 \$ 50.47
<b>19</b>			\$ 71,801.60 \$ 34.52	\$ 111,300.80 \$ 53.51
<b>20</b>	Police Captain	E	\$ 76,086.40 \$ 36.58	\$ 117,936.00 \$ 56.70
<b>21</b>			\$ 80,662.40 \$ 38.78	\$ 125,028.80 \$ 60.11
<b>22</b>	Deputy Chief of Police	E	\$ 85,508.80 \$ 41.11	\$ 132,537.60 \$ 63.72
<b>23</b>			\$ 90,625.60 \$ 43.57	\$ 140,462.40 \$ 67.53
<b>24</b>			\$ 96,075.20 \$ 46.19	\$ 148,907.20 \$ 71.59
<b>25</b>			\$ 101,836.80 \$ 48.96	\$ 157,851.20 \$ 75.89



**CITY OF NEWNAN, GEORGIA  
POLICE CERTIFIED  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

<b>Grade</b>	<b>Classification Title</b>	<b>Exempt (E) Non-exempt (N)</b>	<b>Minimum</b>	<b>Maximum</b>
<b>26</b>	Chief of Police	E	\$ 107,952.00 \$ 51.90	\$ 167,336.00 \$ 80.45
<b>27</b>			\$ 114,441.60 \$ 55.02	\$ 177,382.40 \$ 85.28
<b>28</b>			\$ 121,284.80 \$ 58.31	\$ 187,990.40 \$ 90.38
<b>29</b>			\$ 128,585.60 \$ 61.82	\$ 199,305.60 \$ 95.82
<b>30</b>			\$ 136,323.20 \$ 65.54	\$ 211,307.20 \$ 101.59

\*Annual Salary Based on 2,080 Hours Per Year

**CITY OF NEWNAN, GEORGIA  
FIRE CERTIFIED  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

Grade	Classification Title	Exempt (E) Non-exempt (N)	Minimum	Maximum
1			\$ 25,119.60	\$ 38,942.64
			\$ 8.65	\$ 13.41
2			\$ 19,073.60	\$ 29,556.80
			\$ 9.17	\$ 14.21
3			\$ 28,226.88	\$ 43,763.28
			\$ 9.72	\$ 15.07
4			\$ 29,940.24	\$ 46,405.92
			\$ 10.31	\$ 15.98
5	Fire Trainee (2080 hours)		\$ 31,711.68	\$ 49,164.72
			\$ 10.92	\$ 16.93
6			\$ 33,657.36	\$ 52,155.84
			\$ 11.59	\$ 17.96
7			\$ 35,661.12	\$ 55,263.12
			\$ 12.28	\$ 19.03
8			\$ 37,839.12	\$ 58,660.80
			\$ 13.03	\$ 20.20
9			\$ 40,104.24	\$ 62,174.64
			\$ 13.81	\$ 21.41
10			\$ 42,514.56	\$ 65,891.76
			\$ 14.64	\$ 22.69
11			\$ 45,041.04	\$ 69,812.16
			\$ 15.51	\$ 24.04
12	Firefighter/EMT (2904 hours)	N	\$ 47,741.76	\$ 73,993.92
			\$ 16.44	\$ 25.48
13	Firefighter/Paramedic (2904 hours)	N	\$ 50,616.72	\$ 78,466.08
			\$ 17.43	\$ 27.02
14			\$ 53,636.88	\$ 83,141.52
			\$ 18.47	\$ 28.63

**CITY OF NEWNAN, GEORGIA  
FIRE CERTIFIED  
2023 SALARY RANGES BASED ON GRADE  
Effective January 19, 2023**

<b>Grade</b>	<b>Classification Title</b>	<b>Exempt (E) Non-exempt (N)</b>	<b>Minimum</b>	<b>Maximum</b>
<b>15</b>	Fire Lieutenant (2904 hours)	N	\$ 56,860.32	\$ 88,136.40
			\$ 19.58	\$ 30.35
<b>16</b>			\$ 60,287.04	\$ 93,450.72
			\$ 20.76	\$ 32.18
<b>17</b>	Fire Captain (2904 hours)	N	\$ 63,888.00	\$ 99,026.40
	Fire Marshall (2080 hours)	N	\$ 22.00	\$ 34.10
	Training Captain (2080 hours)	N		
<b>18</b>			\$ 67,721.28	\$ 104,979.60
			\$ 23.32	\$ 36.15
<b>19</b>			\$ 71,757.84	\$ 111,223.20
			\$ 24.71	\$ 38.30
<b>20</b>			\$ 76,084.80	\$ 117,931.44
			\$ 26.20	\$ 40.61
<b>21</b>			\$ 80,615.04	\$ 124,959.12
			\$ 27.76	\$ 43.03
<b>22</b>	Battalion Chief (2904 hours)	E	\$ 85,464.72	\$ 132,480.48
			\$ 29.43	\$ 45.62
<b>23</b>			\$ 90,604.80	\$ 140,437.44
			\$ 31.20	\$ 48.36
<b>24</b>			\$ 96,035.28	\$ 148,859.04
			\$ 33.07	\$ 51.26
<b>25</b>			\$ 101,814.24	\$ 157,803.36
			\$ 35.06	\$ 54.34
<b>26</b>	Fire Chief (2080 hours)	E	\$ 107,912.64	\$ 167,270.40
			\$ 37.16	\$ 57.60
<b>27</b>			\$ 114,359.52	\$ 177,260.16
			\$ 39.38	\$ 61.04

**CITY OF NEWNAN, GEORGIA  
 FIRE CERTIFIED  
 2023 SALARY RANGES BASED ON GRADE  
 Effective January 19, 2023**

Grade	Classification Title	Exempt (E) Non-exempt (N)	Minimum	Maximum
28			\$ 121,242.00 \$ 41.75	\$ 187,917.84 \$ 64.71
29			\$ 128,531.04 \$ 44.26	\$ 199,214.40 \$ 68.60
30			\$ 136,226.64 \$ 46.91	\$ 211,149.84 \$ 72.71

**RESOLUTION TO AMEND 2023 PAY PLAN**

**WHEREAS,** the City of Newnan has a formal pay plan to provide an equitable basis for assigning pay rates for all employees; and

**WHEREAS,** the pay plan is annually reviewed and updated to reflect changes in classifications and pay grade assignments; and

**WHEREAS,** the pay plan has been drafted to adjust all pay grades by 2.0%; and

**WHEREAS,** the pay plan has been drafted to adjust the minimum pay grade assignment at pay grade 10; and

**WHEREAS,** funds have been provided in the 2023 Budget for the Pay Plan as presented;

**NOW, THEREFORE, BE IT RESOLVED,** that the 2023 *Pay Plan* which is attached hereto is adopted by the City Council this 9<sup>th</sup> day of January 2023 and is effective January 19, 2023.

**DONE, RATIFIED AND PASSED** by the City Council of the City of Newnan, Georgia, this 9<sup>th</sup> day of January 2023 in regular session assembled.

Attest:

\_\_\_\_\_  
Megan Shea, City Clerk

\_\_\_\_\_  
Keith Brady, Mayor

\_\_\_\_\_  
Raymond F. DuBose, Mayor Pro Tem

Witness:

\_\_\_\_\_  
George M Alexander, Councilmember

\_\_\_\_\_  
C. Bradford Sears, Jr., City Attorney

\_\_\_\_\_  
Cynthia E. Jenkins, Councilmember

\_\_\_\_\_  
Cleatus W. Phillips, City Manager

\_\_\_\_\_  
Rhodes H. Shell, Councilmember

\_\_\_\_\_  
Dustin Koritko, Councilmember

\_\_\_\_\_  
Paul Guillaume, Councilmember