

Senators Gooch of the 51st and Kirk of the 13th offered the following amendment:

**ADOPTED**

1 *Amend SB 366 (LC 41 1325) by replacing lines 2 through 9 with the following:*

2 so as to require counties and municipal corporations to complete salary surveys for every  
3 employee of the sheriff's office and law enforcement agencies; to provide for definitions; to  
4 require certain consultations with sheriffs in conducting such surveys; to provide for  
5 procedures and guidelines; to provide for submissions to the Department of Community  
6 Affairs; to require the Department of Community Affairs to report annually on wages and  
7 salaries of employees of sheriffs' offices and county and municipal law enforcement  
8 agencies; to provide for

9 *By replacing lines 19 through 21 with the following:*

10 As used in this chapter, the term:

11 (1) 'Law enforcement agency' means any sheriff's office or any department of a county  
12 or municipal corporation responsible for investigating crimes, arresting persons accused  
13 of crimes, or maintaining actual custody of persons accused or convicted of crimes.

14 (2) 'Region' shall have the same meaning as provided in Code Section 50-8-2.

15 (3) 'Salary survey' means a compilation of the actual salary or wages paid and  
16 corresponding job description and pay scale implemented for such job.

17 *By replacing lines 23 through 78 with the following:*

18 (a)(1) The governing authority of each county of this state shall, in consultation with the  
19 sheriff, complete a salary survey for every employee of the sheriff's office and shall  
20 complete a salary survey for every employee of a law enforcement agency of the county.

21 (2) The governing authority of each municipal corporation shall complete a salary survey  
22 for every employee of a law enforcement agency of the municipal corporation.

23 (3) Any salary survey provided for under this subsection shall be submitted to the  
24 Department of Community Affairs as provided for under subsection (c) of this Code  
25 section.

26 (b) Utilizing the data from salary surveys provided for under subsection (a) of this Code  
27 section and other available information of public record, including, but not limited to,  
28 population statistics, geographical location data, socioeconomic factors, and demographics,  
29 the Department of Community Affairs shall, beginning on July 1, 2019, prepare an annual  
30 report on salaries and wages paid to employees of law enforcement agencies in this state.

31 The methodology of such report shall be based upon regions and any persons certified by  
 32 the Georgia Peace Officer Standards and Training Council as a peace officer pursuant to  
 33 Chapter 8 of Title 35 who are employed within each region by law enforcement agencies  
 34 of this state and colleges and universities. Such basis shall be of similar size, operations,  
 35 or labor market to be equitably comparable. The Department of Community Affairs may  
 36 use a center of research or fiscal or economic analysis of the university system or any  
 37 qualified personnel or human resources consultant to prepare or assist in preparing reports  
 38 required by this subsection.

39 (c)(1) The governing authority of each county and municipal corporation shall submit  
 40 a salary survey provided for under subsection (a) of this Code section to the  
 41 commissioner of community affairs in such form as he or she requires by December 31,  
 42 2018, and updated every three years thereafter. Submission of a salary survey completed  
 43 on or after July 1, 2016, that meets the requirements of subsection (a) of this Code section  
 44 shall satisfy the submission required by December 31, 2018.

45 (2) Any county or city not in existence on July 1, 2018, shall submit such salary survey  
 46 with the next third year update as provided for in paragraph (1) of this subsection.

47 (3) Nothing in this subsection shall preclude the governing authority of a county or  
 48 municipal corporation from completing an initial salary survey prior to the date provided  
 49 for in paragraph (1) of this subsection.

50 *By replacing lines 79 through 80 with the following:*

51 (d) The governing authority of each county and municipal corporation and each sheriff of  
 52 this state shall use the report provided for in subsection (b) of this Code section to inform

53 *By deleting lines 86 through 90.*

54 *By replacing "(g)" with "(e)" in line 91.*

55 *By replacing line 99 with the following:*

56 (f) Completed salary surveys and guidance pay scales

57 *By replacing "(i)" with "(g)" in line 102.*