

The Senate Committee on Public Safety offered the following substitute to SB 155:

A BILL TO BE ENTITLED
AN ACT

To amend Title 45 of the Official Code of Georgia Annotated, relating to public officers and employees, so as to create the Local Law Enforcement Officer Compensation Commission; to provide for a definition; to provide for membership; to provide for duties of and reporting requirements by the commission; to provide for assignment to the Department of Administrative Services; to provide for rules and regulations; to provide for legislative intent; to provide for related matters; to repeal conflicting laws; and for other purposes.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

SECTION 1.

(a) It is the intent of the General Assembly to strengthen and enhance local law enforcement officer salary and compensation in order to attract highly qualified individuals to professional careers in the criminal justice disciplines and to retain well-qualified and experienced officers for the purpose of providing maximum protection and safety to the citizens of, the visitors to, and the inmates in, this state.

(b) It is the further intent of the General Assembly to establish an appropriate base line of compensation and benefits information to all local governments in order to assist in their ability to effectuate appropriate compensation for law enforcement officers, to attract individuals to the profession of criminal justice, and to combat turnover rates in law enforcement positions.

SECTION 2.

Title 45 of the Official Code of Georgia Annotated, relating to public officers and employees, is amended by adding a new chapter to read as follows:

"CHAPTER 2545-25-1.

As used in this chapter, the term 'local law enforcement officer' means a peace officer hired by a law enforcement agency of a county or municipality or a deputy sheriff or jail officer hired by a sheriff.

45-25-2.

There is created the Local Law Enforcement Officer Compensation Commission which shall be composed of the commissioner of administrative services, one person who is the chief executive engaging in the management of a county or municipal law enforcement agency in this state appointed by the Georgia Association of Chiefs of Police, a sheriff appointed by the Georgia Sheriffs' Association, the executive director of the Association County Commissioners of Georgia or his or her designee, the executive director of the Georgia Municipal Association or his or her designee, two members of the Senate appointed by the President of the Senate, and two members of the House of Representatives appointed by the Speaker of the House. The commissioner of administrative services shall be the chairperson of the commission, and the commission shall be assigned to the Department of Administrative Services for administrative purposes. The commission shall meet at least semiannually and upon the call of the commissioner of administrative services.

45-25-3.

(a) The commission shall provide for an annual review of the salaries and benefits of local law enforcement officers in this state using data and information provided by governing authorities of counties and municipalities. In addition, the commission shall make periodic studies of the salary rates and compensation packages provided for by other law enforcement agencies in this state or other states and of the average law enforcement compensation and position turnover rates for local and state officers. The commission shall file such reports concerning its findings about the salaries, benefits, and employment retention rates of local law enforcement officers in this state with the General Assembly and release such reports to the sheriff and governing body of every county or municipality that employs local law enforcement officers. Such reports shall be organized in a manner that provides for the variation in populations served, agency size, services provided by the local law enforcement agency, education and training required, benefits, retirement and pension programs, retention rates, and any other relevant factors determined by the

55 commission. The first report of the commission shall be provided by December 31, 2017,
56 and then published every two years thereafter.
57 (b) Each local law enforcement department or agency of a county or municipality and
58 sheriff shall provide compensation data and employee retention information to the
59 commission in such form and at such intervals as determined by the commission and
60 pursuant to rules and regulations promulgated by the Department of Administrative
61 Services."

62 **SECTION 2.**

63 All laws and parts of laws in conflict with this Act are repealed.