

ORDINANCE NO. 24 2021
2022 SALARY ORDINANCE

AN ORDINANCE AMENDING SALARIES AND WAGES OF OFFICERS AND EMPLOYEES OF THE CITY OF COLUMBUS, INDIANA FOR CALENDAR YEAR 2022.

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF COLUMBUS, INDIANA:

SECTION I - SALARIED

That, and from after the first day of January 2022, the following salaried employees of the City of Columbus, Indiana shall receive no more than the amount listed below the column named "SALARY MAXIMUM." The "SALARY MINIMUM" column is entered as a guideline for suggested beginning salary. No employee's set salary shall move in this range from below "SALARY MIDPOINT" to above "SALARY MIDPOINT" without the approval of both the Department Head and the Director of Human Resources or appointed designee, and increases above "SALARY MIDPOINT" for civilian non-sworn public safety officers shall be merit-based as reflected by written annual performance evaluations. For sworn public safety officers all applicable state statutes regarding compensation shall control.

	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
ANIMAL CARE SERVICES CENTER			
Animal Care Services General Manager	\$ 47,437	\$ 59,296	\$ 71,155
Animal Care Services Operations Manager	\$ 45,347	\$ 56,683	\$ 68,020
Animal Care Services Officer (4)	\$ 36,099	\$ 45,124	\$ 54,149
Center Supervisor	\$ 31,700	\$ 39,625	\$ 47,549
AVIATION			
Airport Director	\$ 64,392	\$ 80,489	\$ 96,587
Assistant Manager	\$ 52,719	\$ 65,899	\$ 79,079
Maintenance Manager	\$ 49,992	\$ 62,491	\$ 74,989
Office Manager	\$ 36,084	\$ 45,105	\$ 54,126
Operations and Compliance Specialist	\$ 36,084	\$ 45,105	\$ 54,126
BOARD OF WORKS			
Citizen Member (4)	\$ 1,988	\$ 2,485	\$ 2,982
CITY HALL/FACILITIES			
Building Supervisor	\$ 50,925	\$ 63,656	\$ 76,387
CLERK-TREASURER			
Chief Deputy Clerk Treasurer	\$ 48,545	\$ 60,681	\$ 72,817
Payroll Specialist	\$ 41,259	\$ 51,574	\$ 61,888
Deputy Clerk Treasurer	\$ 37,161	\$ 46,451	\$ 55,741
Administrator - Accounts Payable	\$ 36,084	\$ 45,105	\$ 54,126
Administrator - Accounts Receivable	\$ 36,084	\$ 45,105	\$ 54,126
Payroll Assistant	\$ 36,084	\$ 45,105	\$ 54,126
COMMUNITY DEVELOPMENT			
Executive Director of Administration and Community Development	\$ 78,234	\$ 97,793	\$ 117,352
Assistant Director	\$ 46,817	\$ 58,522	\$ 70,226
Code Enforcement Coordinator	\$ 38,444	\$ 48,056	\$ 57,667
Communications and Events Coordinator	\$ 38,025	\$ 47,531	\$ 57,038
Office Administrator	\$ 31,700	\$ 39,625	\$ 47,549
ENGINEERING			
Executive Director of Public Works / City Engineer	\$ 94,495	\$ 118,118	\$ 141,742
Assistant City Engineer	\$ 60,487	\$ 75,609	\$ 90,731
Senior Engineering Technician	\$ 51,769	\$ 64,711	\$ 77,654
Engineering Technician (4)	\$ 44,191	\$ 55,239	\$ 66,287

	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
FIRE DEPARTMENT			
Chief and Director of Emergency Management	\$ 72,107	\$ 90,134	\$ 108,161
Deputy Chief (2)	\$ 62,694	\$ 78,368	\$ 94,042
Battalion Chief (3)	\$ 58,267	\$ 72,834	\$ 87,401
Captain (6)	\$ 51,928	\$ 64,910	\$ 77,892
Investigator/Inspector (2)	\$ 52,278	\$ 65,348	\$ 78,418
Training Officer	\$ 56,301	\$ 70,376	\$ 84,451
Lieutenant (18)	\$ 51,069	\$ 63,836	\$ 76,603
Public Information Officer	\$ 53,922	\$ 67,402	\$ 80,882
Firefighter (62)	\$ 42,982	\$ 53,728	\$ 64,474
Data Analyst	\$ 36,084	\$ 45,105	\$ 54,126
Administrative Assistant	\$ 31,700	\$ 39,625	\$ 47,549
HUMAN RESOURCES			
Director of Human Resources	\$ 70,245	\$ 87,806	\$ 105,367
Assistant Director	\$ 53,280	\$ 66,599	\$ 79,919
Benefits Coordinator	\$ 36,084	\$ 45,105	\$ 54,126
HUMAN RIGHTS			
Human Rights Director	\$ 78,620	\$ 98,275	\$ 117,930
Deputy Director	\$ 43,388	\$ 54,235	\$ 65,082
Administrative Assistant	\$ 31,700	\$ 39,625	\$ 47,549
INFORMATION SERVICES			
Manager of Information Services	\$ 68,375	\$ 85,468	\$ 102,562
Assistant Manager of Information Services	\$ 50,608	\$ 63,260	\$ 75,912
Systems Analyst / Senior Systems Analyst	\$ 50,608	\$ 63,260	\$ 75,912
Network Analyst / Senior Network Analyst	\$ 50,608	\$ 63,260	\$ 75,912
Information Services Technician	\$ 36,460	\$ 45,575	\$ 54,690
MAYOR'S OFFICE			
Executive Administrative Assistant	\$ 44,035	\$ 55,044	\$ 66,053
METROPOLITAN PLANNING OFFICE			
MPO Director / Transportation Planner	\$ 54,005	\$ 67,506	\$ 81,007
OPERATIONS AND FINANCE			
Director of Finance, Operations, and Risk	\$ 74,470	\$ 93,087	\$ 111,705
PARKS AND RECREATION			
Director of Parks and Recreation	\$ 69,229	\$ 86,536	\$ 103,844
Associate Director of Recreation	\$ 55,029	\$ 68,786	\$ 82,544
Associate Director of Business Services	\$ 55,029	\$ 68,786	\$ 82,544
Associate Director of Park Operations	\$ 52,524	\$ 65,654	\$ 78,785
Administrative Assistant	\$ 36,084	\$ 45,105	\$ 54,126
Maintenance Supervisor	\$ 49,719	\$ 62,148	\$ 74,578
Sports Program Manager	\$ 54,824	\$ 68,529	\$ 82,235
Sports Coordinator	\$ 40,714	\$ 50,892	\$ 61,071
Athletic Facilities Supervisor	\$ 44,068	\$ 55,085	\$ 66,102
Park Operations Facilities Supervisor	\$ 44,068	\$ 55,085	\$ 66,102
Accounts Payable Specialist	\$ 36,084	\$ 45,105	\$ 54,126
Administrative Assistant - Park Operations	\$ 31,700	\$ 39,625	\$ 47,550
Customer Service Specialist	\$ 31,700	\$ 39,625	\$ 47,550
Payroll/HR Specialist	\$ 41,260	\$ 51,574	\$ 61,889

		SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
PARKS AND RECREATION				
	Project and Resource Development Manager	\$ 45,365	\$ 56,706	\$ 68,048
	Recreation/CGC Program Manager	\$ 48,187	\$ 60,233	\$ 72,280
	Marketing Coordinator	\$ 38,025	\$ 47,531	\$ 57,038
	Aquatics Manager	\$ 41,820	\$ 52,275	\$ 62,730
	Assistant Recreation/CGC Program Manager	\$ 36,965	\$ 46,206	\$ 55,448
	Commons Manager	\$ 44,407	\$ 55,508	\$ 66,610
	Commons Administrative Assistant	\$ 31,700	\$ 39,625	\$ 47,550
	HCCIA Manager	\$ 42,901	\$ 53,626	\$ 64,352
	HCCIA Customer Service Specialist	\$ 31,700	\$ 39,625	\$ 47,550
	Golf Pro/Manager	\$ 43,356	\$ 54,195	\$ 65,034
	Golf Greens Superintendent	\$ 39,680	\$ 49,600	\$ 59,520
PLANNING DEPARTMENT				
	Planning Director	\$ 78,234	\$ 97,793	\$ 117,352
	Assistant Planning Director	\$ 54,005	\$ 67,506	\$ 81,007
	Associate / Senior Planner (5)	\$ 45,305	\$ 56,631	\$ 67,957
	Office Administrator	\$ 31,700	\$ 39,625	\$ 47,549
POLICE PARKING METER OFFICE				
	Administrative Specialist Supervisor	\$ 36,084	\$ 45,105	\$ 54,126
	Meter Attendant	\$ 31,513	\$ 39,391	\$ 47,269
POLICE DEPARTMENT				
	Chief	\$ 78,417	\$ 98,021	\$ 117,625
	Deputy Chief	\$ 62,891	\$ 78,614	\$ 94,337
	Captain (2)	\$ 57,916	\$ 72,395	\$ 86,874
	Lieutenant (4)	\$ 53,922	\$ 67,402	\$ 80,882
	Public Relations Officer (Sergeant or Lieutenant)	\$ 53,922	\$ 67,402	\$ 80,882
	Sergeant (18)	\$ 51,128	\$ 63,910	\$ 76,692
	Patrol Officer (61)	\$ 44,483	\$ 55,604	\$ 66,725
	Chief's Executive Assistant	\$ 36,084	\$ 45,105	\$ 54,126
	Accreditation Manager	\$ 33,026	\$ 41,283	\$ 49,540
	Administrative Specialist (3)	\$ 31,700	\$ 39,625	\$ 47,549
	Criminal Intelligence Analyst	\$ 40,473	\$ 50,591	\$ 60,709
	Property Room Manager	\$ 39,663	\$ 49,579	\$ 59,495
PUBLIC WORKS				
	Director of Public Works	\$ 65,820	\$ 82,275	\$ 98,730
	Foreman (3)	\$ 46,403	\$ 58,004	\$ 69,605
	Fleet Maintenance Supervisor	\$ 44,000	\$ 55,000	\$ 66,000
	Administrator/Sustainability	\$ 36,084	\$ 45,105	\$ 54,126
	Operations Assistant (2)	\$ 31,700	\$ 39,625	\$ 47,549
REDEVELOPMENT				
	Director of Redevelopment	\$ 65,573	\$ 81,966	\$ 98,360
TRANSIT				
	Coordinator	\$ 52,365	\$ 65,457	\$ 78,548
	Operations Assistant	\$ 31,700	\$ 39,625	\$ 47,549

SECTION II - HOURLY

That, and from after the first day of January 2022, the following salaried employees of the City of Columbus, Indiana shall receive no more than the amount listed below the column named "HOURLY MAXIMUM." The "HOURLY MINIMUM" column is entered as a guideline for suggested beginning salary. No employee's set salary shall move in this range from below "HOURLY MIDPOINT" to above "HOURLY MIDPOINT" without the approval of both the Department Head and the Director of Human Resources or appointed designee, and increases above "HOURLY MIDPOINT" for civilian non-sworn public safety officers shall be merit-based as reflected by written annual performance evaluations. For sworn public safety officers all applicable state statutes regarding compensation shall control.

		HOURLY MINIMUM		HOURLY MIDPOINT		HOURLY MAXIMUM
ANIMAL CARE SERVICES CENTER						
	Kennel Assistants (PT)	\$ 7.47		\$ 11.24		\$ 15.00
AVIATION						
	Maintenance Laborer (3)	\$ 15.53		\$ 19.42		\$ 23.30
	Laborer (PT) (2)	\$ 8.99		\$ 12.00		\$ 15.00
	Administrative Intern (Seasonal)	\$ 8.66		\$ 11.83		\$ 15.00
	Maintenance Intern (Seasonal) (2)	\$ 8.66		\$ 11.83		\$ 15.00
CITY HALL/FACILITIES						
	Building and Grounds Maintenance (2)	\$ 15.53		\$ 19.42		\$ 23.30
	Custodian (2)	\$ 12.03		\$ 15.04		\$ 18.05
PARKS/RECREATION - Full Time						
	Mechanic	\$ 17.84		\$ 22.30		\$ 26.76
	Team Leader	\$ 15.54		\$ 19.42		\$ 23.31
	Donner Maintenance Team Leader	\$ 15.54		\$ 19.42		\$ 23.31
	FFY Maintenance Team Leader	\$ 15.54		\$ 19.42		\$ 23.31
	FFY Assistant Team Leader	\$ 15.54		\$ 19.42		\$ 23.31
	Assistant Mechanic	\$ 17.84		\$ 22.30		\$ 26.76
	Assistant Team Leader	\$ 15.54		\$ 19.42		\$ 23.31
	Assistant Team Leader - Grounds	\$ 15.54		\$ 19.42		\$ 23.31
	Athletic Facilities Assistant Team Leader	\$ 15.54		\$ 19.42		\$ 23.31
	Athletic Facilities Laborer (2)	\$ 15.54		\$ 19.42		\$ 23.31
	FFY Maintenance and Grounds Laborer (4)	\$ 15.54		\$ 19.42		\$ 23.31
	Donner Maintenance Laborer	\$ 15.54		\$ 19.42		\$ 23.31
	HCCIA Maintenance Laborer	\$ 15.54		\$ 19.42		\$ 23.31
	Laborer - Maintenance and Grounds (8)	\$ 15.54		\$ 19.42		\$ 23.31
PARKS/RECREATION - Part Time/Seasonal						
	Park Patrol (PT)	\$ 10.01		\$ 14.87		\$ 19.73
	Custodian - FFY (PT)	\$ 7.47		\$ 11.24		\$ 15.00
	The Commons Custodian (PT)	\$ 7.47		\$ 11.24		\$ 15.00
	Donner Night Supervisor (PT)	\$ 7.47		\$ 11.24		\$ 15.00
	Donner Pool Guard/Staff Member (Seasonal)	\$ 7.47		\$ 15.74		\$ 24.02
	Landscape Management Interns (Seasonal)	\$ 7.47		\$ 11.24		\$ 15.00
	Maintenance & Grounds Laborer (PT)	\$ 7.47		\$ 11.24		\$ 15.00
	Recreation Staff Member (PT)	\$ 7.47		\$ 12.26		\$ 17.06
	Farmer's Market Information Booth (Seasonal)	\$ 7.47		\$ 11.24		\$ 15.00

	HOURLY MINIMUM	HOURLY MIDPOINT	HOURLY MAXIMUM
PARKS/RECREATION - NON REVERTING			
Golf Mechanic / Laborer (FT)	\$ 17.84	\$ 22.30	\$ 26.76
Commons Maintenance Assistant Team Leader (FT)	\$ 15.54	\$ 19.42	\$ 23.31
HCCIA Operations Manager (FT)	\$ 15.54	\$ 19.42	\$ 23.31
Athletic Facilities Laborer (FT) (2)	\$ 15.54	\$ 19.42	\$ 23.31
Commons Maintenance Laborer (FT) (4)	\$ 15.54	\$ 19.42	\$ 23.31
Customer Service Specialist (PT)	\$ 7.47	\$ 11.24	\$ 15.00
Golf Clubhouse/Concessions Attendants (PT)	\$ 7.47	\$ 11.54	\$ 15.60
Golf Maintenance Grounds Laborer (PT)	\$ 7.47	\$ 11.24	\$ 15.00
Gymnastics Staff Members (PT)	\$ 7.47	\$ 14.26	\$ 21.04
HCCIA Staff Member (PT)	\$ 7.47	\$ 16.10	\$ 24.74
Recreation Leaders (Seasonal)	\$ 7.47	\$ 12.26	\$ 17.06
Sports Staff Members (Seasonal)	\$ 7.47	\$ 15.37	\$ 23.27
Concession/Batting Cage Attendants (Seasonal)	\$ 7.47	\$ 11.54	\$ 15.60
POLICE			
Meter Attendant (PT)	\$ 15.15	\$ 18.93	\$ 22.72
PUBLIC WORKS			
MVH:			
Operator (1)	\$ 20.41	\$ 25.52	\$ 30.62
Driver/Skilled Trade (4)	\$ 15.60	\$ 19.50	\$ 23.40
Driver (3)	\$ 15.60	\$ 19.50	\$ 23.40
DPW:			
Operator (9)	\$ 20.41	\$ 25.52	\$ 30.62
Driver/Skilled Trade (4)	\$ 15.60	\$ 19.50	\$ 23.40
Driver (17)	\$ 15.60	\$ 19.50	\$ 23.40
Driver/Trainer	\$ 15.60	\$ 19.50	\$ 23.40
Driver/Code Enforcement	\$ 15.60	\$ 19.50	\$ 23.40
Driver (PT)	\$ 11.29	\$ 13.70	\$ 16.12
Driver - Sanitation (3) (Seasonal)	\$ 11.29	\$ 13.70	\$ 16.12
Driver - Traffic (2) (Seasonal)	\$ 13.86	\$ 16.83	\$ 19.79
Mechanic (5)	\$ 17.83	\$ 22.29	\$ 26.75
REDEVELOPMENT			
Projects Coordinator (PT)	\$ 23.11	\$ 27.32	\$ 31.52
TRANSIT			
Mechanic (2)	\$ 17.83	\$ 22.29	\$ 26.75
Bus Driver (9)	\$ 15.60	\$ 19.50	\$ 23.40
Bus Driver/Swing (2)	\$ 15.60	\$ 19.50	\$ 23.40
Bus Driver / Office Administration (3)	\$ 15.60	\$ 19.50	\$ 23.40
Bus Driver / Trainer (2)	\$ 15.60	\$ 19.50	\$ 23.40
On-Call Driver (PT) (21)	\$ 13.86	\$ 16.83	\$ 19.79
Administrative Assistant (PT) (3)	\$ 9.97	\$ 12.49	\$ 15.00

SECTION III - OTHER PAYMENTS

The Following Maximum Expenditures shall be allowed in compliance with provisions of the City Personnel Policy as currently in force.

ANIMAL CARE SERVICES CENTER		
	Faithful Service	\$ 1,000
	Overtime	\$ 7,999
AVIATION		
	Overtime	\$ 5,548
CITY HALL/FACILITIES		
	Faithful Service	\$ 1,200
	Overtime	\$ 4,608
CLERK-TREASURER		
	Faithful Service	\$ 1,200
ENGINEERING		
	Faithful Service	\$ 1,200
	Salary Supplement	\$ 16,279
FIRE DEPARTMENT		
	Scheduled Overtime	\$ 300,000
	Unscheduled Overtime	\$ 190,000
	Longevity (Per Policy)	\$ 871,984
	Holidays (Per Policy)	\$ 271,128
	Uniforms (\$900 Per Person)	\$ 86,000
	College Credit (Per Policy)	\$ 115,000
	Hazmat Certification Pay	\$ 19,000
	EMS Certification Pay	\$ 120,000
	Military Service Pay	\$ 16,424
	Faithful Service	\$ 8,400
HUMAN RIGHTS		
	Overtime	\$ 537
INFORMATION SERVICES		
	Faithful Service	\$ 1,200
PARK AND RECREATION		
	Overtime	\$ 99,325
	Faithful Service	\$ 7,100
POLICE DEPARTMENT		
	Overtime	\$ 284,077
	Longevity (Per Policy)	\$ 704,065
	Detective Incentive & Speciality Pay (Per policy)	\$ 121,380
	Uniforms (\$900 Per Officer)	\$ 80,300
	College Credit & Military Pay (Per Policy)	\$ 216,090
	Shift Differential (5% & 10%)	\$ 194,506
	Total Per Diem for School Guards (max \$37.12 Per Guard Per Day)	\$ 144,209
	Uniforms (\$500 Per Parking Attendant)	\$ 1,000
PUBLIC WORKS		
	Faithful Service	\$ 9,600
	MVH Overtime	\$ 10,000
	DPW Overtime	\$ 199,727
TRANSIT DEPARTMENT		
	Overtime	\$ 44,649
	Faithful Service	\$ 6,300

PASSED BY THE COMMON COUNCIL OF THE CITY OF COLUMBUS, INDIANA on this the 21st day
of September 2021, by vote of 6 ayes and 0 nays.



Presiding Officer of the Common Council
of Columbus, Indiana

ATTEST:



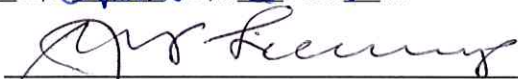
Clerk of the Common Council of Columbus, Indiana

Presented by me to the Mayor of Columbus, Indiana, this 21st day of September, 2021,
at 6 o'clock P.M.



Chief Deputy Clerk-Treasurer of the City of
Columbus, Indiana

Approved and signed by me this 21st day of September, 2021, at 6 o'clock P.M.



Mayor of the City of Columbus, Indiana