

ORDINANCE NO. 37 2022
2023 SALARY ORDINANCE

AN ORDINANCE SETTING SALARIES AND WAGES OF EMPLOYEES OF THE CITY OF COLUMBUS, INDIANA FOR CALENDAR YEAR 2023.

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 2023, 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.

	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
ANIMAL CARE SERVICES CENTER			
Animal Care Services General Manager	\$ 56,113	\$ 70,141	\$ 84,169
Animal Care Services Operations Manager	\$ 50,910	\$ 63,638	\$ 76,365
Animal Care Services Officer (4)	\$ 36,952	\$ 46,191	\$ 55,429
Center Supervisor	\$ 35,751	\$ 44,688	\$ 53,626
Shelter Veterinary Technician / Operations Assistant	\$ 33,871	\$ 42,339	\$ 50,807
AVIATION			
Airport Director	\$ 67,830	\$ 84,788	\$ 101,745
Assistant Manager	\$ 52,719	\$ 65,899	\$ 79,079
Maintenance Manager	\$ 55,378	\$ 69,222	\$ 83,066
Office Manager	\$ 38,809	\$ 48,511	\$ 58,213
Operations and Compliance Specialist	\$ 38,809	\$ 48,511	\$ 58,213
BOARD OF WORKS			
Citizen Member (4)	\$ 2,107	\$ 2,634	\$ 3,161
CITY HALL/FACILITIES			
Building Supervisor	\$ 56,061	\$ 70,076	\$ 84,091
CLERK-TREASURER			
Chief Deputy Clerk Treasurer	\$ 56,275	\$ 70,344	\$ 84,413
Payroll Specialist	\$ 45,270	\$ 56,587	\$ 67,904
Deputy Clerk Treasurer	\$ 40,018	\$ 50,023	\$ 60,027
Administrator - Accounts Payable	\$ 38,809	\$ 48,511	\$ 58,213
Administrator - Accounts Receivable	\$ 38,809	\$ 48,511	\$ 58,213
Payroll Assistant	\$ 38,809	\$ 48,511	\$ 58,213
COMMUNITY DEVELOPMENT			
Executive Director of Administration and Community Development	\$ 100,103	\$ 125,129	\$ 150,155
Assistant Director	\$ 56,442	\$ 70,553	\$ 84,664
Code Enforcement Coordinator (2)	\$ 44,273	\$ 55,341	\$ 66,409
Communications and Events Coordinator	\$ 41,217	\$ 51,521	\$ 61,825
Office Administrator	\$ 38,809	\$ 48,511	\$ 58,213
ENGINEERING			
Executive Director of Public Works	\$ 112,832	\$ 141,040	\$ 169,248
City Engineer	\$ 68,553	\$ 85,691	\$ 102,829
Assistant City Engineer	\$ -	\$ -	\$ -
Senior Engineering Technician	\$ 57,715	\$ 72,144	\$ 86,572
Engineering Technician (4)	\$ 49,671	\$ 62,088	\$ 74,506

		SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
FIRE DEPARTMENT				
	Data Analyst	\$ 45,560	\$ 56,950	\$ 68,340
	Administrative Assistant	\$ 33,871	\$ 42,339	\$ 50,807
HUMAN RESOURCES				
	Director of Human Resources	\$ 76,144	\$ 95,180	\$ 114,216
	Assistant Director	\$ 63,718	\$ 79,647	\$ 95,577
	Human Resources Information Specialist	\$ 40,982	\$ 51,228	\$ 61,473
	Administrative Assistant	\$ 33,871	\$ 42,339	\$ 50,807
HUMAN RIGHTS				
	Human Rights Director	\$ 82,321	\$ 102,902	\$ 123,482
	Deputy Director	\$ 43,388	\$ 54,235	\$ 65,082
	Office Manager	\$ 38,809	\$ 48,511	\$ 58,213
INFORMATION SERVICES				
	Manager of Information Services	\$ 77,156	\$ 96,445	\$ 115,735
	Assistant Manager of Information Services	\$ 56,992	\$ 71,240	\$ 85,489
	Systems Analyst / Senior Systems Analyst	\$ 53,518	\$ 66,897	\$ 80,276
	Network Analyst / Senior Network Analyst	\$ 53,518	\$ 66,897	\$ 80,276
	Information Services Technician	\$ 40,982	\$ 51,228	\$ 61,473
MAYOR'S OFFICE				
	Executive Administrative Assistant	\$ 47,445	\$ 59,307	\$ 71,168
METROPOLITAN PLANNING OFFICE				
	MPO Director / Transportation Planner	\$ 57,455	\$ 71,819	\$ 86,182
OPERATIONS AND FINANCE				
	Director of Finance, Operations, and Risk	\$ 82,132	\$ 102,665	\$ 123,198
	Controller	\$ 112,832	\$ 141,040	\$ 169,248
	Grants Administrator	\$ 38,809	\$ 48,511	\$ 58,213
PARKS AND RECREATION				
	Director of Parks and Recreation	\$ 77,006	\$ 96,258	\$ 115,509
	Associate Director of Recreation	\$ 61,561	\$ 76,951	\$ 92,341
	Associate Director of Park Operations	\$ 63,845	\$ 79,806	\$ 95,768
	Associate Director of Business Services	\$ 57,905	\$ 72,382	\$ 86,858
	Administrative Assistant	\$ 38,809	\$ 48,511	\$ 58,213
	Maintenance Supervisor	\$ 56,531	\$ 70,664	\$ 84,797
	Sports Program Manager	\$ 56,852	\$ 71,065	\$ 85,277
	Sports Coordinator	\$ 43,176	\$ 53,970	\$ 64,764
	Athletic Facilities Supervisor	\$ 52,286	\$ 65,357	\$ 78,428
	Park Operations Facilities Supervisor	\$ 52,588	\$ 65,735	\$ 78,882
	Accounts Payable Specialist	\$ 38,809	\$ 48,511	\$ 58,213
	Administrative Assistant - Park Operations	\$ 33,871	\$ 42,339	\$ 50,807
	Customer Service Specialist	\$ 33,871	\$ 42,339	\$ 50,807
	Payroll/HR Specialist	\$ 45,270	\$ 56,587	\$ 67,904

		SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
PARKS AND RECREATION				
	Project and Resource Development Manager	\$ 47,309	\$ 59,136	\$ 70,964
	Recreation/CGC Program Manager	\$ 53,658	\$ 67,073	\$ 80,487
	Marketing Coordinator	\$ 43,875	\$ 54,844	\$ 65,813
	Aquatics Manager	\$ 46,126	\$ 57,657	\$ 69,189
	Assistant Recreation/CGC Program Manager	\$ 39,660	\$ 49,575	\$ 59,490
	Commons Manager	\$ 51,400	\$ 64,250	\$ 77,100
	Commons Administrative Assistant	\$ 33,871	\$ 42,339	\$ 50,807
	HCCIA Manager	\$ 49,794	\$ 62,242	\$ 74,691
	HCCIA Customer Service Specialist	\$ 33,871	\$ 42,339	\$ 50,807
	Golf Pro/Manager	\$ 47,667	\$ 59,584	\$ 71,501
	Golf Greens Superintendent	\$ 41,515	\$ 51,894	\$ 62,273
PLANNING DEPARTMENT				
	Planning Director	\$ 90,157	\$ 112,696	\$ 135,235
	Assistant Planning Director	\$ 57,455	\$ 71,819	\$ 86,182
	Associate / Senior Planner (5)	\$ 48,363	\$ 60,454	\$ 72,544
	Office Administrator	\$ 33,871	\$ 42,339	\$ 50,807
POLICE PARKING METER OFFICE				
	Administrative Specialist Supervisor	\$ 38,809	\$ 48,511	\$ 58,213
	Meter Attendant	\$ 36,661	\$ 45,827	\$ 54,992
POLICE DEPARTMENT				
	Chief's Executive Assistant	\$ 38,809	\$ 48,511	\$ 58,213
	Accreditation Manager	\$ 37,962	\$ 47,452	\$ 56,943
	Administrative Specialist (3)	\$ 33,871	\$ 42,339	\$ 50,807
	Criminal Intelligence Analyst	\$ 48,865	\$ 61,082	\$ 73,298
	Property Room Manager	\$ 47,491	\$ 59,364	\$ 71,237
PUBLIC WORKS				
	Director of Public Works	\$ 71,884	\$ 89,855	\$ 107,826
	Foreman (3)	\$ 50,717	\$ 63,396	\$ 76,075
	Fleet Maintenance Supervisor	\$ 53,340	\$ 66,675	\$ 80,009
	Administrator/Sustainability	\$ 38,809	\$ 48,511	\$ 58,213
	Operations Assistant (2)	\$ 33,723	\$ 42,154	\$ 50,585
REDEVELOPMENT				
	Director of Redevelopment	\$ 71,811	\$ 89,764	\$ 107,717
TRANSIT				
	Director of Transportation	\$ 71,884	\$ 89,855	\$ 107,826
	Operations and Compliance Specialist	\$ 38,809	\$ 48,511	\$ 58,213

SECTION II - HOURLY

That, and from after the first day of January 2023, the following hourly 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.

	HOURLY MINIMUM	HOURLY MIDPOINT	HOURLY MAXIMUM
ANIMAL CARE SERVICES CENTER			
Kennel Assistants (PT)	\$ 7.47	\$ 16.77	\$ 20.12
AVIATION			
Maintenance Laborer (3)	\$ 17.16	\$ 21.45	\$ 25.74
Laborer (PT) (2)	\$ 8.99	\$ 21.45	\$ 25.74
Administrative Intern (Seasonal)	\$ 8.66	\$ 20.36	\$ 24.43
Maintenance Intern (Seasonal) (2)	\$ 8.66	\$ 21.45	\$ 25.74
CITY HALL/FACILITIES			
Building and Grounds Maintenance (2)	\$ 17.16	\$ 21.45	\$ 25.74
Custodian (2)	\$ 13.41	\$ 16.77	\$ 20.12
PARKS/RECREATION - Full Time			
Mechanic	\$ 21.42	\$ 26.78	\$ 32.13
Donner Maintenance Team Leader	\$ 18.02	\$ 22.52	\$ 27.02
FFY Assistant Team Leader (2)	\$ 18.02	\$ 22.52	\$ 27.02
Assistant Mechanic	\$ 21.42	\$ 26.78	\$ 32.13
Assistant Team Leader	\$ 18.02	\$ 22.52	\$ 27.02
Assistant Team Leader - Grounds	\$ 18.02	\$ 22.52	\$ 27.02
Athletic Facilities Assistant Team Leader	\$ 18.02	\$ 22.52	\$ 27.02
Athletic Facilities Laborer (2)	\$ 18.02	\$ 22.52	\$ 27.02
FFY Maintenance and Grounds Laborer (4)	\$ 18.02	\$ 22.52	\$ 27.02
Donner Maintenance Laborer	\$ 18.02	\$ 22.52	\$ 27.02
HCCIA Maintenance Laborer	\$ 18.02	\$ 22.52	\$ 27.02
Laborer - Maintenance and Grounds (9)	\$ 18.02	\$ 22.52	\$ 27.02
PARKS/RECREATION - Part Time/Seasonal			
Park Patrol (PT)	\$ 10.01	\$ 16.82	\$ 20.18
Custodian - FFY (PT)	\$ 7.47	\$ 16.77	\$ 20.12
The Commons Custodian (PT)	\$ 7.47	\$ 16.77	\$ 20.12
Donner Night Supervisor (PT)	\$ 7.47	\$ 21.48	\$ 25.78
Donner Pool Guard/Staff Member (Seasonal)	\$ 7.47	\$ 21.85	\$ 26.22
Landscape Management Interns (Seasonal)	\$ 7.47	\$ 22.52	\$ 27.02
Maintenance & Grounds Laborer (PT)	\$ 7.47	\$ 22.52	\$ 27.02
Recreation Staff Member (PT)	\$ 7.47	\$ 15.19	\$ 18.22
Farmer's Market Information Booth (Seasonal)	\$ 7.47	\$ 15.19	\$ 18.22
PARKS/RECREATION - NON REVERTING			
Golf Mechanic / Laborer (FT)	\$ 21.42	\$ 26.78	\$ 32.13
Commons Maintenance Assistant Team Leader (FT)	\$ 18.02	\$ 22.52	\$ 27.02
HCCIA Operations Manager (FT)	\$ 18.02	\$ 22.52	\$ 27.02
Athletic Facilities Laborer (FT) (2)	\$ 18.02	\$ 22.52	\$ 27.02
Commons Maintenance Laborer (FT) (4)	\$ 18.02	\$ 22.52	\$ 27.02
Customer Service Specialist (PT)	\$ 7.47	\$ 20.24	\$ 24.29
Golf Clubhouse/Concessions Attendants (PT)	\$ 7.47	\$ 15.19	\$ 18.22
Golf Maintenance Grounds Laborer (PT)	\$ 7.47	\$ 22.52	\$ 27.02
Gymnastics Staff Members (PT)	\$ 7.47	\$ 15.19	\$ 18.22
HCCIA Staff Member (PT)	\$ 7.47	\$ 21.85	\$ 26.22
Recreation Leaders (Seasonal)	\$ 7.47	\$ 15.19	\$ 18.22
Sports Staff Members (Seasonal)	\$ 7.47	\$ 21.85	\$ 26.22
Concession/Batting Cage Attendants (Seasonal)	\$ 7.47	\$ 15.19	\$ 18.22

		HOURLY MINIMUM	HOURLY MIDPOINT	HOURLY MAXIMUM
PLANNING				
	Associate / Senior Planner (2)	\$ 23.25	\$ 29.06	\$ 34.88
POLICE				
	Meter Attendant (PT)	\$ 17.63	\$ 22.03	\$ 26.44
PUBLIC WORKS				
	MVH:			
	Operator (1)	\$ 21.91	\$ 27.39	\$ 32.86
	Driver/Skilled Trade (4)	\$ 16.98	\$ 21.23	\$ 25.47
	Driver (3)	\$ 16.98	\$ 21.23	\$ 25.47
	DPW:			
	Operator (9)	\$ 21.91	\$ 27.39	\$ 32.86
	Driver/Skilled Trade (4)	\$ 16.98	\$ 21.23	\$ 25.47
	Driver (17)	\$ 16.98	\$ 21.23	\$ 25.47
	Driver/Trainer	\$ 16.98	\$ 21.23	\$ 25.47
	Driver/Code Enforcement	\$ 16.98	\$ 21.23	\$ 25.47
	Driver (PT)	\$ 16.98	\$ 21.23	\$ 25.47
	Driver - Sanitation (3) (Seasonal)	\$ 16.98	\$ 21.23	\$ 25.47
	Driver - Traffic (2) (Seasonal)	\$ 16.98	\$ 21.23	\$ 25.47
	Mechanic (5)	\$ 21.42	\$ 26.78	\$ 32.13
REDEVELOPMENT				
	Projects Coordinator (PT)	\$ 23.46	\$ 29.33	\$ 35.19
TRANSIT				
	Mechanic (2)	\$ 21.42	\$ 26.78	\$ 32.13
	Bus Driver (9)	\$ 16.98	\$ 21.23	\$ 25.47
	Bus Driver/Swing (2)	\$ 16.98	\$ 21.23	\$ 25.47
	Bus Driver / Office Administration (3)	\$ 16.98	\$ 21.23	\$ 25.47
	Bus Driver / Trainer (2)	\$ 16.98	\$ 21.23	\$ 25.47
	On-Call Driver (PT) (21)	\$ 16.98	\$ 21.23	\$ 25.47
	Administrative Assistant (PT) (3)	\$ 16.28	\$ 20.36	\$ 24.43

SECTION III - OTHER PAYMENTS

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

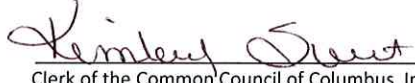
ANIMAL CARE SERVICES CENTER		
	Faithful Service	\$ 1,000
	Overtime	\$ 8,479
AVIATION		
	Faithful Service	\$ 500
	Overtime	\$ 5,881
CITY HALL/FACILITIES		
	Faithful Service	\$ 4,200
	Overtime	\$ 4,750
CLERK-TREASURER		
	Faithful Service	\$ 500
ENGINEERING		
	Faithful Service	\$ 1,700
	Salary Supplement	\$ 17,256
FIRE DEPARTMENT		
	Faithful Service	\$ 1,000
HUMAN RIGHTS		
	Faithful Service	\$ 1,000
	Overtime	\$ 550
INFORMATION SERVICES		
	Faithful Service	\$ 1,200
PARK AND RECREATION		
	Overtime	\$ 64,075
	Faithful Service	\$ 16,400
POLICE DEPARTMENT		
	Total Per Diem for School Guards (max \$39.35 Per Guard Per Day)	\$ 152,862
	Uniforms (\$500 Per Parking Attendant)	\$ 1,000
	Faithful Service	\$ 500
PUBLIC WORKS		
	Faithful Service	\$ 5,800
	MVH Overtime	\$ 10,600
	DPW Overtime	\$ 211,711
TRANSIT DEPARTMENT		
	Overtime	\$ 64,649
	Faithful Service	\$ 9,600

PASSED BY THE COMMON COUNCIL OF THE CITY OF COLUMBUS, INDIANA on this the 18th day of October, 2022, 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 18th day of October, 2022,
at 6 o'clock, P.M.



Clerk-Treasurer of the City of
Columbus, Indiana

Approved and signed by me this 18th day of October, 2022, at 6 o'clock P.M.



Mayor of the City of Columbus, Indiana