

ORDINANCE NO. 24 2023
2024 SALARY ORDINANCE

AN ORDINANCE SETTING SALARIES AND WAGES OF EMPLOYEES OF THE CITY OF COLUMBUS, INDIANA FOR CALENDAR YEAR 2024.

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

Departments may double-fill positions at the discretion of the Department Head, with the written approval of the Human Resources Director and Controller, if an employee has specified in writing that the employee is retiring with a specified date or has been or will be called up to active duty with an expected active duty of six months or more. If funds exist in the personnel budget of the agency or at the discretion of the administration or Council there is an additional appropriation, a position may be double-filled up to three months in advance of retirement or leave. Any use of this policy shall be implemented consistent with USERRA, federal, state statutes, and local ordinances.

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.

SECTION I - SALARIED

	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
ADMINISTRATION			
Executive Director of Administration	\$ 82,132	\$ 102,665	\$ 123,198
Director of Security & Risk	\$ 82,132	\$ 102,665	\$ 123,198
ANIMAL CARE SERVICES CENTER			
Director of Animal Care Services	\$ 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	\$ 68,133	\$ 85,166	\$ 102,199
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
OFFICE OF THE CONTROLLER			
Controller	\$ 112,832	\$ 141,040	\$ 169,248
Senior Accounting Specialist / Accounting Specialist (2)	\$ 40,018	\$ 62,216	\$ 84,413
Payroll Specialist	\$ 45,270	\$ 56,587	\$ 67,904
Administrator - Accounts Payable	\$ 38,809	\$ 48,511	\$ 58,213
Administrator - Accounts Receivable / Deputy Clerk	\$ 38,809	\$ 48,511	\$ 58,213
Payroll Assistant	\$ 38,809	\$ 48,511	\$ 58,213
Grant Writer / Administrator	\$ 38,809	\$ 48,511	\$ 58,213
COMMUNITY DEVELOPMENT			
Director of Community Development	\$ 71,811	\$ 89,764	\$ 107,717
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			
City Engineer	\$ 91,454	\$ 114,317	\$ 137,180
Assistant City Engineer	\$ 72,667	\$ 90,833	\$ 108,999
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 Specialist / Benefits Specialist (2)	\$ 40,982	\$ 51,228	\$ 61,473
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
Network Analyst / Senior Network Analyst	\$ 53,518	\$ 66,897	\$ 80,276
Information Services Technician (2)	\$ 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
PARKS AND RECREATION			
Accounts Payable Specialist	\$ 38,809	\$ 48,511	\$ 58,213
Administrative Assistant	\$ 38,809	\$ 48,511	\$ 58,213
Administrative Assistant - Park Operations	\$ 33,871	\$ 42,339	\$ 50,807
Aquatics Manager	\$ 46,126	\$ 57,658	\$ 69,189
Assistant Recreation/CGC Program Manager	\$ 39,660	\$ 49,575	\$ 59,490
Associate Director of Business Services	\$ 63,845	\$ 79,807	\$ 95,768
Associate Director of Park Operations	\$ 63,845	\$ 79,807	\$ 95,768
Associate Director of Recreation	\$ 63,845	\$ 79,807	\$ 95,768
Associate Director of Sports	\$ 63,845	\$ 79,807	\$ 95,768
Athletic Facilities Supervisor	\$ 52,286	\$ 65,357	\$ 78,428
Commons Administrative Assistant	\$ 33,871	\$ 42,339	\$ 50,807
Commons Manager	\$ 51,400	\$ 64,250	\$ 77,100
Customer Service Specialist	\$ 33,871	\$ 42,339	\$ 50,807
Director of Parks and Recreation	\$ 77,006	\$ 96,258	\$ 115,509
Fitness, Health & Wellness Manager	\$ 56,852	\$ 71,065	\$ 85,277
Golf Greens Superintendent	\$ 41,515	\$ 51,894	\$ 62,273
Golf Pro/Manager	\$ 47,667	\$ 59,584	\$ 71,501
HCCIA Customer Service Specialist	\$ 33,871	\$ 42,339	\$ 50,807
HCCIA Manager	\$ 49,794	\$ 62,243	\$ 74,691
Maintenance Supervisor	\$ 56,531	\$ 70,664	\$ 84,797
Marketing Coordinator	\$ 43,875	\$ 54,844	\$ 65,813
NexusPark Fieldhouse Sports Manager	\$ 56,852	\$ 71,065	\$ 85,277
NexusPark Maintenance Supervisor	\$ 52,588	\$ 65,735	\$ 78,882
Parks Operations Facilities Supervisor	\$ 52,588	\$ 65,735	\$ 78,882
Payroll/HR Specialist	\$ 45,270	\$ 56,587	\$ 67,904
Project and Resource Development Manager	\$ 47,309	\$ 59,137	\$ 70,964
Recreation/CGC Program Manager	\$ 53,658	\$ 67,073	\$ 80,487
Sports Coordinator	\$ 43,176	\$ 53,970	\$ 64,764
Sports Program Manager	\$ 56,852	\$ 71,065	\$ 85,277

	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
PLANNING DEPARTMENT			
Planning Director	\$ 90,157	\$ 112,696	\$ 135,235
Assistant Planning Director	\$ 57,999	\$ 72,499	\$ 86,999
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
Compliance Specialist	\$ 38,809	\$ 48,511	\$ 58,213
Operations 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	\$ 13.80	\$ 20.12
AVIATION			
Maintenance Laborer (3)	\$ 17.16	\$ 21.45	\$ 25.74
Laborer (PT) (2)	\$ 8.99	\$ 17.36	\$ 25.74
Administrative Intern (Seasonal)	\$ 8.66	\$ 16.54	\$ 24.43
Maintenance Intern (Seasonal) (2)	\$ 8.66	\$ 17.20	\$ 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			
Assistant Mechanic	\$ 21.42	\$ 26.78	\$ 32.13
Assistant Team Leader - Grounds	\$ 18.02	\$ 22.52	\$ 27.02
Assistant Team Leader - Maintenance	\$ 18.02	\$ 22.52	\$ 27.02
Athletic Facilities Assistant Team Leader	\$ 18.02	\$ 22.52	\$ 27.02
Athletic Facilities Laborer (4)	\$ 18.02	\$ 22.52	\$ 27.02
Commons Maintenance Assistant Team Leader (FT)	\$ 18.02	\$ 22.52	\$ 27.02
Commons Maintenance laborer (FT) (4)	\$ 18.02	\$ 22.52	\$ 27.02
Donner/Community Center Maintenance Laborer	\$ 18.02	\$ 22.52	\$ 27.02
Donner/Community Center Maintenance Team Leader	\$ 18.02	\$ 22.52	\$ 27.02
FFY Assistant Team Leader (2)	\$ 18.02	\$ 22.52	\$ 27.02
FFY Maintenance and Grounds Laborer (4)	\$ 18.02	\$ 22.52	\$ 27.02
Golf Mechanic/Laborer (FT)	\$ 21.42	\$ 26.78	\$ 32.13
HCCIA Maintenance Laborer	\$ 18.02	\$ 22.52	\$ 27.02
HCCIA Operations Manager (FT)	\$ 18.02	\$ 22.52	\$ 27.02
Laborer - Maintenance and Grounds (10)	\$ 18.02	\$ 22.52	\$ 27.02
Mechanic	\$ 21.42	\$ 26.78	\$ 32.13
NexusPark Assistant Team Leader	\$ 18.02	\$ 22.52	\$ 27.02
NexusPark Maintenance and Grounds Laborer (4)	\$ 18.02	\$ 22.52	\$ 27.02

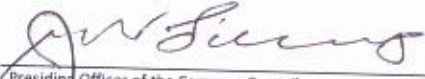
	HOURLY MINIMUM	HOURLY MIDPOINT	HOURLY MAXIMUM
PARKS/RECREATION - Part Time/Seasonal			
Child Watch Staff Members (PT)	\$ 7.47	\$ 12.85	\$ 18.22
Community Center Night Supervisor (PT)	\$ 7.47	\$ 16.63	\$ 25.78
Concession/Batting Cage Attendants (Seasonal)	\$ 7.47	\$ 12.85	\$ 18.22
Custodian - FFY (PT)	\$ 7.47	\$ 13.80	\$ 20.12
Customer Service Specialist (PT)	\$ 7.47	\$ 15.88	\$ 24.29
Donner Pool Guard/Staff Member (Seasonal)	\$ 7.47	\$ 16.85	\$ 26.22
Farmer's Market Information Booth (Seasonal)	\$ 7.47	\$ 12.85	\$ 18.22
Fitness, Health & Wellness Staff Members (PT)	\$ 7.47	\$ 12.85	\$ 18.22
Golf Clubhouse/Concessions Attendants (PT)	\$ 7.47	\$ 12.85	\$ 18.22
Golf Maintenance Grounds Laborer (PT)	\$ 7.47	\$ 17.25	\$ 27.02
Gymnastics Staff Members (PT)	\$ 7.47	\$ 12.85	\$ 18.22
HCCIA Staff Member (PT)	\$ 7.47	\$ 16.85	\$ 26.22
Interns (Seasonal)	\$ 7.47	\$ 17.25	\$ 27.02
Maintenance & Grounds Laborer (PT)	\$ 7.47	\$ 17.25	\$ 27.02
NexusPark Concession Staff Members (PT)	\$ 7.47	\$ 12.85	\$ 18.22
Park Patrol (PT)	\$ 10.01	\$ 15.10	\$ 20.18
Recreation Leaders (Seasonal)	\$ 7.47	\$ 12.85	\$ 18.22
Recreation Staff Member (PT)	\$ 7.47	\$ 12.85	\$ 18.22
Sports Staff Members (Seasonal)	\$ 7.47	\$ 16.85	\$ 26.22
Teaching Kitchen Staff Members (PT)	\$ 7.47	\$ 12.85	\$ 18.22
The Commons Custodian (PT)	\$ 7.47	\$ 13.80	\$ 20.12
PLANNING			
Associate / Senior Planner	\$ 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)	\$ 18.02	\$ 22.52	\$ 27.02
Driver (3)	\$ 18.02	\$ 22.52	\$ 27.02
DPW:			
Operator (9)	\$ 21.91	\$ 27.39	\$ 32.86
Driver/Skilled Trade (4)	\$ 18.02	\$ 22.52	\$ 27.02
Driver (17)	\$ 18.02	\$ 22.52	\$ 27.02
Driver/Trainer	\$ 18.02	\$ 22.52	\$ 27.02
Driver/Code Enforcement	\$ 18.02	\$ 22.52	\$ 27.02
Driver (PT)	\$ 16.98	\$ 22.00	\$ 27.02
Driver - Sanitation (3) (Seasonal)	\$ 16.98	\$ 22.00	\$ 27.02
Driver - Traffic (2) (Seasonal)	\$ 16.98	\$ 22.00	\$ 27.02
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)	\$ 18.02	\$ 22.52	\$ 27.02
Bus Driver/Swing (2)	\$ 18.02	\$ 22.52	\$ 27.02
Bus Driver / Office Administration (2)	\$ 18.02	\$ 22.52	\$ 27.02
Bus Driver / Trainer (2)	\$ 18.02	\$ 22.52	\$ 27.02
On-Call Driver (PT) (21)	\$ 16.98	\$ 22.00	\$ 27.02
For-Hire Driver (PT) (4)	\$ 16.98	\$ 22.00	\$ 27.02
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.

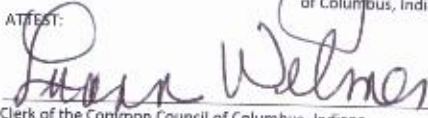
ANIMAL CARE SERVICES CENTER	Overtime	\$ 6,453
AVIATION	Faithful Service	\$ 3,000
	Overtime	\$ 6,175
CITY HALL/FACILITIES	Faithful Service	\$ 1,200
	Overtime	\$ 2,500
ENGINEERING	Faithful Service	\$ 1,000
HUMAN RIGHTS	Faithful Service	\$ 500
INFORMATION SERVICES	Faithful Service	\$ 1,200
PARK AND RECREATION	Faithful Service	\$ 15,400
	Overtime	\$ 124,126
PLANNING	Faithful Service	\$ 2,500
POLICE DEPARTMENT	Total Per Diem for School Guards (max \$39.35 Per Guard Per Day)	\$ 146,750
	Uniforms (\$500 Per Parking Attendant)	\$ 1,000
	Faithful Service	\$ 1,000
PUBLIC WORKS	Faithful Service	\$ 10,000
	MVH Overtime	\$ 11,130
	DPW Overtime	\$ 216,248
TRANSIT DEPARTMENT	Faithful Service	\$ 6,100
	Overtime	\$ 91,889

PASSED BY THE COMMON COUNCIL OF THE CITY OF COLUMBUS, INDIANA on this the 3rd day of Oct., 2023, by vote of 6 yeas and 0 nays.



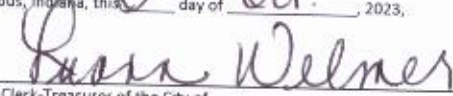
Presiding Officer of the Common Council
of Columbus, Indiana

ATTEST:



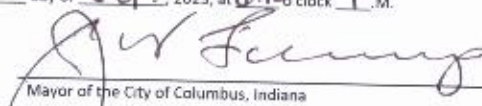
Clerk of the Common Council of Columbus, Indiana

Presented by me to the Mayor of Columbus, Indiana, this 3rd day of Oct., 2023,
at 6:12 o'clock P.M.



Clerk-Treasurer of the City of
Columbus, Indiana

Approved and signed by me this 3rd day of Oct., 2023, at 6:12 o'clock P.M.



Mayor of the City of Columbus, Indiana