

ORDINANCE NO. 15 2025
2025 SALARY ORDINANCE

AN ORDINANCE SETTING SALARIES AND WAGES OF EMPLOYEES OF THE CITY OF COLUMBUS, INDIANA FOR CALENDAR YEAR 2025.

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/will be called to active military duty with an expected duration of six months or more. If funds exist in the personnel budget of the agency, or at the discretion of the administration or City 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, applicable federal and state statutes, and any applicable local ordinances.

Any 1.0 Full-Time-Equivalent (FTE) position may be filled at a percentage of FTE with written approval from Human Resources consistent with City of Columbus Personnel Policy No. 27 and implemented consistent with USERRA, applicable federal and state statutes, and any applicable local ordinances. Salary for individuals making up 1.0 FTE shall not exceed maximum compensation as published in the Salary Ordinance. Benefits shall be offered only to employees that meet the full-time definition in Personnel Policy No. 27 (averaging 30+ hours per week). Benefits cannot be split between employees, consistent with vendor contracts.

That, and from after the first day of January 2025, 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	\$ 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	\$ 70,834	\$ 88,543	\$ 106,251
	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
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)	\$ 50,391	\$ 62,989	\$ 75,587

		SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
FINANCE	Controller	\$ 112,832	\$ 141,040	\$ 169,248
	Deputy Controller	\$ 85,680	\$ 107,100	\$ 128,520
	Senior Accounting Specialist / Accounting Specialist	\$ 40,018	\$ 62,699	\$ 85,280
	Payroll Specialist	\$ 45,270	\$ 56,587	\$ 67,904
	Administrator - Accounts Payable	\$ 38,809	\$ 48,511	\$ 58,213
	Administrator - Accounts Receivable /Accounts Payable	\$ 38,809	\$ 48,511	\$ 58,213
	Payroll Assistant	\$ 38,809	\$ 48,511	\$ 58,213
	Grant Writer / Administrator	\$ 38,809	\$ 48,511	\$ 58,213
FIRE DEPARTMENT	Investigator/Inspector	\$ 56,950	\$ 68,340	\$ 79,730
	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	\$ 45,067	\$ 56,333	\$ 67,600
	Office Manager	\$ 38,809	\$ 48,511	\$ 58,213
INFORMATION SERVICES	Director of Technology	\$ 91,454	\$ 114,317	\$ 137,180
	Enterprise Systems Architect	\$ 86,800	\$ 108,500	\$ 130,200
	Network Security Engineer	\$ 77,156	\$ 96,445	\$ 115,735
	Senior Systems Engineer	\$ 77,156	\$ 96,445	\$ 115,735
	Network Analyst / Senior Network Analyst	\$ 53,518	\$ 66,897	\$ 80,276
	Information Services Technician (2)	\$ 40,982	\$ 51,228	\$ 61,473
	Mobile Device Engineer	\$ 53,518	\$ 66,897	\$ 80,276
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	\$ 48,358	\$ 60,448	\$ 72,537
	HCCIA Customer Service Specialist	\$ 33,871	\$ 42,339	\$ 50,807
	HCCIA Manager	\$ 49,794	\$ 62,243	\$ 74,691
	Maintenance Supervisor	\$ 56,852	\$ 71,065	\$ 85,277
	Marketing Manager	\$ 43,875	\$ 54,844	\$ 65,813
	NexusPark Fieldhouse Sports & Event Coordinator	\$ 43,176	\$ 53,970	\$ 64,764
	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	\$ 60,298	\$ 75,373	\$ 90,447
	Associate / Senior Planner (5)	\$ 48,363	\$ 60,454	\$ 72,544
	Office Administrator	\$ 38,809	\$ 48,511	\$ 58,213
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	\$ 39,629	\$ 49,537	\$ 59,444
	Accreditation Manager	\$ 39,481	\$ 49,351	\$ 59,221
	Administrative Specialist (2)	\$ 33,871	\$ 42,339	\$ 50,807
	Fleet Manager	\$ 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
	Field Supervisor	\$ 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
	Assistant Director of Redevelopment	\$ 56,442	\$ 70,553	\$ 84,664
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 2025, 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
	Social Media/Volunteer Coordinator (0.725 FTE)	\$ 18.66	\$ 23.32	\$ 28.00
AVIATION	Maintenance Laborer/Operator (4)	\$ 21.91	\$ 27.39	\$ 32.86
	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)	\$ 13.75	\$ 17.18	\$ 20.62
CLERK	Deputy Clerk (0.5 FTE)	\$ 18.66	\$ 23.32	\$ 28.00
COMMUNITY DEVELOPMENT	Administrative Assistant (0.5 FTE)	\$ 16.28	\$ 20.36	\$ 24.43
FIRE DEPARTMENT	Administrator (0.5 FTE)	\$ 20.00	\$ 25.00	\$ 30.00

		HOURLY MINIMUM	HOURLY MIDPOINT	HOURLY MAXIMUM
PARKS/RECREATION - Full Time	Assistant Mechanic	\$ 21.42	\$ 26.78	\$ 32.13
	Assistant Team Leader - Grounds	\$ 21.42	\$ 26.78	\$ 32.13
	Assistant Team Leader - Maintenance	\$ 21.42	\$ 26.78	\$ 32.13
	Athletic Facilities Assistant Team Leader	\$ 21.42	\$ 26.78	\$ 32.13
	Athletic Facilities Laborer (4)	\$ 18.02	\$ 22.52	\$ 27.02
	Commons Maintenance Assistant Team Leader (1.0 FTE)	\$ 21.42	\$ 26.78	\$ 32.13
	Commons Maintenance Laborer (1.0 FTE) (4)	\$ 18.02	\$ 22.52	\$ 27.02
	Donner/Community Center Maintenance Laborer	\$ 18.02	\$ 22.52	\$ 27.02
	Donner/Community Center Maintenance Team Leader	\$ 21.42	\$ 26.78	\$ 32.13
	FFY Assistant Team Leader (2)	\$ 21.42	\$ 26.78	\$ 32.13
	FFY Maintenance and Grounds Laborer (4)	\$ 18.02	\$ 22.52	\$ 27.02
	Golf Mechanic/Laborer (1.0 FTE)	\$ 21.42	\$ 26.78	\$ 32.13
	HCCIA Maintenance Laborer	\$ 18.02	\$ 22.52	\$ 27.02
	HCCIA Operations Manager (1.0 FTE)	\$ 21.42	\$ 26.78	\$ 32.13
	Laborer - Maintenance and Grounds (10)	\$ 18.02	\$ 22.52	\$ 27.02
	Mechanic	\$ 21.42	\$ 26.78	\$ 32.13
	NexusPark Assistant Team Leader	\$ 21.42	\$ 26.78	\$ 32.13
	NexusPark Maintenance and Grounds Laborer (4)	\$ 18.02	\$ 22.52	\$ 27.02
PARKS/RECREATION - Part Time/Seasonal	Child Watch Staff Members (PT)	\$ 7.47	\$ 16.85	\$ 26.22
	Community Center Night Supervisor (PT)	\$ 7.47	\$ 16.63	\$ 25.78
	Concession/Batting Cage Attendants (Seasonal)	\$ 7.47	\$ 16.85	\$ 26.22
	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	\$ 16.85	\$ 26.22
	Fitness, Health & Wellness Staff Members (PT)	\$ 7.47	\$ 16.85	\$ 26.22
	Golf Clubhouse/Concessions Attendants (PT)	\$ 7.47	\$ 16.85	\$ 26.22
	Golf Maintenance Grounds Laborer (PT)	\$ 7.47	\$ 17.25	\$ 27.02
	Gymnastics Staff Members (PT)	\$ 7.47	\$ 16.85	\$ 26.22
	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	\$ 16.85	\$ 26.22
	Park Patrol (PT)	\$ 10.01	\$ 15.10	\$ 20.18
	Recreation Leaders (Seasonal)	\$ 7.47	\$ 16.85	\$ 26.22
	Recreation Staff Member (PT)	\$ 7.47	\$ 16.85	\$ 26.22
	Sports Staff Members (Seasonal)	\$ 7.47	\$ 16.85	\$ 26.22
	Teaching Kitchen Staff Members (PT)	\$ 7.47	\$ 16.85	\$ 26.22
	The Commons Custodian (PT)	\$ 7.47	\$ 13.80	\$ 20.12
	Fitness, Health & Wellness Coaches (PT)	\$ 20.00	\$ 29.38	\$ 38.75
	Teaching Kitchen Manager (PT)	\$ 20.00	\$ 29.38	\$ 38.75
PLANNING	Associate / Senior Planner	\$ 23.25	\$ 29.06	\$ 34.88
POLICE	Meter Attendant (PT)	\$ 17.63	\$ 22.03	\$ 26.44
	Police Chaplains (0.725 FTE)	\$ 19.40	\$ 24.26	\$ 29.11
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

		HOURLY MINIMUM	HOURLY MIDPOINT	HOURLY MAXIMUM
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. Additionally, all Fair Labor Standards Act (FLSA) non-exempt employees shall be paid overtime and/or substituted compensation time consistent with the FLSA for public employees and City of Columbus Personnel Policy No. 18.

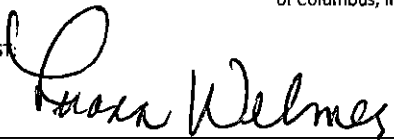
Faithful Service Payments shall be made to employees in addition to salaries and wages consistent with Ordinance No. 41-2022.

POLICE DEPARTMENT	Total Per Diem for School Guards	
	(max \$39.35 Per Guard Per Day)	\$ 146,750
	Uniforms (\$500 Per Parking Attendant)	\$ 1,000

PASSED BY THE COMMON COUNCIL OF THE CITY OF COLUMBUS, INDIANA on this the 20th day of May, 2025 by vote of 6 ayes and 1 nays.


 Presiding Officer of the Common Council
 of Columbus, Indiana

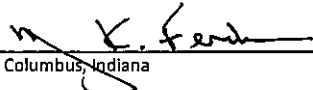
ATTEST:


 Clerk of the Common Council of Columbus

Presented by me to the Mayor of Columbus, Indiana, this 21st day of May, 2025
 at 10:00 o'clock, A.M.


 Clerk of the City of Columbus, Indiana

Approved and signed by me this 21st day of May, 2025 at 2:00 o'clock P.M.


 Mayor of the City of Columbus, Indiana

ATTEST:

I hereby certify that the foregoing within and attached Ordinance was duly passed by the Common Council of the City of Columbus, Indiana, at a meeting thereof held on the 20th day of May 2025, by the following vote:

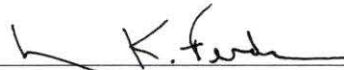
	AYE	NAY	ABSTAIN	ABSENT
Chris Bartels (District 1)	☐	☐	☐	☒
Elaine Hilber (District 2)	☒	☐	☐	☐
Jerone Wood (District 3)	☒	☐	☐	☐
Frank Miller (District 4)	☐	☒	☐	☐
Kent Anderson (District 5)	☒	☐	☐	☐
Jay Foyst (District 6)	☒	☐	☐	☐
Josh Burnett (Councilor at Large)	☐	☐	☐	☒
Tom Dell (Councilor at Large)	☒	☐	☐	☐
Grace Kestler (Councilor at Large)	☒	☐	☐	☐

The foregoing within and attached Ordinance passed by the Common Council of the City of Columbus, Indiana, on the 20th day of May 2025, is presented by me this 21st day of May 2025, at 10:00 o'clock A.M., to the Mayor of the City of Columbus, Indiana.



Luann Welmer
Clerk of the Common Council

The foregoing within and attached Ordinance passed by the Common Council of the City of Columbus, Indiana, on the 20th day of May 2025, is approved by me this 21st day of May 2025, at 2:00 o'clock P.M.



Mary K. Ferdon, Mayor