ORDINANCE NO. 24 2025
2026 SALARY ORDINANCE

AN ORDINANCE SETTING SALARIES AND WAGES OF SWORN PERSONNEL OF THE CITY OF COLUMBUS, INDIANA FIRE DEPARTMENT FOR PAYROLL CALENDAR YEAR.

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

SECTION I - SALARIES

That, and from after the first day of the Payroll Calendar Year, the following salaried employees of the City of Columbus, Indiana Fire Department shall receive no more than the amount listed below the column named "SALARY BASE." The "SALARY BASE" column is entered as a guideline for suggested beginning salary. For sworn public safety officers all applicable state statutes regarding compensation shall control.

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 current 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.

FIRE DEPARTMENT (SWORN)	Bi-weekly Pay		
Chief and Director of Emergency Management	$ 4,431	$ 5,530	
Deputy Chief (2)	$ 3,969	$ 4,762	
Battalion Chief (3)	$ 3,688	$ 4,426	
Captain (6)	$ 3,287	$ 3,944	
Fire Marshal	$ 3,688	$ 4,426	
Investigator/Inspector	$ 3,309	$ 3,971	
Training Officer	$ 3,564	$ 4,277	
Lieutenant (18)	$ 3,233	$ 3,879	
Public Information Officer	$ 3,413	$ 4,096	
Firefighter (62)	$ 2,721	$ 3,265	< 20 years
		$ 3,692	20+ years

SECTION II - OTHER PAYMENTS

OVERTIME
The City of Columbus, Indiana Fire Department shall compensate each sworn firefighter for overtime earned consistent with the Federal Fair Labor Standards Act (FLSA) codified in 29 U.S.C. § 553.201- 233 with the exception of the Fire Chief, Deputy Chiefs, and sworn Inspector who are exempt from the FLSA. Additionally, all sworn Fire Department personnel shall be compensated consistent with City of Columbus Municipal Code 2.20.030, Overtime Compensation Policy, as applicable.

LONGEVITY COMPENSATION
Longevity compensation shall be paid consistent with City of Columbus Municipal Code 2.22.040.

COLLEGE INCENTIVE AND MILITARY INCENTIVE COMPENSATION
Sworn Fire Department personnel shall be compensated consistent with Fire Department Order (FDO) 2-2, College Credit Incentive Pay, and FDO 2-12, Military Incentive Compensation.

The following maximum expenditures shall be allowed in compliance with provisions of the City Personnel Policy as currently in force.

Holidays (Per Policy)	$ 441,965
Uniforms ($900 Per Person)	$ 86,400
Hazmat Certification Pay	$ 19,000

EMS Certification Pay	$	120,000
Faithful Service	$	6,000
College Incentive	$	110,000
Military Incentive	$	15,000

PASSED BY THE COMMON COUNCIL OF THE CITY OF COLUMBUS, INDIANA on this the 7th day of Oct., 2025 by vote of 8 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 8th day of October, 2025 at 6:05 o'clock P.M.

Clerk of the City of Columbus, Indiana

Approved and signed by me this 8th day of Oct., 2025 at 10:42 o'clock A.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 7th day of October 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 7th day of October 2025, is presented by me this 8th day of October 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 7th day of October 2025, is approved by me this 8th day of October 2025, at 10:42 o'clock A.M.

M. K. Ferdon
Mary K. Ferdon, Mayor