ORDINANCE NO. 25 2025
2026 SALARY ORDINANCE

AN ORDINANCE SETTING SALARIES AND WAGES OF SWORN PERSONNEL OF THE CITY OF COLUMBUS, INDIANA POLICE 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 Police Department shall receive no more than the amount listed below the column named "BASE." The "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.

		BI-WEEKLY PAY	
POLICE DEPARTMENT (SWORN)		BASE	MAXIMUM
	Chief	$ 4,220	$ 5,618
	Deputy Chief	$ 3,980	$ 5,095
	Captain (2)	$ 3,750	$ 4,800
	Lieutenant (6)	$ 3,519	$ 4,504
	Public Information Officer (Sergeant or Lieutenant)	$ 3,519	$ 4,504
	Sergeant (18)	$ 3,317	$ 4,246
	Patrol Officer (60)	$ 2,884	$ 3,692

SECTION II - OTHER PAYMENTS

OVERTIME
The City of Columbus, Indiana Police Department shall compensate each sworn police officer 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 Police Chief and Deputy Chief who are exempt from the FLSA. Additionally, all sworn police personnel shall be compensated consistent with City of Columbus Municipal Code 2.20.020, Overtime Compensation Policy, as applicable, as well as Standard Operating Procedure (SOP) 2024-02, Overtime Payment for Traffic Safety.

LONGEVITY COMPENSATION
Longevity compensation shall be paid consistent with City of Columbus Ordinance 33-2018 and General Order (G.O.) 31 with a maximum amount of $1,164,323.

COLLEGE INCENTIVE AND MILITARY INCENTIVE COMPENSATION
Sworn Police Officers shall be compensated consistent with City of Columbus Ordinance 2002-23 & 2005-25 as well as City of Columbus, Indiana Police Department General Order (G.O.) 22.

SPECIALTY COMPENSATIONS

Sworn Police Officers shall be compensated consistent with Special Order (S.O.) 13 for specialty pays.

SHIFT DIFFERENTIAL PREMIUMS
Shift Differentials shall be paid for sworn Police Officers consistent with City of Columbus Ordinance 2000-34, Shift Premium (5% & 10%).

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

Detective Incentive Pay (Per policy)	$	61,880
Uniforms ($900 Per Officer)	$	84,600

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 6:08 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.

Mary K. Ferdon, Mayor