

ORDINANCE NO. 5 2026
AMENDED 2026 SALARY ORDINANCE

AN ORDINANCE SETTING SALARIES AND WAGES OF EMPLOYEES AND APPOINTED OFFICERS OF THE CITY OF COLUMBUS, INDIANA FOR THE 2026 PAYROLL CALENDAR YEAR AS REQUIRED BY INDIANA CODE §36-4-7-3 AND CONTINUING THEREAFTER UNTIL DULY CHANGED.

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 the Payroll Calendar Year, the following salaried employees of the City of Columbus, Indiana shall receive no more than the amount listed below the column named "BI-WEEKLY MAXIMUM." The "BI-WEEKLY MINIMUM" column is entered as a guideline for suggested beginning salary.

Consistent with Indiana Code §36-4-7-3, full time employees who have completed their introductory work period and are meeting the City's performance management expectations shall receive a cost of living increase as determined by the relevant annual Consumer Price Index (CPI) issued in June of each year for the Urban Wage Earners and Clerical Workers (CPI-W) which for 2025 is 2.7% which shall be applicable for payroll calendar year 2026. All other personnel budget funds available in the City's approved annual budget, consistent with Indiana Code §36-4-7-3 may be allocated for merit increases or market-based adjustments to enhance recruitment and retention, consistent with this ordinance and the annual budget.

SECTION I - SALARIED

ADMINISTRATION	BI-WEEKLY MINIMUM	BI-WEEKLY MIDPOINT	BI-WEEKLY MAXIMUM
Executive Director of Administration	\$ 3,159	\$ 3,949	\$ 4,739
Director of Security	\$ 3,159	\$ 3,949	\$ 4,739
Communications Manager	\$ 1,977	\$ 2,472	\$ 2,966

	BI-WEEKLY MINIMUM	BI-WEEKLY MIDPOINT	BI-WEEKLY MAXIMUM
ANIMAL CARE SERVICES CENTER			
Director of Animal Care Services	\$ 2,159	\$ 2,698	\$ 3,238
Animal Care Services Operations Manager	\$ 1,959	\$ 2,448	\$ 2,938
Animal Care Services Officer (4)	\$ 1,422	\$ 1,777	\$ 2,132
Center Supervisor	\$ 1,376	\$ 1,719	\$ 2,063
Shelter Veterinary Technician / Operations Assistant	\$ 1,376	\$ 1,719	\$ 2,063
AVIATION			
Airport Director	\$ 2,834	\$ 3,543	\$ 4,251
Assistant Manager	\$ 2,028	\$ 2,535	\$ 3,042
Maintenance Manager	\$ 2,130	\$ 2,663	\$ 3,195
Office Manager	\$ 1,553	\$ 1,941	\$ 2,329
Operations and Compliance Specialist	\$ 1,493	\$ 1,866	\$ 2,239
BOARD OF WORKS			
Citizen Member (4)	\$ 109	\$ 136	\$ 163
CITY HALL/FACILITIES			
Building Supervisor	\$ 2,157	\$ 2,696	\$ 3,235
COMMUNITY DEVELOPMENT			
Director of Community Development	\$ 2,762	\$ 3,453	\$ 4,143
Assistant Director	\$ 2,171	\$ 2,714	\$ 3,257
Code Enforcement Coordinator (2)	\$ 1,703	\$ 2,129	\$ 2,555
Community Development Specialist	\$ 1,977	\$ 2,472	\$ 2,966
ENGINEERING			
City Engineer	\$ 3,518	\$ 4,397	\$ 5,277
Assistant City Engineer	\$ 2,795	\$ 3,494	\$ 4,193
Senior Engineering Technician (2)	\$ 2,220	\$ 2,775	\$ 3,330
Engineering Technician (4)	\$ 2,016	\$ 2,520	\$ 3,024
FINANCE			
Controller	\$ 4,340	\$ 5,425	\$ 6,510
Deputy Controller	\$ 3,296	\$ 4,120	\$ 4,944
Senior Accounting Specialist / Accounting Specialist	\$ 1,540	\$ 2,412	\$ 3,280
Payroll Specialist	\$ 1,742	\$ 2,177	\$ 2,612
Administrator - Accounts Payable	\$ 1,508	\$ 1,885	\$ 2,261
Administrator - Accounts Receivable /Accounts Payable	\$ 1,508	\$ 1,885	\$ 2,261
Administrator – Payroll/Accounts Receivable	\$ 1,508	\$ 1,885	\$ 2,261
Grant Writer / Administrator	\$ 1,508	\$ 1,885	\$ 2,261

	BI-WEEKLY MINIMUM	BI-WEEKLY MIDPOINT	BI-WEEKLY MAXIMUM
FIRE DEPARTMENT			
Investigator/Inspector	\$ 2,045	\$ 2,556	\$ 3,067
Data Analyst	\$ 1,753	\$ 2,191	\$ 2,629
Administrative Assistant	\$ 1,344	\$ 1,680	\$ 2,015
HUMAN RESOURCES			
Director of Human Resources	\$ 2,929	\$ 3,661	\$ 4,393
Assistant Director	\$ 2,451	\$ 3,064	\$ 3,677
Human Resources Specialist / Benefits Specialist (2)	\$ 1,577	\$ 1,971	\$ 2,365
HUMAN RIGHTS			
Human Rights Director	\$ 3,167	\$ 3,958	\$ 4,750
Deputy Director	\$ 1,803	\$ 2,254	\$ 2,704
Office Manager	\$ 1,493	\$ 1,866	\$ 2,239
INFORMATION SERVICES			
Director of Technology	\$ 3,654	\$ 4,567	\$ 5,480
Enterprise Systems Architect	\$ 3,339	\$ 4,174	\$ 5,208
Network Security Engineer	\$ 2,968	\$ 3,710	\$ 4,452
Senior Systems Engineer	\$ 2,968	\$ 3,710	\$ 4,452
Network Analyst / Senior Network Analyst	\$ 2,059	\$ 2,573	\$ 3,088
Information Services Technician (2)	\$ 1,577	\$ 1,971	\$ 2,365
Mobile Device Engineer	\$ 2,059	\$ 2,573	\$ 3,088
MAYOR'S OFFICE			
Executive Administrative Assistant	\$ 1,825	\$ 2,282	\$ 2,738
METROPOLITAN PLANNING OFFICE			
MPO Director / Transportation Planner	\$ 2,210	\$ 2,763	\$ 3,315
PARKS AND RECREATION			
Accounts Payable Specialist	\$ 1,493	\$ 1,866	\$ 2,239
Administrative Assistant - Park Operations	\$ 1,303	\$ 1,629	\$ 1,955
Aquatics Manager	\$ 1,806	\$ 2,257	\$ 2,708
Assistant Recreation/CGC Program Manager	\$ 1,526	\$ 1,907	\$ 2,289
Associate Director of Business Services	\$ 2,505	\$ 3,131	\$ 3,757
Associate Director of Park Operations	\$ 2,505	\$ 3,131	\$ 3,757
Associate Director of Recreation	\$ 2,505	\$ 3,131	\$ 3,757
Associate Director of Sports	\$ 2,505	\$ 3,131	\$ 3,757
Athletic Facilities Supervisor	\$ 2,011	\$ 2,514	\$ 3,017
Business Systems Lead/Program Assistant	\$ 1,742	\$ 2,177	\$ 2,612
Commons Administrative Assistant	\$ 1,303	\$ 1,629	\$ 1,955
Commons Manager	\$ 1,980	\$ 2,475	\$ 2,969
Customer Service Specialist	\$ 1,303	\$ 1,629	\$ 1,955
Director of Parks and Recreation	\$ 2,962	\$ 3,703	\$ 4,443

	BI-WEEKLY MINIMUM	BI-WEEKLY MIDPOINT	BI-WEEKLY MAXIMUM
PARKS AND RECREATION CONT			
Fitness, Health & Wellness Manager	\$ 2,187	\$ 2,734	\$ 3,280
Golf Greens Superintendent	\$ 1,634	\$ 2,043	\$ 2,451
Golf Pro/Manager	\$ 1,935	\$ 2,419	\$ 2,902
HCCIA Customer Service Specialist	\$ 1,303	\$ 1,629	\$ 1,955
HCCIA Manager	\$ 1,916	\$ 2,394	\$ 2,873
Maintenance Supervisor	\$ 2,187	\$ 2,734	\$ 3,280
Marketing Manager	\$ 1,977	\$ 2,472	\$ 2,966
NexusPark Fieldhouse Sports & Event Coordinator	\$ 1,661	\$ 2,076	\$ 2,491
NexusPark Fieldhouse Sports Manager	\$ 2,187	\$ 2,734	\$ 3,280
NexusPark Maintenance Supervisor	\$ 2,023	\$ 2,529	\$ 3,034
Parks Operations Facilities Supervisor	\$ 2,023	\$ 2,529	\$ 3,034
Payroll/HR Specialist	\$ 1,742	\$ 2,177	\$ 2,612
Project and Resource Development Manager	\$ 1,820	\$ 2,275	\$ 2,730
Recreation/CGC Program Manager	\$ 2,064	\$ 2,580	\$ 3,096
Sports Coordinator	\$ 1,661	\$ 2,076	\$ 2,491
Sports Program Manager	\$ 2,187	\$ 2,734	\$ 3,280
PLANNING DEPARTMENT			
Planning Director	\$ 3,468	\$ 4,335	\$ 5,202
Assistant Planning Director	\$ 2,412	\$ 3,015	\$ 3,618
Associate / Senior Planner (5)	\$ 1,934	\$ 2,417	\$ 2,900
Office Administrator	\$ 1,493	\$ 1,866	\$ 2,239
POLICE PARKING METER OFFICE			
Administrative Specialist Supervisor	\$ 1,493	\$ 1,866	\$ 2,239
Meter Attendant	\$ 1,411	\$ 1,763	\$ 2,116
POLICE DEPARTMENT			
Chief's Executive Assistant	\$ 1,612	\$ 2,015	\$ 2,418
Accreditation Manager	\$ 1,606	\$ 2,008	\$ 2,409
Administrative Specialist (2)	\$ 1,342	\$ 1,678	\$ 2,013
Fleet Manager	\$ 1,342	\$ 1,678	\$ 2,013
Criminal Intelligence Analyst	\$ 1,880	\$ 2,350	\$ 2,820
Property Room Manager	\$ 1,827	\$ 2,284	\$ 2,740
PUBLIC WORKS			
Director of Public Works	\$ 2,765	\$ 3,456	\$ 4,148
Foreman (3)	\$ 1,951	\$ 2,439	\$ 2,926
Field Supervisor	\$ 1,951	\$ 2,439	\$ 2,926
Fleet Maintenance Supervisor	\$ 2,052	\$ 2,565	\$ 3,078
Administrator/Sustainability	\$ 1,493	\$ 1,866	\$ 2,239
Operations Assistant (2)	\$ 1,339	\$ 1,674	\$ 2,008

REDEVELOPMENT

	BI-WEEKLY MINIMUM	BI-WEEKLY MIDPOINT	BI-WEEKLY MAXIMUM
Director of Redevelopment	\$ 2,762	\$ 3,453	\$ 4,143
Assistant Director of Redevelopment	\$ 2,171	\$ 2,714	\$ 3,257
Redevelopment Specialist	\$ 1,977	\$ 2,472	\$ 2,966

TRANSIT

Director of Transportation	\$ 2,765	\$ 3,456	\$ 4,148
Compliance Manager	\$ 1,703	\$ 2,129	\$ 2,555
Operations Manager	\$ 1,703	\$ 2,129	\$ 2,555

SECTION II - HOURLY

That, and from after the first day of the Payroll Calendar Year, 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.

	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	\$ 23.89	\$ 29.12
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	\$ 17.60	\$ 21.44
CLERK			
Deputy Clerk (0.5 FTE)	\$ 18.66	\$ 23.89	\$ 29.12
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
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

	HOURLY MINIMUM	HOURLY MIDPOINT	HOURLY MAXIMUM
PARKS/RECREATION - Full Time CONT			
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 Coaches (PT)	\$ 20.00	\$ 29.38	\$ 38.75
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 Manager (PT)	\$ 20.00	\$ 29.38	\$ 38.75
Teaching Kitchen Staff Members (PT)	\$ 7.47	\$ 16.85	\$ 26.22
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
Police Chaplains (0.725 FTE)	\$ 19.40	\$ 24.26	\$ 29.11
Criminal Intelligence Analyst (0.725 FTE)	\$ 23.49	\$ 29.36	\$ 35.23

PUBLIC WORKS

	HOURLY MINIMUM	HOURLY MIDPOINT	HOURLY MAXIMUM
MVH:			
Operator (1)	\$ 21.91	\$ 27.39	\$ 32.86
Driver/Skilled Trade (4)	\$ 18.02	\$ 23.06	\$ 28.10
Driver (3)	\$ 18.02	\$ 23.06	\$ 28.10
DPW:			
Operator (9)	\$ 21.91	\$ 27.39	\$ 32.86
Driver/Skilled Trade (4)	\$ 18.02	\$ 23.06	\$ 28.10
Driver (17)	\$ 18.02	\$ 23.06	\$ 28.10
Driver/Trainer	\$ 18.02	\$ 23.06	\$ 28.10
Driver/Code Enforcement	\$ 18.02	\$ 23.06	\$ 28.10
Driver (PT)	\$ 16.98	\$ 22.54	\$ 28.10
Driver - Sanitation (3) (Seasonal)	\$ 16.98	\$ 22.54	\$ 28.10
Driver - Traffic (2) (Seasonal)	\$ 16.98	\$ 22.54	\$ 28.10
Mechanic (5)	\$ 21.42	\$ 26.78	\$ 32.13

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 \$40.92 Per Guard Per Day)
Uniforms (\$500 Per Parking Attendant) \$ 1,000.00

PASSED BY THE COMMON COUNCIL OF THE CITY OF COLUMBUS, INDIANA on this the 7th day of April, 2026 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 8th day of April, 2026 at 10:00 o'clock, A.M.

Clerk of the City of
Columbus, Indiana

Approved and signed by me this 8th day of April, 2026 at _____ o'clock _____.M.

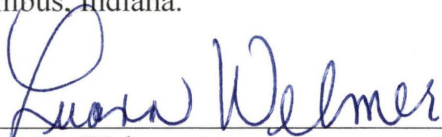
Mayor of the City of Columbus, Indiana

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 April 2026, by the following vote:


	AYE	NAY	ABSTAIN	ABSENT
Chris Bartels (District 1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Elaine Hilber (District 2)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jerone Wood (District 3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Frank Miller (District 4)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Anderson (District 5)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jay Foyst (District 6)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Josh Burnett (Councilor at Large)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tom Dell (Councilor at Large)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grace Kestler (Councilor at Large)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The foregoing within and attached Ordinance passed by the Common Council of the City of Columbus, Indiana, on the 7th day of April 2026, is presented by me this 8th day of April 2026, 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 April 2026, is approved by me this 8th day of April 2026, at o'clock _____.M.



Mary K. Ferdon, Mayor