Amended

FILED

ORDINANCE NO.

27-20

AUG 3 1 2020

Belinda Munson MUNCIE CITY CLERK

AN ORDINANCE FIXING THE SALARY FOR ALL ELECTED OFFICIALS OF THE CITY OF MUNCIE, INDIANA, FOR THE YEAR 2021

WHEREAS, It is provided by the Indiana Code 36-4-7-2 that the City Legislative Body shall, by ordinance, fix the compensation of all elected City Officials, and

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF MUNCIE, INDIANA, THAT:

SECTION 1. Pursuant to the Indiana Code 36-4-7-25, the following salaries, payable from the General Fund, is hereby fixed for the following elected officials of the City of Muncie, Indiana for the year 2021.

All salaries set under this ordinance will be effective January 1, 2021. The first payday will be January 15, 2021 and will be computed using 2021 pay rates.

Mayor	2969.14 2840.46	Bi-Weekly
City Judge	5,381.61 2205.65	Bi-Weekly
President of the Muncie Common Council	556.73 -503 .73	
Members of the Muncie Common Council	537.50 _{-484.50}	Bi-Weekly
City Clerk	2015.38-1919.34	Bi-Weekly

SECTION 2. This ordinance shall be in full force and effect from and after its passage by the Common Council and its approval by the Mayor of the City of Muncie, Indiana, and such publications as are required by law.

Passed by Common Council of	of the City of Muno	cie, Indiana, this	$\frac{5th}{day} \frac{00}{day}$	tober, 2020.
	Yeas	Nays	Abstained	Absent
Bradley Polk	<u> </u>			
Jeff Robinson				
Aaron Clark	V			
Richard M Ivy	<u> </u>			
Jerry D. Dishman			***************************************	
Anitra Davis				(Marine Land
Ralph Smith				
Troy A. Ingram	<u> </u>			
Ray Dudley				
		R	ulla De	<i>-</i>
		Presider		
		City Co	uncil, City of Muncie	
Presented by me to the Mayor for	or his approval, thi	is <u> </u>	y of O clobe	_, 2020.
		Shel	Parile (M. m.	70
		Belinda	Munson, City Clerk	
The above Resolution is approve	ed by me this	day of O	ctober	, 2020.
			1:	
		Dan Rid	enour, Mayor	
ATTEST:		Dan Kidi	Silout, Mayor	
Belinda Munson, City Clerk	ns		10	
This resolution is proposed by Co	ouncil Member	Ligh		
This resolution is proposed by Co	ontroller	1	it Em	4
This resolution is approved in for	rm by Legal Couns	sel <u>(M)</u>		

ORDINANCE NO. 28-70

Belinda Munson

AN ORDINANCE FIXING THE MAXIMUM SALARIES OF EACH AND EVERY APPOINTED OFFICER, EMPLOYEE, DEPUTY, ASSISTANT, DEPARTMENTAL AND INSTITUTIONAL HEAD OF THE CITY OF MUNCIE, INDIANA, INCLUDED HEREIN FOR THE YEAR 2021.

WHEREAS, I.C. 36-4-7-3 requires the Mayor of the City of Muncie, Indiana, to fix maximum compensation for appointed officers and employees of the City of Muncie, Indiana, and:

WHEREAS, the Common Council had the right to approve or reduce, but not to increase such recommendations, and:

WHEREAS, the Mayor of the City of Muncie, Indiana, has recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and the effects of competitive pressures, and:

WHEREAS, the below listed salaries and hourly rates are set as maximum rates, and employees may be compensated at lower rates as determined at the time of hire, and:

WHEREAS, the funds for such salaries are to be provided for in the 2021 City Budget, and other such sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF MUNCIE, INDIANA, THAT:

SECTION 1. All employees of the Civil City of Muncie shall be classified by the departments, titles and positions herein designated, and that no changes are made without the specific approval of the Common Council.

SECTION 2. The following scale of Maximum Salaries is hereby fixed and authorized as a ceiling for approved positions. This maximum will not be exceeded, except for approved overtime pay, which will be paid at a rate of one and one half times the base rate of pay for hours worked in excess of forty in one week, shift pay, and longevity pay.

SECTION 3. The first payday under this ordinance will be January 15, 2021 and will be calculated as follows: The first pay of 2021 will be computed using 2021 pay rates.

SECTION 4. This ordinance shall be in full force and effect from and after its approval by the Mayor of the City of Muncie, Indiana, and such publications as are required by law.

2021 PAY RATES

ACCOUNTING DIVISION		
Accountant/Deputy Controller	1771.00	Biweekly
Purchasing Agent	1428.94	Biweekly
Investment Clerk	16.80	Hourly, plus \$1.73 hourly paid by Muncie Sanitary District
Payroll Administrator	16.51	Hourly, plus \$1.73 hourly paid by Muncie Sanitary District
Accounts Payable Clerk	16.51	Hourly, plus \$1.73 hourly paid by Muncie Sanitary District

ANIMAL SHELTER		
Animal Shelter Superintendent	2000.51	Biweekly
Ass't. Animal Shelter Superintendent	1442.55	Biweekly
Animal Shelter Investigator	17.46	Hourly
Animal Shelter Control	16.26	Hourly
Secretary II	15.14	Hourly
Animal Care Attendant	14.00	Hourly
Animal Control Driver I	14.61	Hourly
Animal Control Driver II	14.61	Hourly
Part Time	10.10	Hourly
BEECH GROVE CEMETERY		
Beech Grove Superintendent	1663.82	Biweekly
Groundskeeper/Utility/Laborer	16.26	Hourly
Office Manager	15.59	Hourly
Secretary I	15.31	Hourly
Secretary II	15.14	Hourly
Heavy Equipment Operator	16.91	Hourly
Mechanic Operator	17.91	Hourly
Part Time	10.10	Hourly
	10.10	Hourry
BUILDING DIVISION		
Building Commissioner	1910.35	Biweekly
Zoning/Structural Inspector	1554.48	Biweekly
HVAC/Plumbing Inspector	1554.48	Biweekly
Electrical Inspector	1554.48	Biweekly
Secretary I	15.31	Hourly
Secretary II	15.14	Hourly
Data Entry Clerk	14.71	Hourly
Weed Coordinator	16.53	Hourly
Property Preservation Foreman	14.71	Hourly
Property Coordinator	17.69	Hourly
Part-time	10.10	Hourly
CHANNEL 60	\$1137.69	Diversalely
Director	\$1137.09	Biweekly
COMMUNITY DEVELOPMENT		
COMMUNITY DEVELOPMENT	2007	n:
Director/Community Development	2037.55	Biweekly
Ass't. Dir/Community Development	1683.41	Biweekly
Planner I	1586.30	Biweekly
Planner II	1521.27	Biweekly
Part Time	10.10	Hourly
DEPUTY MAYOR		
Deputy Mayor	2350.70	Biweekly
Deputy Mayor's Assistant	14.07	Hourly
F J Xaj oz o 1 zobiotaite	11.07	Hourry

FINANCE DEPARTMENT Controller

2130.77 Biweekly plus \$3.60 hourly, paid by MSD

FIRE DEPARTMENT CIVILIAN		
Office Manager	15.73	Hourly
HUMAN RIGHTS COMMISSION Human Rights Director EEO Investigator	1711.42 1494.99	Biweekly Biweekly
MAYOR'S OFFICE Executive Secretary – Mayor	18.22	Hourly
MUNCIE FIRE PENSION FUND Secretary	352.82	Monthly
POL\FIRE MERIT COMMISSION Clerk (Part Time)	7.25	Hourly
MUNCIE POLICE PENSION FUND Secretary	352.82	Monthly
PARKS AND RECREATION Park Superintendent Urban Forester Working Foreman Crew Leader I Mechanic A Mechanic B Heavy Equipment Operator A Heavy Equipment Operator B Director of Programs Groundskeeper/Utility/Laborer witl Groundskeeper/Utility/Laborer w/o Cl Secretary Part Time/Labor Part Time/Clerk Pool Manager Assistant Pool Manager Building Supervisor	2087.24 1508.52 22.06 17.91 18.27 17.91 16.91 17.25 1558.86 16.70 16.26 15.31 10.10 10.10 15.30 12.75 12.24	Biweekly Biweekly Hourly
PERSONNEL DIVISION Personnel Director Personnel Specialist Part Time	2037.80 1427.00 10.10	Biweekly Biweekly Hourly

POLICE DEPT. (CIVIL/RESV)		
Police Chief Secretary	15.73	Hourly
Records Division Supervisor	18.03	Hourly
Records Division Clerks	15.73	Hourly
Office Administrator	17.34	Hourly
Victim Advocate Director	1560.60	Biweekly
Victim Advocate (1)	15.30	Hourly
Victim Advocate (1)	15.30	Hourly
Part Time Advocates	15.30	Hourly
Crossing Guards	10.10	Hourly
Domestic Violence Coordinator	16.27	Hourly
Code Enforcement	16.53	Hourly
Front Desk Officer	15.73	Hourly
Tioni Desk Officer	15.75	Hourry
PRAIRIE CREEK		
Assistant Park Superintendent	1594.49	Biweekly
Crew Leader	17.91	Hourly
Groundskeeper/Utility/Laborer W/CD	16.70	Hourly
Groundskeeper/Utility/Laborer W/out	16.26	Hourly
Secretary	15.31	Hourly
Part Time/Labor	10.10	Hourly
Part Time/Clerk	10.10	Hourly
Part Time/Life Guards	10.10	Hourly
Part Time/Security	10.10	Hourly
Tart Time/Security	10.10	Hourry
STREET DEPARTMENT		
Superintendent of Streets	2037.94	Biweekly
Assistant City Engineer	1732.05	Biweekly
Supervisor I	1557.20	Biweekly
Supervisor II	1557.20	Biweekly
Secretary I	15.59	Hourly
Secretary II	15.14	Hourly
Crew Leader	16.91	Hourly
Mechanic A	18.80	Hourly
Mechanic B	17.91	Hourly
Code Enforcement	16.53	•
	17.25	Hourly
Heavy Equipment Operator A	16.91	Hourly
Heavy Equipment Operator B		Hourly
Groundskeeper/Utility/Labor	16.26	Hourly
Electrician-Signal Service Truck Driver/CDL	18.27	Hourly
	16.70	Hourly
Part Time/Labor	10.10	Hourly
SHIFT DIFFERENTIAL PAY		
2 nd Shift	.20	Hourly
3 rd Shift	.30	Hourly

CITY CLERK'S OFFICE		
Chief Deputy Clerk	1390.54	Biweekly
Deputy Clerk	1261.84	Biweekly
Deputy Clerk/Council Secretary	1307.16	Biweekly
CITY COURT		
Probation Officer	2,760.92	Biweekly
Court Reporter	1,430.48	Biweekly
Public Defender	1,337.24	Biweekly
Court Secretary	1,337.24	Biweekly
Bailiff	1,275.53	Biweekly
LONGEVITY PAY		
After Five (5) Years	32.00	Biweekly
After Ten (10) Years	56.00	Biweekly
After Fifteen (15) Years	72.00	Biweekly
After Twenty (20) Years	88.00	Biweekly

Passed by Common Council of	of the City of Mun	icie, Indiana, this	s_5M day of <u>OC</u>	tober, 2020
	Yeas	Nays	Abstained	Absent
Bradley Polk				
Jeff Robinson				
Aaron Clark	<u> </u>			
Richard M Ivy				
Jerry D. Dishman				
Anitra Davis	<u> </u>			
Ralph Smith				
Troy A. Ingram				
Ray Dudley				
		Presider City Co	nt uncil, City of Muncie	ell_
Presented by me to the Mayor f	for his approval, th	his <u>S</u> dag	y of Octo be	_, 2020.
The above Resolution is approv	red by me this <u>S</u>	day of C	Munson, City Clerk October Lan Rich enour, Mayor	, 2020.
ATTEST:				
Helinda Munson, City Clerk	mon		11 -	
This resolution is proposed by C	Council Member	Ly	1911	
This resolution is proposed by C	ontroller	1	Tut Con	100
This resolution is approved in fo	rm by Legal Cou	nsel ////////////////////////////////////	fat -	

FILED

AUG 31 2020

Belinda Munson MUNCIE CITY CLERK

ORDINANCE NO. _____

AN ORDINANCE FIXING THE MAXIMUM SALARIES OF EACH AND EVERY MEMBER OF THE MUNCIE POLICE DEPARTMENT OF THE CITY OF MUNCIE, INDIANA, FOR THE YEAR 2021

WHEREAS, I.C. 36-8-3-3 requires the annual compensation of all members of the Muncie Police Department and other appointees shall be fixed by ordinance of the Legislative Body before November 1, 2020, and may be amended during the budget year, and;

WHEREAS, the Common Council has the right to approve such recommendations, and;

WHEREAS, the Mayor and Council President of the City of Muncie have recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and the effects of competitive pressures, and;

WHEREAS, the funds for such salaries are to be provided for in the 2021 City Budget and other such sources as may be specified by the Common Council;

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF MUNCIE, INDIANA, THAT:

SECTION 1. All employees of the Muncie Police Department shall be classified by the titles and positions herein designated, and that no changes be made without the specific approval of the Common Council.

SECTION 2. The maximum Base Salary of each uniform employee, except the Chief and Deputy Chief, shall be \$48,080.03 annually, plus any applicable additional compensation set forth on the attached schedule.

SECTION 3. The first pay day under this ordinance will be January 8, 2021 and will continue every two weeks for the balance of the year 2021. (26 pays)

SECTION 4. This ordinance shall be in full force and effect from and after its passage by the Common Council and its approval by the Mayor of the City of Muncie, Indiana, and such publications as are required by law.

ADMINISTRATIVE PAY

Chief

\$70,707.31 Annually (Clothing Allowance, Holiday Pay, and Longevity Pay will be paid in addition)

Pay, and Longevity Pay will be paid in addition)

BASE PAY

\$48,080.03 Annually (Clothing Allowance, Holiday Pay, Education Pay, Specialty Pay, Rank Pay, Shift Differential and Longevity Pay will be paid in addition)

STEP-PAY MATRIX SALARY STRUCTURE, to be adjusted on Officer's anniversary date

1st Year of Employment	12% less than Regular Police Officer Base Pay (\$42,310.43)
2 nd Year of Employment	7% less than Regular Police Officer Base Pay (\$44,714.43)
3 rd Year of Employment	7% less than Regular Police Officer Base Pay (\$44,714.43)
4 th Year of Employment	Regular Police Officer Base Pay (\$48,080.03)
11 th Year of Employment	Certified First-Class Police Officer, 5% increase over Regular
	Police Officer Base Pay (\$50,484.03)

RANK PAY*

Captain	\$10,096.81	Annually
Lieutenant	\$8,173.61	Annually
Sergeant	\$5,769.60	Annually

SPECIALTY PAY*

Certified Technician IV	\$1100.00	Annually
Certified Technician III	\$900.00	Annually
Certified Technician II	\$700.00	Annually
Certified Technician I	\$500.00	Annually

EDUCATION PAY*

Associate Degree	\$500.00
Bachelor's Degree	\$1000.00
Master's/Doctorate Degree	\$1500.00

HOLIDAY PAY*

14 days \$110.00 per Holiday, for each Holiday the Officer performed duty
90.00 per Holiday, for each Holiday the Officer did not perform duty
An additional \$90.00 will be paid to officers working the majority of a scheduled shift
during a Holiday

CLOTHING ALLOWANCE*

First pay period in June	\$900.00
First pay period in December	\$1000.00

SHIFT DIFFERENTIAL*

Night Shift Uniform Division

\$1442.40 Annually

LONGEVITY PAY*

0-4 Years	\$0.00	Annually
5-9 Years	\$900.00	Annually
10 - 14 Years	\$1500.00	Annually
15 - 19 Years	\$1900.00	Annually
20 or more Years	\$2300.00	Annually

^{*}paid in addition to Base Pay

Passed by Common Council o	f the City of Mu	ncie, Indiana, thi	s <u>5110</u> day of <u>0</u> (±100LV_, 2020.
	Yeas	Nays	Abstained	Absent
Bradley Polk	~			
Jeff Robinson				
Aaron Clark	<u> </u>			
Richard M Ivy				
Jerry D. Dishman				
Anitra Davis	<u> </u>			
Ralph Smith				
Troy A. Ingram	_/			
Ray Dudley			(American Control of C	
Presented by me to the Mayor f	or his approval, t	his <u>S</u> da	ouncil, City of Muncie	
The above Resolution is approve	ed by me this		In of the formal and the second secon	
ATTEST:				
Belinda Munson, City Clerk	mzer			
This resolution is proposed by C	ouncil Member		14/1	
This resolution is proposed by Co	ontroller	-	W Zm	1
This resolution is approved in for	rm by Legal Cou	nsel //	Wat (

FILED

AUG 31 2020

Belinda Munson MUNCIE CITY CLERK

ORDINANCE NO.

30-20

AN ORDINANCE FIXING THE MAXIMUM SALARIES OF EACH AND EVERY MEMBER OF THE MUNCIE FIRE DEPARTMENT OF THE CITY OF MUNCIE, INDIANA, FOR THE YEAR 2021

WHEREAS, I.C. 36-8-3-3 requires the annual compensation of all members of the Muncie Fire Department and other appointees shall be fixed by ordinance of the Legislative Body before November 1, 2020, and may be amended during the budget year, and;

WHEREAS, the Common Council has the right to approve such recommendations, and;

WHEREAS, the Mayor and Council President of the City of Muncie have recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and the effects of competitive pressures, and;

WHEREAS, the funds for such salaries are to be provided for in the 2021 City Budget and other such sources as may be specified by the Common Council;

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF MUNCIE, INDIANA, THAT:

SECTION 1. All employees of the Muncie Fire Department shall be classified by the titles and positions herein designated, and that no changes be made without the specific approval of the Common Council.

SECTION 2. The maximum Base Salary of each uniform employee, except the Chief, and Deputy Chief, shall be \$48,080.03 annually, plus any applicable additional compensation set forth on the attached schedule. Probationary Fire Fighters shall receive base pay according to the step pay program, effective January 1, 2021. The step pay program base pay amounts are \$42,310.43 for the 1st year of employment, \$44,714.43 for the 2nd year, \$44,714.43 for the 3rd year. In the 11th year of employment, Fire Fighters will be designated as Master Fire Fighters, with a 5% increase over base pay (\$50,484.03). Base salary for PERF contributions will be at the Master Fire Fighter rate of \$50,484.03, along with current maximum longevity rate.

SECTION 3. The first pay day under this ordinance will be January 8, 2021 and will continue every two weeks for the balance of the year 2021. (26 pays)

SECTION 4. This ordinance shall be in full force and effect from and after its passage by the Common Council and its approval by the Mayor of the City of Muncie, Indiana, and such publications as are required by law.

ADMINISTRATIVE PAY

715 MINISTRATIVE TAT	
Chief	\$70,707.31 Annually (plus Clothing Allowance,) (Holiday Pay, and Longevity)
Deputy Chief	\$66,568.75 Annually (plus Clothing Allowance.) (Holiday Pay, and Longevity)
RANK PAY*	
Battalion Chief	14.5% of base pay
Chief Inspector	14.5% of base pay
Chief Arson Investigator	14.5% of base pay

Dattailoii Cilici	14.5% of base pay
Chief Inspector	14.5% of base pay
Chief Arson Investigator	14.5% of base pay
Training Officer	11% of base pay
Maintenance Technician	11% of base pay
Layout Technician	11% of base pay
Line Captain	11% of base pay
Line Lieutenant	8.5% of base pay
Inspector	8.5% of base pay
Sergeant	4.5% of base pay
S.C.B.A. Technician	1.75% of base pay
MDT Technician	11% of base pay

SPECIALTY PAY*

Certified Primary Instructor	\$1,000.00	Annually
EMS Training Tech (1 per shift)	\$750.00	Annually
Tactical Training Leaders (1 per shift)	\$750.00	Annually
Certified Tech Class 1	\$500.00	Annually
Certified Tech Class 2	\$700.00	Annually
Certified Tech Class 3	\$900.00	Annually
Certified Tech Class 4	\$1100.00	Annually

LONGEVITY PAY*

Base Pay	\$48,080.03	Annually
Up to 4 years	0.00	Annually
Years 5 thru 9	\$900.00	Annually
Years 10 thru 14	\$1,500.00	Annually
Years 15 thru 19	\$1,900.00	Annually
Twenty years & Greater	\$2,300.00	Annually

HOLIDAY PAY*

14 days \$90.00 per Holiday An Additional \$110.00 will be paid to firefighters working the majority

An Additional \$110.00 will be paid to firefighters working the majority of hours during a holiday.

CLOTHING ALLOWANCE*

First pay period in June	\$900.00	*Paid in addition to base pay
First pay period in December	\$1,000.00	*Paid in addition to base pay

EDUCATION PAY*

Associates Degree \$500 Annually
Bachelors Degree \$1000 Annually
Masters Degree \$1500 Annually

^{*}Paid in addition to base pay

Passed by Common Council o	f the City of Mur	ncie, Indiana, this	5 May of 0	tobu, 2020.		
	Yeas	Nays	Abstained	Absent		
Bradley Polk	_/					
Jeff Robinson						
Aaron Clark						
Richard M Ivy						
Jerry D. Dishman						
Anitra Davis						
Ralph Smith						
Troy A. Ingram						
Ray Dudley			·			
President City Council, City of Muncie						
Presented by me to the Mayor f	or his approval, t	his <u>5</u> da	y of October	, 2020.		
The above Resolution is approved by me this						
ATTEST:						
Belinda Munson, City Clerk	mfn		11			
This resolution is proposed by C	ouncil Member		41/1			
This resolution is proposed by C	ontroller		W (my			
This resolution is approved in fo	rm by Legal Cou	nsel /// M				