

FILED
OCT 21 2024
Baikwa Munson
MUNCIE CITY CLERK

ORDINANCE NO. 36-24

**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 2025**

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 4, 2024, 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 2025 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 \$59,770.59 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, 2025. The step pay program base pay amounts is \$52,598.12 for the 1st year of employment. In the 11th year of employment, Fire Fighters will be designated as Master Fire Fighters, with a 5% increase over base pay (\$62,7598.12). The certified salary for PERF contribution will be at the Master Fire Fighter pay rate, plus the maximum longevity, \$71,724.71.

SECTION 3. The first pay day under this ordinance will be January 3rd, 2025 and will continue every two weeks for the balance of the year 2025. (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 | \$86,694.36 | Annually (Plus Max Longevity, Clothing Allowance, Holiday Pay, Education Pay and Tech Pay) |
| Deputy Chief | \$81,769.96 | Annually (Plus Max Longevity, Clothing Allowance, Holiday Pay, Education Pay and Tech Pay) |

RANK PAY*

| | |
|------------------------------------|-------------------|
| Battalion Chief | 14.5% of base pay |
| Chief Inspector | 14.5% of base pay |
| Chief Arson Investigator | 14.5% of base pay |
| Training Chief | 14.5% of base pay |
| Maintenance Technician | 5% of base pay |
| Layout Technician | 5% of base pay |
| Line Captain | 11% of base pay |
| Line Lieutenant | 8.5% of base pay |
| Lieutenant | 8.5% of base pay |
| Sergeant | 4.5% of base pay |
| SCBA Technician | 2% of base pay |
| MDT Technician | 5% of base pay |
| EMS Shift Paramedic Supervisor | 2% of base pay |
| EMS Shift Training Technician | 2% of base pay |
| Tactical Shift Training Technician | 2% of base pay |

SPECIALTY PAY*

| | | |
|------------------------------|------------|----------|
| Certified Primary Instructor | \$1,000.00 | Annually |
| EMT – Paramedic | \$4,000.00 | Annually |
| EMT – Advanced | \$1,000.00 | 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 | \$59,770.59 | Annually |
| 1 st year Step, Base pay – 12% | \$52,598.12 | Annually |
| Years 2 thru 4 | \$ - | Annually |
| Years 5 thru 9 | \$1,494.26 | Annually |
| Years 10 thru 14 | \$2,988.53 | Annually |
| Years 15 thru 19 | \$4,482.79 | Annually |
| Years 20 thru 24 | \$5,977.06 | Annually |
| 25 years & greater | \$8,965.59 | Annually |

1st CLASS PAY

| | |
|---|---------------------|
| 1 st Class FF Pay without rank | 5% of base pay. |
| 1 st Class FF Pay with rank | \$1,500.00 Annually |

EMS SPECIALTY PAY

| | |
|-----------------|-------------------|
| EMT – Basic | \$30.00 per shift |
| EMT – Advanced | \$40.00 per shift |
| EMT – Paramedic | \$50.00 per shift |

HOLIDAY PAY*

Paid to the employees who
Come onto shift on the Holiday \$110.00 per shift

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 the Common Council of the City of Muncie, Indiana this _____ day of _____, 2024.

| | Yeas | Nays | Abstained | Absent |
|------------------|-------|-------|-----------|--------|
| Jeff Green | _____ | _____ | _____ | _____ |
| Nora Powell | _____ | _____ | _____ | _____ |
| Brandon Garrett | _____ | _____ | _____ | _____ |
| Sara Gullion | _____ | _____ | _____ | _____ |
| Jerry Dishman | _____ | _____ | _____ | _____ |
| Harold Mason | _____ | _____ | _____ | _____ |
| Dale Basham | _____ | _____ | _____ | _____ |
| Ro Selvey | _____ | _____ | _____ | _____ |
| William McIntosh | _____ | _____ | _____ | _____ |

President Muncie Common Council

Presented by me to the Mayor for his approval, this _____ day of _____, 2024.

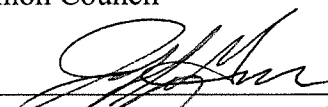
Belinda Munson, Muncie City Clerk

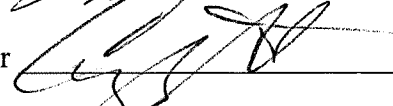
The above Ordinance is approved/vetoed by me this _____ day of _____, 2024.

Dan Ridenour, Mayor of the City of Muncie

ATTEST:

Belinda Munson, Muncie City Clerk of the Common Council

This Ordinance is proposed by Council Member  _____

This Ordinance is approved in form by Controller  _____

This Ordinance is approved in form by Legal Counsel _____

Passed by the Common Council of the City of Muncie, Indiana this _____ day of _____, 2024.

| | Yeas | Nays | Abstained | Absent |
|------------------|-------|-------|-----------|--------|
| Jeff Green | _____ | _____ | _____ | _____ |
| Nora Powell | _____ | _____ | _____ | _____ |
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| Ro Selvey | _____ | _____ | _____ | _____ |
| William McIntosh | _____ | _____ | _____ | _____ |

President Muncie Common Council

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Belinda Munson, Muncie City Clerk

The above Ordinance is approved/vetoed by me this _____ day of _____, 2024.

Dan Ridenour, Mayor of the City of Muncie

ATTEST:

Belinda Munson, Muncie City Clerk of the Common Council

This Ordinance is proposed by Council Member _____

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