



ORDINANCE NO.

12-25

**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 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 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 \$62,178.74 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 amount is \$54,717.29 for the 1<sup>st</sup> year of employment. In the 11<sup>th</sup> year of employment, Fire Fighters will be designated as First-Class Fire Fighters, with a 5% increase over base pay (\$65,287.68). The certified salary for PERF contributions will be at the First-Class Fire Fighter pay rate, plus the maximum longevity, \$74565.29.

SECTION 3. The first pay day under this ordinance will be January 3<sup>rd</sup>, 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.

2025

**\*Administrative Pay\***

Chief	\$ 90,126.96	Annually (Plus Max Longevity, Clothing Allowance,
Deputy Chief	\$ 85,008.00	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	11% of Base Pay
Training Officer	11% of Base Pay
Line Captain	11% of Base Pay
Line Lieutenant	8.5% of Base Pay
Lieutenant Inspector	8.5% of Base Pay
Sergeant	4.5% of Base Pay
MDT Technician	5% of Base Pay
Maintenance Technician	5% of Base Pay
Layout Technician	5% of Base Pay
S.C.B.A. Technician	2% of Base Pay
EMS Training Tech (1 per shift)	2% of Base Pay
Tactical Training Tech (1 per shift)	2% of Base Pay
Paramedic Shift Supervisor	2% of Base Pay

**\*Specialty Pay\***

Certified Primary Instructor	2% of Base Pay
EMT - Paramedic	7% of Base Pay
EMT - Advanced	2% of Base Pay
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	\$ 1,100.00 Annually
Certified Tech Class 5	\$ 1,300.00 Annually
Certified Tech Class 6	\$ 1,500.00 Annually

**\*Longevity Pay\***

Base Pay	\$ 62,137.74	Annually
1st Year Step = Base Pay - 12%	\$ 54,681.21	Annually
Years 2-4	\$ -	Annually
Years 5-9	\$ 1,553.44	Annually
Years 10-14	\$ 3,106.89	Annually
Years 15-19	\$ 4,660.33	Annually
Years 20-24	\$ 6,213.77	Annually
25 Years & Greater	\$ 9,320.66	Annually

**\*1st Class Pay\***

1st Class FF without rank	5% of Base Pay
1st Class FF with rank	\$ 1,500.00 Annually

2025

**\*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 employees who come onto shift, on the Holiday	\$150.00
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**\*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	\$500.00	Annually
Bachelors Degree	\$1,000.00	Annually
Masters Degree	\$1,500.00	Annually

**\* Paid in addition to base pay**

Passed by the Common Council of the City of Muncie, Indiana this 7th day of April, 2025.

	Yeas	Nays	Abstained	Absent
Jeff Green	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nora Powell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brandon Garrett	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sara Gullion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jerry Dishman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Harold Mason	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dale Basham	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ro Selvey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
William McIntosh	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Harold Mason  
President Muncie Common Council

Presented by me to the Mayor for his approval, this 7th day of April, 2025.

Belinda Munson  
Belinda Munson, Muncie City Clerk

The above Ordinance is approved vetoed by me this 7th day of April, 2025.

Dan Ridenour  
Dan Ridenour, Mayor of the City of Muncie

ATTEST:

Belinda Munson  
Belinda Munson, Muncie City Clerk of the Common Council

This Ordinance is proposed by Council Member Dale Basham

This Ordinance is approved in form by Controller [Signature]

This Ordinance is approved in form by Legal Counsel Mark Erwin