

ORDINANCE NO. _____

39-25

FILED

OCT 20 2025

Belinda Munson
MUNCIE CITY CLERK

**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 2026**

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, 2025 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 has recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and the effects of competitive pressure, and;

WHEREAS, the funds for such salaries are to be provided for in the 2026 City Budget and other such sources as may be specified by 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 \$64,623.25 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, 2024. The step program pay amount is \$56,868.46 for the 1st year of employment. In the 11th year of employment, Fire Fighters will be designated as Certified First-Class Firefighters, with a 5% increase over base pay (\$67,854.41). The certified salary for PERF contributions will be at the First-Class Fire Fighter pay rate, plus the maximum longevity, for a total of \$77,547.90

SECTION 3. The first pay day under this ordinance will be January 2nd, 2026 and will continue every two weeks for the balance of the year 2026. (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 are required by law.

Administrative Pay

Chief	\$ 93,732.04	Annually (Plus Max Longevity, Clothing Allowance,
Deputy Chief	\$ 88,408.32	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	\$ 64,623.25	Annually
1st Year Step = Base Pay - 12%	\$ 56,868.46	Annually
Years 2-4	\$ -	Annually
Years 5-9	\$ 1,615.58	Annually
Years 10-14	\$ 3,231.16	Annually
Years 15-19	\$ 4,846.74	Annually
Years 20-24	\$ 6,462.33	Annually
25 Years & Greater	\$ 9,693.49	Annually

1st Class Pay

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

2026

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 _____ day of _____, 2025.

	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 _____, 2025.

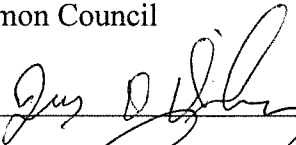
Belinda Munson, Muncie City Clerk

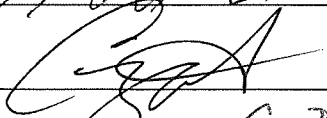
The above Ordinance is approved/vetoed by me this _____ day of _____, 2025.

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 