

FILED

AUG 31 2020

Belinda Munson  
MUNCIE CITY CLERK

ORDINANCE NO. 29-20

**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)
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Deputy Chief	\$66,568.75	Annually (Clothing Allowance, Holiday
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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

1 <sup>st</sup> Year of Employment	12% less than Regular Police Officer Base Pay (\$42,310.43)
2 <sup>nd</sup> Year of Employment	7% less than Regular Police Officer Base Pay (\$44,714.43)
3 <sup>rd</sup> Year of Employment	7% less than Regular Police Officer Base Pay (\$44,714.43)
4 <sup>th</sup> Year of Employment	Regular Police Officer Base Pay (\$48,080.03)
11 <sup>th</sup> 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 of the City of Muncie, Indiana, this \_\_\_\_\_ day of \_\_\_\_\_, 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 for his approval, this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
Belinda Munson, City Clerk

The above Resolution is approved by me this \_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
Dan Ridenour, Mayor

ATTEST:

\_\_\_\_\_  
Belinda Munson, City Clerk

This resolution is proposed by Council Member

This resolution is proposed by Controller

This resolution is approved in form by Legal Counsel

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