

**RESOLUTION 2020-17  
SALARY RESOLUTION FOR 2021  
MUNCIE SANITARY DISTRICT**

**WHEREAS**, the Board of Sanitary Commissioners, having jurisdiction of the finances of the Muncie Sanitary District; and

**WHEREAS**, Indiana State Statute 36-9-30-9 states that the Board of Sanitary Commissioners may employ, fix the compensation of, and assign the duties of engineers, architects, inspectors, superintendents, managers, collectors, attorneys, and other employees it considers necessary in the execution of its power and duties; and

**WHEREAS**, Indiana State Statute 36-9-25-32 states that the Board of Sanitary Commissioners shall provide money to pay all expenses of the Board, including Salaries of officers and employees; and

**WHEREAS**, the below listed bi-weekly salary ranges are set with minimum and maximum rates and salary employees within the listed range; and

**WHEREAS**, from time to time a non-exempt employee may be required to work overtime and a premium rate of one and one half times and the employees hourly rate will be compensated; and

**WHEREAS**, the amount of salary or hourly rate to be paid for a position is before longevity or differential pay is added to that position; and

**WHEREAS**, the calculation of the January 1, 2021 pay for the pay period from December 27, 2020 to January 9, 2021 paid on January 15, 2021 will be computed using the Year 2021 rates. Pay days will continue after January 15, 2021 at the Year 2021 rates every two weeks until duly changed and approved.

**BE IT THEREFORE RESOLVED**, that the Board of Sanitary Commissioners, having jurisdiction over the finances of the Muncie Sanitary District, do hereby fix the bi-weekly salary ranges, the bi-weekly salaries and hourly rates for the positions as set forth below, for the period beginning January 1, 2021 and continuing thereafter until duly changed and approved.

***ADMINISTRATION (611-90):***

|                                |                                    |
|--------------------------------|------------------------------------|
| Board President                | \$834.40 to \$956.00 Bi-weekly     |
| Board Vice-President           | \$725.60 to \$836.80 Bi-weekly     |
| Board Secretary                | \$725.60 to \$836.80 Bi-weekly     |
| Board Member                   | \$725.60 to \$836.80 Bi-weekly     |
| District Administrator         | \$2,185.60 to \$3,916.80 Bi-weekly |
| Financial Manager              | \$2,185.60 to \$3,704.00 Bi-weekly |
| Health Insurance Administrator | \$2,185.60 to \$3,088.00 Bi-weekly |
| Benefits Coordinator           | \$20.15 Hourly                     |
| Executive Office Manager       | \$21.34 to \$24.47 Hourly          |
| Receptionist                   | \$17.93 Hourly                     |
| Data Entry                     | \$16.20 Hourly                     |

***SANITATION (275-77):***

|                           |                                    |
|---------------------------|------------------------------------|
| Sanitation Superintendent | \$2,185.60 to \$3,088.00 Bi-weekly |
| Sanitation Supervisor     | \$1,902.40 to \$2,654.40 Bi-weekly |
| Code Enforcement Officer  | \$21.32 Hourly                     |
| Office Manager            | \$20.15 Hourly                     |
| Secretary                 | \$20.15 Hourly                     |
| CDL Driver                | \$20.15 Hourly                     |
| Maintenance               | \$19.84 Hourly                     |
| Laborer                   | \$18.96 Hourly                     |
| Receptionist              | \$17.93 Hourly                     |

**RECYCLING (275-79):**

|                       |                                    |
|-----------------------|------------------------------------|
| Recycling Coordinator | \$2,185.60 to \$3,088.00 Bi-weekly |
|-----------------------|------------------------------------|

**STORMWATER MANAGEMENT/CNG (617-89):**

|                                 |                         |
|---------------------------------|-------------------------|
| Stormwater/Recycling Educator   | \$24.47 Hourly          |
| Stormwater Inspector            | \$24.56 Hourly          |
| Laborer                         | \$18.96 Hourly          |
| CNG Mechanical Sweeper Operator | \$19.97 Hourly          |
| CNG Fuel System Technician      | \$21.32 to 24.83 Hourly |

**ENGINEERING (611-81):**

|                        |                                    |
|------------------------|------------------------------------|
| District Engineer, PE  | \$2,626.40 to \$3,712.00 Bi-weekly |
| Administrative Manager | \$1,902.40 to \$2,654.40 Bi-weekly |
| Survey Manager         | \$1,902.40 to \$2,654.40 Bi-weekly |
| Camera Manager         | \$1,865.60 to \$2,415.20 Bi-weekly |
| Surveyor               | \$21.84 Hourly                     |
| CAD Draftsman          | \$21.84 Hourly                     |
| Camera Operator        | \$21.84 Hourly                     |
| GIS Specialist         | \$25.48 Hourly                     |
| GIS Tech               | \$21.84 Hourly                     |
| Inspector              | \$21.84 Hourly                     |
| Survey Crewmember      | \$19.06 Hourly                     |
| Secretary              | \$20.15 Hourly                     |

**INFORMATION TECHNOLOGY (611-82):**

|                                |                                    |
|--------------------------------|------------------------------------|
| IT Administrator               | \$2,185.60 to \$3,088.00 Bi-weekly |
| Computer Network Specialist    | \$27.58 to \$31.74 Hourly          |
| Computer Operations Specialist | \$24.32 to \$29.62 Hourly          |

**WATER POLLUTION CONTROL (611-84):**

|                                 |                                    |
|---------------------------------|------------------------------------|
| Plant Superintendent            | \$2,185.60 to \$3,088.00 Bi-weekly |
| Maintenance Manager             | \$1,902.40 to \$2,654.40 Bi-weekly |
| Operations Manager              | \$1,902.40 to \$2,654.40 Bi-weekly |
| Administrative Manager          | \$1,902.40 to \$2,654.40 Bi-weekly |
| Welder/Metal Fabricator         | \$19.81 to \$24.48 Hourly          |
| Electrician                     | \$24.51 Hourly                     |
| Secretary                       | \$20.15 Hourly                     |
| Operator                        | \$19.97 Hourly                     |
| Maintenance                     | \$19.97 Hourly                     |
| Solids Handling/Driver Operator | \$19.97 Hourly                     |
| Laborer                         | \$18.96 Hourly                     |
| CDL Driver                      | \$20.15 Hourly                     |

**SEWER MAINTENANCE (611-85):**

|                              |                                    |
|------------------------------|------------------------------------|
| Superintendent               | \$2,185.60 to \$3,088.00 Bi-weekly |
| Assistant Superintendent     | \$1,902.40 to \$2,654.40 Bi-weekly |
| Construction Crew Manager    | \$1,811.20 to \$2,181.60 Bi-weekly |
| Lead Mechanic                | \$21.11 to \$27.84 Hourly          |
| Construction Crewmember      | \$20.15 to \$22.29 Hourly          |
| Certified Mechanic "A"       | \$23.56 Hourly                     |
| Mechanic – Non Certified     | \$20.79 Hourly                     |
| Secretary                    | \$20.15 Hourly                     |
| Sewer Maintenance Crewmember | \$20.15 Hourly                     |
| Laborer                      | \$18.96 Hourly                     |

**SEWAGE UTILITY OFFICE (611-86):**

|                    |                                    |
|--------------------|------------------------------------|
| Billing Manager    | \$1,902.40 to \$2,654.40 Bi-weekly |
| Working Foreman    | \$21.19 Hourly                     |
| Account Specialist | \$20.15 Hourly                     |

**BUREAU OF WATER QUALITY (611-87):**

|                         |                                    |
|-------------------------|------------------------------------|
| Director                | \$2,185.60 to \$3,088.00 Bi-weekly |
| Surveillance Supervisor | \$1,902.40 to \$2,654.40 Bi-weekly |
| Lab Manager             | \$1,902.40 to \$2,654.40 Bi-weekly |
| Biologist II            | \$25.03 Hourly                     |
| Surveillance II         | \$25.03 Hourly                     |
| Chemist                 | \$25.03 Hourly                     |
| Lab Analyst II          | \$25.03 Hourly                     |
| Biologist I             | \$23.56 Hourly                     |
| Surveillance I          | \$23.56 Hourly                     |
| Lab Analyst I           | \$23.56 Hourly                     |
| Secretary               | \$20.15 Hourly                     |

**LONGEVITY PAY:**

The District will pay longevity pay for continuous full-time employment from the last date of hire as follows:

| After completion of:              | <i>Bi-Weekly</i> | <i>Hourly</i> |
|-----------------------------------|------------------|---------------|
| Five (5) years of service         | \$52.00          | \$0.65        |
| Ten (10) years of service         | \$68.00          | \$0.85        |
| Fifteen (15) years of service     | \$84.00          | \$1.05        |
| Twenty (20) years of service      | \$100.00         | \$1.25        |
| Twenty-five (25) years of service | \$116.00         | \$1.45        |

**DIFFERENTIAL PAYS:**

- \$0.20 per hour – 2<sup>nd</sup> Shift
- \$0.30 per hour – 3<sup>rd</sup> Shift
- \$0.50 per hour – Cold Weather Pay
- \$0.50 per hour – Crew Leader
- \$0.50 per hour – HHW Certification
- \$1.25 per hour – CNG Certified
- \$2.50 per hour – CNG Tank Certified
- \$1.00 to \$3.00 per hour – Working Foreman
- \$1.00 to \$3.00 per hour – Office Manager

**Waste Operator Certification**

The Muncie Sanitary District recognizes the Indiana Department of Environmental Management's Wastewater Operator Certification. Employees of the Muncie Sanitary District whose job duties include knowledge of wastewater treatment in various forms are eligible for Wastewater Operator Certification. Eligibility for Operator's Certification is determined by the State via an application process which considers the relevance of the applicant's job responsibilities to wastewater treatment plant operation. These departments typically included the WPCF and BWQ. Employees must sit for the exam given by the Indiana Department of Environmental Management and pass with at least a 70% or higher. Each level of certification supersedes the previous level and pay will only be for the highest level achieved. All certifications must be kept up to date and the new license or certifications must be kept on file in the personnel records. It will be up to the certified operator to obtain enough contact hours to fulfill the necessary amount needed to renew their license. Each certification level will receive a pay rate of the following:

|                                       |               |
|---------------------------------------|---------------|
| Wastewater Operator Class I License   | \$0.25 Hourly |
| Wastewater Operator Class II License  | \$0.50 Hourly |
| Wastewater Operator Class III License | \$0.75 Hourly |
| Wastewater Operator Class IV License  | \$1.00 Hourly |

**Mechanic "A" Certification**

The Muncie Sanitary District recognizes the National Institute for Automotive Service Excellence (ASE) levels of certification. Technicians are tested and certified in both automobile and heavy-duty truck repair. All certifications must be kept up to date and the new licenses or certifications must be kept on file in the personnel records. It will be up to the certified mechanic to take the appropriate tests to renew their certifications. Each certification category and level will receive a pay rate of \$0.12.

Automobile and Light Truck Certification categories:

- A1 – Engine Repair
- A2 – Automatic Transmission/Transaxle
- A3 – Manual Drive Train and Axles
- A4 – Suspension and Steering
- A5 – Brakes
- A6 – Electrical/Electronic Systems
- A7 – Heating and Air Conditioning
- A8 – Engine Performance

The Medium-Heavy Truck Certification for vehicles over 10,000 pounds G.V.W.:

- T1 – Engine Repair – Gasoline
- T2 – Engine Repair – Diesel
- T3 – Drive Train
- T4 – Brakes and Braking Systems
- T5 – Suspension and Steering Systems
- T6 – Electrical Systems
- T7 – Heating, Ventilation and Air Conditioning (HVAC)
- T8 – Preventative Maintenance Inspection

**HSA-HRA-WELLNESS**

\$0.00-\$3,100.00

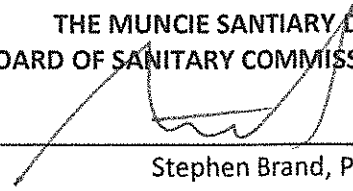
**TEMPORARY EMPLOYMENT:**


|                    |               |
|--------------------|---------------|
| Part Time with CDL | Up to \$14.04 |
| Part Time          | Up to \$12.28 |
| Seasonal           | Up to \$12.28 |

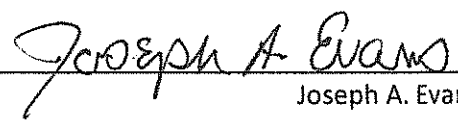
The Muncie Sanitary District's Salary Resolution for 2021 has been approved this 18<sup>th</sup> day of November.

Effective Date: January 1, 2021

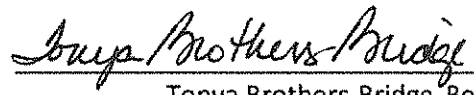
THE MUNCIE SANITARY DISTRICT  
BOARD OF SANITARY COMMISSIONERS

  
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