

**RESOLUTION 2025-16
SALARY RESOLUTION FOR 2025
MUNCIE SANITARY DISTRICT**

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

WHEREAS, Indiana Code §§ 36-9-25-10(15) and 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, laborers, supervisors, and other employees it considers necessary in the execution of its power and duties; 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, 2026 pay for the pay period from December 21, 2025 to January 3, 2026, paid on January 9, 2026 will be computed using the Year 2026 rates. Pay days will continue after January 9, 2026, at the Year 2026 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, 2026 and continuing thereafter until duly changed and approved.

ADMINISTRATION (611-90):

Board President	\$980.75 to \$1,146.27 Bi-weekly
Board Vice-President	\$980.75 to \$1,146.27 Bi-weekly
Board Secretary	\$852.86 to \$1,006.17 Bi-weekly
Board Member	\$0 to \$1,006.17 Bi-weekly
District Administrator	\$2,568.91 to \$4,626.32 Bi-weekly
Financial Manager	\$2,568.91 to \$4,376.20 Bi-weekly
HR Director	\$2,568.91 to \$3,652.17 Bi-weekly
Health Insurance Administrator	\$2,568.91 to \$3,652.17 Bi-weekly
Benefits Coordinator	\$23.59 to \$27.41 Hourly
Executive Office Manager	\$25.08 to \$30.49 Hourly
Building Maintenance Technician	\$23.68 to \$26.91 Hourly
Receptionist	\$21.09 to \$22.43 Hourly
Data Entry	\$19.06 to \$20.29 Hourly

SANITATION (275-77):

Sanitation Superintendent	\$2,568.91 to \$3,652.17 Bi-weekly
Sanitation Supervisor	\$2,236.05 to \$3,142.53 Bi-weekly
Certified Mechanic "A"	\$27.71 to \$29.37 Hourly
Code Enforcement Officer	\$25.06 to \$26.62 Hourly
CNG Fuel System Technician	\$25.06 to \$30.94 Hourly
Lead Mechanic	\$24.82 to \$34.66 Hourly
Mechanic – Non Certified	\$24.46 to \$25.95 Hourly
Office Manager	\$23.91 to \$27.13 Hourly
Administrative Assistant	\$23.69 to \$25.18 Hourly
CDL Driver	\$23.69 to \$25.18 Hourly
Maintenance	\$23.49 to \$24.95 Hourly
Welder/Metal Fabricator	\$23.29 to \$30.50 Hourly
Laborer	\$22.30 to \$23.69 Hourly
Receptionist	\$21.09 to \$22.43 Hourly

ENGINEERING (611-81):

Director	\$2,568.91 to \$3,652.17 Bi-weekly
District Engineer, PE	\$3,087.03 to \$4,385.61 Bi-weekly
Field Manager	\$2,236.05 to \$3,142.53 Bi-weekly
Survey & Information Manager	\$2,236.05 to \$3,142.53 Bi-weekly
Sewer Crew Manager	\$2,236.05 to \$3,142.53 Bi-weekly
Camera Manager	\$2,192.79 to \$2,861.38 Bi-weekly
Construction Crew Manager	\$2,128.86 to \$2,586.81 Bi-weekly
GIS Specialist	\$29.96 to \$31.74 Hourly
Certified Mechanic "A"	\$27.71 to \$29.37 Hourly
Mechanic – Non Certified	\$24.46 to \$25.95 Hourly
Surveyor	\$25.68 to \$27.25 Hourly
CAD Draftsman	\$25.68 to \$27.25 Hourly
Camera Operator	\$25.68 to \$27.25 Hourly
GIS Tech	\$25.68 to \$27.25 Hourly
Inspector	\$25.68 to \$27.25 Hourly
Construction Crewmember CDL Driver	\$23.69 to \$28.33 Hourly
Construction Crewmember	\$23.69 to \$27.80 Hourly
Sewer Maintenance Crewmember	\$23.69 to \$25.18 Hourly
Survey Crewmember	\$23.49 to \$24.95 Hourly
CNG Mechanical Sweeper Operator (CDL)	\$23.69 to \$24.95 Hourly
Office Manager	\$23.91 to \$27.13 Hourly
Laborer	\$22.30 to \$23.69 Hourly

INFORMATION TECHNOLOGY (611-82):

IT Administrator	\$2,568.91 to \$3,652.17 Bi-weekly
IT Systems Analyst	\$2,236.05 to \$3,142.53 Bi-weekly
Computer Operations Specialist	\$28.60 to \$36.84 Hourly

WATER POLLUTION CONTROL (611-84):

Plant Superintendent	\$2,568.91 to \$3,652.17 Bi-weekly
Maintenance Manager	\$2,236.05 to \$3,142.53 Bi-weekly
Operations Manager	\$2,236.05 to \$3,142.53 Bi-weekly
SCADA System Specialist	\$2,236.05 to \$3,142.53 Bi-weekly
Electrician: Journeyman I	\$28.83 to \$30.56 Hourly
Electrician: Journeyman II	\$31.35 to \$33.44 Hourly
Electrician: Master	\$34.49 to \$36.58 Hourly
Office Manager	\$23.91 to \$27.13 Hourly
Administrative Assistant	\$23.69 to \$25.18 Hourly
CDL Driver	\$23.69 to \$25.18 Hourly
Operator	\$23.49 to \$24.95 Hourly
Maintenance	\$23.49 to \$24.95 Hourly
Solids Handling/Driver Operator	\$23.49 to \$24.95 Hourly
Welder/Metal Fabricator	\$23.29 to \$30.50 Hourly
Laborer	\$22.30 to \$23.69 Hourly

SEWAGE UTILITY OFFICE (611-86):

Billing Manager	\$2,236.05 to \$3,142.53 Bi-weekly
Office Manager	\$23.91 to \$27.13 Hourly
Account Specialist	\$23.69 to \$25.18 Hourly

BUREAU OF WATER QUALITY (611-87):

Director	\$2,568.91 to \$3,652.17 Bi-weekly
Surveillance Supervisor	\$2,236.05 to \$3,142.53 Bi-weekly
Lab Manager	\$2,236.05 to \$3,142.53 Bi-weekly
Biologist II	\$29.43 to \$31.18 Hourly
Surveillance II	\$29.43 to \$31.18 Hourly
Chemist	\$29.43 to \$31.18 Hourly
Lab Analyst II	\$29.43 to \$31.18 Hourly
Biologist I	\$27.71 to \$29.37 Hourly
Surveillance I	\$27.71 to \$29.37 Hourly
Lab Analyst I	\$27.71 to \$29.37 Hourly
Stormwater Inspector	\$28.88 to \$30.61 Hourly
Office Manager	\$23.91 to \$27.13 Hourly
Administrative Assistant	\$23.69 to \$25.18 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 – 2nd Shift
- \$0.30 per hour – 3rd Shift
- \$0.50 per hour – Cold Weather Pay
- \$0.50 per hour – Crew Leader
- \$0.50 per hour – HHW Certification
- \$0.75 per hour – NASSCO Certification
- \$1.25 per hour – CNG Certified
- \$2.50 per hour – CNG Tank Certified
- \$1.00 to \$3.00 per hour – Working Foreman

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	\$0.75 Hourly
Wastewater Operator Class II License	\$1.00 Hourly
Wastewater Operator Class III License	\$1.25 Hourly
Wastewater Operator Class IV License	\$1.50 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

\$1,000.00

TEMPORARY EMPLOYMENT:

Part Time with CDL	Up to \$18.96
Part Time	Up to \$16.00
Seasonal	Up to \$16.00

The Muncie Sanitary District's Salary Resolution for 2025 has been approved this 26 day of November.

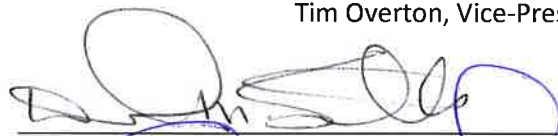
Effective Date: January 1, 2026

**THE MUNCIE SANITARY DISTRICT
BOARD OF SANITARY COMMISSIONERS**



Adam Leach, President

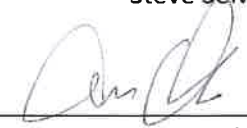
Tim Overton, Vice-President



David Smith, Secretary



Steve Selvey, Board Member



Aaron Clark, Board Member