

To: President and Members of the Munster Town Council

From: Patricia Abbott, Controller/Interim Town Manager

Date: November 3, 2025

Subject: Ordinance 2000, 2026 Salary and Pay Plan

Compensation of elected officials must be fixed, and the Police Pension Base must be certified before January 1 of the ensuing year. Proposed Ordinance 2000 has been prepared for that purpose, and it includes other annual authorizations and clarifications related to payroll. Of note are the following.

1. All elected officials (including the Clerk-Treasurer) and firefighters will receive a 2.00% increase. (Rates for elected officials must be set by December 31, 2025.)
2. The Certified First-Class Officers Rate will increase by 2.00%. (The rate must be set and certified to the State of Indiana by December 31, 2025.)
3. The Park Board is expected to approve the pay rates for part-time employees at their November 18, 2025, meeting; no changes are anticipated for 2026.
4. The final adjustments to comport with the Compensation and salary Structure for non-Sworn Personnel adopted November 18, 2024, will be made.
5. Minor language changes to provide consistency throughout the ordinance and to match what is happening in practice.
6. All benefits and related provisions (e.g. health insurance, Park discounts, etc.) will continue.

RECOMMENDED ACTION:

By motion and roll call vote, consider Ordinance 2000 on first reading and schedule second reading for the next regular meeting.