

**Resolution 2025-01**

**RESOLUTION OF THE TOWNSHIP BOARD OF  
MADISON TOWNSHIP, MORGAN COUNTY, INDIANA**

WHEREAS, the Township Board of Madison Township, Morgan County, Indiana is responsible for setting the salary, wages, rates of hourly pay and remuneration other than statutory allowances for all compensation for all officers and employees of the township; and,

WHEREAS the Township is authorized to provide various retirement and group insurance benefits for its employees,

IT IS THEREFORE RESOLVED THAT Madison Township shall provide the following benefits for full-time firefighters and full-time civilian medics employed by Madison Township during Calendar year 2025:

1. The Indiana Public Retirement System (INPRS) 1977 Police Fire Pension Fund pension base is \$59,505.00.
2. Madison Township will pay 3% of the employee portion of the INPRS 1977 Police Fire Pension Fund for 2025 for full-time firefighters. Full-time civilian medics and the full-time Fire Chief will receive a 3% contribution from the Township to the INPRS PERF My Choice: Retirement Savings Plan.
3. Madison Township will pay up to \$450 per month for each enrolled full-time employee for the employee's health, dental and vision insurance/premium.
4. Full-time employees will earn 36 hours of sick time every 4 months. A maximum of 240 hours can be banked. \*
5. Vacation days for full-time employees are awarded by years of service as of January 1 of the current year. Madison Township will only allow 48 hours of vacation time to be carried over to the following year. \*\*  
6 months completed, 2 vacation days  
9 months to 1 year completed, 2 additional days  
1 to 5 years, 7 vacation days  
6 to 10 years, 9 vacation days  
11 years or more, 13 vacation days
6. 24 hours of personal time will be awarded on January 1 to all full-time employees with the exception of anyone hired December 1 and after of the prior year. \*\*\*
7. Holiday pay applies to all fire department non-administration employees, full-time and part-time. Employees will receive \$100 per holiday for a 24-hour shift worked or

\$50 per holiday for a 12-hour shift worked. Office staff will have the day off. Holiday pay will only be paid to employees that work on the holiday. The Ten 2025 Holidays are:

New Year's Day  
Dr. Martin Luther King Day  
Presidents' Day  
Memorial Day  
Independence Day  
Labor Day  
Veterans Day  
Thanksgiving Day  
Christmas Eve  
Christmas Day

\*Sick time is for times of personal illness. Sick time needs to be scheduled in advance if possible (ex. Doctor Appointment or a medical test). Sick time can be used in 12-hour increments. If more than one sick day is used concurrently, then a doctor's note is required to return to work. Sick time cannot follow or come before vacation time or personal time. Sick time is not figured as applying to overtime hours. A full-time employee who is employed at Madison Township will be eligible for sick time after 30 days of full-time employment. The first paycheck after the 30 days the sick time may need to be prorated. At termination of employment there is no payment for unused or banked sick time.

\*\*A maximum of two weeks of vacation time can be used at any one time. Vacation time needs to be approved by the Fire Chief or Deputy Chief a minimum of two weeks before the beginning of the requested vacation time. Vacation time will be a use it or lose it policy by the end of the current year except for the 48 hours allowed to be carried forward to the next year. No additional pay will be paid for vacation hours not scheduled during the year. Only one full-time employee can be on vacation during the duration of that employee's vacation time. No vacation time will be paid while working a full-time shift. Vacation time is not counted as overtime hours. A full-time employee who is employed at Madison Township will be eligible for vacation time after 30 days of full-time employment. The first paycheck following the 30 days, vacation time may need to be prorated. The balance of vacation time at termination of employment will be paid to the employee.

\*\*\*Personal time can be taken in 12-hour intervals. Personal time must have 2 weeks prior approval by the Fire Chief or Deputy Chief and only one person per shift can take


personal time when no one else is taking vacation or scheduled medical time. Personal time is not carried forward to another year and is not counted as overtime hours and is not paid upon termination of employment.

The Trustee must approve the full-time Fire-Chief's vacation time, personal time and medical time consistent with the requirements for all full-time employees of Madison Township, as listed above.

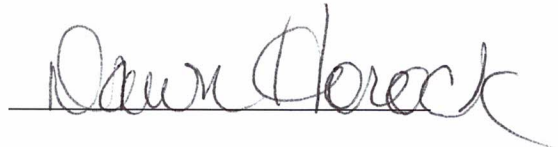
If proper approval in a timely manner for the above benefits is not obtained then disciplinary action up to and including termination could result. This benefits policy supersedes any previous benefits policy.

Dated this 7 day of January, 2025

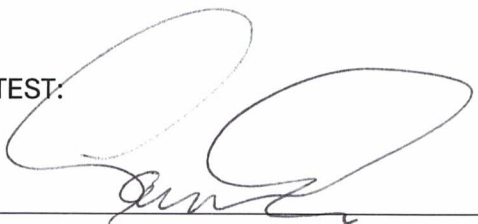
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Nolan Haggard  
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NAY

  
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ATTEST:

  
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Larry Ellis, Madison Township Trustee