

## RESOLUTION NO. 2026-01-FTMC

### **RESOLUTION APPROVING 2026 STEP INCREASES IN PAY**

The Greenfield Fire Territory Merit Commission (the “Commission”) met at a duly called and authorized meeting of the Commission on the date set forth below, such meeting being called pursuant to a notice stating the time, place and purpose of the meeting received by all the Commission members, and the following resolutions were made, seconded, and adopted by those present at the meeting, which constituted a majority of the Commission:

**WHEREAS**, the Commission is responsible for approving appointments, promotions, discipline and compensation of employees of the Fire Territory pursuant to Ind. Code §36-8-3.5-5.5 and the Commission’s adopted rules; and

**WHEREAS**, the Fire Chief has prepared a Time-Driven Raise Schedule, attached hereto as Exhibit A, which lists the dates on which employees of the Fire Territory are scheduled to receive Step Increases in Pay; and

**WHEREAS**, the Commission finds it appropriate and efficient to provide for the automatic approval of Step Increases in Pay for eligible employees subject to prior notification from the Fire Chief to the Commission of any intervening event warranting review by the Commission prior to granting the Step Increase in Pay.

**NOW, THEREFORE, BE IT RESOLVED** by the Greenfield Fire Territory Commission as follows:

**Section 1.** The foregoing Recitals are incorporated herein by this reference.

**Section 2.** All Step Increases in Pay for eligible employees of the Fire Territory shall be deemed automatically approved by the Commission upon the employee’s anniversary date subject to Section 3 of this Resolution.

**Section 3.** Automatic approval shall not apply if the Fire Chief provides written notice to the Commission, prior to the employee’s anniversary date, that an intervening event has occurred that may, in the Fire Chief’s judgment, affect the employee’s eligibility for a Step Increase in Pay. Upon receipt of such notice, the Step Increase in Pay shall be withheld pending review and action by the Commission. In such event the Commission shall determine whether the Step Increase in Pay is approved or denied.

**Section 4.** This Resolution shall take effect immediately upon its adoption by a majority vote of the Commission.

[Signature Page Follows]

**ADOPTED BY THE GREENFIELD FIRE TERRITORY MERIT COMMISSION**  
this 13<sup>th</sup> day of January, 2026.

**GREENFIELD FIRE TERRITORY MERIT COMMISSION**

Guy Titus, Mayor	<hr/> Aye	<hr/> Nay
Larry Breese, President	<hr/> Aye	<hr/> Nay
David Huffman, Vice President	<hr/> Aye	<hr/> Nay
Glenna Shelby, Secretary	<hr/> Aye	<hr/> Nay
Kathy Locke, Board of Works	<hr/> Aye	<hr/> Nay
Brent Roberson, Board of Works	<hr/> Aye	<hr/> Nay
Andrew Cape, Firefighter Appointee	<hr/> Aye	<hr/> Nay
Robert Bogigian, Firefighter Appointee	<hr/> Aye	<hr/> Nay
Greg Carwein, Firefighter Appointee	<hr/> Aye	<hr/> Nay

**ATTESTATION**

I attest under the penalties of perjury that the foregoing members of the Greenfield Fire Territory Merit Commission voted by roll call vote as indicated above at a public meeting on January 13, 2026.

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Lori Elmore, Clerk- Treasurer