



TO: Board of Public Works and Safety

FROM: Matt Light, Deputy Mayor
Matt Mitchell, Fire Chief
Jim Butts, President IAFF Local 4416

RE: MOU confirming 2025 compensation rates for Noblesville sworn firefighters

DATE: January 22, 2025

Members of the Board of Works:

The attached memorandum is provided for your review and approval. It includes the compensation rates for each NFD firefighter rank pursuant to the previously approved Meet & Confer Agreement covering fiscal years 2024 and 2025.

Under the Agreement, conditional salary increases were included for 2025, contingent on how well the city performed financially relative to the Fiscal Plan and associated property tax and local income tax projections that had been relied upon when the Agreement was finalized.

As indicated in the attached wage agreement percentage calculator, the final revenue figures produced an 8% annual increase for firefighters for 2025.

This 8% increase also impacted related pay categories, including holiday pay, paramedic stipend, and coordinator stipends, which are proportionally based off of First Class Firefighter compensation figures.

Finally, the MOU includes adjusted hourly rates for EMS Duty Officers and the Community Resource Paramedic. Labor and management had agreed conceptually that those rates should on par on an annual basis with Lieutenant pay, but previous adjustments had inadvertently resulted in a disparity. To offset this approximately \$15,000 change, the department created space in its 2025 budget proposal by coming in proportionally lower in its 200/300/400 series requests relative to the citywide growth target.



We appreciate your consideration of this MOU and respectfully request your approval.



MEMORANDUM OF UNDERSTANDING

BETWEEN

**NOBLESVILLE PROFESSIONAL FIRE FIGHTERS' ASSOCIATION
INTERNATIONAL ASSOC.
OF FIRE FIGHTERS LOCAL 4416**

AND

**NOBLESVILLE FIRE DEPARTMENT
CITY OF NOBLESVILLE, INDIANA**

2025 hourly rates, stipends, holiday pay, and certified pension base

The following is intended to memorialize the understanding between the two parties concerning Fire Fighters 2025 regular hourly rates, stipends, and certified pension base. It shall serve as a side letter for the 2024-2025 Labor Agreement regarding Article VII, Section 1 (a), Section 2, Section 5, and Section 7. Article VIII, Section 5. Article IX, Section 13 (d)(5).

The 2025 rates, stipends, holiday pay, and pension base are as follows:

Rank/Position	Rate / Hour
Division Chief: EMS, Fire Marshal, Planning-Investigations, Training-Safety, Public Relations	51.21
Fleet Maintenance Manager	\$47.13
Administrative Captain	\$47.13
Battalion Chief	\$36.04
Community Resource Paramedic	\$44.94
Deputy Fire Marshal Sworn	\$47.13
Executive Officer	\$34.24
Captain	\$33.67
Lieutenant	\$32.10
EMS Duty Officer	\$32.10
Engineer	\$29.81
1st Class Firefighter	\$28.58
Pipeman	\$23.49
Probationary	\$21.42
Recruit (40 hour)	\$30.79

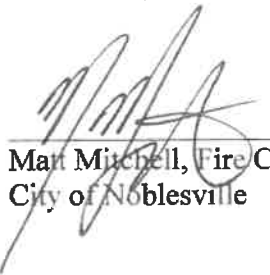
- Certified Pension Base is \$91,704.20
- Paramedic Stipend is \$7,490.25
- Coordinator Stipend (Fitness, SCBA, Dive, Haz-Mat, Tactical Rescue) is \$2,080.62

- Holiday Pay is \$12.86 per hour


Pay conversion for those transitioning between 56-hour and/or 40-hour:

	56 Hourly	56hr annual total	40hr hourly	40hr annual
Probationary	\$ 21.42	\$ 64,045.80	\$ 30.79	\$ 64,045.80
Pipeman	\$ 23.49	\$ 70,235.10	\$ 33.77	\$ 70,235.10
1st Class	\$ 28.58	\$ 85,454.20	\$ 41.08	\$ 85,454.20
Engineer	\$ 29.81	\$ 89,131.90	\$ 42.85	\$ 89,131.90
EMS Duty Officer	\$ 32.10	\$ 95,979.00	\$ 46.14	\$ 95,979.00
Lieutenant	\$ 32.10	\$ 95,979.00	\$ 46.14	\$ 95,979.00
Captain	\$ 33.67	\$ 100,673.30	\$ 48.40	\$ 100,673.30
Executive Officer	\$ 34.24	\$ 102,377.60	\$ 49.22	\$ 102,377.60
Battalion Chief	\$ 36.04	\$ 107,759.60	\$ 51.81	\$ 107,759.60

For the City:


Mark Mitchell, Fire Chief
City of Noblesville

For Local 4416:


Travis Lee, DVP
IAFF Local 4416

Effective and agreed to this 19th day of December, 2024

All of which is approved by the Board of Public Works and Safety of the City of Noblesville this
28th day of January 2025.


JACK MARTIN, PRESIDENT

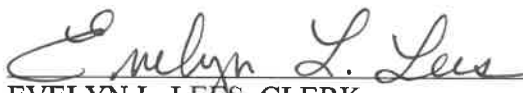

JOHN DITSLEAR, MEMBER


LAURIE DYER, MEMBER


ROBERT J. ELMER, MEMBER



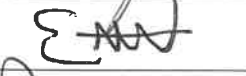







RICK L. TAYLOR, MEMBER

ATTEST:


EVELYN L. LEES, CLERK
CITY OF NOBLESVILLE, INDIANA



Approved on this 28th day of January, 2025 by the Common Council of the City of Noblesville, Indiana:

AYE		NAY	ABSTAIN
	Mark Boice		
	Michael J. Davis		
	Evan Elliott		
	David M. Johnson		
	Darren Peterson		
	Pete Schwartz		
	Aaron Smith		
	Todd Thurston		
	Megan G. Wiles		

ATTEST: Evelyn L. Lees
Evelyn L. Lees, City Clerk

Presented by me to the Mayor of the City of Noblesville, Indiana, this 28th day of January, 2025 at 6:20 P.M.

Evelyn L. Lees
Evelyn L. Lees, City Clerk

Chris Jensen
Chris Jensen, Mayor

MAYOR'S APPROVAL

1-28-25
Date

MAYOR'S VETO

Chris Jensen, Mayor

ATTEST: Evelyn L. Lees
Evelyn L. Lees, City Clerk



Union Wage Agreement Re-opener Calculator

for Fiscal Year:

2025

	Actual/ Certified	Forecast	Source Report
2023 LIT	\$ 27,786,668	\$ 27,786,668	City Fiscal Plan: 2023 Budget v3 - Adopted Budget
2023 Max Levy	\$ 27,672,261	\$ 25,810,058	City Fiscal Plan: 2023 Budget v3 - Adopted Budget
Sub-Total	\$ 55,458,929	\$ 53,596,726	
Actual % of Forecast	103.5%		
2024 LIT thru June 30 (a)	\$ 15,388,880	\$ 15,388,880	City Fiscal Plan: 2024 Budget v3 - Adopted Budget
2024 Max Levy through June 30 (b)	\$ 17,488,097	\$ 16,228,427	City Fiscal Plan: 2024 Budget v3 - Adopted Budget
Sub-Total	\$ 32,876,977	\$ 31,617,307	
Actual % of Forecast	104.0%		
2025 LIT	\$ 35,898,402	\$ 32,975,383	City Fiscal Plan: 2024 Budget v3 - Adopted Budget
Certified % of Forecast	108.9%		
GRAND TOTAL	\$ 124,234,308	\$ 118,189,416	
Actual/Certified % of Forecast	105.1%	8% Adj	

NOTES: a) Forecast amount assumes 50% collection of annual total by June 30.

b) Forecast amount assumes 53% of annual total by June 30 AND approval of High AV Growth Levy Appeal.

Re-opening Thresholds:

- Substantially Above Target (>)
- Well Above Target (= >)
- Above Target (= >)
- On Target (= >)
- Below Target (= >)
- Well Below Target (= >)
- Substantially Below Target (<)

Actual/Certified % of Forecast	Contingent Base Pay Adj
106.0%	Union May Reopen
104.0%	8% Adj
102.0%	7% Adj
100.0%	6% Adj
98.0%	5% Adj
96.0%	4% Adj
96.0%	City May Reopen