

**MEMORANDUM OF UNDERSTANDING
REVISION OF JANUARY, 2016**

This agreement is between the City of Noblesville, Indiana, (hereinafter referred to as "City") and the Noblesville Fraternal Order of Police Lodge 198 as the exclusive recognized representative for the members of the Noblesville Police Department. This agreement arises out of the meet and confer process set out in Indiana Code 36-8-22. It is not and shall not be construed as a collective bargaining agreement for purposes of federal labor laws or any state labor laws except I.C. 36-8-22.

WITNESS: That to facilitate harmony and efficiency between the City, and the membership of the police department represented by the Noblesville Fraternal Order of Police Lodge 198, the City and the Noblesville Fraternal Order of Police Lodge 198 have the following understanding:

Section 1- Duration

This Memorandum of Understanding shall take effect January 1, 2016 and shall continue in force and effect until 12:00 midnight on December 31, 2016. If no new MOU is reached by 12:00 midnight, December 31, 2016 this MOU shall remain in effect until a new MOU is reached. However, this MOU shall terminate automatically 48 months after its beginning term date if no new MOU is reached, as required by I.C. 36-8-22-16. This Memorandum of Understanding shall remain in full force and effect, unless either party desiring to amend this MOU shall notify the other in writing. Notice of a request for amendment shall specify the content of any and all proposed amendments.

Section 2- Rates of Pay

The City shall observe the regular hourly rates of pay for hourly merit police officers and bi-weekly rates of pay for exempt officers as delineated in the Noblesville Police Department 2016 budget requests and special rates of pay delineated in Ordinance #49-10-15A.

Police Department employees will receive \$.50 more per hour for FTO when a trainee is assigned. Police Department employees with the status of detective will receive annual compensation, above their regular compensation, of \$2,000. Police Department employees who are assigned as full-time K-9 handlers will receive annual compensation, above their regular compensation, of \$10,500.

Police Department exempt Administrative Police Officers will receive a flat \$40.00 per hour above their regular bi-weekly compensation for hours worked on boat and/or bike patrol.

Section 3- Pension Contribution

The City shall continue to make its 21.2% contribution to the 1977 PERF Fund.

Section 4- Clothing Allowance

The City shall maintain the police officer clothing allowance at \$800.00.

Section 5- Longevity and Alternative Longevity Pay

The City shall modify the Police and Fire Benefits Ordinance as follows:

Section 35.37- Longevity Pay

Police officers will receive \$120.00 per year for years 1-19 of continuous service.

Police officers will receive \$250.00 for each calendar year of service at the anniversary of their 20th year of service (\$5,000.00 annual). The amount of longevity pay shall not increase after the 20th year of service (will remain at the 20 year level).

Section 6- Holiday Compensation

Holiday pay for police officers shall be paid as specified in the current Police and Fire Benefits Ordinance.

Section 7- Benefit Time Scheduling

The City shall modify the Police and Fire Benefits Ordinance as follows:


Sworn police officers may schedule vacation benefit time and float benefit time in 2 hour increments.

Section 8- Supplemental Compensation for Certain Members


The city agrees that certain sworn officers formerly receiving Alternative Longevity shall receive a supplement in compensation payable over 26 pay periods to ensure that these officers base compensation is preserved from the previous year. 2016 base rates apply to each position plus supplement as noted below:

Rank/Position and Officer	Annual Supplement
Master Patrol Officer Edie Keese	\$537.60


All of which is approved by the Board of Public Works and Safety of the City of
Noblesville this 26th day of January 2016.


JOHN DITSLEAR, MAYOR


LAWRENCE STORK, MEMBER


JACK MARTIN, MEMBER


ATTEST:


EVELYN L. LEES, CLERK
CITY OF NOBLESVILLE, INDIANA

All of which is resolved by the Common Council of the City of Noblesville this

26th day of January 2016.

AYE

NAY

[Signature] BRIAN AYER

[Signature] MARK BOICE

[Signature] WIL HAMPTON

[Signature] CHRISTOPHER JENSEN

[Signature] ROY JOHNSON

[Signature] GREGORY P. O'CONNOR

[Signature] MARY SUE ROWLAND

[Signature] RICK L. TAYLOR

[Signature] MEGAN G. WILES

Approved and signed by the Mayor of the City of Noblesville, Hamilton County, Indiana,
this 26th day of January 2016.

[Signature]
JOHN DITSLEAR, MAYOR
CITY OF NOBLESVILLE, INDIANA

ATTEST:

[Signature]
EVELYN L. LEES, CLERK
CITY OF NOBLESVILLE, INDIANA

Exclusive Recognized Representative for the
Members of the Noblesville Police Department



James Aloisio, President
Noblesville Fraternal Order of Police Lodge 198



Shannon Trump, Vice President
Noblesville FOP Lodge 198



Matt McGovern, Secretary
Noblesville FOP Lodge 198