



TO: Maggie Lewis, Chair, Rules and Public Policy Committee

CC: LeAnnette Pierce, General Counsel to the City/County Council
Candace Harris, Council CFO

FROM: Abigail Hanson, Controller, Office of Finance and Management
Ernest V Malone, Chief of Fire, Indianapolis FireDepartment

SUBJECT: Fiscal Impact Statement for City's Contract with the American Federation of State, County, and Municipal Employees (AFSCME 962)

DATE: April 6th, 2026

On behalf of the parties to the tentative agreement between the Consolidated City of Indianapolis and Marion County (City) and the American Federation of State, County, and Municipal Employees (AFSCME 962) we respectfully submit the fiscal impact statement for the agreement and request that it be placed on the agenda for the Rules and Public Policy Committee meeting.

The Employer/Employee Cooperation Procedure, commonly referred to as the Collective Bargaining Ordinance, was passed by the City County Council on August 6, 2001. Section 291-610 of that ordinance requires the city to submit a fiscal impact statement to the Rules and Public Policy Committee of the City County Council for review, once a tentative agreement has been reached by the bargaining parties.

The City and the American Federation of State, County, and Municipal Employees (AFSCME 962) began negotiations for a new contract for the Indianapolis Fire Department Non-Sworn employees in the winter of 2025. The parties have now reached a tentative agreement.

The attached fiscal impact statement is broken down by each economic term of the agreement. If you have any questions regarding the fiscal impact statement or require further information, please contact Chief of Fire Ernest V Malone 716-6317, Chief Financial Officer Dawn M Sykes 327-6009, or Controller Abigail Hanson at 327-2222.



**FISCAL IMPACT STATEMENT
OF THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
CONSOLIDATED CITY OF INDIANAPOLIS, MARION COUNTY
AND THE
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, COUNCIL 962
AS THE EXCLUSIVE REPRESENTATIVE OF THE
INDIANAPOLIS FIRE DEPARTMENT**

PREPARED BY the Office of Finance & Management, March 2026



AGREEMENT SUMMARY
THREE-YEAR AGREEMENT: 2026-2028

Total Estimated Fiscal Impact: The total estimated impact of the proposed Agreement is summarized below:

Fiscal Impact 2026-2028				
	2026	2027	2028	Total Increase
Salary Increase	\$ 60,593	\$ 98,255	\$ 136,932	\$ 295,780
Longevity Increase	\$ 50,778	\$ 56,804	\$ 63,718	\$ 171,300
Certification Pay	\$ 171,419	\$ 171,419	\$ 171,419	\$ 514,257
Education Pay	\$ 14,000	\$ 14,000	\$ 14,000	\$ 42,000
Overtime	\$ 1,380	\$ 2,456	\$ 3,565	\$ 7,401
Total Annual Increase	\$ 298,170	\$ 342,934	\$ 389,634	\$ 1,030,738

- Assumed salary increase is based on 2025 base salary.
- Assumes base of 20 covered union employees.

Salary Adjustments:

Salary Table						
Position title	2026 Increase	2026	2027 Increase	2027	2028 Increase	2028
Inventory Coordinator	4%	\$23.27	3%	\$23.97	3%	24.69
Plans Analyst	4%	\$26.50	3%	\$27.30	3%	28.12
Plans Analyst II	4%	\$27.83	3%	\$28.67	3%	29.53
Public Educator/Deputy Fire Marshall I	4%	\$25.02	3%	\$25.77	3%	26.54
Public Educator/Deputy Fire Marshall II	4%	\$26.27	3%	\$27.06	3%	27.87
Quartermaster	4%	\$20.41	3%	\$21.02	3%	21.65
Support Services*	4%	\$21.71	3%	\$22.36	3%	23.03

* Support Services include Fleet Maintenance Technician and Support Services Technician.

- 1. Salary:** Pursuant to the agreement, IFD AFSCME union employees will receive base increases outlined in the table above effective on 1/1/2026. The overall salary increases in 2026 will be 4%. And pay increases for 2027 will be 3%. And pay increases for 2028 will be 3% effective 1/1/2026. This agreement creates new positions Public Educator/Deputy Fire Marshall II and Plans Analyst II.
- 2. Longevity:** Longevity is calculated at 0.50% of the base pay of a Public Educator/Deputy Fire Marshall II. Longevity shall be paid at this rate beginning in the third year of employment and continuing through years of employment as shown in Appendix A.



3. **Certification Pay:** Positions covered under this contract will be eligible to receive additional stipend on completion of any required certification. No stacking of certifications shall result in a stipend exceeding \$4 per hour.
4. **Education Pay:** Positions covered under this contract will qualify for additional pay based on the level of their degree acquired that exceeds the qualifications required for the position. Associate's degree \$300 per year, bachelor's degree \$500 per year and \$700 per year would be the maximum an employee can receive by acquiring a master's degree.
5. **Overtime:** Overtime will be paid at 1.5 times the base pay for all hours worked more than 40 hours per week. Overtime pay is for all non-exempt employees under the Fair Labor Standards Act.
6. **Call Back Pay:** Whenever any employee who is scheduled to be on call is called back to work between the hours of 4:30 p.m. and 8:00 a.m. Monday through Friday and hours worked on Saturday and Sunday, he or she shall be paid 1.5 times his or her hourly rate and receive a guarantee of a minimum of two (2) hours for the initial call out and subsequent calls will be paid based on hours worked. An employee who is called back for additional work on a holiday shall be compensated at a rate of two (2) times their regular rate of pay for the minimum of two (2) hours for the initial call out and subsequent calls will be paid based on hours worked.
7. **Compensatory Time:** Employees classified as non-exempt under the Fair Labor Standards Act are permitted to accrue compensatory time at 1.5 times the employee's regular rate of pay in lieu of overtime pay. Employees may accrue and carry a balance of 240 compensatory hours. Employees who separate from service, either voluntarily or are terminated, shall receive full payment for accrued compensatory hours. An employee who is scheduled for on-call from 4:30 p.m. through 8:00 a.m. on Monday through Friday and Saturday and Sunday who does not receive a call will receive 2 hours compensatory time at normal hourly rate. If an employee is called in to work, then the guaranteed two (2) hour compensatory time is forfeited in favor of the call back pay.

APPENDIX A

AFSCME IFD Longevity				
Deputy Fire Marshall II	0.50%			
Years of Service	2026	2027	2028	
0	\$ -	\$ -	\$ -	
1	\$ -	\$ -	\$ -	
2	\$ -	\$ -	\$ -	
3	\$ 273	\$ 281	\$ 289	
4	\$ 546	\$ 562	\$ 579	
5	\$ 819	\$ 844	\$ 869	
6	\$ 1,092	\$ 1,125	\$ 1,159	
7	\$ 1,365	\$ 1,406	\$ 1,448	
8	\$ 1,638	\$ 1,687	\$ 1,738	
9	\$ 1,911	\$ 1,968	\$ 2,027	
10	\$ 2,184	\$ 2,250	\$ 2,318	
11	\$ 2,457	\$ 2,531	\$ 2,607	
12	\$ 2,730	\$ 2,812	\$ 2,896	
13	\$ 3,003	\$ 3,093	\$ 3,186	
14	\$ 3,276	\$ 3,374	\$ 3,475	
15	\$ 3,549	\$ 3,655	\$ 3,765	
16	\$ 3,822	\$ 3,937	\$ 4,055	
17	\$ 4,095	\$ 4,218	\$ 4,345	
18	\$ 4,368	\$ 4,499	\$ 4,634	
19	\$ 4,641	\$ 4,780	\$ 4,923	
20	\$ 4,914	\$ 5,061	\$ 5,213	
20+	\$ 5,187	\$ 5,343	\$ 5,503	