

**ORDINANCE #3654**

**AN ORDINANCE ESTABLISHING THE SALARIES OF THE NEW CASTLE FIRE DEPARTMENT NON-POLICYMAKING EMPLOYEES. THE FIRST PAY IN JANUARY, 2013, SHALL BE THE RATE AS ESTABLISHED BY THIS ORDINANCE AND CONTINUE BI-WEEKLY THEREAFTER.**

CAPTAINS.....	..	1608.00	BI-WEEKLY
FIRST LIEUTENANTS.....	..	1531.00	BI-WEEKLY
ENGINEERS.....	..	1469.00	BI-WEEKLY
FIRST CLASS FIRE FIGHTER.....	..	1409.00	BI-WEEKLY
PROBATIONARY FIRE FIGHTER.....	..	1280.00	BI-WEEKLY

**EXTRA PAY FOR EXTRA DUTY - BI-WEEKLY PAY**

OPERATIONS OFFICER.....	28.85	BI-WEEKLY
CLERICAL RECORD.....	15.38	BI-WEEKLY
MECHANIC.....	28.85	BI-WEEKLY
SAFETY OFFICER.....	28.85	BI-WEEKLY
PURCHASING OFFICER.....	15.38	BI-WEEKLY

HAZARDOUS MATERIAL/WMD TECHNICIANS (1 per shift)  
with State Certification will be paid \$28.85 BI-WEEKLY

CLOTHING ALLOTMENT WILL BE BUDGETED AT \$450.00 PER PERSON PAYABLE AS FOLLOWS:  
UNIFORMS WILL BE FURNISHED TO A NEW HIRE AT THE TIME HE/SHE IS HIRED. ONE-YEAR  
PROBATIONARY PERIOD WILL BE SERVED WITH NO CLOTHING ALLOTMENT CONSIDERATION.  
DISTRIBUTION OF THE CLOTHING ALLOTMENT WILL BE MADE AS FOLLOWS:

\$225.00 PAYABLE ON OR BEFORE JUNE 28TH EACH YEAR.  
\$225.00 PAYABLE ON OR BEFORE DECEMBER 28TH EACH YEAR.

ALL PARTIAL PAYMENTS FOR CLOTHING WILL BE PRO RATED TO THE EFFECTIVE DATE OF  
RETIREMENT OR TERMINATION, NEW HIRES WILL ALSO BE PRO RATED IN THE SAME MANNER  
FROM THE DATE PROBATIONARY PERIOD IS COMPLETED, UNTIL THE END OF EACH CALENDAR  
YEAR. THIS SHALL BE CALCULATED AT A DAILY RATE.

ON THE FIRST OF THE MONTH AFTER THE DATE OF EMPLOYMENT EACH FIRE FIGHTER IN ALL  
LEVELS OF THE NEW CASTLE FIRE DEPARTMENT WILL RECEIVE \$28.00 PER MONTH OF  
LONGEVITY PAY FOR EACH THREE (3) YEARS OF CONTINUOUS EMPLOYMENT.

INCENTIVE PAY OF \$23.00 FOR MEMBERS WHO MAINTAIN EMT-B CERTIFICATION AND \$27.00  
FOR MEMBERS WHO MAINTAIN EMT-A CERTIFICATION WILL BE PAID BI-WEEKLY.

VACATION PAY FOR FIRE FIGHTERS WITH ONE (1) THROUGH NINE (9) YEARS INCLUSIVE  
CONTINUOUS EMPLOYMENT WILL RECEIVE SIX (6) CONSECUTIVE SCHEDULED WORK DAYS  
VACATIONS WITH PAY.

LIFE INSURANCE IN THE AMOUNT OF \$20,000.00 WILL BE PROVIDED BY THE CITY.

ALL EMPLOYEES WILL BE COVERED WITH: WORKERS COMPENSATION; UNEMPLOYMENT;  
PENSION PLAN FOR RETIREMENT; MEDICAL INSURANCE AND EMPLOYERS LIABILITY, MEDICAL  
COVERAGE INCLUDES EMPLOYEE, SPOUSE AND DEPENDENT CHILDREN DURING CONTINUOUS  
EMPLOYMENT.

ALL FIRE FIGHTERS SHALL BE ENTITLED TO PURCHASE ANY INSURANCE BENEFITS  
AVAILABLE ON THE CITY'S GROUP PLAN BY THE FIRE FIGHTERS PAYING THE FULL COST OF  
THE PLAN - ANY BENEFIT AVAILABLE THAT IS NOT COST SHARING.

**CONTINUATION OF INSURANCE AFTER TERMINATION OF EMPLOYMENT**

ALL CITY EMPLOYEES UPON TERMINATION OF THEIR EMPLOYMENT WITH THE CITY, FOR ANY  
REASON EXCEPT RETIREMENT, (PURSUANT TO INDIANA CODE) SHALL BE ENTITLED TO ONLY  
THOSE HEALTH CARE BENEFITS PROVIDED FOR BY THE FEDERAL COBRA OPTION, AVAILABLE  
THROUGH THE CITY'S INSURANCE CARRIER, PROVIDED FURTHER THAT SAID EMPLOYEE PAYS  
THE FULL COST OF SUCH HEALTH CARE BENEFITS AFTER TERMINATION.

ALL FIRE FIGHTERS WILL BE PAID A \$100.00 CHRISTMAS BONUS.

WAGES, FRINGE AND ECONOMIC CONDITIONS SHALL BE PAID AS PROVIDED FOR IN THE

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CONTRACT BETWEEN THE CITY OF NEW CASTLE AND MEMBERS OF THE NEW CASTLE FIRE DEPARTMENT LOCAL #1722.

THE CLERK TREASURER OF THE CITY OF NEW CASTLE SHALL HAVE AUTHORITY BY VIRTUE OF THE PASSAGE OF THIS ORDINANCE TO PAY OVERTIME TO EMPLOYEES COVERED BY THIS ORDINANCE PURSUANT TO THE PROVISIONS OF THE FAIR LABOR STANDARDS ACT.

IT IS FURTHER ORDAINED THAT THE BOARD OF PUBLIC WORKS AND SAFETY SHALL DEVELOP GUIDELINES PURSUANT TO UNITED STATES DEPARTMENT OF LABOR STANDARDS FOR THE IMPLEMENTATION OF THE FAIR LABOR STANDARDS ACT AND PREPARE FORMS WHICH COMPLY WITH THE FAIR LABOR STANDARDS ACT PROVISIONS, UNITED STATES DEPARTMENT OF LABOR RELATION, AND ARE APPROVED BY THE INDIANA STATE BOARD OF ACCOUNTS.

IT IS FURTHER ORDAINED THAT THE BOARD OF PUBLIC WORKS AND SAFETY OF THE CITY OF NEW CASTLE SHALL AMEND ITS POLICY REGARDING THE PAYMENT OF OVERTIME TO CONFORM TO FUTURE AMENDMENTS TO THE FAIR LABOR STANDARDS ACT AS PASSED BY THE UNITED STATES CONGRESS AND REGULATED BY THE UNITED STATES DEPARTMENT OF LABOR. THAT THE BOARD OF PUBLIC WORKS AND SAFETY AND THE CLERK TREASURER OF THE CITY OF NEW CASTLE SHALL, BY THE PASSAGE OF THIS ORDINANCE, BE AUTHORIZED AND DIRECTED TO MAKE POLICY, KEEP RECORDS, AND MAKE PAYMENTS WHICH WILL PROVIDE FOR THE COMPLIANCE OF THE CITY OF NEW CASTLE WITH PROVISIONS OF THE FAIR LABOR STANDARDS ACT.

### **COMPENSATORY LEAVE - NON RELATED FLSA**

COMPENSATORY LEAVE SHALL BE ALLOWED FOR NON-FLSA EMPLOYEES FOR OVERTIME WORK PERFORMED IN UNUSUAL OR EMERGENCY SITUATIONS. TIME SHALL ACCRUE AT THE RATE OF ONE HOUR WORKED EQUALS ONE HOUR OF LEAVE EARNED. THE MAXIMUM AMOUNT OF LEAVE UNUSED BY ANY NON-FLSA EMPLOYEE SHALL NOT EXCEED 24 HOURS.

### **MUNICIPAL VEHICLES**

BE IT ORDAINED THAT THE BOARD OF PUBLIC WORKS AND SAFETY SHALL ESTABLISH AND INSTITUTE POLICY ON THE USE OF MUNICIPAL VEHICLES. THAT THE BOARD OF PUBLIC WORKS AND SAFETY SHALL ESTABLISH RULES AND REGULATIONS TO CONFORM TO THE IRS RULING PERTAINING TO EMPLOYER PROVIDED VEHICLES.

THE CLERK TREASURER OF THE CITY OF NEW CASTLE SHALL HAVE AUTHORITY BY VIRTUE OF THE PASSAGE OF THIS ORDINANCE TO MAINTAIN AND REPORT TAXATION REQUIREMENTS IN COMPLIANCE WITH IRS REGULATIONS IN REFERENCE TO EMPLOYER PROVIDED VEHICLES.

ORDINANCE PURSUANT TO STATE STATUTE.

BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF NEW CASTLE, INDIANA, THAT SAID SALARIES SO ESTABLISHED BE APPROVED AS TO AMOUNTS AND CONDITIONS BEGINNING THE FIRST PAY PERIOD IN JANUARY 2013.

ALL ORDINANCES IN CONFLICT HERewith ARE HEREBY REPEALED.

ADOPTED BY THE COMMON COUNCIL OF THE CITY OF NEW CASTLE  
THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2012.

ORDINANCE #3654

\_\_\_\_\_  
GREG YORK, PRESIDING OFFICER  
COMMON COUNCIL, NEW CASTLE, IN

ATTEST:

\_\_\_\_\_  
CHRISTY YORK, CLERK TREASURER

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APPROVED BY ME THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2012.

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GREG YORK, MAYOR OF THE  
CITY OF NEW CASTLE, INDIANA