

ORDINANCE # 3966

An ordinance establishing the salaries and compensation of the New Castle Fire Department (non-policymaking employees). The first pay in January, 2026 shall be the rate as established by this ordinance and continue bi-weekly thereafter.

Be it ordained by the Common Council of the City of New Castle, Indiana.

Captain	\$2,943.08 bi weekly
First Lieutenants	\$2,819.43 bi weekly
Engineers	\$2,721.54 bi weekly
First Class Firefighter	\$2,623.66 bi weekly
Probationary Firefighter	\$2,282.34 bi weekly

EXTRA DUTY PAY – BI WEEKLY

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	\$28.85 bi weekly
Hazardous Material/WMD Technicians (1 per shift)	\$28.85 bi weekly
(State Certification required)	

CLOTHING ALLOTMENT

Clothing allotment will be \$650.00 per person payable as follows: Uniforms will be furnished to a new hire at the time he/she is hired. A one-year probationary period will be served with no clothing allotment consideration. Distribution of direct payment clothing allotment will be disbursed through payroll on or before July 28th of each year.

All partial payments for clothing allotment 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.

LONGEVITY

On the first of the following month after the date of employment each firefighter in all levels of the New Castle Fire Department will remain on \$96.16 per pay of longevity pay for each four (4) years of continuous employment increase. Certified salaries will reflect the 96.16 per four (4) year longevity increase, not to exceed \$15,000.00 per year.

HOLIDAY PAY

Annual holiday pay of \$250.00 will be paid no later than July 31, 2024. No pro-rated allocation for this pay.

EMT CERTIFICATION PAY

Incentive payment of \$23.00 for members who maintain EMT-B Certification, \$27.00 for members who maintain EMT-A Certification and \$31.00 for Paramedic Certification will be paid bi-weekly.

VACATION

Shall be awarded in accordance with the contract between the City of New Castle, Indiana and members of the New Castle Fire Department, Local #1722.

INSURANCE

The Fire Department will be covered by the same health and life insurance plans as available to the City of New Castle employees, at the cost sharing agreements.

All full-time employees will be covered by: Workmen’s compensation, unemployment, pension plan for retirement and medical insurance coverage (includes employee, spouse and dependent children) during continuous employment.

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All Firefighters shall be entitled to purchase any insurance benefits available on the city's group plan by the Firefighters paying the full cost of the plan, any benefit available that is not cost sharing.

FLSA POLICY, COMPENSATORY LEAVE AND NON-RELATED FLSA POLICY

The Clerk Treasurer of the City of New Castle shall have the authority by the passage of this ordinance to comply with all guidelines pursuant to the United States Department of Labor Standards for the implementation of the Fair Labor Standards Act provisions, United State Department of Labor Regulations 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 the 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 used by any non-FLSA employee shall not exceed 24 hours.

RETIREMENT

Salaries shall be paid through the last work day. Lump sum payments will be made for all eligible sick and vacation day accruals. Benefits continue under terms of the City policy.

PAYMENT IN LIEU OF SICK DAYS AT TERMINATION OF EMPLOYMENT

If an employee ends employment with the Fire Department, they shall receive payment for any unused vacation days that the employee has accumulated.

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.

Wages, fringe and economic conditions shall be paid as provided for in the contract between the City of New Castle and members of the New Castle Fire Department Local #1722.

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 2026.

All ordinances in conflict herewith are hereby repealed.

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ADOPTED BY THE COMMON COUNCIL OF THE CITY OF NEW CASTLE THIS 20TH DAY OF October, 2025.

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

ATTEST:

ASHLEY HUFFMAN, CLERK TREASURER

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APPROVED BY ME THIS 20TH DAY OF October, 2025.

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

ATTEST:

ASHLEY HUFFMAN, CLERK TREASURER