

ORDINANCE #3968

An ordinance establishing the salaries and compensation of the New Castle Police 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
Lieutenants	\$2,819.42 bi weekly
Sergeants	\$2,721.54 bi weekly
Investigator/ADTF	\$2,721.54 bi weekly
First Class Patrol Officer	\$2,623.66 bi weekly
Probationary Police Officer	\$2,282.34 bi weekly
(All Investigators will retain permanently held rank)	

EXTRA DUTY PAY – BI WEEKLY

Breath Analyzer	\$25.00 bi weekly
Voice Analyzer	\$25.00 bi weekly
Photographers	\$25.00 bi weekly
Drug Coordinators	\$25.00 bi weekly
IDACS Terminal Operator	\$25.00 bi weekly
Public Information Officer	\$25.00 bi weekly
ERT Members	\$25.00 bi weekly
Homicide Team Member	\$25.00 bi weekly
Certified Instructor	\$25.00 bi weekly
Field Training Officer	\$25.00 bi weekly
D.A.R.E. Officer	\$25.00 bi weekly

(No more than 2 extra duties pay per individual)

CIVILIAN PAY (Part-time)

School Patrol	\$175.00 monthly
Temporary Employees	Federal Minimum Wage

CLOTHING ALLOTMENT

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 yearly clothing allotment will be paid via IRS approved voucher system per agreement established with the Board of Public Works and Safety. Upon termination uniforms become the property of the Police Department. Badges are city property and are to be returned to the Department.

LONGEVITY

On the first of the following month after the date of employment each Police Officer in all levels of the New Castle Police 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.

EMT CERTIFICATION PAY

Incentive pay is \$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

Shall be awarded in accordance with the contract between the City of New Castle, Indiana and members of the New Castle Police Department, John P. Kura Lodge #70.

INSURANCE

The Police 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.

ORDINANCE #3968

All full time Police Officers will be covered by: Workmen's compensation, unemployment, pension plan for retirement, medical insurance coverage (includes employee, spouse and dependent children), and Police Professional Liability Insurance during continuous employment.

All Police Officers shall be entitled to purchase any insurance benefits available on the city's group plan by the Policeman 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 16 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 Police 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 Police Department, John P. Kura Lodge #70.

ORDINANCE #3968

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.

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

AYE

NAY

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

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

ATTEST:

ASHLEY HUFFMAN, CLERK TREASURER

ORDINANCE #3968