

ORDINANCE # 3364

AN ORDINANCE ESTABLISHING THE SALARIES OF THE NEW CASTLE POLICE DEPARTMENT REPRESENTED EMPLOYEES. THE FIRST PAY IN JANUARY, 2004 SHALL BE THE RATE AS ESTABLISHED BY THIS ORDINANCE AND CONTINUE BI-WEEKLY THEREAFTER.

CAPTAINS.....	1471.00	BI-WEEKLY
INVESTIGATOR/CAPTAIN.....	1471.00	BI-WEEKLY
LIEUTENANTS.....	1401.00	BI-WEEKLY
SERGEANTS.....	1345.00	BI-WEEKLY
FIRST CLASS PATROL OFFICERS.....	1289.00	BI-WEEKLY
PROBATIONARY POLICE OFFICERS.....	1176.00	BI-WEEKLY

ALL INVESTIGATORS WILL RETAIN PERMANENTLY HELD RANK

EXTRA PAY FOR SPECIALIZED TRAINING - PROFICIENCY PAY:

BREATH ANALYZERS.....	19.22	BI-WEEKLY
VOICE ANALYZERS.....	19.22	BI-WEEKLY
PHOTOGRAPHERS.....	19.22	BI-WEEKLY
DRUG COORDINATORS.....	19.22	BI-WEEKLY
IDAC TERMINAL OPERATORS.....	19.22	BI-WEEKLY
PUBLIC INFORMATION OFFICERS.....	19.22	BI-WEEKLY
ERT MEMBERS.....	19.22	BI-WEEKLY
HOMICIDE TEAM MEMBERS.....	19.22	BI-WEEKLY
CERTIFIED INSTRUCTORS.....	19.22	BI-WEEKLY
FIELD TRAINING OFFICERS.....	19.22	BI-WEEKLY

ONLY ONE PROFICIENCY COMPENSATION PER INDIVIDUAL.

CLOTHING ALLOTMENT WILL BE BUDGETED AT \$350.00 PER EMPLOYEE PAYABLE AS FOLLOWS: UNIFORMS WILL BE FURNISHED TO A NEW HIRE AT THE TIME HE IS HIRED. ONE YEAR PROBATIONARY PERIOD WILL BE SERVED WITH NO CLOTHING ALLOTMENT CONSIDERATION. DISTRIBUTION OF THE CLOTHING ALLOTMENT WILL BE MADE AS FOLLOWS:

\$350.00 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.

THE BOARD OF PUBLIC WORKS AND SAFETY SHALL ESTABLISH POSITIONS IN ANY RANK. E.G. INVESTIGATOR, JUVENILE OFFICER, SHIFT OFFICER, TRAFFIC OFFICER, NARCOTICS OFFICER.

SPECIALTY INCENTIVE AND SPECIAL DUTIES WILL BE MADE ON MERIT WITHOUT REGARD TO RANK. BASED ON RECOMMENDATIONS BY THE CHIEF AND APPROVAL BY THE BOARD OF PUBLIC WORKS AND SAFETY.

ON THE FIRST OF THE MONTH AFTER THE DATE OF EMPLOYMENT EACH EMPLOYEE IN ALL LEVELS OF THE NEW CASTLE POLICE DEPARTMENT WILL RECEIVE \$25.00 PER MONTH LONGEVITY PAY FOR EACH THREE (3) YEARS OF CONTINUOUS EMPLOYMENT.

OTHER POLICE DEPARTMENT EMPLOYEES TO BE PAID FROM THE GENERAL FUND:

SCHOOL PATROL.....	175.00	PER MONTH
TEMPORARY EMPLOYEES.....	5.75	PER HOUR



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VACATION FOR EMPLOYEES SHALL BE PAID IN ACCORDANCE WITH CONTRACT BETWEEN THE CITY OF NEW CASTLE, INDIANA AND MEMBERS OF THE NEW CASTLE POLICE DEPARTMENT, JOHN P. KURA LODGE #70. IF AN EMPLOYEE ENDS HIS EMPLOYMENT WITH THE CITY, THEY SHALL RECEIVE PAYMENT FOR ANY UNUSED VACATION DAYS THAT THE EMPLOYEE HAS ACCUMULATED.

ALL POLICE OFFICERS WILL BE PAID A \$100.00 CHRISTMAS BONUS.

UPON RETIREMENT OR TERMINATION OF EMPLOYMENT, UNIFORMS BECOME THE PROPERTY OF THE DEPARTMENT. GUNS AND BADGES ARE CITY PROPERTY AND ARE TO BE RETURNED TO THE DEPARTMENT.

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

ALL POLICE OFFICERS WILL BE COVERED BY: WORKERS COMPENSATION; UNEMPLOYMENT; PENSION PLAN FOR RETIREMENT; MEDICAL INSURANCE COVERAGE INCLUDES EMPLOYEE, SPOUSE AND DEPENDENT CHILDREN DURING CONTINUOUS EMPLOYMENT, POLICE OFFICERS WILL ALSO BE PROVIDED WITH POLICE PROFESSIONAL LIABILITY POLICY.

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.

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 CITIES INSURANCE CARRIER, PROVIDED FURTHER THAT SAID EMPLOYEE PAYS THE FULL COST OF SUCH HEALTH CARE BENEFITS AFTER TERMINATION.

WAGES, FRINGE BENEFITS AND ECONOMIC CONDITIONS SHALL BE PAID AS PROVIDED FOR IN CONTRACT BETWEEN THE CITY OF NEW CASTLE AND MEMBERS OF F.O.P. LODGE NO. 70.

COURT TIME SHALL BE PAID AS PROVIDED FOR IN THE CONTRACT LIMITED TO PAY FOR NO MORE THAN SIXTY (60) APPEARANCES PER YEAR.

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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 RELATIONS AND ARE APPROVED BY THE 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 FOR 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.



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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 16 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 EFFECTIVE 1985 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. (JANUARY 1, 2004)

ALL ORDINANCES IN CONFLICT HERewith ARE HEREBY REPEALED.

ADOPTED BY THE COMMON COUNCIL OF THE CITY OF NEW CASTLE  
THIS 15<sup>th</sup> DAY OF September, 2003.

Sherman Boles  
SHERMAN BOLES, PRESIDING OFFICER  
COMMON COUNCIL, NEW CASTLE, IN

ATTEST:

Janice Lavarney  
JANICE LAVARNWAY, CLERK TREASURER

AYE

NAY

Samuel York  
James Miller  
Mark Luthersland  
Louise Price  
Tommy Jones  
Richard Hoke

Boley Good  
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APPROVED BY ME THIS 15<sup>th</sup> DAY OF September, 2003.

Sherman Boles  
SHERMAN BOLES, MAYOR OF THE  
CITY OF NEW CASTLE, INDIANA