

ORDINANCE #3754

An ordinance establishing the wages of the administrative and management employees of the City of New Castle, Henry County, Indiana beginning January 1, 2017 and continuing thereafter.

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

SECTION I: That the following shall be the salaries of the administrative and management employees of the City of New Castle, Indiana.

All Departments of the city are eligible for the following:

1. Part-Time/Seasonal/Temporary Federal Minimum Wage

MAYOR'S OFFICE

Mayor's Assistant	1,177.00 bi-weekly
Mayor's HR Assistant	348.00 bi-weekly
File Clerk (PT)	Federal Minimum Wage

PUBLIC WORKS PERSONNEL DEPARTMENT

Director of Public Works and Safety	1022.00 bi weekly
Mayor's Assistant	295.00 bi weekly
Mayor's HR Assistant	1124.00 bi-weekly
IT Coordinator	1718.00 bi weekly
Grant/Web Administrator	1718.00 bi weekly

BUILDING COMMISSIONER'S OFFICE

Certified Building Commissioner	1936.00 bi weekly
Deputy Building Commissioners	1718.00 bi weekly
Building Inspection – Special Maintenance	153.00 bi weekly
On Call Building Inspectors	142.00 bi weekly
Code Enforcement Officer	11.00 hourly
Seasonal Foreman	8.50 hourly

CAPITAL PROJECT/IMPROVEMENT DEPARTMENT

Capital Projects Manager	1936.00 bi weekly
Capital Projects Specialist	1718.00 bi weekly

PURCHASING DEPARTMENT

Purchasing Agent	1472.00 bi-weekly
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POLICE DEPARTMENT

Police Chief	2,044.00 bi weekly
Deputy Police Chief	1,945.00 bi weekly
Merit Board Members	300.00 annually

FIRE DEPARTMENT

Fire Chief	2,044.00 bi weekly
Deputy Chief (1)	1,822.00 bi weekly
Battalion Chiefs (3)	1,822.00 bi weekly

EMERGENCY MEDICAL SERVICES

EMS Chief	2,044.00 bi weekly
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CEMETERY DEPARTMENT

Superintendent	1718.00 bi weekly
Assistant Superintendent	1472.00 bi weekly
Public Safety Officer	250.00 bi weekly
Seasonal Foreman	8.50 hourly

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PARK DEPARTMENT

Superintendent	1718.00 bi weekly
Assistant Superintendent	1472.00 bi weekly
Public Safety Officer	250.00 bi weekly
Seasonal Foremen	8.50 hourly

POOL DEPARTMENT

Seasonal Pool Manager	1,200.00 bi weekly
Group Leader Lifeguard	Federal Minimum Wage + .25 hourly
Pool Shift Managers	8.50 hourly
Concession Shift Managers	8.50 hourly
Lifeguards, Cashiers, Concession	Federal Minimum Wage

** Lifeguards returning for continuous multiple seasons receive \$.10 per hour for each continuous year

CITY COURT

Judicial Assistant	600.00 bi weekly
Court Clerk	62.00 bi weekly
Court Bailiff	62.00 bi weekly

WATER UTILITY DEPARTMENT

Certified Superintendent	1,977.00 bi weekly
Non-Certified Superintendent	1,936.00 bi weekly
Certified Assistant Water Superintendent (*)	1,899.00 bi weekly
Non-Certified Assistant Superintendent	1,718.00 bi weekly
Utility Office Manager	859.00 bi weekly
Director of Public Works and Safety	511.00 bi weekly
GIS (Geographical Information System Operator)	872.00 bi weekly

WASTEWATER UTILITY DEPARTMENT

Certified Superintendent	1,977.00 bi weekly
Non-Certified Superintendent	1,936.00 bi weekly
Certified Assistant Superintendent (*)	1,899.00 bi weekly
Non-Certified Assistant Superintendent	1,718.00 bi weekly
Utility Office Manager	859.00 bi weekly
MS-4 Operator	1,718.00 bi weekly
Pre-Treatment and Lab Compliance Officers	1,718.00 bi weekly
Street Foreman	1,472.00 bi weekly
Director of Public Works and Safety	511.00 bi weekly
GIS (Geographical Information System Operator)	872.00 bi weekly

() Certified Assistants receive biweekly certification pay of \$181.00 above Non-Certified Assistants per Ordinance #3676*

SANITATION DEPARTMENT

Superintendent	25% of MVH Department Head
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PUBLIC WORKS DEPARTMENT

Superintendent	25% of MVH Department Head
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MOTOR VEHICLE HIGHWAY DEPARTMENT

MVH Commissioner	1,936.00 bi weekly
Assistant MVH Commissioner	1,718.00 bi weekly
Street Foreman	1,472.00 bi weekly

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TRANSPORTATION DEPARTMENT

Transit Director 1,936.00 bi weekly
Assistant Transit Director 1,472.00 bi weekly

CERTIFICATION, PROFICIENCY AND LONGEVITY PAY SCHEDULE

Water Plant

Upon acquiring certification from the Indiana State Board of Health, the Operation Management Personnel will receive certification pay as follows:

Grade WT-3 1,250.00 yearly

Water Distribution

Upon acquiring certification from the Indiana State Board of Health, the Management Personnel will receive certification pay as follows:

Grade DS-L 1,250.00 yearly

Paid bi-annually 50% in June and December respectively.

Wastewater Department

Upon acquiring certification from the Indiana State Board of Health, the Management Personnel will receive certification pay as follows:

Class I 250.00 yearly
Class II 500.00 yearly
Class III 750.00 yearly
Class IV 1,500.00 yearly

Paid bi-annually 50% in June and December respectively.

An employee of the Wastewater and Water Utility shall not receive more than one certification pay in each category. The employee shall only receive the pay for the highest certification obtained.

Utility Manager

A Utility Manager that assumes the responsibility of Utility Ledger account balancing will receive \$150.00 special duty, bi-weekly pay. (Assigned by the Clerk Treasurer)

Police Department

PROFICIENCY PAY

Breath Analyzers \$25.00 bi weekly
Voice Analyzers \$25.00 bi weekly
Photographers \$25.00 bi weekly
Drug Coordinators \$25.00 bi weekly
IDAC Terminal Operations \$25.00 bi weekly
Public Information Officers \$25.00 bi weekly
Homicide Team Members \$25.00 bi weekly
Certified Instructors \$25.00 bi weekly
Field Training Officers \$25.00 bi weekly

ONLY ONE PROFICIENCY COMPENSATION PER INDIVIDUAL

On the first day of the month after the date of employment Police Management personnel will receive the \$28.00 per month longevity pay for each three (3) years of continuous employment.

Clothing allotment will be equal to the terms for ranked personnel. One year probationary period will be served with no clothing allotment consideration for new hires.

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Fire Department

EXTRA DUTY BI-WEEKLY PAY

Operations Officers	\$28.85 bi weekly
Clerical Records	\$15.38 bi weekly
Mechanics	\$28.85 bi weekly
Safety Officer	\$28.85 bi weekly
Purchasing Officer	\$15.38 bi weekly
Hazardous Material/WMD Tech	\$28.85 bi weekly

ONLY ONE PROFICIENCY COMPENSATION PER INDIVIDUAL

On the first day of the month after the date of employment Fire Management personnel will receive the \$28.00 per month longevity pay for each three (3) years of continuous employment.

Clothing allotment will be equal to the terms for ranked personnel. One year probationary period will be served with no clothing allotment consideration for new hires.

Incentive pay of \$23.00 for members who maintain EMT-B Certification and \$27.00 for members who maintain a EMT-A Certification will be paid bi-weekly.

Emergency Medical Service

SPECIAL CERTIFICATION BI-WEEKLY PAY

PALS	\$22.50 bi weekly
Extrication Certification	\$22.50 bi weekly
Firefighter I	\$22.50 bi weekly
CPR Instructor	\$22.50 bi weekly
Advanced EMT	\$22.50 bi-weekly

ONLY ONE PROFICIENCY COMPENSATION PER INDIVIDUAL

On the first day of the month after the date of employment EMS Management personnel will receive the \$23.50 per bi-weekly service pay for each three (3) years of continuous employment.

Clothing allotment will be equal to the terms for ranked personnel. One year probationary period will be served with no clothing allotment consideration for new hires.

Building Commissioners Office

Upon acquiring and maintain a valid certification from Indiana Department of Fire and Building Services in at least one and two family dwellings. Certification pay will be made as follows:

<u>Certified Building Commissioner</u>	
Over three years verifiable experience	\$1,250.00 yearly
Under three years verifiable experience	\$ 750.00 yearly
<u>Certified Deputy Commissioner</u>	
Over three years verifiable experience	\$ 500.00 yearly
Under three years verifiable experience	\$ 250.00 yearly

Paid bi-annually 50% in June and December respectively.

Certification pay will be made in the appropriate bracket of under/over years of experience with one fifth (1/5) of the total amount being paid as each area of certification is acquired. (1. Building, 2. Electrical, 3. Mechanical, 4. Plumbing, 5. Uniform Building Code.) Certified Building Commissioner shall mean certification in at least areas 1,2,3 and 4.

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VACATION, SICK (PDO) DAYS, LEAVES AND BENEFITS

Employees will receive every January 1st, Vacation Days as follows:

<u>YEARS EMPLOYED</u>	<u>VACATION LEAVE</u>
Six Months to 1 year	1 week
1 – 4 years	2 weeks
5 – 9 years	3 weeks
10 and over	4 weeks
 Police, Fire and EMS Management Personnel	
15 years and over	5 weeks

Sick (PDO) Days

Management Personnel (except Police and Fire) will receive 15 sick days annually and may accumulate up to 100 days. After said accumulation, days will be given as used (to a maximum of 15 days yearly) to maintain 100 days. In December of each year up to 5 of said accumulated days may, upon request of the employee and at the sole discretion of the City, be purchased or surrendered for payment. The time, manner, method and willingness to purchase said days prior to the employee’s retirement shall be determined by the City on a case by case basis after review of the existing budget and consideration of the existing financial condition of the City and shall be at its sole discretion and option.

Police and Fire personnel receive sick leave with regular pay as needed, with extended illness or disability requiring certification from a physician. Sick leave is continued until such time as the policemen or firemen are placed on temporary or permanent disability pension.

HOLIDAYS

All full time employees will receive and be paid for the holidays established and recognized by the City.

ANNUAL INCENTIVE

All full time non union, non-EMS employees will receive for the year 2017 an annual incentive of \$750.00 paid on or before July 31, 2017.

LEAVE (WORK RELATED)

All full time employees will continue to receive benefits with sick days and vacation accruals and workmen’s compensation will be paid by insurance. The city portion of health benefits and life insurance will continue until final settlement is made by insurer. The employee reserves the right to either use or retain sick and vacation days prior to worker’s compensation. After final settlement is made by worker’s compensation and the city has made final payment on accumulated sick days and vacation accruals, the employee will continue to receive health benefits per city policy/ordinance. Employee is responsible for monthly employee share of health insurance premium.

LEAVE POLICY-SALARY ADMINISTRATORS

All full time employees positioned as bi-weekly salary shall receive salary continuation until sick and vacation pay is exhausted. After exhaustion of pay, employee shall receive 51% for a period of time equal to 1 month’s pay for each year of service to a maximum of 6 month’s pay. A fractional year shall be pro-rated.

The City’s share of health benefit and life insurance shall continue for a period of 6 months from date of exhaustion of sick and vacation pay. Cobra will be offered thereafter.

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

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Regulations and are approved by the Indiana State Board of Accounts in regard to "Exempt Employees" overtime and compensatory awards.

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.

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.

INSURANCE

Full time employees will be covered by the same insurance plans as available to the City of New Castle employees, at the cost sharing agreements.

PAYMENT IN LIEU OF SICK DAYS AT TERMINATION OF EMPLOYMENT

If an employee ends employment with the City, they shall receive payment for any unused vacation days that the employee has accumulated. Accumulated sick days will only be paid out upon retirement, layoff or death.

CONTINUATION OF INSURANCE AFTER TERMINATION OF EMPLOYMENT

All full time employees upon termination of their employment with the City, for reasons 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.

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 2017.

All ordinances in conflict herewith are hereby repealed.

ADOPTED BY THE COMMON COUNCIL OF THE CITY OF NEW CASTLE THIS _____ DAY OF

_____, 2016

ORDINANCE #3754

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

ATTEST:

CHRISTY YORK, CLERK TREASURER

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NAY

APPROVED BY ME THIS _____ DAY OF _____, 2016

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