

ORDINANCE # 3871

An ordinance establishing the wages of the administrative and management employees of the City of New Castle, Henry County, Indiana beginning January 1, 2022 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 \$10.00 hourly

(Alternate part-time hourly rates are listed in specific Departments by position.)

MAYOR'S OFFICE

| | |
|----------------------|-------------------|
| Mayor's Assistant | 1160.00 bi-weekly |
| Mayor's HR Assistant | 400.00 bi-weekly |
| File Clerk (PT) | As listed above |

PUBLIC WORKS PERSONNEL DEPARTMENT

| | |
|-------------------------------------|-------------------|
| Director of Public Works and Safety | 2024.50 bi weekly |
| Mayor's Assistant | 400.00 bi weekly |
| Mayor's HR Assistant | 1160.00 bi-weekly |
| IT Coordinator | 1786.00 bi weekly |
| Grant/Web Administrator | 1786.00 bi weekly |

BUILDING COMMISSIONER'S OFFICE

| | |
|---|-------------------|
| Certified Building Commissioner | 2024.00 bi weekly |
| Deputy Building Commissioners | 1806.00 bi weekly |
| Building Inspection – Special Maintenance | 153.00 bi weekly |
| On Call Building Inspectors | 142.00 bi weekly |
| Code Enforcement Officer | 11.35 hourly |

CAPITAL PROJECT/IMPROVEMENT DEPARTMENT

| | |
|------------------------------|-------------------|
| Capital Projects Manager | 2024.00 bi weekly |
| Capital Projects Specialists | 1806.00 bi weekly |

POLICE DEPARTMENT

| | |
|---------------------|---|
| Police Chief | 2234.00 bi weekly |
| Deputy Police Chief | 2132.00 bi weekly |
| Merit Board Members | \$50.00 per meeting to a maximum of 350.00 annually |

FIRE DEPARTMENT

| | |
|----------------------|-------------------|
| Fire Chief | 2234.00 bi weekly |
| Deputy Chief (1) | 2132.00 bi weekly |
| Battalion Chiefs (3) | 2005.00 bi weekly |

EMERGENCY MEDICAL SERVICES

| | |
|--------------|-------------------|
| EMS Chief | 2234.00 bi weekly |
| Deputy Chief | 2132.00 bi weekly |

CEMETERY DEPARTMENT

| | |
|--------------------------|-------------------|
| Superintendent | 1806.00 bi weekly |
| Assistant Superintendent | 1580.00 bi weekly |
| Public Safety Officer | 285.00 bi weekly |
| Seasonal Mowers | 10.00 hourly |

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PARK DEPARTMENT

| | |
|--------------------------|-------------------|
| Superintendent | 1806.00 bi weekly |
| Assistant Superintendent | 1560.00 bi weekly |
| Public Safety Officer | 285.00 bi weekly |
| Seasonal Mowers | 10.00 hourly |

POOL DEPARTMENT

| | |
|----------------------------------|--------------|
| Seasonal Pool Manager | 12.00 hourly |
| Concession Manager | 10.00 hourly |
| Lifeguards | 11.00 hourly |
| Pool Cashiers/Concession Workers | 8.00 hourly |

CITY COURT

| | |
|--------------------|------------------|
| Judicial Assistant | 750.00 bi weekly |
| Court Clerk | 82.00 bi weekly |
| Court Bailiff | 82.00 bi weekly |

WATER UTILITY DEPARTMENT

| | |
|--|-------------------|
| Certified Superintendent | 2693.00 bi weekly |
| Non-Certified Superintendent | 2308.00 bi weekly |
| Certified Assistant Water Superintendent (*) | 1957.00 bi weekly |
| Non-Certified Assistant Superintendent | 1786.00 bi weekly |
| Utility Office Manager | 893.00 bi weekly |
| Director of Public Works and Safety | 542.25 bi weekly |
| GIS (Geographical Information System Operator) | 896.00 bi weekly |

WASTEWATER UTILITY DEPARTMENT

| | |
|--|-------------------|
| Certified Superintendent | 2693.00 bi weekly |
| Non-Certified Superintendent | 2308.00 bi weekly |
| Certified Assistant Superintendent (*) | 1957.00 bi weekly |
| Non-Certified Assistant Superintendent | 1806.00 bi weekly |
| Utility Office Manager | 893.00 bi weekly |
| MS-4 Operator | 1786.00 bi weekly |
| Pre-Treatment and Lab Compliance Officers | 1786.00 bi weekly |
| Street Foreman | 1540.00 bi weekly |
| Director of Public Works and Safety | 542.25 bi weekly |
| GIS (Geographical Information System Operator) | 896.00 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 |
|----------------|----------------------------|

PUBLIC WORKS DEPARTMENT

| | |
|----------------|----------------------------|
| Superintendent | 25% of MVH Department Head |
|----------------|----------------------------|

MOTOR VEHICLE HIGHWAY DEPARTMENT

| | |
|------------------------------|-------------------|
| MVH Superintendent | 2024.00 bi weekly |
| Assistant MVH Superintendent | 1786.00 bi weekly |
| Street Foreman | 1560.00 bi weekly |

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TRANSPORTATION DEPARTMENT

Transit Director 1806.00 bi weekly
Assistant Transit Director 1560.00 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 1250.00 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 1250.00 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 1500.00 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 TWO PROFICIENCY COMPENSATION PER INDIVIDUAL

In addition to any salary or other economic benefit, each employee shall receive an additional sum of twenty-one dollars (\$21.00) per pay for each period of four (4) years of continuous service to the department.

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(HIRING BONUS)

New hired qualifying officers will be paid a one-time hiring incentive upon completion of their probationary period and being promoted to First Class Patrolman and successful completion of the Indiana Law Enforcement Academy (if not previously certified).

No more than a \$1,000 payout.

- Associate's Degree being \$500.00
- Bachelor's Degree being \$1,000.00
- 4 years of honorable military service being \$1,000.00
- Valid ILEA Tier Once Certification prior to hiring being \$1,000.00

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.

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, \$27.00 for members who maintain a EMT-A Certification and \$31.00 Paramedic 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

In addition to any salary or other economic benefit, each employee shall receive an additional sum of twenty-one dollars (\$21.00) per pay for each period of four (4) years of continuous service to the department.

(HIRING BONUS)

Firefighter 1/11, EMT, Paramedic, Associates degree or above, Four years Active military, or Hazmat Tech (Indiana State Certified): \$500 for one or \$1000 for a combination of any two. No more than \$1000 payout. One-time payout one (1) year from hire date.

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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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:

Certified Building Commissioner

Over three years verifiable experience \$1250.00 yearly
Under three years verifiable experience \$ 750.00 yearly

Certified Deputy Commissioner

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.

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.

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

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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 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.

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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 2020.

All ordinances in conflict herewith are hereby repealed.

ADOPTED BY THE COMMON COUNCIL OF THE CITY OF NEW CASTLE THIS _____ DAY OF _____, 2022

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

ATTEST:

BRENDA GRIDER, CLERK TREASURER

AYE

NAY

APPROVED BY ME THIS _____ DAY OF _____, 2022

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

ATTEST:

BRENDA GRIDER, CLERK TREASURER