

CITY OF STRUTHERS
Ordinance

NO. 19-020

***AN ORDINANCE ESTABLISHING SALARIES FOR THE
DEPARTMENT HEADS IN THE CITY OF STRUTHERS, OHIO,
RETROACTIVE TO JANUARY 1, 2019, REPEALING ORDINANCE
NO. 18-017 AND ANY ORDINANCE INCONSISTENT HEREWITH
AND DECLARING AN EMERGENCY.***

NOW, THEREFORE BE IT ORDAINED, by the Council of the City of Struthers, Ohio, $\frac{3}{4}$'s of all members elected thereto concurring:

SECTION 1: Council deems it necessary to establish salaries payable as per pay schedule for the following Department Heads of the City of Struthers, Ohio.

1. DEPARTMENT HEADS
2. VACATION PROVISIONS
3. HOSPITALIZATION & INSURANCE
4. FUNERAL LEAVE
5. BIRTHDAY OFF
6. NEW HIRE LANGUAGE
7. EFFECTIVE DATE
8. REPEALING
9. EMERGENCY CLAUSE

DEPARTMENT HEADS

TAX COMMISSIONER

EFFECTIVE JANUARY 1, 2019.....\$45,033.49 PER YEAR

SUPERINTENDENT WASTE WATER PLANT

EFFECTIVE JANUARY 1, 2019.....\$73,000.00 PER YEAR

FIRE CHIEF

EFFECTIVE JANUARY 1, 2019.....\$57,125.02 PER YEAR

POLICE CHIEF

EFFECTIVE JANUARY 1, 2019.....\$57,125.02 PER YEAR

SAFETY SERVICE DIRECTOR

EFFECTIVE JANUARY 1, 2019.....\$59,605.52 PER YEAR

WORKING FOREMAN

EFFECTIVE JANUARY 1, 2019.....\$55,595.02 PER YEAR

Effective December 19, 1995, in the event of a declared natural emergency as a result of an Act of God (ie. Blizzard, flooding) requiring all Street Department personnel to work to effectively address said emergency, the Working Foreman of the Street Department shall be required to operate emergency equipment needed to deal with the declared emergency and authorized by the Safety Service Director. Said authorization shall be on a day to day basis.

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**ASSISTANT SEWAGE PLANT/ STORMWATER-POLLUTION CONTROL
MANAGER**

EFFECTIVE JANUARY 1, 2019.....\$57,429.47 PER YEAR

In the event the Assistant Plant Manager increases his license classification, his compensation shall be adjusted in accordance with the license classification compensation schedule contained in the waste water treatment plant employees' current collective bargaining agreement.

SECTION 2: VACATION PROVISIONS

In all cases where employees are governed by classified service status, vacation, leave and holiday pay must be governed by the provisions of the Ohio Revised Code. In all other cases, this vacation provision shall be applicable. Vacation periods governing the abovementioned officials, department heads, employees and appointees shall be regulated in accordance with the following provisions:

- A. Two weeks vacation with pay after rendering one (1) year of service.
- B. Three weeks vacation with pay for those who have worked for a period of five (5) years.
- C. Four weeks with pay for those who have worked for a period of ten (10) years. Five weeks vacation for those who have worked for a period of fifteen (15) years or more. Provided, however, any employee, official or appointee who is entitled to additional vacation leave over and above the minimum of two weeks shall not be permitted to take said extra vacation leave during regular vacation leave period, but said extra vacation leave shall be postponed to such a time so as not to interfere with the regular vacation schedule and so that the Department Head does not find it necessary to hire additional. Furthermore, anyone who is entitled to a vacation under the provisions of this ordinance shall not be permitted by Statute, if such leave or vacation is greater than defined herein. One additional personal day vacation with pay after fifteen (15) years of service and an additional day vacation with pay for any additional five (5) year period service, which occur after the first fifteen (15) years of service. This service shall be exercised upon request of the employee and upon the approval of the Department Head.

SECTION 3: HOSPITALIZATION AND INSURANCE BENEFITS

The City of Struthers will provide major medical/health care/hospitalization and ancillary coverage(s) (i.e., dental, vision, etc.) for all employees eligible for such benefit. All full time employees and elected officials are eligible for benefits.

The insurance committee shall recommend a base insurance plan as prescribed by current union contracts that require it. The employer shall offer additional plans. The employer shall select appropriate carriers/providers and otherwise determine the method of provision, plan eligibility criteria, and coverage levels. The costs and/or terms and conditions of said insurance shall be at the discretion of the employer and may be subject to change. The participating employee may select either single, with spouse, with child, family or other coverage offered under the plan. The same plan/plans shall be offered to all eligible employees.

Unless otherwise stated in employees union contracts, the employee will contribute twenty percent (20%) of the premium cost for medical/health care/hospitalization and ancillary coverage(s) (i.e., dental, vision, etc.). The premium contribution shall be deducted from the employees' payroll. At any time the employee does not receive a pay they are responsible for making the monthly payment.

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All spouses of eligible employees shall be afforded the City of Struthers Health Insurance Plan provided that no other insurance is available to them by any other source, or which would cost them out-of-pocket premium expenses of more than thirty-five (35%) of the current City of Struthers' premium cost for the applicable coverage for either Medical, Dental, or Vision Care Insurance. Said insurance plan should be reasonable in comparison to the current city plan. In the event that either Medical, Dental, or Vision Care Insurance is available to the spouse at an out of pocket premium expense less than 35% of the current City of Struthers premium cost for applicable insurance coverage the spouse shall not be eligible for coverage under the city insurance plan. (Struthers City Ordinance No. 18-002)

SECTION 4: FUNERAL LEAVE

When death occurs in any of the above-mentioned department employees immediate family, the employee, upon request, will be excused for up to two consecutive scheduled workdays.

The employee shall receive pay for any such excused scheduled workday provided, it is established that he/she attended said funeral. An employee will not receive funeral pay when it duplicates pay received for time not worked for any other reason.

Immediate family is herein defined as spouse, child, mother, father, sister, brother, grandmother, grandfather, mother-in-law, or father-in-law.

SECTION 5: BIRTHDAY OFF

That all employees in the above mentioned departments shall have his/her birthday off with pay. This personal day off to be taken on any day of the year, upon the request of the employee and the ensuing approval of the Department Head, provided, that this day off will not result in the Department Head calling out another employee to work at overtime pay scale.

SECTION 6: NEW HIRE LANGUAGE

The provisions of this section shall not apply to the filling of positions in the Waste Water Treatment Plant covered in Section 1 of this Ordinance.

Should any full-time position become vacant; the salary for a new replacement employee will be set at 85% of the base salary the 1st year, and 100% of the base salary in the 2nd year with all increases to be effective on the hire date and any subsequent pay increases become effective on January 1st after the 2nd year.

In the event a Department Heads salary would be less than or equal to the highest subordinate salary in the department, the new salary will be 92% of the base salary the 1st year, 97% of the base salary in the 2nd year and 100% of the base salary in the 3rd year with all increases to be effective on the hire date and any subsequent pay increases become effective on January 1st after the 3rd year.

SECTION 7: EFFECTIVE DATE

This Ordinance shall be effective upon passage unless otherwise specified herein.

SECTION 8: REPEALING

That Ordinance No. 18-017 and any ordinance inconsistent herewith are hereby repealed.

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SECTION 9: EMERGENCY CLAUSE

This ordinance is hereby declared to be an emergency measure necessary for the preservation of public peace, health and safety of the inhabitants of the City of Struthers, Ohio. Said emergency exists by reason of the fact and, as such, this ordinance shall take effect upon its passage and approval by the Mayor.

PASSED IN COUNCIL THIS 8th DAY OF May, 2019.

Megan R. Shorthouse
CLERK OF COUNCIL

Henry D. Franceschelli, Sr.
PRESIDENT OF COUNCIL

FILED WITH THE MAYOR THIS 9th DAY OF May, 2019.

Megan R. Shorthouse
CLERK OF COUNCIL

APPROVED BY THE MAYOR THIS 9th DAY OF May, 2019.

Terry P. Stocker
MAYOR

PUBLISHED IN THE HOMETOWN JOURNAL

DATE: 5/16/2019-5/23/2019

Megan R. Shorthouse
CLERK OF COUNCIL