

**CITY OF STRUTHERS**  
**Ordinance**

**NO. 20-015**

**AN ORDINANCE AUTHORIZING VARIOUS MEMORANDUMS OF UNDERSTANDING BETWEEN THE CITY OF STRUTHERS AND ITS LOCAL UNIONS, AUTHORIZING THE EXTENSION OF IDENTICAL BENEFITS TO NON-BARGAINING UNIT PERSONNEL, AND DECLARING AN EMERGENCY.**

**WHEREAS**, the City of Struthers has elected to exercise its rights pursuant to law to opt out of recent federal legislation due to the need to balance the City's obligation to be able to continue to provide essential government services and adequate staffing in continuous operations with an unfunded, federal mandate;

**WHEREAS**, the City of Struthers and its employee union's recognize that local, tailored responses to the Coronavirus Pandemic are best accomplished collaboratively and with the needs of the public in mind;

**WHEREAS**, the City and its employee unions wish to extend certain benefits that otherwise would have been provided under the federal legislation, but in a more commonsense, tailored approach to City operations;

**WHEREAS**, it is the desire of both parties to work together for the mutual goal of providing the highest level of public service, while recognizing the risk and sacrifice that employees are making to ensure that such services continue, uninterrupted.

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

**SECTION 1:** The Mayor is hereby authorized to enter into the attached Memorandum's of Understanding with all of its recognized employee unions [i.e. FOP Lodge 41 (Patrolman & Captains), Ohio Patrolman's Benevolent Association (OPBA – Dispatch), International Association of Firefighters (IAFF), Local 1910, American Federation of State, County, & Municipal Employees (AFSCME), Local 759].

**SECTION 2:** Extension of Sick Leave Advancement/Sick Leave Award to Non-Bargaining Personnel. The Mayor is hereby further authorized to extend the same sick leave advancement benefit and sick leave award amount (Memorandum #2 and #3) to non-bargaining unit personnel, should it be determined to be necessary, under the same terms and conditions as are provided for in the non-fire personnel memorandums referenced in Section 1 (Memorandum #4) Inasmuch as non-bargaining personnel are not represented by a union, it is recognized that any notice to be given to the union, would not be applicable.

**SECTION 3:** It is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal actions were in meetings open to the public and in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

**SECTION 4:** This Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety, and welfare of the citizens of the City of Struthers; the immediate emergency being the immediate need to implement the provisions of said agreement between the parties. Therefore, this Ordinance shall be in full force and effect immediately upon its passage and approval by the Mayor.

**CITY OF STRUTHERS**

**Ordinance**

**NO. 20-015**

PASSED IN COUNCIL THIS 22<sup>nd</sup> DAY OF April, 2020.

Megan R. Shorthouse  
CLERK OF COUNCIL

Joseph N. Rudzik  
PRESIDENT OF COUNCIL

FILED WITH THE MAYOR THIS 23<sup>rd</sup> DAY OF April, 2020.

Megan R. Shorthouse  
CLERK OF COUNCIL

APPROVED BY THE MAYOR THIS 23<sup>rd</sup> DAY OF April, 2020.

Catherine Cercone Miller  
MAYOR

PUBLISHED IN THE HOMETOWN JOURNAL

DATE: 04/30/2020-05/07/2020

Megan R. Shorthouse  
CLERK OF COUNCIL