

CITY OF STRUTHERS
Ordinance

NO. 19-024

AN ORDINANCE GRANTING AND ESTABLISHING SALARIES FOR ALL NON-ELECTED EMPLOYEES AND NON-ELECTED OFFICERS AND APPOINTEES IN THE STREET DEPARTMENT IN THE CITY OF STRUTHERS, OHIO, EXCLUDING THE SAFETY-SERVICE DIRECTOR AND WORKING FOREMAN, PROVIDING FOR VACATIONS, HOLIDAY PAY, AND OVERTIME FOR SAID EMPLOYEES, RETROACTIVE TO JANUARY 1, 2019, REPEALING ORDINANCE NO. 18-021 AND ANY ORDINANCE INCONSISTENT HERewith AND DECLARING AN EMERGENCY.

WHEREAS, Council has determined it appropriate and necessary to provide for a wage adjustment as of January 1, 2019, and, as such, it is necessary to enact the following ordinance:

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

1. Street Department
2. Vacation Provisions
3. Holiday Provisions
4. Funeral Leave
5. Hospitalization, Dental & Vision Care and Life Insurance
6. Birthday Off
7. C D L License Renewal
8. Sick Leave Cap
9. New Hire Language
10. Effective Date
11. Repealing
12. Emergency Clause

SECTION 1: STREET DEPARTMENT

That beginning with the 1st day of January 2019, the annual salaries and per hour compensation of all officials and employees of the Street Department, Working Foreman excluded, is hereby fixed as follows:

Maintenance & Equipment Operator Effective January 1, 2019	Annual Salary \$43,613.57
Maintenance & Equipment Operator (1st year) Effective January 1, 2019	\$36,169.78
Group Leader Effective January 1, 2019	A 30 cent per hour wage base.
Mechanic Effective January 1, 2019	\$39,047.56

Members of the Street Department other than the Working Foreman shall receive minimum of three (3) hour call-out based on their annual salary divided by 2080 x 1.5.

Maintenance & Equipment Operator Effective January 1, 2019	Per Hour \$31.45
Maintenance & Equipment Operator (1st year) Effective January 1, 2019	\$26.08

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Mechanic

Effective January 1, 2019

\$28.16

Any new employee hired after January 1, 2003 will receive 85% of the salary of a Maintenance & Equipment Operator for a one-year probationary period.

The following shall apply to Street Working Foreman and Members of the Street Department required to work in excess of twelve (12) continuous hours in any twenty-four (24) hour period shall be furnished with a meal voucher with a value of \$4.00 for each continuous three (3) hours of such overtime work.

If any employee is assigned to work a job in a higher level position than his established position or rate, for a continuous period of more than one day but no more than thirty days in any one year period because of temporary absence or vacancy, he may be paid the higher rate or salary for the time he works said position, with the supervisory salaries being excluded, provided that this temporary occupancy is approved by the Civil Service Commission of the City of Struthers, Ohio.

Employees of the Street Department, excluding the Working Foreman, shall receive exposure pay of \$625.00 per year.

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 above mentioned officials, 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 VACATION 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 HEADS DO 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 FIVE (5) YEAR PERIOD OF 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.**

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SECTION 3: HOLIDAY PROVISIONS

In the event it becomes necessary to determine or compute the basic hourly rate of any employee whose basic hourly rate is not specified above, the following formula shall be used. The annual salary of said employee shall be divided by 2080 hours.

Any employee, Working Foreman excluded, who works on any holiday shall be paid his or her base salary plus two and one quarter (2 –1/4) times his or her base rate for the hours worked on said holiday but in no event shall said employee be paid holiday pay for more than one eight-hour shift on any holiday.

That any employee that does not work his regular schedule the day before and the day after a holiday unless for just cause shall not be paid for the holiday. Any employee who is not scheduled to work on a designated holiday shall be paid his regular pay for said day.

SECTION 4: FUNERAL LEAVE

When death occurs in a Street Department employee's 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 workdays, provided, it is established that he/she attended said funeral. A Street Department 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: HOSPITALIZATION, DENTAL, VISION & LIFE INSURANCE

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.

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)

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SECTION 6: BIRTHDAY OFF

That all Street Department employees 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 Working Foreman, provided that this day off will not result in the Working Foreman calling out any Street Department employee to work at overtime pay scale.

SECTION 7: C D L LICENSE RENEWAL

The City of Struthers shall reimburse department employees for required C D L License renewal.

SECTION 8: SICK LEAVE CAP

Sick leave accumulation for severance purposes shall be capped at a maximum of 2080 hours per employee for all employees who had less than 2080 accumulated hours as of December 31, 1993. Sick leave accumulated hours as of December 31, 1993 for purpose of determining severance pay shall be calculated at the employees 1993 pay rate and at the rate earned beginning in 1994. Sick leave shall be used on a first earned, first used basis.

SECTION 9: NEW HIRE LANGUAGE

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 the second year and with all increases to be effective on the hire date and any subsequent pay increases become effective on January 1st after the 2nd year.

SECTION 10: EFFECTIVE DATE

This Ordinance is retroactive to January 1, 2019.

SECTION 11: REPEALING

That Ordinance No. 18-021 and any Ordinance inconsistent herewith are repealed.

SECTION 12: 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 full-time employees get paid retroactive to January 1, 2019, as such, this ordinance shall take effect upon its passage and approval by the Mayor.

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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