

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

**NO. 19-025**

**AN ORDINANCE GRANTING AND ESTABLISHING THE SALARY FOR FULL-TIME PARK CARETAKER/LABORER, IN THE CITY OF STRUTHERS, OHIO, PROVIDING FOR VACATION, AND HOLIDAY PAY, RETROACTIVE TO JANUARY 1, 2019, REPEALING ORDINANCE NO. 18-022 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: That the Council of the City of Struthers, Ohio, hereby creates the position of a full-time Park Caretaker/Laborer in the following categories, to wit:

1. FULL-TIME PARK CARETAKER/LABORER
2. DEFINING DUTIES
3. SETTING SALARY
4. VACATION PROVISIONS
5. HOSPITALIZATION AND INSURANCE BENEFITS
6. FUNERAL LEAVE
7. NON-CLASSIFIED SERVICE
8. NEW HIRE LANGUAGE
9. REPEALING
10. EFFECTIVE DATE
11. EMERGENCY CLAUSE

**SECTION 2: DEFINING DUTIES**

Weekly work schedule to be approved under the general supervision of the Safety Service Director, or designee and the full time Park Caretaker/Laborer will undertake a variety of routine and assigned duties designed to assist in maintaining Mauthe Park striving at all times to provide courteous and professional service to the community. These duties shall include, but are not limited to:

1. Maintain all public areas and facilities at Mauthe Park.
2. Schedule, direct and supervise any temporary, part-time help assigned to work at Mauthe Park.
3. Keep all equipment and facilities in good repair.
4. Assist in the WIC Program and set up for rentals of the Pavilion and Multi-Purpose Building.
5. To perform as laborer in other areas when and as directed by the Safety Service Director, or his designee.

**SECTION 3: SETTING SALARY**

That beginning with the 1<sup>st</sup> day of January 2019 the annual salary of the Full-Time Park Caretaker/Laborer person is hereby fixed as follows:

**Full-Time Park Caretaker/Laborer**  
Effective January 1, 2019.....\$29,902.72

**SECTION 4: VACATION PROVISIONS**

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 with pay for those who have worked for a period of ten (10) 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 help. 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 day vacation with service, which occur after the first fifteen (15) years of service. This privilege shall be exercised upon request of the employee and upon the approval of the Department Head.

### **SECTION 5: 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.

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: FUNERAL LEAVE**

When death occurs in any of the above mentioned department employee's immediate family, the employee, upon request, will be excused for up to two (2) consecutive scheduled workdays. The employee shall receive pay for any such excused scheduled weekday, provided; it is established that he/she attended such 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, father-in-law.

**SECTION 7: NON-CLASSIFIED SERVICE**

Said position is non-classified service and is appointed by the Mayor.

**SECTION 8: 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 1<sup>st</sup> 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 1<sup>st</sup> after the 2<sup>nd</sup> year.

**SECTION 9: REPEALING**

That Ordinance No. 18-022 and any ordinance inconsistent herewith are hereby repealed.

**SECTION 10: EFFECTIVE DATE**

That this Ordinance is retroactive to January 1, 2019.

**SECTION 11: 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 that said full-time Park Caretaker/Laborer get paid retroactive to January 1, 2019, and, as such, this ordinance shall take effect upon its passage and approval by the Mayor.

PASSED IN COUNCIL THIS 8<sup>th</sup> DAY OF May, 2019.

Megan R. Shorthouse  
CLERK OF COUNCIL

Henry D. Franceschelli, Sr.  
PRESIDENT OF COUNCIL

FILED WITH THE MAYOR THIS 9<sup>th</sup> DAY OF May, 2019.

Megan R. Shorthouse  
CLERK OF COUNCIL

APPROVED BY THE MAYOR THIS 9<sup>th</sup> 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