

CITY OF STRUTHERS  
*Ordinance*

NO. 25-032

***AN ORDINANCE ESTABLISHING THE POSITION, SALARY, AND EMPLOYMENT PROVISIONS OF SUPERINTENDENT WASTE WATER PLANT, DEPARTMENT HEAD. A NON-CLASSIFIED SERVICE APPOINTED BY THE MAYOR. RETROACTIVE TO JANUARY 1, 2025, REPEALING ORDINANCE NO. 24-035 AND ANY ORDINANCE INCONSISTENT HERewith AND DECLARING AN EMERGENCY.***

WHEREAS, Council has determined it appropriate and necessary to provide for a wage adjustment as outlined below, 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:

SECTION 1: Council deems it necessary to create said position. Classifying all salaries payable as per pay schedule and vacation for non-elected appointees in the following, to wit.

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

DEPARTMENT HEAD

That beginning with the 1<sup>st</sup> day of January 2025, the annual salary and per hour compensation of Superintendent Waste Water Plant, Department Head is hereby fixed as follows:

SUPERINTENDENT WASTE WATER PLANT

EFFECTIVE JANUARY 1, 2025.....\$87,550.00 PER YEAR

If the Superintendent is unable to act as Operator of Record, a per diem person will be appointed by the mayor to fulfill the permit requirements and paid \$230.00 per day.

SECTION 2: VACATION PROVISIONS

The Superintendent Waste Water Plant shall receive 240 hours (6 weeks) of vacation for utilization only and not vacation cashout. At the time of severance, vacation shall be awarded in compliance with the City of Struthers Codified.

Should the position be vacated and reappointed the vacation provisions will revert to the current language as per the Struthers City Codified.

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 employee's 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)

**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 LANGUAE**

Should any full-time position in the City of Struthers become vacant; the salary for a new replacement employee will be set at 90% of the base salary in the first year. The employee will receive the full wage for said position after the employee completes one year of continuous, full-time service with the city in the new position. Any current, full-time employee of the City of Struthers, who has more than one year of continuous full-time service with the City, shall not be subject to a new hire schedule if he or she accepts a lateral transfer from one position to another with the City. In such instances, the current full-time employee shall be eligible for the full-rate immediately after accepting a lateral transfer to the new position. Said new hire provisions shall apply to Department Heads. (This Section maybe overridden by act of Council based on qualification of said new hire.)

**SECTION 7: EFFECTIVE DATE**

That this Ordinance is retroactive to January 1, 20245

**SECTION 8: REPEALING**

That Ordinance No. 24-034 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 that salaries for said Department Head must be set and be retroactive to January 1, 2025, and, as such this ordinance shall take effect upon its passage and approval by the Mayor.

PASSED IN COUNCIL THIS 9<sup>th</sup> DAY OF April, 2025.

  
CLERK OF COUNCIL

  
PRESIDENT OF COUNCIL

FILED WITH THE MAYOR THIS 9<sup>th</sup> DAY OF April, 2025.

  
CLERK OF COUNCIL

APPROVED BY THE MAYOR THIS 9<sup>th</sup> DAY OF April, 2025.

  
MAYOR

POSTED ON STRUTHERS CITY WEBSITE & STRUTHERS SOCIAL MEDIA

DATE: April 11, 2025

  
CLERK OF COUNCIL

Save: Salary-Department Head WWTP SUPERINTENDENT 2025 3% Increase