

CITY OF STRUTHERS
Ordinance

NO. 25-033

AN ORDINANCE ESTABLISHING THE POSITION, SALARY, AND EMPLOYMENT PROVISIONS OF STREET DEPARTMENT. A CIVIL SERVICE POSITION APPOINTED BY THE MAYOR. RETROACTIVE TO JANUARY 1, 2025 FOR SAID EMPLOYEE, EXCLUDING THE WORKING FOREMAN, REPEALING ORDINANCE NO. 24-036 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 vacations for non-elected appointees in the following, to wit.

1. STREET DEPARTMENT
2. VACATION PROVISIONS
3. HOLIDAY PROVISIONS
4. FUNERAL LEAVE
5. HOSPITALIZATION & INSURANCE BENEFITS
6. BIRTHDAY OFF
7. NEW HIRE LANGUAGE
8. CDL LICENSE RENEWAL
9. EFFECTIVE DATE
10. REPEALING
11. EMERGENCY CLAUSE

STREET DEPARTMENT

That beginning with the 1st day of January 2025, 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, 2025.....\$51,041.61 PER YEAR*
***WITH THE EXCEPTION OF NEW HIRES AS THEY ARE ADDRESSED IN SECTION SEVEN.**

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.

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.

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

The appointed CDL Instructor will receive a \$1000.00 yearly bonus payable in December.

All full-time maintenance & Equipment Operators shall receive an annual clothing allowance in the amount of eight hundred dollars (\$800) each year. The allowance is to be paid by April 15th of each year. Clothing allowance payments shall be prorated in the initial year. Payment shall not be credited for partial months.

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SECTION 2: VACATION PROVISIONS

| <u>Years of Service</u> | <u>Annual Vacation</u> |
|---------------------------|------------------------|
| Less than one (1) year | None |
| One (1) to Four (4) | 80 hours (2 weeks) |
| Five (5) to Nine (9) | 120 hours (3 weeks) |
| Ten (10) to Fourteen (14) | 160 hours (4 weeks) |
| Fifteen (15) or more | 200 hours (5 weeks) |

Service in excess of fifteen (15) Years:

Employee with more than Fifteen (15) years of continuous full-time service with the City will receive an additional eight (8) hours of vacation leave annually. Thereafter, for each five (5) year period of service beyond the first fifteen (15) years, an employee shall receive an additional eight (8) hours of vacation leave annually. (i.e., Twenty (20) years or more - 208 hours; Twenty-five (25) years or more - 216 hours; Thirty (30) years or more - 224 hours; etc.)

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 & 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.

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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 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: NEW HIRE LANGUAGE

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 8: C D L LICENSE RENEWAL

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

SECTION 9: EFFECTIVE DATE

This Ordinance is retroactive to January 1, 2025.

SECTION 10: REPEALING

That Ordinance No. 24-036 and any Ordinance inconsistent herewith are repealed.

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 and full-time employees get paid retroactive to January 1, 2025, as such, this ordinance shall take effect upon its passage and approval by the Mayor.

