

CITY OF STRUTHERS
Ordinance

NO. 21-040

***AN ORDINANCE ESTABLISHING SALARIES FOR THE
DEPARTMENT HEADS IN THE CITY OF STRUTHERS, OHIO,
RETROACTIVE TO JANUARY 1, 2021, REPEALING ORDINANCE
NO. 21-020 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: Council deems it necessary to establish salaries payable as per pay schedule for the following Department Heads of the City of Struthers, Ohio.

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

TAX COMMISSIONER

EFFECTIVE JANUARY 1, 2021.....\$45,934.16 PER YEAR

SUPERINTENDENT WASTE WATER PLANT

EFFECTIVE JANUARY 1, 2021.....\$73,000.00 PER YEAR

FIRE CHIEF

EFFECTIVE JANUARY 1, 2021.....\$58,838.77 PER YEAR

In the event The Fire Chief is needed at a scene outside the normal working hours of 8:00 a.m. to 4:00 p.m. Fire Chief will be paid 1 ½ time of said salary average, which as of January 1, 2021 is \$28.29 an hour. Said emergency scenes may be Commercial Structure Fires, House Fires, Fires resulting in a death, Train derailment, Environment Accidents, Mutual Aid Calls, Large Events Involving Multiple Departments, Fire Fighter Injury, Accident, and/or Death. Any said emergency shall be approved by the Safety Service Director.

POLICE CHIEF

EFFECTIVE JANUARY 1, 2021.....\$58,838.77 PER YEAR

In the event The Police Chief is needed at a scene outside the normal working hours of 8:00 a.m. to 4:00 p.m. He will be paid 1 ½ time of his salary average, which as of January 1, 2021 is \$28.29 an hour. Said emergency scene may be Murder Investigation, Hostage Standoff, Domestic Violence Scenes, Officer Down Calls, Rioting in our City, Multiple Burglaries, Mutual Aid Calls, and/or Large Scale Event Involving Multiple Police Agencies. This clause does not include extra duty he may work. Any said emergency shall be approved by the Safety Service Director.

SAFETY SERVICE DIRECTOR

EFFECTIVE JANUARY 1, 2021.....\$59,605.52 PER YEAR

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WORKING FOREMAN

EFFECTIVE JANUARY 1, 2021.....\$56,706.92 PER YEAR

In the event The Street Department Working Foreman is needed at a scene outside the normal working hours of 8:00 a.m. to 4:00 p.m. Street Department Working Foreman will be paid 1 ½ time of said salary average, which as of January 1, 2021 is \$27.26 an hour. Any said emergency shall be approved by the Safety Service Director.

**ASSISTANT SEWAGE PLANT/ STORMWATER-POLLUTION CONTROL
MANAGER**

EFFECTIVE JANUARY 1, 2021.....\$57,429.47 PER YEAR

In the event the Assistant Plant Manager increases his license classification, his compensation shall be adjusted in accordance with the license classification compensation schedule contained in the waste water treatment plant employees' current collective bargaining agreement.

Also, in the event the Assistant Plant Manager is needed at a scene outside the normal working hours of 8:00 a.m. to 4:00 p.m. The Assistant Plant Manager will be paid 1 ½ time of said salary average, which as of January 1, 2021 is \$27.61 an hour. Said emergency scenes may be heavy rain fall events and city wide flooding and backups, emergency call out equipment failure, experience and tenure of the department and city operations in the absence of the Plant Manager, and majority of plant personal under 5 years' experience due to retirements. Any said emergency shall be approved by the Safety Service Director.

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.)

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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 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)

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 LANGUAGE

The provisions of this section shall not apply to the filling of positions in the Waste Water Treatment Plant covered in Section 1 of this Ordinance.

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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 in the 2nd year with all increases to be effective on the hire date and any subsequent pay increases become effective on January 1st after the 2nd year. Unless vacancy is filled with an already existing full-time city employee in which the employee will receive 100% of the salary.

In the event a Department Head's salary would be less than or equal to the highest subordinate salary in the department, the new salary will be 92% of the base salary the 1st year, 97% of the base salary in the 2nd year and 100% of the base salary in the 3rd year with all increases to be effective on the hire date and any subsequent pay increases become effective on January 1st after the 3rd year. Unless vacancy is filled with an already existing full-time city employee in which the employee will receive 100% of the salary.

SECTION 7: EFFECTIVE DATE

That this Ordinance is retroactive to January 1, 2021.

SECTION 8: REPEALING

That Ordinance No. 21-020 and any ordinance inconsistent herewith are hereby repealed.

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 and full-time employee gets paid retroactive to January 1, 2021, as such, this ordinance shall take effect upon its passage and approval by the Mayor.

PASSED IN COUNCIL THIS 23rd DAY OF June, 2021.

Megan R. Shorthouse
CLERK OF COUNCIL

Michael S. Patrick
PRESIDENT OF COUNCIL

FILED WITH THE MAYOR THIS 23rd DAY OF June, 2021.

Megan R. Shorthouse
CLERK OF COUNCIL

APPROVED BY THE MAYOR THIS 23rd DAY OF June, 2021.

Catherine Cerccone Miller
MAYOR

PUBLISHED IN THE HOMETOWN JOURNAL

DATE: 07/01/2021-07/08/2021

Megan R. Shorthouse
CLERK OF COUNCIL