

CITY OF STRUTHERS
Ordinance

NO. 19-021

AN ORDINANCE GRANTING AND ESTABLISHING SALARIES FOR ALL NON-ELECTED EMPLOYEES AND NON-ELECTED OFFICERS AND APPOINTEES IN THE CITY OF STRUTHERS, OHIO, EXCLUDING THE SAFETY SERVICE DIRECTOR, POLICE CHIEF, TAX COMMISSIONER, RETROACTIVE TO JANUARY 1, 2019 PROVIDING FOR VACATIONS, FUNERAL LEAVE FOR SAID EMPLOYEES AND REPEALING ORDINANCE NO. 18-018 AND ANY ORDINANCE INCONSISTENT HEREWIT 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 classify all salaries payable as per pay schedule and vacations for non-elected employees, non-elected officers and appointees in the following categories, to wit:

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

CITY BUILDING EMPLOYEES

MAYOR'S SECRETARY
EFFECTIVE JANUARY 1, 2019.....\$33,151.08 PER YEAR

DEPUTY AUDITOR
EFFECTIVE JANUARY 1, 2019.....\$33,151.08 PER YEAR

SECRETARY TO THE DIRECTOR OF LAW
EFFECTIVE JANUARY 1, 2019.....\$33,151.08 PER YEAR

***WITH THE EXCEPTION OF NEW HIRES AS THEY ARE ADDRESSED IN SECTION SIX.**

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.

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C. Four weeks 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 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 personal day vacation with pay after fifteen (15) years of service and an 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 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 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, or father-in-law.

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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

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 7: EFFECTIVE DATE

This Ordinance is retroactive to January 1, 2019.

SECTION 8: REPEALING

That Ordinance No. 18-018 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 employees get paid retroactive to January 1, 2019, as such, this ordinance shall take effect upon its passage and approval by the Mayor.

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