

CITY OF STRUTHERS
Ordinance

NO. 21-025

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, 2021, REPEALING ORDINANCE NO. 19-025 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 1st day of January 2021 the annual salary of the Full-Time Park Caretaker/Laborer person is hereby fixed as follows:

Full-Time Park Caretaker/Laborer
Effective January 1, 2021.....\$33,500.77

SECTION 4: 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)

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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 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)

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.

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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 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.

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, 2021, and, as such, this ordinance shall take effect upon its passage and approval by the Mayor.

PASSED IN COUNCIL THIS 28th DAY OF April, 2021.

Megan R. Shorthouse
CLERK OF COUNCIL

Michael S. Patrick
PRESIDENT OF COUNCIL

FILED WITH THE MAYOR THIS 28th DAY OF April, 2021.

Megan R. Shorthouse
CLERK OF COUNCIL

APPROVED BY THE MAYOR THIS 28th DAY OF April, 2021.

Mayor Catherine Cercone Miller
MAYOR

PUBLISHED IN THE HOMETOWN JOURNAL

DATE: 05/06/2021-05/13/2021

Megan R. Shorthouse
CLERK OF COUNCIL