

Derrick Mostella  
Mayor

Chrystal St. John  
City Clerk



P.O. Box 70  
211 8th Street  
Ashville, AL 35953

Phone: 205-594-4151  
Fax: 205-594-4292

County Seat of St. Clair County

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ORDINANCE 2018-005

AN ORDINANCE AMENDING RELATED TO CERTAIN BENEFITS OF EMPLOYEES  
OF THE CITY OF ASHVILLE, ALABAMA

RECITALS:

WHEREAS, the City of Ashville, Alabama (the "City"), employees less than fifty (50) full time employees; and

WHEREAS, pursuant to Section 8.1(e) of the City's Personnel Policies and Procedures (the "Personnel Handbook"), the City currently allows employees the opportunity sell back to the City, at the employee's regular rate of pay, vacation leave which they have accrued in excess of 40 hours for 40-hour employees, in excess of 60 hours for 42-hour employees and in excess of 48 hours for 106-hour employees. The hours sold may not exceed eighty (80) hours in any calendar year. Notwithstanding the above, Employees hired after the adoption of the handbook in April 2017 will sell back vacation hours at 80% of the employee's regular rate of pay

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ASHVILLE, ALABAMA AS FOLLOWS:

Section 1. That the City of Ashville does hereby amend Section 8.1 (e) of the Personnel Handbook to state as follows:

Employees have the option of selling back to the City, at the employee's regular rate of pay, vacation leave in excess of 40 hours for 40-hour employees, in excess of 60 hours for 42-hour employees and in excess of 48 hours for 106-hour employees. The hours sold may not exceed eighty (80) hours in any calendar year.

Notwithstanding the above, upon evidence of a substantial hardship, any eligible employee may make a request to the Mayor in writing to sell back additional vacation leave in excess of those hours set forth above. If approved by the Mayor, the employee may sell up to an *additional* 80 hours (for a total of 160 hours) in a calendar year. The additional hours may be sold back to the City at 70% of the employee's regular rate of pay. At no time may the employee sell hours that would drop the employee below the threshold set forth in the paragraph above.

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Council Members

Sue Price • Cliff Roberts • Shirley Smith • Nickie VanPelt • Charles Williams

Section 2. That all ordinances, laws, regulations, policies or otherwise which are inconsistent with the above are hereby repealed to the extent, and only to the extent, of the inconsistency.

Section 3. That should any Court of competent jurisdiction hold this resolution or any provision hereof to be unconstitutional that any remaining provisions not so held, if any, shall remain fully enforceable and in effect.

Section 4. That the policy stated herein shall become effective as of the date adopted and shall remain in full force and effect unless and until altered by further action of the City Council.

ADOPTED and APPROVED this 4th day of June, 2018



CITY OF ASHVILLE, ALABAMA

By:

A handwritten signature in black ink, appearing to read "Derrick Mostella", is written over a horizontal line.

Derrick Mostella, Mayor

ATTEST:

A handwritten signature in blue ink, appearing to read "Chrystal St. John", is written over a horizontal line.

Chrystal St. John, City Clerk