

Derrick Mostella
Mayor



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County Seat of St. Clair County

ORDINANCE 2018-007

AN ORDINANCE AMENDING THE CITY OF ASHVILLE PERSONNEL POLICIES AND PRODECURES RELATED TO CERTAIN BENEFITS OF RETIRING EMPLOYEES

RECITALS:

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

WHEREAS, the City's Personnel Policies and Procedures (the "Personnel Handbook"), does not currently provide for the payment of certain insurance premiums for certain individuals retiring from their employment with the City; and

WHEREAS, the City finds it desirable to provide for the payment of certain insurance premiums for certain individuals retiring from their employment with the City pursuant to the following provisions in order to attract and retain skilled employees who will provide a high level of service to the citizens of the City.

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 11.3 of the Personnel Handbook to add the following subsection "b.":

11.3 GROUP INSURANCE

a. The City of Ashville provides its eligible employees a Group Health Insurance plan, which provides medical and hospitalization insurance, dental insurance and life insurance. All classified and unclassified employees may enroll for the Group Health Insurance Plan at the time of their employment. Part-time employees working less than thirty (30) hours on average per week are not eligible. Insurance premiums are paid at 100% by the City of Ashville. Employees hired after the adoption of this policy will be required to pay 20% of the dependent portion of the premium. The City of Ashville will pay 100% of the employee's premium and 80% of the dependents portion.

b. Any full-time employee of the City who has been employed as such for at least twenty (20) consecutive calendar years from the date of their first full time employment with the City shall be eligible to receive, on their retirement from the City, an amount equal to fifty percent (50%) of those monies paid by the employee toward

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the premiums necessary for the continuation of said employee's health care coverage (single or dependent) as said employee is eligible for under the City's then existing health care plan up to a maximum amount of Six Thousand Dollars (\$6,000.00) paid by the City. For the purposed of clarity and explanation, if an eligible employee contributes \$3,000 the city would match 50% or \$1,500.00 for a combined total of \$4,500.00; for an employee contribution of \$12,000.00 the city would match 50% or \$6,000.00 for a combined total of \$18,000.00; for an employee contribution of \$15,000.00 the city would only match up to the maximum of \$6,000.00 for a combined total of \$21,000.00. Eligibility ends at 65 years of age or when the employee otherwise becomes eligible for Medicare or Medicaid.

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.

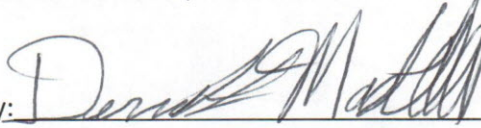
Section 3. That should any Court of competent jurisdiction hold this ordinance or any provision hereof to be unconstitutional that any remaining provisions not so held, if any, shall remain fully enforceable and in effect.

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 15th day of October, 2018



CITY OF ASHVILLE, ALABAMA

By: 

Derrick Mostella, Mayor

ATTEST:



Chrystal St. John, City Clerk