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 That all ordinances, laws, regulations, policies or otherwise which are inconsistent with the above are hereby repealed to the extent, and only to the extent, of the inconsistency.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

ATTEST:

Chrystal St. John, City Clerk