

ORDINANCE NO. 16 SERIES 2015
CITY OF LA GRANGE, KENTUCKY

**MODIFYING ORDINANCE 14-2002 CONCERNING PERSONNEL POLICY
AND CLASSIFICATION PLAN PART VII, BENEFITS**

Whereas, the City Council of the City of La Grange, Kentucky, has the authority pursuant to statute to enact Ordinances relating to the City, and

Whereas, it is desirable that the terms concerning the City's Personnel Policy and Classification Plan, and

Whereas, it is therefore necessary that new and appropriate terms concerning accrual of sick leave and treatment of the same upon resignation, termination or retirement, and when this will vest, be established and this requires modification of the terms of the existing law.

**BE IT ORDAINED THAT ORDINANCE 14-2002 BE MODIFIED AS
FOLLOWS:**

1. That PART VII: Benefits (D)(7) of the Personnel Policy and Classification and Compensation Plan is amended to read as follows:

"Sick leave may be accrued up to a maximum of ~~560~~ 592 hours. For any employee hired before October 5, 1998, at the time of his or her resignation, termination or retirement, any accumulated sick hours as of October 5, 1998 up to ~~560~~ 592 hours may be paid to said employee at the employee's current rate of pay. Any sick hours accumulated after October 5, 1998 shall not be paid but may be credited towards retirement or be credited as personal leave toward early retirement, if said employee has at least ~~15~~ 10 years of continuous employment with the City. Any employee who becomes employed after October 5, 1998 shall not receive payment for accumulated sick leave credited towards retirement, nor be credited as personal leave toward early retirement. However, an employee hired after October 5, 1998, who retires from the City of La Grange with at least ~~15~~ 10 years of actual service as a City of La Grange employee shall have sick hours applied toward retirement or be credited as personal leave toward early retirement. The City will pay the applicable percentage for the sick hours accumulated to the State Retirement System." However, in no event will the City contribute, on behalf of the employee, to the State Retirement System for accumulated sick hours in an amount greater that permitted under the rules and regulations of the State Retirement System. Presently, under the Tier 3 Cash Balance Plan, employees who began participation on or after January 1, 2014 are not eligible for sick leave credit.

Any time accumulated beyond the 592 hours of sick time may be accrued up to a maximum total (including the accumulated sick time) of 1008 hours as an "in house" short term disability benefit. An employee may only use this "in house" short term disability benefit once all of his or her regular sick time hours have been used. Employees shall not receive payment for accumulated "in house" short term disability hours upon resignation or termination and shall not have unused sick leave time credited toward retirement, nor shall this time be credited as personal leave toward retirement.

2. All other provisions of the Personnel Policy and Classification and Compensation Plan not in conflict with this amendment are hereby reaffirmed.
3. This ordinance to become effective after passage and publication according to law.

FIRST READING: November 2, 2015
SECOND READING: December 7, 2015

CITY OF LA GRANGE KENTUCKY

Original signature on file
BY: Joe Davenport, Mayor

ATTEST:

To be a true Ordinance enacted by the City Council of the City of La Grange, Kentucky on this 7th day of December, 2015.

Original signature on file
Stephanie Cooper, City Clerk
City of La Grange, Kentucky

VOTE:

FOR: 7
AGAINST: 0
ABSTAINED: 0
PRESENT: 7