

ORDINANCE NO. 1784

**AN ORDINANCE AMENDING ORDINANCE NO. 1510
KNOWN AS THE PERSONNEL RULES, POLICIES
AND PROCEDURES ORDINANCE**

BE IT ORDAINED BY THE CITY OF FAIRHOPE GOVERNING BODY OF THE CITY OF FAIRHOPE, FAIRHOPE, ALABAMA, as follows:

Section 1. The ordinance known as the Personnel Rules, Policies, and Procedures Ordinance (No. 1510), adopted 14 April 2014, together with the Personnel Handbook of the City of Fairhope, be and the same hereby is changed and altered in respect to the certain sections below:

Add the following to:

VII. TIME OFF FROM WORK

SECTION 7.04 SICK LEAVE

Sick Leave Pay Upon Retirement

Employees are not paid for accumulated sick leave upon termination of employment, *except* for employees who retire under the RSA retirement program. An employee who retires in good standing has the option to convert unused sick leave to retirement service or will be paid in a lump sum payment for accumulated paid sick leave as follows:

Length of Service with the City of Fairhope	Payment
At least 10 years but less than 20 years	50% of Accumulated Sick Leave, up to a maximum of 960 hours.
20 years or more	100% of Accumulated Sick Leave, up to a maximum of 960 hours.

An employee who is unable to continue working for the City as a result of a permanent and total disability will be paid 100% accumulated sick leave, up to a maximum of 960 hours, upon termination of employment for that reason.

Section 2. The sections, paragraphs, sentences, clauses and phrases of this ordinance are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional by a court of competent jurisdiction, then such ruling shall not affect any other paragraphs and sections, since the same would have been enacted by the municipality council without the incorporation of any such unconstitutional phrase, clause, sentence, paragraph or section.

Section 3. This Ordinance shall take effect immediately upon its due adoption and publication as required by law.

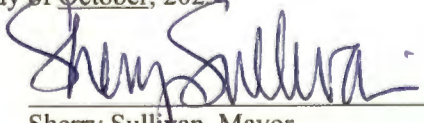
Adopted this 9th Day of October, 2023



Jay Robinson, Council President

Attest:


Lisa A. Hanks, MMC
City Clerk

Adopted this 9th Day of October, 2023


Sherry Sullivan, Mayor

Ord. No. 1784 Published in
FAIRHOPE COURIER
on Wednesday, October 18, 2023
 City Clerk