

ST. TAMMANY PARISH COUNCIL

ORDINANCE

ORDINANCE CALENDAR NO. 3155 ORDINANCE COUNCIL SERIES NO. \_\_\_\_\_

COUNCIL SPONSOR STEFANCIK/PRESIDENT PROVIDED BY: CAO

INTRODUCED BY: MR. IMPASTATO SECONDED BY: MR. BAGERT

ON THE 28<sup>TH</sup> DAY OF SEPTEMBER, 2005

ORDINANCE TO AMEND ORDINANCE CS NO 05-1049, ADOPTED 2/3/05 WHICH ESTABLISHED THE "PERSONNEL POLICIES"; TO PROVIDE FOR AMENDMENTS REFLECTED HEREIN

WHEREAS, Ordinance CS No. 05-1049, adopted 2/3/05 established the "Personnel Policies" as required by Section 4-10 of the St. Tammany Parish Home Rule Charter;

THE PARISH OF ST. TAMMANY HEREBY ORDAINS that Ordinance CS No. 05-1049, adopted 2/3/05 which established the "Personnel Policies" be amended;

SECTION I: The "Personnel Polices" are hereby amended as follows:

**Amend Page 22 - Annual Leave**

Change TERMINATION OF EMPLOYMENT TO READ AS FOLLOWS

An employee shall receive payment of unused accumulated annual leave. **Employees with ten (10) or more years of service may choose to transfer all or part of their balance of unused accumulated annual leave to sick leave for transfer to the Post Employment Health Plan only.**

**Amend Page 30 - Health Insurance - Terminated/Retired Employees**

Add second definition of Retiree:

- 2. Retiree is also defined as a person under the employment of the District Attorney's Office, hired prior to 1/1/98, who at the date of termination of service from the Parish is vested in the District Attorney's Retirement System and has met the qualifications to receive immediate or delayed retirement (when the normal date of retirement is later than the date of separation). Any retiree who chooses to retain health insurance coverage under this definition shall be responsible to pay the full cost of the health insurance premium and no subsidy by the Parish shall be provided.**

BE IT FURTHER ORDAINED that the "Personnel Policies" shall be available for public review at the Parish Council Office, the Parish Personnel Office, all Public Libraries and on the St. Tammany Parish Government Web Page - stpgov.org.

REPEAL: All Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

SEVERABILITY: If any provision of this Ordinance shall be held to be invalid, such invalidity shall not affect other provisions herein which can be given effect without the invalid provision and to this end the provisions of this Ordinance are hereby declared to be severable.

## ADMINISTRATIVE COMMENT

Reference No: 3155

Administrative Department: CAO

PURPOSE: To amend the Personnel Polies to allow

1. Employee to convert unused annual leave to sick leave - this will allow for the payout to be put into a deferred comp account.
2. Allow DA employees hired prior to 1/1/98 who are on DA Retirement to retain parish health insurance at no cost to the Parish.