

ORDINANCE NO. 19-04-001

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CAMPBELL TEXAS
AUTHORIZING PAYMENT OF UNUSED VACATION AND SICK/PERSONAL TIME
THROUGH 2018 AND ANNUALLY EACH YEAR THEREAFTER.**

WHEREAS, the policy of the City of Campbell, Texas has heretofore allowed employees to accrue unused vacation and sick/personal time and to be paid for those benefits at the time they leave the employment of the City; and

WHEREAS, from and after the calendar year 2018, the City will no longer allow employees to accrue unused vacation indefinitely, but will instead require employees to either use such benefits within 1 month after the end of each calendar year or to be compensated for such unused benefits in the first month after the end of each year; and

WHEREAS, the City Council of the City of Campbell, Texas has determined that this change in policy is in the best interest of the City and will prevent the accrual of large accrued employee benefits which must be reserved for in the annual budgeting of the City.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CAMPBELL, TEXAS:

SECTION 1. No employee shall be allowed to carry forward to the next calendar year more than five (5) unused vacation and/or sick/personal days each year. Unused vacation and sick/personal time shall be paid to the employee for days over five (5) for calendar year ending 2018 from the reserve city funds of the 2018-2019 budget year, and thereafter, from budgeted payroll funds, by the end of January following the calendar year of service. In the event of employment separation, the employee will be paid by the City within seven (7) days of separation.

SECTION 2. All Ordinances or parts of Ordinances in conflict herewith are repealed to the extent of conflict only.

SECTION 3. That if any section, provision, subsection, paragraph, sentence, clause, phrase, or word in this Ordinance or application thereof to any person or circumstance is held invalid by any court of competent jurisdiction, such holdings shall not affect the validity of the remaining portions of this Ordinance, and the City Council of the City of Campbell, Texas hereby declares it would have enacted such remaining portions, despite such invalidity.

SECTION 4. This Ordinance shall be in full force and effect immediately upon its passage and approval.

PASSED AND APPROVED, this the 15th day of April, 2019.

ATTEST



Mayor



City Secretary