

RESOLUTION NO. 2018-01

A RESOLUTION OF THE VERNAL CITY COUNCIL AMENDING THE PERSONNEL POLICIES AND PROCEDURES, SECTIONS 5.01.040 - ACCUMULATION, 5.01.080 - PAYMENT UPON TERMINATION,

WHEREAS, Vernal City has determined that the best interests and welfare of the public within their jurisdiction will best be served by approving this Resolution; and

NOW THEREFORE BE IT RESOLVED by the Vernal City Council as follows:

Section 1. Section 5.01.080 is hereby amended to read as follows

5.01.080 Payment upon termination.

Employees who terminate employment, and who are eligible for vacation benefits as per Section 95.01.020, shall be paid for any accrued vacation. Payment for accrued vacation upon termination shall be at the employee's current rate of pay. Voluntary termination by any employee without at least a two-week notice given by an hourly employee and a 1-month notice given by an exempt employee to his Department Head shall be considered just cause to waive the payment of accrued annual leave upon termination. The City Manager shall give notice to the Mayor and City Council. Upon giving this minimum notice prior to his voluntary termination, the employee shall be required to work continually for the remaining employment period in his required job assignment, allowing the necessary time for the recruiting and training for his replacement. Exceptions to the notice requirement may be granted by the City Manager in cases of personal emergency. ~~Payment of accrued annual leave shall be made to all employees who are terminated for disciplinary reasons.~~ No accrued vacation hours will be paid to an employee who was terminated for disciplinary reasons. Any exceptions shall be determined by the City Manager on a case-by-case basis. (Amended 11/03/2004, Res.2004-15)

Section 2. Section 5.01.040 is hereby amended to read as follows

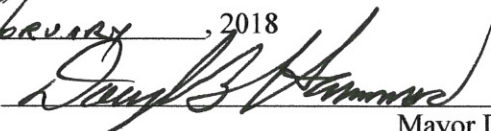
5.01.040 Accumulation.

The maximum annual leave which can be accrued is thirty (30) days or 240 hours. Any accrued annual leave in excess of 30 days shall be forfeited on December 31st of each year.
~~The City Manager may approve up to a sixty (60) day extension period for the use of annual leave beyond December 31st when, in his opinion, the mandated use of such leave would create management concerns for any department of the City.~~ (Amended 11/03/2004, Res.2004-15)

Severability. The provisions of this resolution shall be severable and if any provision thereof or the application of such provision under any circumstances is held invalid, it shall not effect any other provision of this resolution or the application in a different circumstance.

Effective date. This resolution shall become effective immediately upon adoption.

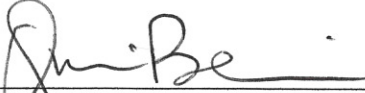
PASSED AND ADOPTED this 7 day of February, 2018



Mayor Doug Hammond

ATTEST:

2018-01



Quinn Bennion, City Recorder

