



## ORDINANCE NO. 2015 - 13

### AN ORDINANCE TO AMEND ORDINANCE 2013-17, PERSONNEL HANDBOOK

WHEREAS, the City Council of the City of Clay, Alabama adopted Ordinance 2013 – 17 on July 1, 2013 and

WHEREAS, the provisions of this Ordinance may from time to time be amended, supplemented, changed, modified or repealed by the City Council; and

WHEREAS, the City Council wishes to comply with the Affordable Care Act; and

WHEREAS, the Affordable Care Act mandates that group health plans or issuers of group health insurance cannot require individuals, who are otherwise eligible for a plan, to wait longer than 90 days before being offered health coverage.

NOW, THEREFORE, BE IT ORDAINED, by the City Council of the City of Clay, Alabama that-the definition of Probationary Period shall be as follows:  
“The uninterrupted (85) eighty-five day period of paid service following appointment or promotion in the Classified Service.”

ADOPTED AND APPROVED this 16<sup>th</sup> Day of March, 2015.

\_\_\_\_\_  
Charles K. Webster  
Mayor

ATTEST: \_\_\_\_\_  
Ronnie Dixon  
City Manager



**CITY OF CLAY, ALABAMA  
ORDINANCE 2015-13**

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**CERTIFICATION:**

I, Ronnie Dixon, as City Manager of the City of Clay, Alabama, hereby Certify that the above and foregoing copy of one (1) **Ordinance 2015-13** is a true and correct copy of such Ordinance that was duly adopted by the City Council of the City of Clay, Alabama, on the 16<sup>th</sup> Day of March, 2015, as same appears in the official records of said City.

Posted at City Hall, Chalkville Regions Bank, Seniors Centers, and the United States Post Office all being in the City of Clay this the 17<sup>th</sup> Day of March, 2015.

Ronnie Dixon  
City Manager