

ORDINANCE No. 2021-26

An Ordinance to Establish and Adopt the City of Clanton Employee Handbook

WHEREAS, the City Council of the City of Clanton, Alabama determined it served a public purpose to establish the personnel rules and regulations for the employees of the City of Clanton by adopting Ordinance No. 1-96 on January 22, 1996; and

WHEREAS, the Clanton City Council repealed Ordinance No. 1-96 in its entirety by adopting Ordinance No. 2021-21; and

WHEREAS, the Clanton City Council established the City of Clanton Employee Handbook by adopting Ordinance No. 2021-23 which outlines and details all personnel policies and procedures as they relate to the employees of the City of Clanton, Alabama; and

WHEREAS, the Clanton City Council desires to update the language specified in Ordinance No. 2021-23 by adopting Ordinance 2021-26.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Clanton, Alabama that the Clanton City Council hereby establishes and adopts the City of Clanton Employee Handbook which outlines and details all personnel policies and procedures as they relate to the employees of the City of Clanton, Alabama.

BE IT FURTHER ORDAINED by the City Council of the City of Clanton, Alabama that all Ordinances (including Ordinance No. 2021-23), parts of Ordinances, or previously adopted policies and procedures conflicting with the language or intent of this Ordinance are hereby repealed upon the adoption of this Ordinance.

BE IT FURTHER ORDAINED by the City Council of the City of Clanton, Alabama that the City of Clanton Employee Handbook referenced herein shall become a permanent attachment to this Ordinance upon its adoption.

BE IT FURTHER ORDAINED by the City Council of the City of Clanton, Alabama that the Employee Handbook shall go into effect on October 1, 2021 at 12:01 a.m.

BE IT FURTHER ORDAINED by the City Council of the City of Clanton, Alabama that a promulgated rule is hereby enacted stating that the mayor, city clerk/treasurer, and operations manager are to be in agreement and are authorized to make minor updates to the Employee Handbook on an as needed basis so long as the intent and effectiveness of said Employee Handbook remains the same.

Councilmember Singleton moved that all rules which would prevent the immediate consideration of Ordinance 2021-26 be suspended and immediate consideration given. The motion was seconded by Councilmember Watley The roll call vote on said motion was recorded by the City Clerk/Treasurer as follows:

Jeff Mims, Mayor	<u>Yes</u>
Billy Singleton, Councilmember	<u>Yes</u>
Wade Watley, Councilmember	<u>Yes</u>
Don Driver, Councilmember	<u>Yes</u>
Awlahjaday Agee, Councilmember	<u>Yes</u>
Mary Mell Smith, Councilmember	<u>Not Present</u>

Mayor Mims announced that all rules which would prevent the immediate consideration of Ordinance 2021-26 be suspended and immediate consideration given passed unanimously by roll call vote.

THEREUPON Billy Singleton, a councilmember, moved and Don Driver, a councilmember, seconded the motion that Ordinance No. 2021-26 be given vote. The roll call vote on said motion was as follows:

Jeff Mims, Mayor	<u>Yes</u>
Billy Singleton, Councilmember	<u>Yes</u>
Wade Watley, Councilmember	<u>Yes</u>
Don Driver, Councilmember	<u>Yes</u>
Awlahjaday Agee, Councilmember	<u>Yes</u>
Mary Mell Smith, Councilmember	<u>Not Present</u>

Ordinance No. 2021-26 passed by a unanimous vote of those members of the council present and the mayor declared the same passed and adopted.

ADOPTED this 29th day of September 2021.

Jeff Mims, Mayor

Billy Singleton, Councilmember

Wade Watley, Councilmember

Don Driver, Councilmember

Awlahjaday Agee, Councilmember

Not Present

Mary Mell Smith, Councilmember

[SEAL]

ATTEST

Jonathan Seale, City Clerk/Treasurer

Jeff Mims, Mayor

Date

POSTING AFFIDAVIT

I, the undersigned qualified City Clerk/Treasurer of the City of Clanton, Alabama, do hereby certify that the above and foregoing Ordinance No. 2021-26 was duly ordained, adopted, and passed by the City Council of the City of Clanton, Alabama at a special called meeting of such Council held on the 29th day of September 2021, and duly published by posting an exact copy thereof on the 30th day of September 2021, at three public places within the City of Clanton, Alabama, including City Hall, Clanton Recreation Center, and the Clanton Police Department. I further certify that said Ordinance is on file in the office of the City Clerk/Treasurer and a copy of the full Ordinance may be obtained from the office of the City Clerk/Treasurer during normal business hours.

Jonathan Seale, City Clerk/Treasurer

[SEAL]