

CITY COUNCIL OF THE CITY OF CORDOVA, ALABAMA

ORDINANCE NO. 01-2023

AN ORDINANCE ADOPTING THE PERSONNEL POLICIES AND PROCEDURES MANUAL OF THE CITY OF CORDOVA ALABAMA.

WHEREAS, the City of Cordova, Alabama, (the “City”) previously adopted a personnel policy pertaining to personnel rules and regulations, including, but not limited to, staffing, separations, disciplinary actions, grievance procedures, and compensation and employee benefits;

WHEREAS, the City Council of the City of Cordova, Alabama (the “City Council”) desires to adopt a new personnel policy in order to provide for additional policies and procedures pertaining to the administration of City employees and personnel and to remain current and consistent with state and federal labor and employment law requirements as well as policies, procedures, guidelines, rules and regulations established by the City;

WHEREAS, the City Council has determined that it is in the best interest of the public health, safety and general welfare to adopt the personnel policy as set forth in Exhibit 1 in order to establish certain policies, procedures, guidelines, rules and regulations;

BE IT HEREBY ORDAINED by the City Council of the City of Cordova, Alabama while in regular session on Tuesday, April 11, 2023, at 6:30 p.m. as follows:

Section 1. The Personnel Policies of the City of Cordova, Alabama, as originally adopted by Resolution No. 04-1109, is hereby repealed and replaced as set forth in Exhibit 1 to this Ordinance. Manual of the City of Cordova, Alabama as amended, is hereby adopted.

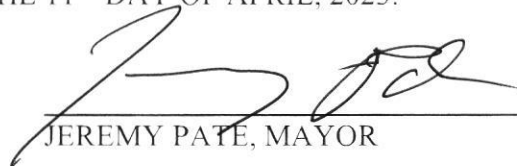
Section 2. The adoption of this Ordinance shall not in any manner affect the validity of any testing or act done pursuant to any other ordinance or resolution now or heretofore in

existence, and every such test or act, whether begun before or after the enactment of this Ordinance shall be governed by the law under which the testing or act was performed.

Section 3. The provisions, sections, paragraphs, sentences, clauses, phrases, and parts thereof of this Ordinance are severable, and if any provision, section, paragraph, sentence, clause, phrase, or part thereof of this Ordinance shall be declared unconstitutional or invalid by a court of competent jurisdiction, then such ruling shall not affect any other provision, section, paragraph, sentence, clause, phrase, or part thereof, since the same would have been enacted by the Council without the incorporation of any such unconstitutional or invalid provision, section, paragraph, sentence, clause, phrase, or part thereof.

Section 4. This Ordinance shall become effective immediately upon adoption and publication as provided by law.

ADOPTED AND APPROVED THIS THE 11TH DAY OF APRIL, 2023.



JEREMY PATE, MAYOR

ATTEST:



DeLaina Gilbert, City Clerk

CERTIFICATION OF CITY CLERK

STATE OF ALABAMA)
WALKER COUNTY)

I, DeLaina Gilbert, City Clerk of the City of Cordova, Alabama, do hereby certify that the above and foregoing is a true and correct copy of an Ordinance duly adopted by the City Council of the City of Cordova, Alabama, on the 11th day of April, 2023.

The above and foregoing Ordinance was published on the ___ day of April, 2023, by posting copies thereof in three public places within the City of Cordova, one of which was the post office or the Mayor's office in the City of Cordova.

Witness my hand and seal of office this 14th day of April, 2023.



DeLaina Gilbert, City Clerk