

ORDINANCE 2025-06 .

ORDINANCE OF THE TOWN OF CLEVELAND REPEALING ALL PERSONNEL POLICIES OF THE TOWN OF CLEVELAND AND ESTABLISHING PROCEDURES TO ADOPT PERSONNEL PRACTICES, AND AUTHORIZING THE TOWN OF CLEVELAND MAYOR AND DEPARTMENT HEADS TO IMPLEMENT SAID PRACTICES WITH ALL OFFICIALS, APPOINTEES, EMPLOYEES, PROSPECTIVE EMPLOYEES, VOLUNTEERS, AND INDEPENDENT CONTRACTORS OF THE TOWN OF CLEVELAND.

WHEREAS, the Town of Cleveland Mayor and Council adopted Personnel Policies in or about the year 2013.

WHEREAS, the Mayor and Council now wish to create and implement a Employee Handbook to establish and maintain personnel policies for the Town of Cleveland; and

WHEREAS, previous Personnel Policies will no longer be necessary as a result of the creation and implementation of an Employee Handbook; and

WHEREAS, the Mayor and Council are desirous of establishing new procedures to adopt personnel practices and authorizing the Mayor to implement said practices with all officials, appointees, employees, prospective employees, volunteers, and independent contractors of the Borough.

NOW, THEREFORE BE IT ORDAINED by the Council of the Town of Cleveland, in the County of Blount and State of Alabama as follows:

SECTION 1: 2013, Personnel Policies, of the Town of Cleveland is hereby repealed in its entirety.

SECTION 2: The Mayor and Council shall by resolution adopt and amend from time to time personnel policies and procedures including rules concerning the hiring and termination of employees, terms and conditions of employment, and regulations required to comply with applicable Federal and State employment related law. The personnel policies and procedures adopted pursuant to said resolution(s) shall be applicable to all officials, appointees, employees, prospective employees, volunteers and independent contractors of the Town of Cleveland.

SECTION 3: The Town of Cleveland Mayor shall be responsible for implementing and enforcing the personnel practices adopted by ordinance or resolution authorized pursuant to this section. If there is a conflict between said personnel practices and any duly adopted and lawful collective bargaining agreement, personnel services contract or Federal or State law, the terms and conditions of that contract or law shall prevail. In all other cases, the practices adopted pursuant to this ordinance shall prevail.

SECTION 5: Repealed. All Ordinances or parts thereof in conflict or inconsistent with this Ordinance are hereby repealed, but only however, to the extent of such conflict or inconsistency, it being the legislative intent that all Ordinances or part of ordinances now existing or in effect unless the same being conflict or inconsistent with any provision of this Ordinance shall remain in effect.

SECTION 6: Severability. The provisions of this Ordinance are declared to be severable and if any section, subsection, sentence, clause or phrase thereof for any reason be held to be invalid or unconstitutional, such decision shall not effect the validity of the remaining sections, subsections, sentences, clauses and phrases of this Ordinance, but shall remaining in effect; it being the legislative intent that this Ordinance shall stand notwithstanding the invalidity of any part.

SECTION 7: This ordinance shall take effect immediately upon passage and publication as required by law.

ADOPTED AND APPROVED THIS 13 DAY OF March, 2025.

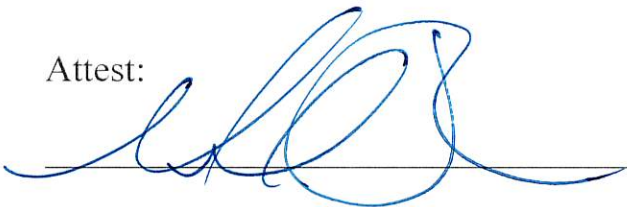
AYES: ALL

NAYS: N/A

ABSENT: N/A



Mayor

Attest:  _____
Miranda Shirley, Town Clerk

I, the undersigned Town Clerk for the Town of Cleveland, Alabama, do hereby certify that the above and foregoing ordinance was approved and adopted by the town council of the Town of Cleveland, Alabama on the 13th March day of , 2025.



Miranda Shirley, Town Clerk