

ORDINANCE NO. 2020-10-19-01

AN ORDINANCE TO AMEND ORDINANCE NO. 2007-10-15-01 OF THE CITY OF ASHLAND, THE “PERSONNEL POLICIES AND PROCEDURES”, BY DELETING CERTAIN PORTIONS THEREOF AND ADDING CERTAIN REQUIREMENTS RELATED TO RELATIVES IN THE LOCAL GOVERNMENT SERVICES.

WHEREAS, the City of Ashland adopted its Personnel Policies and Procedures by Ordinance No. 2007-10-15-01, as amended, setting forth the rules and regulations to be followed in working with its employees; and

WHEREAS, the City has determined that it is now in the best interest of its employees to provide certain additional policies relating to relatives in the local government services.

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ASHLAND, ALABAMA AS FOLLOWS:

SECTION I. The following portion of Personnel Policies and Procedures for the City of Ashland shall be amended as follows:

Paragraph K of section III, Relatives in the Local Government Services, is “DELETED” in its entirety and replaced with the following:

“Two or more members of an immediate family may not be employed under the same supervisor within the City service, if such employment will result in an employee supervising or being supervised by any member of his or her immediate family. This policy applies to new appointments, promotions, transfers, demotions, or reinstatements. A relative is defined as an individual who is related to another individual such as father, mother, son, daughter, brother, sister, grandchild, uncle, aunt, nephew, niece, husband, wife, father-in-law, mother-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother or half sister, grandparent or step grandparent. When popular and legal usages differ, the strict legal definition will be applied.”

SECTION II. All portions of the Personnel Policies and Procedures for the City of Ashland not otherwise amended as set forth herein, shall remain in full force and effect.

SECTION III. Where necessary, the Personnel Policies and Procedures manual shall be modified to reflect the page and paragraph identifications to comply with the above changes.

SECTION IV. This Ordinance shall be published by posting copies thereof in three places within the municipality, one of which shall be at the Mayor's office. Said Ordinance shall take effect five (5) days after said posting.

SECTION V. All Ordinances or parts of Ordinances which conflict with this Ordinance are hereby repealed.

SECTION VI: All sections of this Ordinance are hereby declared to be severable; and if any word, phrase, clause, sentence, paragraph or section of this Ordinance shall be declared unconstitutional or invalid by the judgment or decree of any Court of competent jurisdiction, such unconstitutionality or invalidity shall not affect any of the remaining words, phrases, clauses, sentences, paragraphs and sections of this Ordinance.

ADOPTED and APPROVED this the 2nd day of November, 2020.

ATTEST:

CITY OF ASHLAND, ALABAMA



CHELSEY WYNN
Its Clerk/Administrator

by: 

LARRY J. FETNER
Its Mayor

CERTIFICATION OF PUBLICATION

I hereby certify that the attached Ordinance No. 2020-10-19-01, upon roll call vote, was approved at a regular meeting of the City Council held on the 2nd day of November, 2020. Said Ordinance was thereafter published by posting at the following locations on the 3rd day of November, 2020 at 12 o'clock p.m.:

1. Ashland City Hall (Mayor's office);
2. Ashland Public Library;
3. U.S. Post Office in Ashland, Alabama; and
4. By including a copy of said Ordinance on the City of Ashland website.

All notices will remain posted for not less than thirty (30) days after posting.

CERTIFIED this 3rd day of November, 2020.

CITY OF ASHLAND, ALABAMA

by: Chelsey Wynn
CHELSEY WYNN
City Clerk/Administrator