HB304

D4CQNTH-1

By Representative Robertson (N & P)

RFD: Local Legislation

First Read: 07-Mar-24

A BILL

TO BE ENTITLED

AN ACT

Relating to Calhoun County; to dissolve the Civil Service Board of the City of Jacksonville; to require the city's governing body to take certain actions; and to repeal Part 2 of Article 7 of Chapter 8A of Title 45, consisting of Sections 45-8A-71 through 45-8A-71.16, Code of Alabama 1975, relating to civil service rules and regulations and the Civil Service Board of the City of Jacksonville.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. (a) The Civil Service Board of the City of Jacksonville is dissolved on July 1, 2024.

(b)(1) The city's governing body shall ensure that the vested or vesting rights of any existing appointees of the Civil Service Board are protected and not otherwise altered or diminished, except as otherwise provided by law.

(2) All individuals employed and subject to the rules and regulations of the Civil Service Board on July 1, 2024, shall remain in their respective employments during good behavior, but nothing in this section shall be construed to prevent or preclude the removal of an employee for cause.

(3) The governing body shall adopt a human resources

policy and procedures manual, which shall include personnel policy guidelines; operational standards; employee management, recruitment, testing, hiring, and termination procedures; equal employment opportunities policies; and workplace harassment policies to ensure compliance with applicable federal and state laws, rules, and regulations.

(4) Each rule and regulation adopted by the Civil Service Board shall remain in effect until the governing body adopts a replacement rule or regulation.

Section 2. Part 2 of Article 7 of Chapter 8A of Title 45, consisting of Sections 45-8A-71 through 45-8A-71.16, Code of Alabama 1975, relating to civil service rules and regulations and the Civil Service Board of the City of Jacksonville, in Calhoun County, is repealed.

Section 3. This act shall become effective June 1, 2024.