

1 HB445
2 182963-1
3 By Representatives Williams (JW) and Sessions
4 RFD: County and Municipal Government
5 First Read: 04-APR-17

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8 SYNOPSIS: This bill would relate to Class 1 and Class
9 2 municipalities operating under a countywide civil
10 service system and would authorize the municipality
11 to establish an optional program for the hiring and
12 pay of public safety employee.

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14 A BILL
15 TO BE ENTITLED
16 AN ACT

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18 Relating to Class 1 and Class 2 municipalities
19 operating under a countywide civil service system; to provide
20 an option for hiring of public safety employees.

21 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

22 Section 1. This act shall only apply in Class 1 and
23 Class 2 municipalities.

24 Section 2. (a) Any Class 1 or Class 2 municipality
25 operating under a countywide civil service system may
26 establish a program for the recruitment, testing,
27 interviewing, and hiring of all public safety employees. Any

1 municipality electing this option shall notify the director of
2 the civil service system in the county in writing and provide
3 a copy of the human resources policies and procedures manual
4 adopted by the municipal governing body or its delegated
5 authority. The human resources policies and procedures manual
6 shall include personnel policy guidelines, hiring policies,
7 operational standards, employee management, equal employment
8 opportunities, policies, and harassment complaint policies, in
9 the workplace to ensure compliance with applicable federal
10 regulations.

11 (b) At the discretion of the municipality, any
12 public safety employee exceeding performance standards may be
13 paid, during the working test period, at a rate up to, but not
14 in excess of, the mid-range of the pay plan established for
15 the position. Upon recommendation of the municipality and
16 approval of the director of the civil service system in the
17 county, special adjustments in steps within the grade or range
18 of any class may be established.

19 (c) Classified public safety employees hired by the
20 municipality shall be subject to all the rights and
21 protections provided by the laws and rules of the countywide
22 civil service system board. Nothing in this section shall
23 limit or impede the right of a classified employee to file a
24 complaint or grievance pursuant to the rules of the board.

25 (d) The municipality shall be subject to an annual
26 audit by the civil service system board in the county
27 conducted by a certified professional in to ensure compliance

1 with the human resources policy of the municipality and board
2 law and rules.

3 Section 3. All laws or parts of laws which conflict
4 with this act are repealed.

5 Section 4. This act shall become effective
6 immediately following its passage and approval by the
7 Governor, or its otherwise becoming law.