

1 HB429  
2 199262-1  
3 By Representative Gaston (N & P)  
4 RFD: Mobile County Legislation  
5 First Read: 16-APR-19

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9 A BILL  
10 TO BE ENTITLED  
11 AN ACT  
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13 Relating to Mobile County and the countywide civil  
14 service system; to amend Act 470 of the 1939 Regular Session  
15 (Acts 1939, p. 298), as amended, which establishes the  
16 countywide civil service system; to further provide for an  
17 option under the countywide civil service system for a pilot  
18 program for hiring by the Mobile County Commission and its  
19 budgetary authorities.

20 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

21 Section 1. This act shall only apply to Mobile  
22 County.

23 Section 2. The Mobile County Commission, an  
24 appointing authority under Act 470 of the 1939 Regular  
25 Session, which established a countywide civil service system  
26 in Mobile County, may establish a pilot program for a period  
27 of two years which would authorize the county commission and

1 its budgetary authorities, to establish a program for the  
2 recruitment, testing, interviewing, and hiring of employees.  
3 The Mobile County Commission, after making this election,  
4 shall notify the Personnel Board Director in writing and  
5 provide a copy of the commission's policies on equal  
6 opportunity hiring and compliance with applicable federal laws  
7 and regulations.

8 Section 3. Classified employees hired by the Mobile  
9 County Commission under this pilot program shall be subject to  
10 all the rights and protections provided by the laws and rules  
11 of the Mobile County Personnel Board. Nothing in this act  
12 shall limit or impede the ability of a classified employee to  
13 file a complaint or grievance pursuant to the rules of the  
14 Mobile County Personnel Board.

15 Section 4. The Mobile County Commission, if  
16 operating a pilot program pursuant to this act, shall be  
17 subject to an annual audit by the Mobile County Personnel  
18 Board conducted by a certified professional in human resources  
19 to ensure compliance with the human resources policy of the  
20 Mobile County Commission.

21 Section 5. The Mobile County pilot program shall  
22 exist for a minimum of two years from the date the program is  
23 submitted by the Mobile County Commission to the Mobile County  
24 Personnel Board and shall continue at the end of that time  
25 unless the Supervisory Committee of the Mobile County  
26 Personnel Board, after receiving a report from the Mobile

1 County Commission at its annual meeting, votes to terminate  
2 it.

3 Section 6. All laws or parts of laws which conflict  
4 with this act are repealed.

5 Section 7. The provisions of this act are severable.  
6 If any part of this act is declared invalid or  
7 unconstitutional, that declaration shall not affect the part  
8 which remains.

9 Section 8. This act shall become effective  
10 immediately following its passage and approval by the  
11 Governor, or its otherwise becoming law.