

SB163 INTRODUCED



1 35MYZZ-1
2 By Senator Williams
3 RFD: Banking and Insurance
4 First Read: 04-Apr-23
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SYNOPSIS:

This bill would authorize any county, any municipality in the county, or any governmental entity in the county subject to a countywide civil service system established by a local law to elect by a majority vote of the governing body of the county, municipality, or governmental entity to be exempt from the recruitment and hiring provisions of the countywide civil service system.

This bill would also require the county, municipality, or governmental entity to adopt a human resources policy and procedures manual and to provide written notification to the director of the countywide civil service system.

This bill would provide that employees, after a probationary period, would be merit system employees subject to all rights and protections under the countywide civil service system.

A BILL
TO BE ENTITLED
AN ACT

To authorize any county, municipality, or governmental entity subject to a countywide civil service system



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29 established by a local law to elect by a majority vote of the
30 governing body of the county, municipality, or governmental
31 entity to be exempt from the countywide civil service system
32 for the recruitment and hiring of all employees; to require
33 the county, municipality, or governmental entity to adopt a
34 human resources policy and procedures manual and to notify the
35 director of the countywide civil service system of its
36 decision to withdraw from the system for the recruitment and
37 hiring of employees; and to provide that employees, after a
38 probationary period, would be merit system employees subject
39 to all rights and protections under the countywide civil
40 service system.

41 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

42 Section 1. (a) For the purposes of this section, the
43 term "countywide civil service system" means a civil service
44 system established by a local law that did not require
45 approval by a referendum and that applies only to a named
46 county that does not sponsor a retirement plan for its
47 employees and was not established by a general law of local
48 application that at the time of its enactment applied only to
49 a county or counties based on population, certain
50 municipalities in the county, and any governmental entity in
51 the county to which the civil service system applies.

52 (b) Any county, municipality, or governmental entity
53 subject to a countywide civil service system, by a majority
54 vote of the county commission, the city or town council, or
55 the governmental entity, may elect to opt out of the
56 countywide civil service system for the recruitment, testing,



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57 interviewing, and hiring of all employees.

58 (c) Any county, municipality, or governmental entity
59 making the election authorized by subsection (b), prior to the
60 effective date of the partial withdrawal, shall adopt a human
61 resources policy and procedures manual, which shall include
62 personnel policy guidelines; operational standards; employee
63 management, recruitment, testing, hiring and termination
64 procedures; equal employment opportunities policies; and
65 workplace harassment policies to ensure compliance with
66 applicable federal and state laws, rules, and regulations.

67 (d) A county, municipality, or governmental entity
68 making the election pursuant to this section shall provide
69 written notice to the director of the countywide civil service
70 system of its decision to conduct its own recruitment and
71 hiring outside of the countywide civil service system.

72 (e) Any employee hired by a county, municipality, or
73 governmental entity shall immediately become subject to the
74 countywide civil service system, provided that the employee
75 shall complete a probationary period of twelve months during
76 which probationary period the employee shall be an at-will
77 employee with no property right in his or her position. Upon
78 satisfactory completion of the probationary period, the
79 employee shall be subject to all rights and protections
80 currently provided by the countywide civil service system.

81 Section 2. This act shall become effective immediately
82 following its passage and approval by the Governor, or its
83 otherwise becoming law.