ORDINANCE NO. 08-13

AN ORDINANCE TO AMEND THE PERSONNEL POLICY OF THE CITY OF SPRING HILL, TENNESSEE, DELETING SECTIONS THAT ARE CONTRARY TO STATEOF TENNESSEE "AT WILL" SPECIFICATION

WHEREAS, the Board of Mayor and Aldermen for the City of Spring Hill wishes to amend the Personnel Policy to delete sections that make reference to grievance procedures.

WHEREAS, the City of Spring Hill is taking this action to be in compliance with State law, which requires that employers are "At Will".

BE IT THEREFORE ORDAINED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF SPRING HILL, TENNESSEE, DELETING OF THE FOLLOWING WORDING IN THE PERSONNEL POLICY:

Section VI, Number 6, pages 43 and 44: *"When the decision to dismiss an employee has been reached, the employee shall be furnished a written notice containing the reasons therefore, and notice of the right to appeal the charges orally or in writing before the BOARD OF MAYOR & ALDERMEN . The request to appeal must be filed in writing no later than five (5) days after the date of dismissal, excluding Saturday and Sunday. If the employee requests a hearing on the proposed action in a timely manner, the CITY ADMINISTRATOR shall promptly set a date and time for the hearing. The decision of the BOARD OF MAYOR & ALDERMEN shall be final."*

Section VI, Item C-Grievance Policy, Pages 46 through 48: To be deleted in it's entirety.

BE IT FURTHER ENACTED, that all ordinances or parts of ordinances in conflict herewith, be and the same hereby, are repealed or modified as the case may be.

BE IT FURTHER ENACTED, that this Ordinance shall take effect from and after its adoption. This action is suggested by TML Risk Management Pool.

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee, on the 19th day of February, 2008.
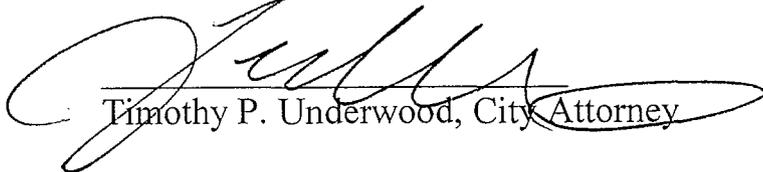
Danny M. Leverette, Mayor

ATTEST:

April Goad, City Recorder

LEGAL FORM APPROVED:

Timothy P. Underwood, City Attorney

Passed on 1st Reading   January 22, 2008

Passed on 2nd Reading   February 19, 2008