

ORDINANCE NO. 2008-09

AN ORDINANCE TO AMEND ORDINANCE NO. 2007-11 AMENDING THE TITLE OF THE 2007 CLINTON EMPLOYEE HANDBOOK TO "CLINTON EMPLOYEE HANDBOOK" AND TO ALLOW THE MAYOR TO RECOMMEND AMENDMENTS TO THE EMPLOYEE HANDBOOK AS MAY BE NEEDED TO KEEP EMPLOYMENT POLICIES AND PROCEDURES CURRENT AND IN COMPLIANCE WITH LAW, REQUIRING PERIODIC REVIEWS OF THE CLINTON EMPLOYEE HANDBOOK, DECLARING AN EMERGENCY AND IMMEDIATE ADOPTION.

WHEREAS, the City of Clinton had, on September 13, 2007, adopted the "2007 Clinton Employee Handbook" for all Clinton City Employees as of that date; and,

WHEREAS, Ordinance 2007-11 failed to make provisions for amendments, additions, corrections and other changes as may be needed by current demands, changing law or other good and valid reasons; and,

WHEREAS, the Mayor of the City of Clinton must from time-to-time make and implement changes in personnel policies and terms and conditions of employment that are required for the health, safety and well being of the employees, for the good of the City and for the benefit of the citizens:

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CLINTON, ARKANSAS, AS FOLLOWS:

Section 1. The name of the "2007 Clinton Employee Handbook" is hereby changed to read as follows:

City of Clinton
Employee Handbook

Section 2. The City of Clinton - Employee Handbook shall not be construed as an employment contract and the Mayor of the City of Clinton may, from time-to-time recommend to the City Council such additions, deletions, amendments or other changes to the Handbook as may be necessary to keep the City employment policies and procedures current and in compliance with applicable law.

Section 3. The Mayor of the City of Clinton is hereby empowered and directed to provide

for periodic reviews of the City of Clinton - Employee Handbook at intervals of not less than every two years and shall promulgate and implement such additions, deletions, amendments or other changes as may be directed by the City Council

Section 4. All previous Ordinances in conflict herewith are hereby repealed to the extent of any such conflict.

Section 5. The uniform treatment of all employees is imperative to maintain a uniform, consistent and fair policy, conducive to promoting employee health, welfare, safety and morale, and for the productive and efficient services to citizens by City employees. Therefore, an emergency is hereby declared to exist and this Ordinance shall be effective from and after its passage and publication as provided by law.

PASSED: July 22, 2008

ATTEST


Merl Eoff
Merl Eoff, Recorder/Treasurer, CMC

Roger L. Rorie
Roger L. Rorie, Mayor

APPROVED AS TO LEGAL FORM:

Joseph B. Marshall
Joseph B. Marshall, City Attorney