

RESOLUTION NO. _____

A RESOLUTION ADOPTING PERSONNEL POLICIES FOR CITY EMPLOYEES AS REQUIRED BY TCA 6-54-123; AND REPEALING ALL OTHER RESOLUTIONS IN CONFLICT HERewith EXCEPT RESOLUTION NO. 2027-011;

WHEREAS, the city has set out certain personnel policies and procedures that have been set by the board since the charter was adopted; and

WHEREAS, in 1997, pursuant to *Tennessee Code Annotated* § 6-54-123, the city was required to officially adopt policies regarding hiring procedures, benefits, personnel rules and regulations, fair and reasonable complaint conferences and hearing procedures for employees dismissed, demoted, or suspended; procedures for compliance with federal laws such as, but not limited to, the Fair Labor Standards Act (29 U.S.C. § 201 et seq.), and the Americans with Disabilities Act (42 U.S.C. § 12101 et seq.); drug and alcohol testing policy; and a sexual harassment policy, among others; and

WHEREAS, since then, the city has adopted various personnel policies and updated and amended existing policies as needed based on changes in federal and state law, as well as to better align with operations; and

WHEREAS, at this time, staff recommends repealing all of the current Resolutions that have created a policy, amended a policy or updated a policy, except for the Federal Transit Authority Substance Abuse Policy adopted by the Board as Resolution No. 2027-011 on July 21, 2026; and

WHEREAS, the new formal Policies and Procedures for the City of Kingsport are set out in the attached Appendix A, and made part of this Resolution.

Now, therefore,

BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN AS FOLLOWS:

SECTION I. That the personnel policies incorporated into Appendix A are hereby adopted by the board as the formal personnel policies for the City of Kingsport, are hereby repealed, except as those set out above.

SECTION II. That all prior resolutions and previously adopted personnel policies and procedures in conflict with this resolution or the Appendix A hereto are repealed, excepting Resolution No. 2027-011 and the policy set forth therein.

SECTION III. That the city manager is authorized to direct the organization of the policies and execution of any other administrative tasks associated with the adoption of these personnel policies.

SECTION IV. That nothing herein shall be construed to conflict with or supersede any applicable state or federal law.

SECTION V. That the board finds that the actions authorized by this resolution are for a public purpose and will promote the health, comfort and prosperity of the citizens of the city.

SECTION V. That this resolution shall take effect on September 1st, 2026, the public welfare requiring it.

ADOPTED this the 18th day of August, 2026.

PAUL W. MONTGOMERY, MAYOR

ATTEST:

ANGELA MARSHALL, DEPUTY CITY RECORDER

APPROVED AS TO FORM:

RODNEY B. ROWLETT, III, CITY ATTORNEY