

ORDINANCE NO. 2023-377

**AN ORDINANCE TO AMEND SECTION 11, "ATTENDANCE AND LEAVE," OF THE
CITY OF MADISON PERSONNEL POLICIES AND PROCEDURES**

WHEREAS, the City Council has previously adopted the *City of Madison Personnel Policies and Procedures* and last amended Section 11, "Attendance and Leave," in October of 2020; and

WHEREAS, City Department Heads have proposed edits to the policy, and the City Council desires to amend said Section 11, "Attendance and Leave," in the manner set forth in the attached document;

NOW, THEREFORE, BE IT HEREBY ORDAINED by the City Council of Madison, Alabama, as follows:

SECTION 1. That the current Section 11 of the *City of Madison Personnel Policies and Procedures* is replaced in its entirety with that document identified as "Section 11" attached hereto.

SECTION 2. That all ordinances, resolutions, or provisions in conflict with this Ordinance are hereby repealed.

SECTION 3. That if any clause, phrase, sentence, paragraph, or provision of the hereby-amended Section 11 shall be invalidated by a court of competent jurisdiction, it is the intent of the Council that such invalidation shall not affect the validity of any other clause, phrase, sentence, paragraph, or provision thereof.

SECTION 4. That this Ordinance shall become effective on December 1, 2023.

SECTION 5. That the revised provisions regarding Separation and Rehire in Section 11.2.3 and the revised provisions regarding return-to-service Eligibility in Section 11.2.1 shall have retroactive application for employees re-hired in the past calendar year from the date of this Ordinance.

READ, PASSED, and ADOPTED this _____ day of November, 2023.

Ranae Bartlett, Council President
City of Madison, Alabama

ATTEST:

Lisa D. Thomas, City Clerk-Treasurer
City of Madison, Alabama

APPROVED this ____ day of November, 2023.

Paul Finley, Mayor
City of Madison, Alabama