

RESOLUTION 2025-10

A RESOLUTION REPEALING AND REPLACING THE CITY OF MOUNT PLEASANT,
TENNESSEE, EMPLOYEE HANDBOOK.

WHEREAS, the City of Mount Pleasant, Tennessee adopted Personnel Rules and Regulations Employee Handbook (“Employee Handbook”) on July 18, 2017 by Resolution 2017-24;

WHEREAS, the City of Mount Pleasant amended the Employee Handbook on July 17, 2018 by Resolution 2018-34, on August 20, 2019 by Resolution 2019-30, in 2021 by Resolution 2021-20, and again on June 30, 2022 by Resolution 2022-22.

WHEREAS, it has been recommended that the City of Mount Pleasant, Tennessee, Employee Handbook be amended again by making the following changes:

- Amend the definition of Fixed Holiday Leave to recognize the observation of fourteen (14), instead of thirteen and a half (13.5) city recognized holidays. (Page 13).
- Amend the definition of Full-Time Employee to be an employee who is normally and regularly scheduled to work 40 or more hours per work week, instead of 37.5 or more hours per work week. (Page 13).
- Amend section V(G)(1), Regular Full-Time Employee, to reflect a minimum of 40 hours per week instead of 37.5 hours per week. (Page 32).
- Amend section V(N), Hours of Work/Workweek, by deleting reference to the 24/48 Schedule for fire and police departments. (Page 37).
- Amend section VI(A), Holidays, by making New Year’s Day, January 1, a full day holiday instead of a half day holiday. (Page 39).
- Amend section VI(C), Vacation Leave, by granting 5 working days of vacation for employees who have completed 0-1 years of service. (Page 40).
- Amend section VI(N), Career Development and Training, by deleting the requirement that employees only get three attempts to pass a certification exam. (Page 51).

WHEREAS, it appears that such amendments are appropriate.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY OF MOUNT PLEASANT,
TENNESSEE, AS FOLLOWS:

Section 1. That the City of Mount Pleasant, Tennessee, Personnel Rules and Regulations Employee Handbook as last amended by resolution 2022-22 be and the same is hereby repealed in its entirety and replaced with the *Personnel Rules and Regulations Employee Handbook* attached hereto and incorporated by reference as Exhibit A, which incorporates the changes outlined in the preamble.

Section 2. If any one or more of the provisions of this Resolution, or any exhibit or attachment thereof, shall be held invalid, illegal, or unenforceable in any respect, by final decree of any court of lawful jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, or of any exhibit or attachment thereto, but this Resolution, and the exhibits and attachments thereof, shall be construed the same as if such invalid, illegal, or unenforceable provision had never been contained herein, or therein, as the case may be.

Section 3. This Resolution shall take effect immediately.

Approved and adopted this ____ day of _____, 2025.

WILLIAM F. WHITE, JR., MAYOR

ATTEST:

SHIPRAH COX, RECORDER

LEGAL FORM APPROVED:

KORI BLEDSOE JONES, ATTORNEY