

AN ORDINANCE OF THE CITY COUNCIL AMENDING THE EMPLOYEE HANDBOOK

WHEREAS, the City of Republic, Missouri (“City” or “Republic”), is a municipal corporation and Charter City located in Greene County, Missouri, being duly created, organized, and existing under the laws of the State of Missouri; and

WHEREAS, on November 21, 2017, via Ordinance 17-45, the Council approved an employee handbook to serve as the official Employee Handbook and Personnel Policy for the City (“Employee Handbook”); and

WHEREAS, on or about December 14, 2021, via Ordinance 21-77, the Council approved of various revisions to the Employee Handbook; and

WHEREAS, on or about January 23, 2024, via Ordinance 24-01, the Council approved of additional revisions to the Employee Handbook; and

WHEREAS, on or about February 4, 2025, via Ordinance 25-06, the Council approved of additional revisions to the Employee Handbook; and

WHEREAS, since that time, changes have occurred throughout the City necessitating certain additional amendments to the Employee Handbook; and

WHEREAS, the Council finds that the proposed additional amendments to the Employee Handbook are appropriate and are in the best interest of the City and its citizens.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:

- Section 1:** The Employee Handbook, as amended and attached hereto, labeled “Attachment 1”, is hereby approved and adopted, and is incorporated herein as though fully set forth at length.
- Section 2:** The City Administrator is hereby authorized to adopt and amend such administrative policies as are reasonably necessary to implement the intent of the Employee Handbook.
- Section 3:** The WHEREAS clauses above are specifically incorporated herein by reference.
- Section 4:** The provisions of this Ordinance are severable and if any provision hereof is declared invalid, unconstitutional, or unenforceable, such determination shall not affect the validity of the remainder of this Ordinance.
- Section 5:** This Ordinance shall take effect and be in force from and after its passage as provided by law.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Republic, Missouri, this _____ day of _____, 2025.

Attest:

Eric Franklin, Mayor

Laura Burbridge, City Clerk

Approved as to Form:

DocuSigned by:
Damon Phillips 10/14/2025
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Damon Phillips, Interim City Attorney

Final Passage and Vote: