

ST. TAMMANY PARISH COUNCIL

ORDINANCE

ORDINANCE CALENDAR NO. 7379 ORDINANCE COUNCIL SERIES NO. \_\_\_\_\_

COUNCIL SPONSOR: TANNER/COOPER PROVIDED BY: HUMAN RESOURCES

INTRODUCED BY: \_\_\_\_\_ SECONDED BY: \_\_\_\_\_

ON THE 7<sup>TH</sup> DAY OF SEPTEMBER, 2023

ORDINANCE TO AMEND THE ST. TAMMANY PARISH CODE OF ORDINANCES, APPENDIX B - PARISH PERSONNEL POLICIES  
ORDINANCE

WHEREAS, Ordinance C.S. No. 00-0174 adopted on July 6, 2000 established the "Personnel Policies" as required by Section 4-10 of the St. Tammany Parish Home Rule Charter and was subsequently amended by Ordinance C.S. No. 05-1049, Ordinance C.S. No. 05-1199, Ordinance C.S. No. 14-3167, Ordinance C.S. No. 14-3229, Ordinance C.S. No. 15-3262, and Ordinance C.S. No. 15-3425; and

WHEREAS, Ordinance C.S. No. 16-3454 adopted on February 4, 2016 adopted the "Parish Personnel Manual" as "Appendix B" of the St. Tammany Parish Code of Ordinances and was subsequently amended by Ordinance C.S. No. 22-5062 which became effective December 22, 2022; and

WHEREAS, after implementation of the newly revised "Parish Personnel Manual," it became evident a few clarifications and additions to the "Parish Personnel Manual" should be made in the best interests of Parish employees and to adhere to the latest expression of State law.

THE PARISH OF ST. TAMMANY HEREBY ORDAINS that Appendix B, the "Parish Personnel Manual" be hereby amended as reflected and described in attached Exhibit A.

REPEAL: All Ordinances of parts of Ordinances in conflict herewith are hereby repealed.

SEVERABILITY: If any provision of this Ordinance shall be held to be invalid, such invalidity shall not affect other provisions herein which can be given effect without the invalid provision and to this end the provisions of this ordinance are hereby declared to be severable.

EFFECTIVE DATE: This Ordinance shall become effective fifteen (15) days after adoption.

MOVED FOR ADOPTION BY: \_\_\_\_\_, SECONDED BY: \_\_\_\_\_

WHEREUPON THIS ORDINANCE WAS SUBMITTED TO A VOTE AND RESULTED IN THE FOLLOWING:

YEAS:

NAYS:

ABSTAIN:

ABSENT:

THIS ORDINANCE WAS DECLARED DULY ADOPTED AT A MEETING OF THE PARISH COUNCIL  
ON THE 5<sup>TH</sup> DAY OF OCTOBER, 2023; AND BECOMES ORDINANCE COUNCIL SERIES NO. 23-\_\_\_\_.

\_\_\_\_\_  
JACOB "JAKE" AIREY, COUNCIL CHAIR

ATTEST:

\_\_\_\_\_  
KATRINA L. BUCKLEY, COUNCIL CLERK

\_\_\_\_\_  
MICHAEL B. COOPER, PARISH PRESIDENT

Published Introduction: AUGUST 30, 2023

Published Adoption: \_\_\_\_\_, 2023

Delivered to Parish President: \_\_\_\_\_, 2023 at \_\_\_\_\_

Returned to Council Clerk: \_\_\_\_\_, 2023 at \_\_\_\_\_

**ADMINISTRATIVE COMMENT**

HUMAN RESOURCES/ CAO

SEPTEMBER 7, 2023

This ordinance is intended to accomplish 3 things:

- 1) provide clarification to existing provisions so they are consistent with the intent of the Personnel Policy Manual as it was adopted in December 2022;
- 2) Offer newly hired employees health insurance coverage sooner than previously contracted; and
- 3) Update the Personnel Policy Manual with the latest expression of State and Federal law.