

**ORDINANCE 16-09**

**AN ORDINANCE OF THE CITY OF ALACHUA, FLORIDA; AMENDING AND RESTATING IN TOTAL CHAPTER 2, ARTICLE III, DIVISION 2 OF THE CITY OF ALACHUA CODE OF ORDINANCES TITLED PERSONNEL POLICIES AND PROCEDURES; PROVIDING FOR THE REPEAL OF ALL ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY; PROVIDING FOR INCLUSION IN THE CITY CODE; AND PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, the City's Personnel Policies and Procedures are established to provide policies to serve as guidelines to administrative actions concerning personnel activities; and

**WHEREAS**, these rules are intended to establish the customary and most reasonable methods whereby the aims of the Human Resources Management System can be carried out; and

**WHEREAS**, it is the intent of the City of Alachua to provide policies of personnel administration consistent with accepted personnel practices, consistent and in compliance with current state and federal laws and to promote good employer/employee relations; and

**WHEREAS**, these Policies and Procedures do not constitute any form of employment contract or guarantee of continued employment or of any benefits contained herein; and

**WHEREAS**, all employment with the City of Alachua is at will and either the City or the employee may terminate the employment relationship at any time; and

**WHEREAS**, the City's Personnel Policies and Procedures are included in the Code of Ordinances, Chapter 2 – Administration, Article III – Officers and Employees, Division 2; and

**WHEREAS**, the City of Alachua Commission hereby amends and restates in total these sections of the Code of Ordinances.

**NOW THEREFORE BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF ALACHUA, FLORIDA.**

**Section 1. Amendment of Code of Ordinances**

The City of Alachua Code of Ordinances Chapter 2, Article III, Division 2 is hereby amended and restated in total and is attached as Exhibit "A" and is hereby incorporated herein by reference.

**Section 2. Inclusion in the Code**

It is the intention of the City Commission of the City of Alachua, Florida, and it is hereby provided that the provisions of this ordinance shall become and be made a part of the Code of Ordinances of the City of Alachua, Florida; that the sections of this ordinance may be renumbered or relettered and that the word "ordinance" may be changed to "section", "article" or other appropriate designation to accomplish such intention.

**Section 3. Repealing Clause**

All ordinances or parts of ordinances in conflict with this ordinance are, to the extent they conflict with this ordinance, repealed.

**Section 4. Providing for Severability**

It is the declared intent of the Alachua City Commission that, if any section, sentence, clause, phrase, or provision of this ordinance is for any reason held or declared to be unconstitutional, void, or inoperative by a court or agency of competent jurisdiction, such holding of invalidity or unconstitutionality shall not affect the remaining provisions of this ordinance and the remainder of this ordinance, after the exclusion of such part or parts, shall be deemed to be valid.

**Section 5. Effective Date**

This Ordinance shall be effective upon its passage and adoption on the second and final reading.

**PASSED** on first reading on the 13th day of June, 2016.

**PASSED** and **DULY ADOPTED**, in regular session, with a quorum present and voting, by the City Commission, upon second reading this 11th, day of July, 2016.

CITY COMMISSION OF THE  
CITY OF ALACHUA, FLORIDA

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Gib Coerper, Mayor  
**SEAL**

**ATTEST:**

**APPROVED AS TO FORM**

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Traci L. Gresham, City Manager/Clerk

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Marian B. Rush, City Attorney