

ORDINANCE NO. 2026 – 38
TO ADOPT THE CITY OF CULLMAN PERSONNEL HANDBOOK

WHEREAS, the Cullman City Council recognizes the need to adopt a new Personnel Handbook for the employees of the City of Cullman; and

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Cullman, Alabama:

SECTION I. The following section, *Section 181 Adoption of personnel policies of Chapter 2 Administration*, of the *Code of Ordinances City of Cullman, Alabama*, is hereby added as follows:

Sec. 2-181. Adoption of personnel policies.

The Cullman City Council adopts the official Personnel Handbook, dated April 20th, 2026, for the City of Cullman, Alabama, that provides rules, regulations, and policies including but not limited to:

- 1) Equal Employment Opportunities at the City of Cullman, Alabama; and
- 2) The organization and function of Personnel Administration; and
- 3) The methods of employee selection; and
- 4) The probationary period for employees; and
- 5) The process for changing of an employee's status; and
- 6) The employee incentives plan; and
- 7) The nepotism policy; and
- 8) The administration of an employee classification plan; and
- 9) The administration of the employee pay plan; and
- 10) The attendance and leave policies for employees; and
- 11) The employee conduct policies; and
- 12) The employee disciplinary procedures; and
- 13) The employee safety policies; and
- 14) The city owned vehicle and equipment policies; and
- 15) The travel policies for employees; and
- 16) The work policies for off-duty employees; and
- 17) The political activity regulations for employees; and
- 18) The ethics policies for employees; and
- 19) The employee dress code and hygiene policies; and
- 20) The uniform policies for employees; and
- 21) The information technology policy for employees; and
- 22) Such other personnel policies, regulations, provisions, or notices as were and may be necessary to provide for the adequate and systematic handling of personnel matters.

A copy of the Personnel Handbook, dated April 20th, 2026, for the City of Cullman, Alabama, is available for inspection in the office of the City Clerk.

SECTION II. SEVERABILITY CLAUSE. Each and every provision of this Ordinance is hereby declared to be an independent provision and that holding of any provision hereof to be void and invalid for any reason shall not affect any other provision hereof and it is hereby declared that the other provisions of this Ordinance would have been enacted regardless of any provision which might have been held invalid. This Ordinance repeals any prior Ordinance in conflict therewith.

SECTION III. EFFECTIVE DATE. This ordinance shall be effective following its passage, approval and publication as required by law.

ADOPTED BY THE CITY COUNCIL this the 20th day of April, 2026.

President of the City Council

ATTEST:

City Clerk

APPROVED BY THE MAYOR this the 20th day of April, 2026.

Mayor