

TITLE 4**MUNICIPAL PERSONNEL****CHAPTER**

1. MUNICIPAL PERSONNEL.
2. [DELETED].
3. [DELETED].

CHAPTER 1**MUNICIPAL PERSONNEL****SECTION**

- 4-101. Purpose.
- 4-102. Coverage.
- 4-103. Administration.
- 4-104. Personnel rules and regulations.
- 4-105. Records.
- 4-106. Discrimination.
- 4-107. Expenses of municipal officers and employees.
- 4-108. Deleted.

4-101. Purpose. The purpose of this chapter is to establish a system of personnel administration in the City of Millington that is based on merit and fitness. The system shall provide a means to select, develop, and maintain an effective municipal work force through impartially applying personnel policies and procedures free of personal and political considerations and regardless of race, color, gender, age, creed, national origin, or disability. (as replaced by Ord. #2017-9, June 2017)

4-102. Coverage. City employees include all officials elected to offices established by the city as well as all individuals recognized as employees for payroll tax purposes by the city or by the city's school district. Section 4-103 and following of this title shall not apply to employees of the city's school district, which are covered by separate policies established by the board of education. (as replaced by Ord. #2017-9, June 2017)

4-103. Administration. The personnel system shall be administered by the city manager, who shall have the following duties and responsibilities:

- (1) Have the final authority in the selection, discipline, dismissal and all other personnel matters in relation to city employees, subject to approval by the board of mayor and aldermen for hiring or terminating department heads.

(2) Exercise leadership in developing an effective personnel administration system subject to provisions in this chapter, other ordinances, the city charter, and federal and state laws relating to personnel administration;

(3) Recommend to the board of mayor and aldermen a position classification plan and install and maintain such a plan upon approval by the board of mayor and aldermen;

(4) Recommend to the board of mayor and aldermen a compensation plan for all city employees and install and maintain such a plan upon approval by the board of mayor and aldermen;

(5) Fix and establish the number of employees in the various city departments and offices and determine the duties, authority, responsibility, and compensation in accordance with the policies established by the board of mayor and aldermen and budget limitations; and

(6) Foster and develop programs for improving employee effectiveness, including training, safety, and health. (as replaced by Ord. #2017-9, June 2017)

4-104. Personnel rules and regulations. The city manager shall develop rules and regulations, in the form of a personnel policy manual and a compensation plan policy necessary for effectively administering the personnel system. The board of mayor and aldermen shall by resolution adopt or amend these policies presented to them by the city manager.

Nothing in the personnel policies shall be deemed to give employees any more property rights in their job than may already be given by state law. The city reserves the right to alter or change any or all of these policies without prior notice to employees. (as replaced by Ord. #2017-9, June 2017)

4-105. Records. The city manager shall maintain adequate records of the employment record of every employee as specified herein. (as replaced by Ord. #2017-9, June 2017)

4-106. Discrimination. No person shall be employed, promoted, demoted, discharged, or in any way favored or discriminated against because of political opinions or affiliations, race, color, creed, national origin, gender, age, religious belief, or disability. (as replaced by Ord. #2017-9, June 2017)

4-107. Expenses of municipal officers and employees. The city may pay the expenses, including travel and training, of any elected official, any elected or appointed board or committee member, any city official and any employee as permitted by Tennessee Code Annotated, § 6-54-901. The city manager shall develop rules and regulations, in the form of travel policy and procedures. The board of mayor and aldermen shall by resolution adopt or amend these policies presented to them by the city manager. (as replaced by Ord. #2017-9, June 2017)

4-108. Deleted. (as deleted by Ord. #2017-9, June 2017)

CHAPTER 2

(This chapter was deleted by Ord. #2017-9, June 2017)

CHAPTER 3

(This chapter was deleted by Ord. #2013-19, Oct. 2013)