

STATE OF GEORGIA

COUNTY OF CLAYTON

ORDINANCE NO. 2019- 81

AN ORDINANCE TO AMEND THE CLAYTON COUNTY CIVIL SERVICE RULES AND REGULATIONS, AS AMENDED, SPECIFICALLY TO AMEND RULE 5.202 "MERIT INCREASES" AND TO INSERT IN LIEU THEREOF NEW LANGUAGE AS PROVIDED HEREIN; TO REPEAL ANY AND ALL CONFLICTING LAWS, ORDINANCES, RESOLUTIONS, RULES AND REGULATIONS; TO PROVIDE FOR SEVERABILITY; TO PROVIDE AN EFFECTIVE DATE OF THIS ORDINANCE; AND FOR OTHER PURPOSES.

WHEREAS, the Board of Commissioners adopted certain Civil Services Rules and Regulations; and

WHEREAS, the Board of Commissioners desires to clarify language in Civil Service Rule 202(b)(1) to reflect the operating practice of the County; and

WHEREAS, the clarification of this rule will address those employees with an eighteen (18) month probationary period, those employees whose probationary period is extended and those employees who are promoted within their initial probationary period; and

WHEREAS, the Board of Commissioners, with the approval of the Clayton County Civil Service Board, desires to amend said Rules and Regulations with regards to "Merit Increases."

NOW THEREFORE, BE IT ORDAINED BY THE BOARD OF
COMMISSIONERS OF
CLAYTON COUNTY, GEORGIA, AND IT IS HEREBY ORDAINED

Section 1. Clayton County Civil Service Rule 5.202(b)(1) "Initial Merit Increases" is hereby deleted in its entirety and inserted in lieu thereof language to read as follows:

5.202 Merit Increase: ...

...

(b)

1. *Initial Merit Increases may be granted as of the pay period nearest the completion of twelve (12) months continuous service (18 months for positions serving an 18-month probationary period) and in accordance with Rule 5.7(a)-(b). Merit increases shall not be granted to any employee who has not successfully completed the initial probationary period.*

Section 2. All Ordinances, Resolutions, Rules and Regulations, or parts thereof which conflict with this Ordinance are hereby repealed.

Section 3. It is declared to be the intention of the Board of Commissioners that all sections and paragraphs of this Ordinance are or were, upon their enactment, believed to be fully valid, enforceable and constitutional. To the greatest extent allowed by law, each and every paragraph herein is severable from the other. In the event that any portion of this Ordinance shall be declared invalid, unconstitutional or otherwise unenforceable by valid judgment or decree of any court of competent jurisdiction, it is the express intent of the Board of Commissioners that the remaining portions of the Ordinance shall remain valid, constitutional, enforceable, and of full force and effect.

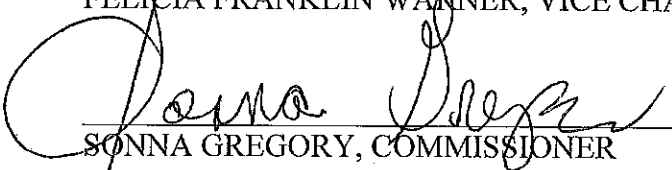
Section 4. This Ordinance shall be effective on the date of its approval by the Board of Commissioners.


SO ORDAINED, this the 2 day of July, 2019.


CLAYTON COUNTY BOARD OF COMMISSIONERS


JEFFREY E. TURNER, CHAIRMAN


FELICIA FRANKLIN WARNER, VICE CHAIRMAN


SONNA GREGORY, COMMISSIONER


GAIL HAMBRICK, COMMISSIONER


DEMONT DAVIS, COMMISSIONER

ATTEST:


BRENDA B. JAMES, CLERK