a Regular Meeting of said City Council and at which time and place all persons who so desire shall have an opportunity to be heard in opposition to the adoption and passage of such ordinance, or to urge the passage of the same and at which time and place the City Council of the City of Roanoke, Alabama shall consider the passage and adoption, or the rejection of said ordinance.

This the 26th day of April, 1977.

(Sn) Tommy Hill
Mayor

ATTEST:

(Sn) Olin E. Sheppard
City Clerk

I, Olin E. Sheppard, as City Clerk of the City of Roanoke, Alabama hereby certify that the foregoing ordinance was passed and adopted by the Mayor and City Council of the City of Roanoke, Alabama on the 13th day of June, 1977, and was herein recorded and was published in The Roanoke Leader of general circulation in the City of Roanoke, Alabama on the 11th day of May, 1977.

(Sn) Olin E. Sheppard
City Clerk

ORDINANCE NO. 557

AN ORDINANCE ESTABLISHING A MERIT SYSTEM TO COVER FULL TIME EMPLOYEES OF THE POLICE DEPARTMENT OF THE CITY OF ROANOKE, ALABAMA.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ROANOKE, ALABAMA, AS FOLLOWS:

Section 1. Purpose. There is hereby established a personnel system for the City of Roanoke, Alabama. Such system shall be established on the following merit principles:

(a) Recruiting, selecting and advancing employees on the basis of their relative ability, knowledge and skills, including open competition of qualified applicants for initial appointment;
(b) Establishing pay rates consistent with the principle of providing comparable pay for comparable work;

(c) Training employees, as needed to assure high quality performance;

(d) Retaining employees on the basis of the adequacy of their performance, correcting inadequate performance and separating employees whose inadequate performance cannot be corrected;

(e) Assuring fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, creed, national origin or ancestry, sex or religion.

Section 2. Classified Service, Exceptions. The classified service shall cover only all full time employees of the Police Department, exclusive of the Police Chief, who shall not be covered. No other city employees shall be covered, and they are specifically excepted.

Section 3. Personnel Officer. The City Council shall select a City Personnel Officer, who shall serve at the pleasure of the City Council. His compensation shall be fixed by the City Council, and he shall perform such duties as are provided herein and as may be designated by the City Council from time to time. The City Personnel Officer is hereby designated to perform the duties of personnel officer. He may have other staff members designated to assist him or may designate any member of his staff to assist him.

Section 4. Duties of Personnel Officer. The personnel officer shall be responsible for the personnel administration system and shall direct all of its administrative and techni-
cal activities. His duties shall include, but not be limited to the following:

(a) Encourage and exercise leadership in the development of effective personnel administration practices within the municipality;

(b) Investigate from time to time the operation and effect of this law and the policies made thereunder and to report his findings and recommendations to the Mayor and City Council;

(c) Establish and maintain comprehensive personnel records for each employee in the municipality's service including for each employee his classification, pay rate, date of employment and other relevant data;

(d) Advise the Mayor and City Council on matters affecting the most effective use of manpower resources;

(e) Make an annual report to the Mayor and City Council regarding the status of the personnel administration program.

Section 5. Preparation of Personnel Rules and Regulations.
The personnel officer shall not more than ninety (90) days after the effective date of this ordinance draft or cause to be drafted the personnel rules and regulations for the municipality. Such rules shall become effective upon passage of an appropriate ordinance by the City Council. The policies shall provide for:

(a) The classification of all positions, based on duties, authority and responsibility of each position, with adequate provisions for reclassification of any positions warranted by changed circumstances;
(b) A pay plan for classified service positions;
(c) Announcement of employee vacancies and acceptance of application for employment;
(d) Preparation and administration of examinations, if appropriate;
(e) Establishment and use of eligibility lists, if appropriate;
(f) Establishment of promotion policies and procedure;
(g) Transfer, promotion and reinstatement of employees;
(h) Performance evaluations of employees, including those on probationary periods;
(i) Separation of employees from the classified service by resignation, suspension, dismissal, layoff, or incapacity to perform required duties;
(j) Grievance and appeal procedures;
(k) Establishment of hours of work, holidays, vacations, leave regulations and procedures;
(l) Outside employment of municipal employees;
(m) Establishment of a probation period for all employees prior to final appointment;
(n) Development of employee morale, safety and training programs;
(o) Such other matters as may be necessary to carry out the intent and purpose of this ordinance.

Section 6. Repealer. That any ordinance or part thereof in conflict with this ordinance be and the same is hereby repealed.

Section 7. Severability. If any section or provision of this ordinance be declared to be invalid or unconstitutional
by judgment or decree of a court of competent jurisdiction
such judgment or decree shall not affect any other section or
 provision of this ordinance.

Section 8. Effective Date - Publication. This ordinance
shall take effect upon adoption and shall be published as
required by law.

Adopted and approved this the 15th day of August, 1977.

(Sn) Tommy Hill
MAYOR

ATTEST:

(Sn) Olin E. Sheppard
CITY CLERK

I, Olin E. Sheppard, as City Clerk of the City of Roanoke, Alabama
hereby certify that the foregoing ordinance was passed and adopted by
the Mayor and City Council of the City of Roanoke, Alabama on the 15th
day of August, 1977, and was herein recorded and was published in The
Roanoke Leader of general circulation in the City of Roanoke, Alabama
on the 17th day of August, 1977.

ORDINANCE NO. 558

AN ORDINANCE TO AMEND THE ZONING ORDINANCE OF THE CITY OF
ROANOKE, ALABAMA, AND THE ZONING MAP OF ROANOKE, ALABAMA TO
REZONE OR RECLASSIFY CERTAIN PROPERTY IN THE CITY OF ROANOKE,
ALABAMA FROM RESIDENCE "A" DISTRICT TO GENERAL BUSINESS
DISTRICT, AND TO REPEAL ALL ORDINANCES OR PARTS OF ORDINANCES
IN CONFLICT HEREWITH.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ROANOKE,
ALABAMA, AS FOLLOWS:

Section 1. That the Zoning Ordinance of the City of
Roanoke, Alabama, and the Zoning Map of the City of Roanoke be
amended, altered and changed to rezone or reclassify from
Residence "A" District to General Business District the following,
described property situated in the City of Roanoke, Randolph
County, Alabama, to-wit: