



**OFFICIAL MINUTES OF THE OXFORD MAYOR AND COUNCIL MEETING
WORK SESSION
MONDAY, MAY 17, 2021 – 6:41 PM
VIA TELECONFERENCE**

ELECTED OFFICIALS PRESENT:

David Eady – Mayor
George Holt – Councilmember
Jim Windham – Councilmember
Avis Williams – Councilmember
Lynn Bohanan – Councilmember
Jeff Wearing – Councilmember
Laura McCanless – Councilmember

APPOINTED/STAFF PRESENT:

Matt Pepper – City Manager
Marcia Brooks – City Clerk/Treasurer
Dave Harvey – Police Chief
Jody Reid – Utilities & Maintenance
Supervisor

OTHERS PRESENT: Art Vinson, Melissa Hage, Michael Rogers, Laura Gafnea (Oxford College)

Agenda (Attachment A)

1. Mayor's Announcements

Mayor Eady advised that after the work session there will be a special called meeting. During this meeting, the City Council will adopt the Community Development Block Grant resolution and go into Executive Session to discuss real estate and personnel matters. Following the Executive Session, the City Council will return to open session to potentially take a vote on a real estate matter. The meeting will then adjourn.

Mayor Eady stated the tour of Dried Indian Creek will begin at Oxford College Farm at 11:00 a.m. on May 22, 2021. Box lunches will be provided. Anyone wishes to attend should notify Matt Pepper by email by May 18, 2021.

2. Committee Reports

- a. Trees Parks and Recreation (TPR) Board – Michael Rogers stated that the Board has been involved in a project to restore the tree canopy on Emory Street that was lost when the water main was upgraded. They are also working on updating their tree inventory list for the City. The Board has also reviewed guidelines for allowing individuals to donate a bench. The original request was for Asbury Street Park, but they are recommending that donations be allowed for all parks in the City.

Laura McCanless asked if the tree survey from several years ago has been located. Matt Pepper advised that Beryl Budd is working on locating that information.

- b. Planning Commission – Matt Pepper stated that the Planning Commission does not have any updates at this time.
- c. Downtown Development Authority (DDA) – Matt Pepper stated that the Authority has not met since the May Regular Session Council meeting and has no updates at this time.
- d. Sustainability Committee – Melissa Hage stated that the tour on Saturday will be conducted by the Georgia Department of Natural Resources (GADNR) Stream Team.

The Committee is working with John Devine on documents for the application for the grant from GADNR to restore the Dried Indian Creek corridor. The next committee meeting is May 24, 2021 at 10:30 a.m. During this meeting they will be meeting with their student intern who will be working on a sustainability plan for the City of Oxford. Councilmembers should expect for the intern to contact them for input.

Laura McCanless encouraged those invited to come to the tour as the Stream Team provides important information to make future decisions.

Ms. Hage extended an invitation to all on the call to join the tour.

- e. Committee on Race – Avis Williams reported that the Committee will not be having an event in June because Pastors Williams and Johnson have been very busy lately with COVID relief activities. There will be some information on the City website about Juneteenth. They are planning an event for December.

3. Yarbrough House Discussion

Mayor Eady presented the idea of getting estimates to do some minimal renovation work on the Yarbrough House to make it usable as a history center/welcome center which would be operated by the Oxford Historical Society as proposed by them. Renovations would include renovating the larger bathroom, gutting the kitchen, doing wall repairs, painting, and getting it ready for use. His guess is it would cost around \$100,000, but the cost will be contingent on the cost of materials, which are priced extremely high at the moment. He recognizes that it may be more prudent to wait until the cost of materials decreases. The offer by the Society is on the table, and the renovations would need to be done before the property is utilized as a public space.

Avis Williams asked if the Oxford Historical Society is in a rush to make this move, or can the City wait a few months. Mayor Eady advised that the City does not have to be in a big hurry, but he is concerned about it continuing to deteriorate without work being done to it. However, he is sensitive to the high cost of materials right now. He would at least like to get some idea of the cost as a baseline.

George Holt stated that it has been sitting there for quite some time and can sit there a little longer. He does not feel now is the time to work on it. He does not think the City Council should take any action until the Society gives a written statement of exactly what they propose to use the property for, and an accurate estimate is obtained of the cost to complete the work.

Laura McCanless has the same concerns as others about the current cost of materials. She also wondered if there would be much interest from the public with the COVID-19 pandemic just starting to wind down.

Lynn Bohanan asked if it has been determined that this proposal is how the property will be used. She does not consider kitchens and bathrooms minor work.

Mayor Eady clarified that the work in the kitchen involves removing the cabinets to create a blank slate for the Society to put their displays up. He does agree that a nice ADA bathroom would be some significant work.

Ms. Bohanan stated she was under the impression there were other structural integrity issues that needed to be addressed before renovations could start.

Mayor Eady stated there was some discussion about removal of flooring to examine floor joists. This assessment was bolstered by some observations from an architectural firm. However, this approach would be very expensive. Other than the large bathroom, which would be torn out to the floor joists anyway due to water damage, there are not any areas of the house that seem to be in danger of collapsing.

Ms. Bohanan also expressed concerns about the cost of materials.

James Windham stated he was confused why the City Council is discussing spending \$100,000 on the Yarbrough House. The issue was discussed in the April Work Session and the conversation centered around selling the house, moving it, tearing it down, or ignoring it.

Mayor Eady confirmed that those options were discussed, and no resolution was reached. He was reminded recently by the Oxford Historical Society that their proposal had been made and was on the table.

Mr. Windham stated he thought their proposal had been rejected. He had no other comments other than that he agreed with the observations of the other City Councilmembers.

Mayor Eady stated that it seems there is consensus to not take any action at this time, and not to ask anyone to waste time obtaining estimates. He believes the proposal by the Society was paused due to the COVID-19 pandemic.

Mr. Windham stated he believes there are a lot of small projects that could be completed around town without spending a lot of money, such as removing some asphalt and planting flowers.

Jeff Wearing asked if the Society will come up with designs and recommendations. Mayor Eady advised the Society is not asking for any structural repairs to the house. They are only asking for repairs to make the structure safe for occupancy by completing the items mentioned earlier, which would be the defined scope of work. Mr. Wearing advised he is for it in general, but now may not be the best time.

Mr. Holt stated that some drawings were reviewed a year or so ago regarding the repairs under discussion. Those plans can be used to obtain an estimate.

4. **Operating Budget and Capital Budget for FY2022** (Attachment B)

A public hearing was held prior to this meeting regarding the proposed operating and capital budgets for FY2022. Councilmembers have had several opportunities to review the proposals and ask questions.

George Holt advised his questions have been answered by Matt Pepper. No other Councilmembers had questions.

5. **Employee Handbook Revision** (Attachment C)

Matt Pepper stated that the current handbook was adopted in 2011. There have been changes in the form of government and in other areas that precipitated the need for a revision. The City has worked with the Georgia Municipal Association (GMA) to bring the handbook up to date. A revised version was provided to all Councilmembers along with the original version. Mr. Pepper provided an overview of the changes. He stated that City staff will be reviewing the manual on a more regular schedule and expect to bring requests for updates to the City Council periodically.

George Holt stated that it will take more than one or two work sessions to make decisions on the updates, as there are many changes. He and Luran Willis and Bob Schwartz had started working on an update several years ago. He would like to have a tracked version printed out so he can compare it to the changes they had discussed. He also does not understand some of the changes that are being proposed. He wants to make sure the City Council understands these changes. He also mentioned that the job title of Utilities Superintendent has never been voted on and needs to be changed to Utilities Supervisor.

James Windham asked if anyone has reviewed the City Charter in relation to the roles of staff and Councilmembers.

Mr. Holt also expressed concern about the "employee at will" language in the revised version because it implies that an employee can be fired without reason and the addition of another holiday (Veteran's Day).

Matt Pepper advised that the "employee at will" language was recommended by GMA staff.

Mr. Windham asked if GMA recommended carrying more than 80 hours. The City Council specifically addressed this issue in the previous writing of the handbook because employees were carrying three, four, or five years of vacation. An employer provides vacation for employees to take some time away and refresh their well-being.

Mr. Holt asked why the book lists vacation time as days rather than hours. He knows it was listed as days in the original handbook, but he feels it should be shown in hours.

Mayor Eady asked Councilmembers to consider this document a first draft and provide notes and comments to Mr. Pepper.

Marcia Brooks will provide a tracked version electronically to all Councilmembers and a printed tracked version to Mr. Holt.

Mr. Windham suggested that Mr. Holt should be involved in the revision process of the handbook at an earlier stage given his expertise in the human resources field.

6. Excess Cyber Security Liability Insurance

Matt Pepper advised that as part of our liability insurance we have cyber security liability insurance up to \$250,000. Excess liability coverage is offered to increase the limit to \$1,000,000 for \$3,380. City staff recommend purchasing this excess liability insurance. Security features are in place with the City's IT services provider including backups every four hours on site and every day off site. In addition, the provider monitors the City's network and servers 24/7 for suspicious activity as well as the most up-to-date malware threat monitoring. The excess liability insurance is another level of protection.

Laura McCanless stated it is a good idea to be proactive given recent cyber compromises. She asked what the excess insurance covers. Mr. Pepper advised it covers costs up to \$1,000,000 resulting from a ransomware attack or cyberattack. Marcia Brooks added that it pays consultant fees to restore data as well as ransom fees. George Holt asked for clarification on exactly what the insurance will pay for. Ms. Brooks advised she would provide details regarding the coverage to the Councilmembers.

James Windham requested assurance from the City's IT services provider that security is in place that can block most known ransomware. He knows that some victims of cyberattacks have not kept their security systems up to date. He supports having the extra insurance.

Avis Williams stated that their school system in Putnam County had the most up-to-date measures in place and their system was down for ten days. It cost them \$1 million to resolve the issue.

7. Work Session Meeting Review

- a. Yarbrough House – hold on any actions
- b. FY2022 Operating and Capital Budgets – adoption June 7, 2021. Millage rate will be voted on after Newton County Tax Digest is released.

- c. Employee Handbook – Councilmembers will receive electronic tracked copy for review (George Holt will receive paper copy).
- d. Excess Cyber Liability Insurance – Matt or Marcia will provide further details on coverage to Councilmembers.

8. **Adjourn**

Mayor Eady adjourned the meeting at 7:38 p.m.

Respectfully Submitted,



Marcia Brooks
City Clerk/Treasurer

**OXFORD MAYOR AND COUNCIL
WORK SESSION
MONDAY, MAY 17, 2021 – 6:40 P.M.
CITY HALL (VIA TELECONFERENCE)
A G E N D A**

ANNUAL BUDGET PUBLIC HEARING – 6:30 PM

*We will have the public hearing on the proposed operating budget and capital budget for FY2021 (July 1, 2020 – June 30, 2021). We have attached a copy of the public hearing notice.

1. **Mayor’s Announcements**
2. **Committee Reports** – The Tree Board, Planning Commission, Downtown Development Authority, Sustainability Committee, and the Committee on Race will update the Council on their recent activities.
3. **Yarbrough House Discussion** – The Council will review the status of the city’s project involving the Yarbrough House (107 W. Clark Street).
4. ***Operating Budget and Capital Budget for FY2022** – We have attached the Budget Calendar, the Operating Budget, the Capital Budget, and the Budget Resolution. These will be on the agenda for adoption at the June 7th Council meeting.
5. ***Employee Handbook Revision** – Staff will provide an overview to the Council of the proposed amendments to the city’s Employee Handbook. We have attached a copy of the revised Employee Handbook.
6. **Excess Cyber Security Liability Insurance** – Our insurance provider has offered excess cyber security coverage. The city automatically receives coverage up to \$250,000. The cost for the excess coverage is \$3,380.
7. **Work Session Meeting Review** – Mayor Eady will review all the items discussed during the meeting.

*Attachments



Budget Calendar for FY2022

Friday, January 22, 2021	Budget forms distributed to department heads.
Friday, February 12, 2021	Department budget requests submitted to City Manager.
Monday, March 15, 2021	Council work session on budget to review preliminary budget. Remind Council to begin discussion on millage rate. Discuss budget requests and revenue estimates.
Wednesday, April 21, 2021	Combined advertisement appears in <i>Covington News</i> for presentation to council, public hearing, and adoption. (At least a week must intervene between the ad & public hearing.)
Monday, May 3, 2021	Draft budget presented at regular city council meeting -7:00 PM. Meeting will include work session on budget (if necessary).
Monday, May 17, 2021	Work session and Public Hearing-6:00 PM (At least a week must intervene between the public hearing and budget adoption.) Remind Council about adopting the millage rate.
Monday, June 7, 2021	Adopt Budget -7:00 PM (Decision point if millage is to be raised.)
Friday, July 2, 2021	Receive Tax Digest from County Tax Commissioner. Note: If Council does not increase millage or adopts the rollback rate, we will have the advertisement of the city's Five Year History ready for publication.
Wednesday, July 7, 2021	Five Year History Ad with notice of Public Hearing published.
Monday, July 19, 2021	Hold Two (2) public hearings for Council to adopt millage rate.
Monday, August 2, 2021	Hold final public hearing for millage rate. Council adopts new millage rate at Regular Session Meeting.
Tuesday, August 3, 2021	Tear sheet and PT38 to Tax Commissioner.
Wednesday, August 4, 2021	Tax Commissioner delivers report to State.

Notice: If the millage rate is increased above the rollback rate, law requires (3) three public hearings and advertising seven days apart from each other prior to final adoption.



Annual Budget - FY2022

July 1, 2021 - June 30, 2022

City Council Review - May 17, 2021

Mayor David S. Eady

Councilmembers

Jeff Wearing - Lynn Bohanan
Laura McCanless - George Holt
Avis Williams - Jim Windham

Matthew Pepper, City Manager
Marcia Brooks, City Clerk
Dave Harvey, Police Chief
Jody Reid, Supervisor of Public Works and Utilities

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
GENERAL FUND - REVENUE						83%			
1	100-0000-311100-000	Real Property Tax-Current Yr.	110,000	119,511	110,000	128,557	110,000	130,000	Reflects growth in property tax digest.
2	100-0000-311200-000	Property Tax - Prior Year	5,000	2,834	5,000	2,055	2,466	3,000	
3	100-0000-311310-000	Motor Vehicle Adv.	21,000	20,650	5,000	2,547	3,056	2,500	
4	100-0000-311315-000	Motor Vehicle TAVT	45,000	130,659	50,000	109,357	131,228	65,000	
5	100-0000-311340-000	Intangible Tax	3,000	4,137	3,000	6,418	7,701	4,000	
6	100-0000-311600-000	Real Estate Transfer	1,000	1,612	1,000	2,000	2,399	1,500	
7	100-0000-311710-000	Electric Franchise Tax	2,200	2,160	2,000	2,137	2,000	2,000	
8	100-0000-311730-000	Gas Franchise Tax	12,000	14,222	14,000	11,599	13,919	14,000	
9	100-0000-311750-000	TV Cable Franchise Tax	28,000	38,628	30,000	23,924	28,708	30,000	
10	100-0000-311760-000	Telephone Franchise Tax	4,500	5,253	4,400	6,881	8,257	5,000	
11	100-0000-313100-000	LOST Sales & Use Tax	360,000	432,357	320,000	405,722	486,867	425,000	Reflects sales tax growth in Newton County.
12	100-0000-316100-000	General Occupational Tax	11,500	11,463	11,500	11,123	11,500	11,500	Business License payments.
13	100-0000-316200-000	Insurance Premium Tax	161,000	161,939	166,000	170,823	170,823	175,000	One check per year, based on population.
14	100-0000-319000-000	Penalty/Interest on Del Taxes	1,300	821	1,200	679	815	1,000	
15	100-0000-321200-000	General Building Permits	1,500	6,955	10,000	18,917	22,701	10,000	
16	100-0000-322901-000	Misc. Income	15,000	200	1,000	46	55	1,000	
17	100-0000-335800-000	Intergovernmental Revenues	26,000	27,705	20,000	25,191	25,191	25,000	Local Maintenance Improvement Grant (LMIG).
18	100-0000-341400-000	Printing/Duplicating Service	200	128	200	129	155	200	
19	100-0000-341910-000	Election Qualifying Fees	1,200	792	0	0	0	850	
20	100-0000-349100-000	Cemetery Fees	2,000	2,650	2,000	7,030	8,436	2,000	
21	100-0000-349300-000	Bad Check Fees	1,000	480	1,000	150	180	500	
22	100-0000-351000-000	Fines & Forfeitures	80,000	76,632	80,000	84,345	101,214	85,000	
23	100-0000-361000-000	Interest Revenues	30,000	39,912	15,000	3,875	4,650	5,000	Reflects a decrease in interest rates.
24	100-0000-381000-000	Rents and Royalties	1,500	33,860	5,000	3,075	3,690	3,000	
25	100-0000-381001-000	Lease Agreement Income	31,710	0	31,710	0	31,710	31,710	810 Whatcoat Building Lease - Oxford College
26	100-0000-381002-000	Lease - Verizon	27,154	27,324	27,833	23,252	27,902	28,007	Water Tower Antenna - Verizon Wireless
27	100-0000-392300-000	Proceeds-Dispose of Assets	1,000	0	1,000	0	0	1,000	
		REVENUES TOTAL	\$983,764	\$1,162,883	\$917,843	\$1,049,831	\$1,205,624	\$1,062,767	

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
GENERAL FUND - EXPENDITURES									
CITY COUNCIL									
1	100.1100.511100.000	Regular Employees	34,800	29,200	34,800	25,000	30,000	34,800	
2	100.1100.512200.000	Social Security (FICA)	2,663	2,234	2,662	1,913	2,295	2,662	
3	100.1100.523100.000	Liability Insurance	12,000	9,907	10,000	9,376	12,000	10,000	Annual bill in April.
4	100.1100.523600.000	Education & Training	6,000	3,083	3,750	0	0	3,750	
5	100.1400.511100.000	Reg Employees - Election	650	475	0	0	0	650	
		SUBTOTAL	\$56,113	\$44,899	\$51,212	\$36,288	\$44,295	\$51,862	

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
GENERAL GOVERNMENT									
1	100.1500.511100.000	Regular Employees	221,854	203,268	230,444	175,629	210,755	239,648	
2	100.1500.511300.000	Overtime	5,000	6,981	6,000	1,802	2,162	6,000	
3	100.1500.512100.000	Group Insurance	60,313	39,922	58,673	34,710	41,652	61,456	Health and Life Insurance
4	100.1500.512200.000	Social Security (FICA)	17,354	16,138	18,088	13,618	16,342	18,792	
5	100.1500.512400.000	Retirement Plan Expense	13,348	35,834	20,500	15,908	19,089	21,000	
6	100.1500.512450.000	Retirement Cont. (DC) 401	9,715	7,762	10,253	5,400	6,480	10,651	
7	100.1500.512700.000	Workers' Comp Insurance	1,000	773	1,000	747	896	1,000	
8	100.1500.512900.000	Unemployment Payments	2,000	4,200	2,000	0	0	2,000	
9	100.1500.521200.000	Professional	110,000	90,468	80,000	65,145	78,174	100,000	City Attorney, CPA Firm, Audit Services, Tax Assessor's Office
10	100.1500.521200.001	Code Enforcement Services	5,000	1,170	5,000	0	0	5,000	Contract with Bureau Veritas
11	100.1500.521200.002	Building Permit (BV)	11,250	6,231	11,250	3,427	4,113	7,500	Contract with Bureau Veritas
12	100.1500.521202.000	Fire Services - Newton County	26,500	26,114	29,000	28,870	28,870	31,000	Annual bill to Newton County
13	100.1500.521300.000	Technical Purchased Service	42,500	45,544	45,000	41,160	49,392	47,000	
14	100.1500.522200.000	Repairs & Maintenance	40,000	18,343	20,000	17,319	20,783	20,000	
15	100.1500.522200.001	Whatcoat Building Maintenance	5,000	0	5,000	10,396	12,475	10,000	
16	100.1500.522200.002	YH Welcome Center	30,000	0	5,000	650	780	5,000	
17	100.1500.523100.000	Liability Insurance	11,000	10,932	11,000	8,403	11,000	9,000	Annual bill in April
18	100.1500.523200.000	Telephone - Postage	25,200	25,983	25,500	17,820	21,384	25,500	
19	100.1500.523200.001	Telephone System Upgrades	8,200	8,150	0	0	0	0	
20	100.1500.523300.000	Advertising & Promotions	7,000	7,571	7,000	6,894	8,272	8,000	
21	100.1500.523320.000	July 4th Parade Expenses	6,000	2,641	6,000	0	0	6,000	
22	100.1500.523600.000	Dues & Fees	9,000	11,230	9,000	7,987	9,584	9,000	
23	100.1500.523700.000	Education & Training	12,000	4,773	7,500	2,087	2,504	7,500	
24	100.1500.531100.000	Supplies & Materials	19,000	19,305	24,000	12,270	14,725	20,000	
25	100.1500.531200.000	Energy - Utilities	16,000	16,800	16,000	11,858	14,230	16,000	
26	100.1500.531600.000	Small Equipment Under \$5,000	5,000	2,109	5,000	150	180	5,000	
27	100.1500.531600.001	Computer Upgrades	8,000	6,043	0	0	0	0	
28	100.1500.531600.002	Security System Upgrade	7,000	6,686	0	0	0	0	
29	100.1500.531700.000	Other/Meetings & Events	7,000	2,771	5,000	214	256	5,000	
30	100.1500.579000.000	Contingency - General	23,392	2,202	25,348	0	0	23,096	
31	100.1500.579010.000	Contingencies - cash over & short	200	50	200	140	168	200	
		SUBTOTAL	\$764,826	\$629,994	\$688,756	\$482,603	\$574,266	\$720,343	

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
COURT									
1	100.2500.521200.000	Contract - Judge	5,000	5,000	5,000	3,750	5,000	5,000	
2	100.2500.521210.000	Contract - Public Defender	500	0	500	0	0	500	
3	100.2500.521211.000	Contract - Solicitor	4,800	3,760	4,800	3,400	4,800	4,800	
4	100.2500.523700.000	Education - Clerk	3,000	600	1,000	0	0	1,000	
5	100.2500.523701.000	Education - Judge	1,200	325	1,200	0	1,200	1,200	
6	100.2500.523850.000	Contract - Translator	200	0	200	0	0	200	
		SUBTOTAL	\$14,700	\$9,685	\$12,700	\$7,150	\$11,000	\$12,700	
POLICE DEPARTMENT									
7	100.3200.511000.000	Regular Employees	173,830	98,775	178,768	136,857	164,228	185,344	Includes four (4) full-time officers, including the Chief
8	100.3200.511300.000	Overtime	10,000	10,587	10,000	10,368	12,442	10,000	
9	100.3200.512100.000	Group Insurance	25,987	16,865	30,801	14,946	17,935	38,454	Health and Life Insurance
10	100.3200.512200.000	Social Security (FICA)	14,063	8,392	14,441	11,263	13,515	14,944	
11	100.3200.512450.000	Retirement Cont. (DC) 401	10,430	3,074	9,711	5,158	6,190	10,081	
12	100.3200.512700.000	Workers' Comp Insurance	7,000	6,186	6,500	4,918	4,918	8,000	
13	100.3200.521300.000	Tech Purch Serv/Courtware	11,000	10,982	11,000	8,532	10,238	11,000	
14	100.3200.522200.000	Veh & Equip Repairs & Maint	10,000	5,907	10,000	12,093	14,512	10,000	
15	100.3200.523100.000	Liability Insurance	12,000	11,227	12,000	16,602	12,000	15,500	Annual bill in April
16	100.3200.523200.000	Telephone-Postage	5,500	7,245	5,500	3,783	4,540	5,500	
17	100.3200.523600.000	Dues & Fees	250	162	250	100	120	200	
18	100.3200.523700.000	Education & Training	2,000	1,645	2,000	1,698	2,038	2,000	
19	100.3200.523850.000	Subpoena fee	200	0	200	0	0	200	
20	100.3200.523900.000	Prisoner Housing & costs	12,000	12,425	13,000	420	504	13,000	Increased volume of inmates brought in by city police officers.
21	100.3200.531100.000	Supplies & Materials	5,500	4,317	5,500	2,228	2,674	5,500	
22	100.3200.531270.000	Gasoline	10,000	6,741	10,000	5,425	6,510	10,000	
23	100.3200.531600.000	Small Equipment Under \$5,000	5,000	3,740	5,000	1,366	1,640	5,000	
24	100.3200.531600.001	Computer Upgrades	0	3,647	6,500	6,283	6,283	0	
25	100.3200.531700.000	Uniforms	5,000	4,095	5,000	1,721	1,427	5,000	
26	100.3200.571000.000	Training funds - Payable	25,000	28,712	25,000	18,227	21,872	25,000	
27	100.3800.342500.000	E-911 Center	43,000	41,224	25,000	16,113	19,335	25,000	Annual bill.
		SUBTOTAL	\$387,760	\$285,950	\$386,170	\$278,101	\$322,920	\$399,723	

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
STREET DEPARTMENT									
1	100.4200.511100.000	Regular Employees-Street	50,780	25,030	46,641	33,037	39,645	47,762	Allocating 1/3 of meter reader; 3/5 of groundskeepers (2); 1/5 refuse collection worker
2	100.4200.511300.000	Overtime	1,000	1,307	2,000	509	611	2,000	
3	100.4200.512100.000	Employee Insurance	15,494	9,177	18,465	9,564	11,477	23,053	Health and Life Insurance
4	100.4200.512200.000	Social Security (FICA)	3,961	2,015	3,721	2,566	3,079	3,807	
5	100.4200.512450.000	Retirement Cont. (DC) 401	2,945	1,109	2,798	1,150	1,380	2,866	
6	100.4200.512700.000	Workers' Comp Insurance	3,500	4,262	4,000	3,159	3,159	5,000	
7	100.4200.521201.000	Professional - Engineering	3,000	1,455	3,000	3,245	3,894	5,000	
8	100.4200.522200.000	Veh & Equip Repairs & Maint	12,000	7,478	12,000	11,835	14,202	12,000	
9	100.4200.523600.000	Dues and Fees	0	0	0	50	50	100	
10	100.4200.523700.000	Education & Training	500	0	500	0	0	500	
11	100.4200.523850.000	Contract Labor	13,104	13,385	13,104	6,126	7,351	12,000	Temporary help
12	100.4200.531100.000	Supplies & Materials	15,000	12,096	15,000	7,247	8,697	15,000	
13	100.4200.531270.000	Gasoline/Diesel	6,300	2,435	5,500	1,753	2,103	3,500	
14	100.4200.531600.000	Small Equipment Under \$5,000	1,500	319	1,500	664	796	1,500	
15	100.4200.531700.000	Uniforms	2,500	1,817	2,500	1,335	1,602	2,000	
16	100.4200.531800.000	Stormwater Management	7,000	3,500	5,500	3,500	7,000	5,500	KCNB Contract - \$2,000
17	100.4200.531901.000	City Tree Removal	30,000	22,200	25,000	20,000	24,000	25,000	Trees continue to decline
18	100.4200.532100.000	Sidewalks	3,000	2,352	3,000	0	0	3,000	
19	100.4200.532100.001	Property Claims <\$1,000	0	0	0	741	889	1,000	
		SUBTOTAL	\$171,584	\$109,935	\$164,229	\$106,481	\$129,935	\$170,588	
CEMETERY									
20	100.4900.522200.000	Cemetery Found. Maint. Suppl.	7,000	5,000	5,000	5,000	5,000	5,000	
21	100.4900.531900.000	Tree Removal	5,000	4,800	5,000	4,800	4,800	5,000	
		SUBTOTAL	\$12,000	\$9,800	\$10,000	\$9,800	\$9,800	\$10,000	

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
PARKS AND RECREATION DEPARTMENT									
1	100.6200.511100.000	Regular Employees - Parks & Rec.	24,882	8,316	21,608	12,786	15,343	21,094	Allocating 2/5 of groundskeepers (2)
2	100.6200.511300.000	Overtime	500	0	500	0	0	500	
3	100.6200.512100.000	Group Insurance	7,165	3,878	8,580	3,426	4,112	11,639	Health and Life Insurance
4	100.6200.512200.000	Social Security (FICA)	1,942	636	1,691	978	1,174	1,652	
5	100.6200.512450.000	Retirement Cont. (DC) 401	1,493	406	1,296	462	554	1,266	
6	100.6200.512700.000	Workers' Comp Insurance	500	534	600	478	573	600	
7	100.6200.521200.000	Professional (arborist)	700	675	700	225	270	700	
8	100.6200.522200.000	Veh & Equip Repairs & Maint	1,500	0	1,000	0	0	1,000	
9	100.6200.523850.000	Contract Labor - Temporary Help	5,300	6,710	5,300	2,505	3,006	5,000	
10	100.6200.531100.000	Supplies & Materials	20,000	2,323	10,000	791	949	5,000	
11	100.6200.531200.000	Energy - Utilities	15,000	5,538	10,000	3,215	3,858	7,000	Utilities for Asbury Street Park
12	100.6200.531270.000	Gasoline/Diesel	1,800	274	500	138	165	300	
13	100.6200.531600.000	Small Equipment Under \$5,000	1,000	0	1,000	0	0	1,000	
14	100.6200.531700.000	Uniforms	1,000	637	1,000	513	616	800	
15	100.6200.531900.000	Tree Board	9,000	7,894	10,000	2,021	2,425	15,000	Includes expenses for Arbor Day
16	100.6200.531910.000	City Park and Trail Maintenance	35,000	33,503	25,000	17,877	21,452	25,000	Includes landscape maintenance contract for Asbury Street Park.
		SUBTOTAL	\$126,781	\$71,323	\$98,776	\$45,414	\$54,497	\$97,551	

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
WATER & SEWER FUND - REVENUES									
1	505.0000.344210.000	Water Charges/Sales	510,000	571,760	446,606	415,860	499,031	510,000	Reflects revenue collected pre-COVID
2	505.0000.344215.000	Water Tap Fees	10,000	2,951	10,000	8,853	10,000	10,000	
3	505.0000.344255.000	Sewer Charges/Sales	260,000	263,191	195,000	215,049	258,059	260,000	Reflects revenue collected pre-COVID
4	505.0000.344256.000	Sewer Tap Fees	10,000	4,075	10,000	10,800	10,000	10,000	
5	505.0000.344280.000	Hydrant Meter	500	780	500	3	4	500	
6	505.0000.361000.000	Interest Revenues	0	0	0	157	188	500	
7	505.0000.389000.001	Refunds	0	0	0	1,526	1,831	1,000	
		TOTAL REVENUES	\$790,500	\$842,757	\$662,106	\$652,248	\$779,114	\$792,000	
WATER & SEWER FUND - EXPENDITURES									
7	505.4300.511100.000	Regular Employees	37,825	37,451	40,734	34,410	41,292	41,191	Allocating 1/3 of meter reader
8	505.4300.511300.000	Overtime	3,000	2,605	3,000	1,832	2,199	3,000	
9	505.4300.512100.000	Employee Insurance	11,957	12,305	14,084	11,161	13,393	14,085	Health and Life Insurance
10	505.4300.512200.000	Social Security (FICA)	3,123	3,100	3,346	2,773	3,327	3,407	
11	505.4300.512450.000	Retirement Cont. (DC) 401	2,270	1,361	2,444	1,124	1,348	2,492	
12	505.4300.512700.000	Workers' Comp Insurance	3,000	3,929	4,000	3,238	4,000	4,000	
13	505.4300.521200.000	Legal & Professional	3,900	6,000	3,900	2,000	3,900	3,900	
14	505.4300.521300.000	Sewer Treatment Fees	122,000	117,625	88,563	80,975	97,170	117,000	Reflects similar demand to pre-COVID numbers
15	505.4300.522200.000	Veh & Equip Repairs & Maint	0	4,537	0	11,634	0	0	Split into four accounts below:
16	505.4300.522200.001	Service Contracts	16,000	16,693	17,000	14,688	17,625	13,200	Contract for Water Tank Maintenance
17		Building Repairs	2,000		2,000	0	0	2,000	
18		Equipment Repair and Rental	1,500		1,500	0	0	1,500	
19		Vehicle Repairs	300		300	0	0	300	
20	505.4300.523100.000	Liability Insurance	1,600	1,398	1,100	1,292	1,100	1,400	Annual bill in April
21	505.4300.523200.000	Telephone-Postage	1,600	1,058	1,500	648	778	1,500	
22	505.4300.523600.000	Dues & Fees	1,300	1,398	2,300	1,175	1,410	2,300	
23	505.4300.523700.000	Education & Training	3,000	1,380	3,400	1,750	2,100	4,400	New employee to maintain W/S license
24	505.4300.523850.000	Contract Labor	20,000	3,000	15,000	6,205	7,446	15,000	
25	505.4300.531100.000	Materials & Supplies	22,000	17,475	22,000	19,704	23,645	21,000	
26	505.4300.531200.000	Energy - Utilities	2,500	2,218	2,500	1,696	2,035	2,500	
27	505.4300.531270.000	Gasoline/Diesel	4,500	3,321	4,000	2,678	3,214	3,800	
28	505.4300.531510.000	Water for Resale	212,000	194,882	164,000	142,701	171,241	195,000	Reflects similar demand to pre-COVID numbers
29	505.4300.531600.000	Small Equipment Under \$5,000	3,000	0	3,000	429	515	3,000	
30	505.4300.531700.000	Uniforms	3,000	2,643	2,800	1,995	2,394	2,600	
31	505.4300.552200.000	Property Claims <\$1,000	0	0	0	333	399	1,000	
32	505.4300.561000.000	Depreciation Expense	215,520	211,882	208,326	176,275	211,530	215,450	
33	505.4300.574000.000	Bad Debt Expense	6,000	0	7,440	0	0	7,440	
34	505.4300.579000.000	Contingency	7,605	0	3,750	0	0	6,225	
35	505.4300.582000.000	GEFA Loan Interest Payback	20,000	3,930	4,120	3,131	3,757	3,310	Emory Street Sewer Project
		TOTAL EXPENDITURES	\$730,500	\$650,189	\$626,106	\$523,845	\$615,817	\$692,000	

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
ELECTRIC FUND - REVENUES									
1	510.0000.344310.000	Electric Sales	2,508,672	2,377,801	2,049,041	1,897,970	2,277,564	2,453,788	ECG Estimate - assumes Oxford College is at full capacity.
2	510.0000.344311.000	Penalties After the 15th	95,000	62,392	90,000	45,453	54,544	60,000	
3	510.0000.344312.000	Service Charges	6,000	4,000	5,000	2,950	3,540	4,000	
4	510.0000.349900.000	Online Bill Pay Convenience Fee	0	0	0	11,464	13,757	12,000	Fees to pay bills online.
5	510.0000.361000.000	Interest Revenue	150	8	100	106	127	150	
6	510.0000.361001.000	MCT Dividends	0	4,898	4,000	126	151	500	
7	510.0000.381000.000	Other - Rebates	60,000	66,428	60,000	76,332	60,000	60,000	Year-End Settlement from MEAG & off-systems sales
		TOTAL REVENUES	\$2,669,822	\$2,515,525	\$2,208,141	\$2,034,401	\$2,409,683	\$2,590,438	
ELECTRIC FUND - EXPENDITURES									
7	510.4600.511110.000	Regular Employees	117,236	116,180	117,900	98,327	117,992	123,869	Allocating 1/3 of meter reader
8	510.4600.511300.000	Overtime	5,000	1,907	5,000	1,102	1,322	5,000	
9	510.4600.512100.000	Employee Insurance	33,543	22,731	32,867	20,071	24,085	32,868	Health and Life Insurance
10	510.4600.512200.000	Social Security (FICA)	9,351	9,053	9,402	7,603	9,124	9,610	
11	510.4600.512400.000	Retirement Plan Expense	33,333	23,730	48,176	40,906	49,087	48,417	
12	510.4600.512450.000	Retirement Cont. (DC) 401	518	318	558	282	339	3,500	
13	510.4600.512700.000	Workers' Comp Insurance	2,000	1,246	2,000	993	1,192	1,500	
14	510.4600.521200.000	ECG Professional Services	62,000	62,006	63,000	49,380	59,256	64,000	ECG fees are shown separate from power costs.
15	510.4600.522200.000	Veh & Equip Repairs & Maint	7,200	6,429	7,200	5,329	6,395	7,200	
16	510.4600.522201.000	Power line Tree Trimming	35,000	18,208	35,000	9,104	10,925	35,000	
17	510.4600.523100.000	Liability Insurance	9,000	8,239	8,500	8,197	9,000	8,500	Annual bill in April
18	510.4600.523200.000	Telephone-Postage	8,000	10,629	9,000	6,975	8,370	9,000	
19	510.4600.523600.000	Dues & Fees	500	304	1,000	190	500	300	
20	510.4600.523600.001	Online Bill Pay Merchant Fee	0	0	0	13,212	15,855	13,000	Cost to the provider for online bill pay.
21	510.4600.523700.000	Linemen Training	6,000	1,135	6,000	148	178	6,000	
22	510.4600.523850.000	Contract Labor	0	6,709	10,000	5,878	7,054	10,000	
23	510.4600.531100.000	Supplies & Materials	16,500	12,769	16,000	8,968	10,762	16,000	
24	510.4600.531200.000	Energy/Utilities	7,500	6,516	7,500	5,025	6,030	6,500	
25	510.4600.531270.000	Gasoline/Diesel	6,500	5,993	6,500	2,601	3,121	5,500	
26	510.4600.531530.000	Electricity Purchased	1,419,242	1,364,643	1,310,948	1,058,106	1,269,728	1,278,232	ECG Estimate - assumes Oxford College is at full capacity.
27	510.4600.531600.000	Small Equipment Under \$5,000	2,500	0	2,500	1,400	1,680	2,500	
28	510.4600.531700.000	Uniforms	5,000	4,614	5,000	3,568	4,282	3,800	
29	510.4600.541004.000	Street Lights	2,300	0	2,300	0	0	2,300	
30	510.4600.531600.000	Maintenance Facility Security System Upgrade	5,800	5,750	0	0	0	0	
31	510.4600.561003.000	Depreciation	93,612	93,900	93,185	78,239	93,887	93,760	
32	510.4600.574000.000	Bad Debt Expense	22,500	15,505	27,540	0	0	15,000	
33	510.4600.579000.000	Contingency	9,686	222	8,066	0	0	9,082	
		TOTAL EXPENDITURES	\$1,919,822	\$1,798,735	\$1,835,141	\$1,425,604	\$1,710,161	\$1,810,438	

	Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
SANITATION FUND - REVENUES									
1	540.0000.344110.000	Refuse Collection Charges	169,050	170,701	169,500	143,776	172,531	169,500	
2	540.0000.344130.000	Sale of Recycled Materials	200	0	100	640	0	100	
		TOTAL REVENUES	\$169,250	\$170,701	\$169,600	\$144,416	\$172,531	\$169,600	
SANITATION FUND - EXPENDITURES									
3	540.4300.511100.000	Regular Employee - Sanitation	20,313	16,508	20,821	14,502	17,402	21,875	Allocating 4/5 of refuse collection worker
4	540.4300.511300.000	Overtime	500	48	500	0	0	500	
5	540.4300.512100.000	Group Insurance	7,165	2,810	8,444	6,585	7,902	8,445	
6	540.4300.512200.000	Social Security (FICA)	1,592	1,276	1,631	1,109	1,331	1,593	
7	540.4300.512450.000	Retirement Cont. (DC) 401	813	1,676	1,249	562	675	1,219	
8	540.4300.512700.000	Workers' Comp Insurance	500	534	600	558	558	600	
9	540.4300.522110.000	Disposal Services-Landfill Fees	8,000	5,080	8,000	8,791	10,549	10,000	
10	540.4300.522111.000	College Walk Dumpster Fees	6,700	6,650	6,700	4,988	5,985	6,700	
11	540.4300.522200.000	Vehicle & Equip Repairs & Maint	5,000	0	5,000	0	0	5,000	
12	540.4300.523100.000	Liability Insurance	3,000	0	3,000	0	0	500	
13	540.4300.523580.000	Contract Labor	20,966	13,333	20,966	9,473	11,368	15,000	Temporary help
14	540.4300.523581.000	Contracted Garbage Pickup	82,000	82,697	89,000	66,251	79,501	89,000	
15	540.4300.523600.000	Dues & Fees	500	300	500	150	180	500	
16	540.4300.531100.000	Supplies & Materials	6,500	1,163	6,500	198	238	6,500	
17	540.4300.531270.000	Gasoline/Diesel	5,000	1,477	3,000	1,434	1,721	3,000	
18	540.4300.531600.000	Small Equipment Under \$5,000	1,000	0	1,000	0	0	1,000	
19	540.4300.531700.000	Uniforms	1,000	825	1,000	276	331	1,000	
20	540.4300.574000.000	Bad Debt Expense	4,300	0	4,700	23	28	4,700	
21	540.4300.579000.000	Contingency	4,401	0	1,989	0	0	2,468	
		TOTAL EXPENDITURES	\$179,250	\$134,377	\$184,600	\$114,900	\$137,769	\$179,600	

Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
General Fund								
	Revenues	983,764	1,162,883	917,843	1,049,831	1,205,624	1,062,767	
	Prior Year Unassigned F. Balance	0		100,000			0	
100.0000.391505.000	Transfers from W&S	60,000		36,000			60,000	
100.0000.391510.000	Transfers from Electric	490,000		358,000			340,000	
100.0000.391540.000	Transfers from Sanitation	0		0			0	
	General Fund Revenues	1,533,764	1,162,883	1,411,843	1,049,831	1,205,624	1,462,767	
	Expenditures							
	City Council	56,113	44,899	51,212	36,288	44,295	51,862	
	General Government	764,826	629,994	688,756	482,603	574,266	720,343	
	Court	14,700	9,685	12,700	7,150	11,000	12,700	
	Police Department	387,760	285,950	386,170	278,101	322,920	399,723	
	Street Department	171,584	116,586	164,229	111,469	135,921	170,588	
	Parks and Recreation Department	126,781	71,323	98,776	45,414	54,497	97,551	
	Cemetery	12,000	9,800	10,000	9,800	9,800	10,000	
100.9000.611011.000	Transfers to Capital Fund	0					0	
	General Fund Expenditures	1,533,764	1,168,237	1,411,843	970,825	1,152,699	1,462,767	
	General Fund BALANCE	0	-5,354	0	79,006	52,925	0	
Water & Sewer Fund								
	Revenues	790,500	842,757	662,106	652,248	779,114	792,000	
	Expenditures	730,500	650,189	626,106	523,845	615,817	692,000	
505.9000.611003.000	Transfers to G/F	60,000		36,000			60,000	
505.9000.611350.000	Transfers to Capital Fund	0		0			40,000	
	W & S Fund Expenditures	790,500	650,189	662,106	523,845	615,817	792,000	
	W & S Fund BALANCE	0	192,567	0	128,403	163,297	0	
Electric Fund								
	Revenues	2,669,822	2,515,525	2,208,141	2,034,401	2,409,683	2,590,438	
	Expenditures	1,919,822	1,798,735	1,835,141	1,425,604	1,710,161	1,810,438	
510.9000.611002.000	Transfers to G/F	490,000		358,000			340,000	
510.9000.611350.000	Transfers to Capital Fund	250,000		0			430,000	
510.9000.611008.000	Transfers to Sanitation	10,000		15,000			10,000	
510.9000.611351.000	Comp Trust transfer to Capital	0		0			0	
	Electric Fund Expenditures	2,669,822	1,798,735	2,208,141	1,425,604	1,710,161	2,590,438	
	Electric Fund BALANCE	0	716,790	0	608,797	699,522	0	

Acct Number	Description	FY2020 Budget	FY2020 Actual	FY2021 Budget	Thru April	FY2021 Estimate	FY2022 Recommend	Comments
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Sanitation Fund

	Revenues	179,250	170,701	184,600	144,416	172,531	169,600	
	Expenditures	179,250	127,727	184,600	109,912	131,783	179,600	
540.9000.611001.000	Transfers to G/F	0		0			0	
540.9000.611006.000	Transfers from Electric	10,000		15,000			10,000	
	Sanitation Fund Expenditures	179,250	127,727	184,600	109,912	131,783	179,600	
	Sanitation Fund BALANCE	0	42,975	0	34,503	40,747	0	

ALL FUNDS TOTAL

	Revenues	5,173,335	4,521,165	4,466,690	3,880,895	4,394,421	5,024,805	
	Expenditures	5,173,335	3,617,161	4,466,690	3,030,186	3,478,677	5,024,805	
	Balance	0	904,004	0	850,709	915,743	0	



Capital Budget FY2022 - FY2026

July 1, 2021 - June 30, 2026

City Council Review - May 17, 2021

Mayor David S. Eady

Councilmembers

Jeff Wearing - Lynn Bohanan
Laura McCanless - George Holt
Avis Williams - Jim Windham

Matthew Pepper, City Manager
Marcia Brooks, City Clerk
Dave Harvey, Police Chief
Jody Reid, Supervisor of Public Works and Utilities

OXFORD CAPITAL IMPROVEMENT PLAN 2022 - 2026 SCHEDULE

Part A

	PROJECT DESCRIPTION	Total Cost	FY2022	FY2023	FY2024	FY2025	FY2026	STWP '13	STWP '18
General									
1	Yarbrough House Renovation	100,000	100,000	0	0	0	0		17
2	City Limit Sign (Granite Stone and Landscape)	60,000	60,000	0	0	0	0		21
3	Strategic Land Acquisition	250,000	50,000	50,000	50,000	50,000	50,000		
4	Dried Indian Creek Greenway / Protective Corridor	1,200,000	1,000,000	50,000	50,000	50,000	50,000		
5	Electric Vehicle Charging Stations	24,000	12,000	12,000	0	0	0		
6	City Manager Vehicle	30,000	30,000	0	0	0	0		
Parks, Landscapes, and Recreation									
7	Multi-Use Trails	800,000	300,000	200,000	100,000	100,000	100,000	38,42	15
Streets, Sidewalks, and Street Lamps									
8	Storm Drainage Plans & Improvements	100,000	20,000	20,000	20,000	20,000	20,000	35	
9	E. Clark Street Improvements	450,000	450,000	0	0	0	0	23,25	23,26
10	Whatcoat Street Improvements	300,000	300,000	0	0	0	0	24	9
11	City Sidewalk Improvements (Soule Street to North City Limits)	1,100,000	1,100,000	0	0	0	0		
12	Sidewalk Repairs and Planning	500,000	100,000	100,000	100,000	100,000	100,000	38,42	
13	Emory Street/Highway 81 Street Lamps	600,000	300,000	300,000	0	0	0		
14	Other Street Lamps	300,000	0	0	100,000	100,000	100,000		
15	Radar Speed Signs	10,000	10,000	0	0	0	0		
16	Speed Humps	5,000	5,000	0	0	0	0		
17	Street Repairs and Resurfacing	1,000,000	200,000	200,000	200,000	200,000	200,000		
18	Streets Equipment - Lawnmower(s)	46,000	22,000	12,000	0	12,000	0		

OXFORD CAPITAL IMPROVEMENT PLAN 2022 - 2026 SCHEDULE

Part A

	PROJECT DESCRIPTION	Total Cost	FY2022	FY2023	FY2024	FY2025	FY2026	STWP '13	STWP '18
Downtown Development Authority									
18	Downtown Development Authority	150,000	30,000	30,000	30,000	30,000	30,000	23,25	10,17,23
19	DDA - Professional Services	200,000	200,000	0	0	0	0	23,25	10,17,23
Electric Department									
20	Electric System Improvements	550,000	100,000	150,000	100,000	100,000	100,000		
21	Public Works Vehicles & Equipment	231,871	203,871	28,000	0	0	0		
22	Smart Meters - Electric	300,000	0	300,000	0	0	0	15	
Water and Sewer Department									
23	Water Line Replacement								
	Queen Ann, W. Bonnell, Stone Streets	192,000	192,000	0	0	0	0		
	Oxford Rd, Keel Street, Perry Circle	1,330,000	1,330,000	0	0	0	0		
24	Smart Meters - Water	300,000	0	300,000	0	0	0	15	
25	Sewer Camera and Locator	7,365	7,365	0	0	0	0		
Police Department									
26	Police Vehicles	250,000	50,000	50,000	50,000	50,000	50,000		
27	Police Radios	44,100	44,100	0	0	0	0		
TOTALS		10,086,236	6,216,336	1,502,000	800,000	812,000	800,000		

CAPITAL BUDGET FISCAL YEAR 2022

Part B

	Account Number	PROJECT DESCRIPTION	TOTAL COST FY2022	CITY FUNDS FY2022	2017 SPLOST	LOAN	OTHER	STWP
General								
1	350.6000.541300.000	Yarbrough House Renovation	100,000	100,000	0	0	0	17
2	350.6200.541200.000	City Limit Sign (Granite Stone and Landscape)	60,000	60,000	0	0	0	21
3	350.1500.117100.000	Strategic Land Acquisition	50,000	50,000	0	0	0	
4	350.1500.117100.001	Dried Indian Creek Greenway / Protective Corridor	1,000,000	250,000	0	0	750,000	a
5	350.4600.541400.510	Electric Vehicle Charging Stations	12,000	12,000	0	0	0	
6	350.1500.542200.000	City Manager Vehicle	30,000	30,000	0	0	0	
Parks, Landscapes, and Recreation								
7	350.6200.541200.001	Multi-Use Trails	300,000	300,000	0	0	0	
Streets, Sidewalks, and Street Lamps								
8	350.4250.541200.000	Storm Drainage Plans & Improvements	20,000	20,000	0	0	0	
9	350.4200.541400.002	E. Clark Street Improvements	450,000	450,000	0	0	0	23,26
10	350.4226.541201.000	Whatcoat Street Improvements	300,000	300,000	0	0	0	9
11	350.4224.541203.002	City Sidewalk Project (Soule Street to North City Limits)	1,100,000	900,000	200,000	0	0	
12	350.4200.541201.000	Sidewalk Repairs and Planning	100,000	100,000	0	0	0	
13	350.4260.541400.000	Emory Street/Highway 81 Street Lamps	300,000	300,000	0	0	0	
14	350.4270.541400.000	Radar Speed Signs	10,000	10,000	0	0	0	
15	350.4270.541400.001	Speed Humps	5,000	5,000	0	0	0	
16	350.4200.541400.001	Street Repairs and Resurfacing	200,000	175,000	0	0	25,000	b
17	350.4200.542100.001	Streets Department - Lawnmower(s)	22,000	22,000	0	0	0	

CAPITAL BUDGET FISCAL YEAR 2022

Part B

	Account Number	PROJECT DESCRIPTION	TOTAL COST FY2022	CITY FUNDS FY2022	2017 SPLOST	LOAN	OTHER	STWP
Downtown Development Authority (DDA)								
18	350.7550.612000.000	Downtown Development Authority	30,000	30,000	0	0	0	10,17,23
19	350.7550.521200.000	DDA - Professional Services	200,000	200,000	0	0	0	
Electric Department								
20	350.4600.541402.510	Electric System Improvements	100,000	100,000	0	0	0	
21	350.4600.542200.002	Line Truck	203,871	203,871	0	0	0	
Water and Sewer Department								
		Water Line Replacement						
22	350.4400.541000.505	Queen Ann, W. Bonnell, Stone Streets	192,000	192,000	0	0	0	
23	350.4400.541001.505	Oxford Rd, Keel Street, Perry Circle	1,330,000	580,000	0	0	750,000	c
24	350.4300.542100.505	Sewer Camera and Locator	7,365	7,365	0	0	0	
Police Department								
25		Police Vehicle	50,000	0	50,000	0	0	
26		Police Radios	44,100	0	44,100	0	0	
TOTALS			6,216,336	4,397,236	294,100	0	1,525,000	

Footnotes:

- a Funds from the Georgia Outdoor Stewardship Program (GOSP).
- b Funds from the Local Maintenance Improvement Grant (LMIG).
- c Funds from the Community Development Block Grant (CBDG).

FY2022 Capital Budget Detail		Recommend	City Funds	Other Funds
General				
1	Yarbrough House and Property Renovation - Renovate the existing building located at 107 W. Clark Street. The work will include updating the building's HVAC, water/sewer, and electric systems, exterior, etc. This will also include funds to be used to furnish the building with tables, chairs, etc., as necessary.	100,000	100,000	0
2	City Limit Sign (Granite Stone and Landscape) - Construct a free-standing, monument style welcome sign on the lot located at 6153 Emory Street. In addition, the project will include a landscaping plan for the lot.	60,000	60,000	0
3	Strategic Land Acquisitions - Acquire land to support comprehensive plan goals and objectives, to include land associated with town center development and, possibly, land needed to buffer the city against encroachment.	50,000	50,000	0
4	Dried Indian Creek Greenway / Protective Corridor - Acquire conversation easements on properties located along Dried Indian Creek to serve as a protective corridor. As an alternative to the conservation easements, the item also includes funds to purchase property along Dried Indian Creek. In addition, the project includes funds to install a 10-12' multi-use trail along the creek. We will pursue funding through the Georgia Outdoor Stewardship Program, which requires a 25% local match.	1,000,000	250,000	750,000
5	Electric Vehicle Charging Stations - Install one (1) dual capacity stations on city property.	12,000	12,000	0
6	City Manager Vehicle - Replace the existing vehicle.	30,000	30,000	0
Parks, Landscapes, and Recreation				
7	Multi-Use Trails - We will need to select locations throughout the city to install additional multi-use trails.	300,000	300,000	0

FY2022 Capital Budget Detail

Recommend City Funds Other Funds

Streets, Sidewalks, and Street Lamps				
8	Storm Drainage plans and improvements - For minor improvements to our storm drainage system and to help us meet the requirements of our state-mandated storm drainage plan.	20,000	20,000	0
9	East Clark Street Improvements - Complete redevelopment of East Clark Street including water, sewer, electric, street, sidewalk, and drainage. The sewer service was funded with the GEFA loan as part of the Emory Sewer Project. Electric service will be underground and will have pedestrian sized street lamps.	450,000	450,000	0
10	Whatcoat Street Improvements - Make streetscape improvements to Whatcoat Street including constructing a sidewalk on the southside of the street, installing pedestrian lighting similar to what is currently found on Pierce Street, creating additional parking on the northwest side of the street and removing the existing concrete circle (the skating rink).	300,000	300,000	0
11	City Sidewalk Improvements (Soule Street to E. Richardson Street) - Extend the sidewalk from Soule Street north to the city limits. The project will consist of adding sidewalks, pedestrian scale lighting, and related improvements to the east side of Emory Street from Soule Street to E. Richardson Street and to the west side of Emory Street from Soule Street to Watson Street. In addition, the scope includes installing an midblock pedestrian crossing in the vicinity of Emory Way.	1,100,000	900,000	200,000
12	Sidewalk Repairs and Planning - Make repairs to the existing sidewalk that runs along the westside of Emory Street (SR 81) from the city-owned greenspace north to Soule Street. The project includes installing the conduit for future pedestrian scale lighting.	100,000	100,000	0
13	Emory Street / Highway 81 Street Lamps - Install pedestrian street lights on the westside of Emory Street (SR 81).	300,000	300,000	0
14	Radar Speed Signs - Install radar speed signs along Emory Street/SR 81.	10,000	10,000	0
15	Speed Humps - Install speed humps on streets identified by the city.	5,000	5,000	0

FY2022 Capital Budget Detail

		Recommend	City Funds	Other Funds
16	Street Repairs and Resurfacing - This project is done annually with some funding from GDOT from the LMIG program. It requires a local funds match. During the fiscal year, we will select the street that we will repair.	200,000	175,000	25,000
17	Streets Department - Lawnmower(s) - Purchase a 60" rear discharge mower and a 54" side discharge mower to maintain the city's rights-of-way and parks. The city will use the mower approximately eight (8) hours a day for approximately eight (8) months out of the year. Our current mowers have roughly 2,234 and 2,025 hours of documented use, respectively.	22,000	22,000	0
Downtown Development Authority (DDA)				
18	Downtown Development Authority - Intergovernmental agreement funding for ongoing support to the city's Downtown Development Authority.	30,000	30,000	0
19	DDA - Professional Services - Agreement funding the initial design costs for the town center development.	200,000	200,000	0
Electric Department				
20	Electric System Improvements - Each year we select a project to improve and maintain a reliable electric system. This year we will replace utility poles, wires, switches, and equipment on Emory Street. We will also pay for pole inspections from this account.	100,000	100,000	0
21	Public Works Vehicles and Equipment - Replace aging line truck. It is a 1993 model with 67,735 miles. We bought it used fourteen (14) years ago. The turn table and lower and upper booms are leaking fluid.	203,871	203,871	0

FY2022 Capital Budget Detail

Recommend City Funds Other Funds

Water and Sewer Department

22	Water Line Replacement - Replace existing 6" water line on W Bonnell, Queen Ann, and Stone Streets with 8" water line. This will replace the remaining "transite" water pipe in our system.	192,000	192,000	0
23	Replace water main on Oxford Road, Keel Street, Cat Paw Court, Beakhead Court, and Perry Circle - This section of the water system is about 40+ years old. It was installed with a very thin, low grade PVC pipe. In the past four years, we have repaired the water main seven times in different places. The city will apply for a Community Development Block Grant to fund the project.	1,334,800	584,800	750,000
24	Sewer Camera and Locator - Purchase a sewer camera and locator to pinpoint blockages in the city's sewer system.	7,365	7,365	0

Police Department

25	Police Vehicle - Purchase a police car with equipment (radio, sirens, decals, etc.).	50,000	0	50,000
26	Police Radios - Newton County has decided to sign a contract with Motorola to enhance the coverage of the communication of public safety within the county. This will make it necessary to replace our outdated equipment with new equipment. Our portable radios are approximately 10-years old and our car radios are 5-years old. For the FY2022 Capital Budget, we plan to replace five (5) portable radios, four (4) car radios, and one (1) base radio for the police department.	44,100	0	44,100

TOTALS

6,221,136 4,402,036 1,819,100

FY2022 Capital Budget Detail

	Recommend	City Funds	Other Funds
SPLOST Funding Summary	Total	YTD	Balance
2017 SPLOST			
Water & Sewer - Emory Street Sewer Project	500,000	500,000	0
Transportation	500,000	292,855	207,145
Recreation - Asbury Street Park	400,000	400,000	0
Public Safety - Radio Upgrades and Future Vehicles	100,965	0	100,965
2017 SPLOST Subtotal	\$1,500,965	\$1,192,855	\$308,110

OXFORD CAPITAL IMPROVEMENT PLAN FY2021 Results

	Account Number	PROJECT DESCRIPTION	Total Funds	City Funds	Other	Spent Thru April	Estimate for FY 2021	Balance
1	350.6000.541300.000	Yarbrough House Renovation	100,000	100,000	0	-	-	100,000
2	350.6200.541200.000	City Limit Sign (Granite Stone and Landscape)	60,000	60,000	0	-	-	60,000
3	350.1500.117100.000	Strategic Land Acquisition	50,000	50,000	0	-	50,000	-
4	350.1500.117100.001	Dried Indian Creek Greenway / Protective Corridor	50,000	0	50,000	-	-	50,000
5	350.4600.541400.510	Electric Vehicle Charging Stations	12,000	12,000	0	-	-	12,000
6	350.1500.542200.000	City Manager Vehicle	20,000	20,000	0	-	-	20,000
7	350.6200.541200.001	Multi-Use Trails	300,000	300,000	0	-	-	300,000
8	350.4250.541200.000	Storm Drainage Plans & Improvements	20,000	20,000	0	23,500	23,500	(3,500)
9	350.4200.541400.002	E. Clark Street Improvements	450,000	450,000	0	-	-	450,000
10	350.4220.541204.000	Survey City - ROW	-	-	-	1,350	-	-
11	350.4226.541201.000	Whatcoat Street Improvements	300,000	300,000	0	-	-	300,000
12	350.4224.541203.000	Emory Street Sidewalk (Geiger to Moore Street)	562,000	113,000	449,000	-	-	562,000
13	350.4224.541203.002	City Sidewalk Project (Soule Street to North City Limits)	800,000	190,000	610,000	4,500	96,000	704,000
14	350.4200.541201.000	Sidewalk Repairs and Planning	100,000	100,000	0	1,185	10,000	90,000
15	350.4224.541203.001	Pedestrian Crossing at Asbury Street Park	75,000	75,000	0	-	-	75,000
16	350.4260.541400.000	Emory Street/Highway 81 Street Lamps	300,000	300,000	0	-	-	300,000
17	350.4270.541400.000	Radar Speed Signs	10,000	10,000	0	-	-	10,000
18	350.4270.541400.001	Speed Humps	5,000	5,000	0	5,255	5,255	(255)
19	350.4200.541400.001	Street Repairs and Resurfacing	125,000	75,000	50,000	24,280	209,280	(84,280)
20	350.4200.542100.001	Streets Department - Lawn Mower	12,000	12,000	0	-	-	12,000
21	350.7550.612000.000	Downtown Development Authority	30,000	30,000	0	-	30,000	-
22	350.7550.521200.000	DDA - Professional Services	200,000	200,000	0	-	-	200,000
23	350.4600.541402.510	Electric System Improvements	100,000	100,000	0	-	100,000	-
24	350.4400.541000.505	Queen Anne, W. Bonnell, Stone Streets	192,000	192,000	0	-	-	192,000
25	350.4400.541001.505	Oxford Rd, Keel Street, Perry Circle	1,360,000	610,000	750,000	-	-	1,360,000
26	350.4300.542100.505	Sewer Camera and Locator	15,059	15,059	0	-	-	15,059
27	350.4400.542101.505	Altitude Valve at Water Tower	33,138	33,138	0	-	-	33,138
TOTALS			\$5,281,197	\$3,372,197	\$1,909,000	\$60,070	\$524,035	\$4,757,162

CITY OF OXFORD

RESOLUTION

TO ADOPT AN ANNUAL BALANCED BUDGET IN ACCORDANCE WITH CHAPTER 81, TITLE 36 OF THE OFFICIAL CODE OF GEORGIA ANNOTATED

WHEREAS, the City of Oxford, Georgia, hereinafter referred to as the ("City") pursuant to O.C.G.A. Chapter 81, Title 36 is required to adopt a balanced budget where the sum of estimated net revenues and appropriated fund balances is equal to appropriations; and;

WHEREAS, the City published a public notice setting a Public Hearing date in the local newspaper; and the City conducted a Public Hearing at least one (1) week prior to adoption of the proposed operating budget.

NOW THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF OXFORD

1. That the Fiscal Year 2022 (July 2021 – June 2022) Operating Budget and the Fiscal Year 2022 Capital Budget (July 2021 – June 2026) are adopted this date.
2. That the full time positions funded by this budget shall be limited to:
 - a. CITY COUNCIL – Mayor (1), Councilmember (6)
 - b. GENERAL GOVERNMENT – City Manager (1), City Clerk (1), Deputy City Clerk (1), Utility Billing/Court Clerk (1), Associate Clerk (1), Administrative Clerk,
 - c. POLICE DEPARTMENT – Police Chief (1), Officer (3),
 - d. STREET DEPARTMENT –Groundskeeper (2),
 - e. SANITATION DEPARTMENT – Equipment Operator I/Recycle and Refuse Collection Worker (1)
 - f. WATER AND SEWER DEPARTMENT – Public Works and Utility Maintenance Worker I (1), Equipment Operator I/Meter Reader (1)
 - g. ELECTRIC DEPARTMENT – Supervisor of Utilities and Maintenance (1), Assistant Public Works Supervisor (1)

3. That no funds appropriated in a contingency account may be spent from that account. Funds in a contingency account must be transferred to another expenditure account before these funds may be expended. Such transfer shall be approved in advance by City Council.

ADOPTED THIS MONDAY, JUNE 7, 2021.

BY:

David S. Eady, Mayor

ATTEST:

Marcia Brooks, City Clerk

**CITY OF OXFORD
PUBLIC HEARING
FY2022 BUDGET REVIEW
AND ADOPTION**

A Public Hearing on the FY2022 Budget is scheduled for Monday, May 17, 2021 at 6:30 p.m. At this meeting, the Mayor and Council will receive both written and oral comments about the Annual Operating and Capital Budget for the City of Oxford. A copy of the budget is available in the office of the City Clerk at City Hall for public inspection.

The City Council will review the Budget during its meeting after the Public Hearing on May 17, 2021. The Council is scheduled to adopt the Budget at its regular meeting on Monday, June 7th at 7:00 p.m. All meetings will be held via teleconference.

A link will be posted on the city's website for those interested in joining the public hearing via the internet. To join via telephone, please call 646-558-8656. The access code is 969 5109 0363. The passcode is 476389.

**Marcia Brooks
City Clerk**



EMPLOYEE HANDBOOK

HUMAN RESOURCES

POLICIES AND PROCEDURES

Effective July 1, 2021

WELCOME TO THE CITY OF OXFORD

As an employee of the City of Oxford, the importance of your contribution cannot be overstated. Our goal is to provide the finest quality services to the citizens of the City of Oxford, and to do this efficiently and effectively.

You are an important part of this process because your work directly influences the City's reputation and how the City is perceived by its residents, taxpayers and other branches and levels of government.

This employee handbook explains our human resources policies and benefits. To be responsive to the City's needs, changes or additions to this handbook may be made from time to time. You will be informed when these changes are made.

We are glad you have joined us and hope you will find your work to be both challenging and rewarding.

Sincerely,



David S. Eady, Mayor

Matthew Pepper, City Manager

City of Oxford Employee Handbook

TABLE OF CONTENTS

ADMINISTRATION

Purpose	6
Authority	
General Policy	6
Administration of Policy.....	7
At Will Employment.....	8
Department Policies.....	8
Revisions To Handbook.....	8
Personnel Records.....	8
Handbook Scope.....	9
Definitions.....	10

OUR EMPLOYEE RELATIONS PHILOSOPHY

Diversity, Equity & Inclusion Policy.....	13
Equal Employment Opportunity (EEO).....	14
Workplace Discrimination & Harassment	14

YOUR PAY & PROGRESS

Position Classification.....	18
Allocation of Positions.....	18
Maintenance of Staffing Plan.....	19
Compensation	20
Pay Increases.....	20
Available Funding.....	21
Recording Your Time.....	22
Payday.....	22
Payroll deductions	23
Garnishments	23
Overtime	23
On-Call Policy.....	24
Holiday Overtime.....	24
Applications & Examination Review	24
Appointments.....	25
Classified Service.....	26
Probationary Period	26
Promotions, Demotions, & Transfers	26
Evaluation Period	27

YOUR EMPLOYMENT BENEFITS

Health Care Coverage.....	28
Retirement Plan.	28
COBRA.	28

— Nothing in this manual is to be construed to create a contract between the City and its employees. Any benefit, rule, or provision provided in this handbook may be modified or withdrawn at any time without notice, except as provided by federal or state law.

Social Security	29
Uniforms	29

TIME AWAY FROM WORK

Overview.....	30
Holidays.....	30
Annual (Vacation) Leave	31
Sick Leave.....	32
Bereavement Leave	33
Jury Duty.....	33
Civil Leave	33
Time Off to Vote.....	34
Military Leave	34
Family Medical Leave Act (FMLA).....	35
Military Family Leave.....	35
Maternity Leave.....	37
Workers' Compensation.....	40
Temporary Disabilities	42
Leave of Absence without Pay	43
Absence without Leave	43
Administrative Leave	43
Notification to City Manager.....	43
Outside Employment	43
Severe Weather.....	44

ON THE JOB

Performance Evaluation	45
Employee Development.....	45
Separation from Employment.....	46
Corrective Discipline	48
Oral Reprimand	49
Written Reprimand	49
Suspension	50
Termination	50
Complaints & Grievances.....	52
Records, Reports, & Employee Files.....	54

WORKPLACE GUIDELINES

Work Schedule	55
Attendance	55
Rest Periods / Breaks	55
Employment of Relatives.....	56
Grooming and Dress.....	57
Care & Use of City Property.....	57
Use of Cell Phones	58

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STANDARDS OF CONDUCT	
Overview	59
Good Housekeeping & Safety	59
Conflicts of Interests & Gifts	60
Drug-Free Workplace	60
Smoking Policy	62
Workplace Violence Policy	62
No Solicitation	63
Employee Inquiries	63
RISK MANAGEMENT & LOSS PREVENTION	
Overview	65
SOCIAL MEDIA POLICY	
Overview	66
EMPLOYEE ACKNOWLEDGEMENT	71

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PURPOSE

The City of Oxford, in order to provide an inclusive, equitable, and productive work environment, has established the City’s Human Resources Policies and Procedures for City of Oxford employees. These Policies and Procedures have been enabled by an ordinance adopted by the Mayor and Council of the City of Oxford. The policies and procedures contained herein are enacted in order to further the following goals:

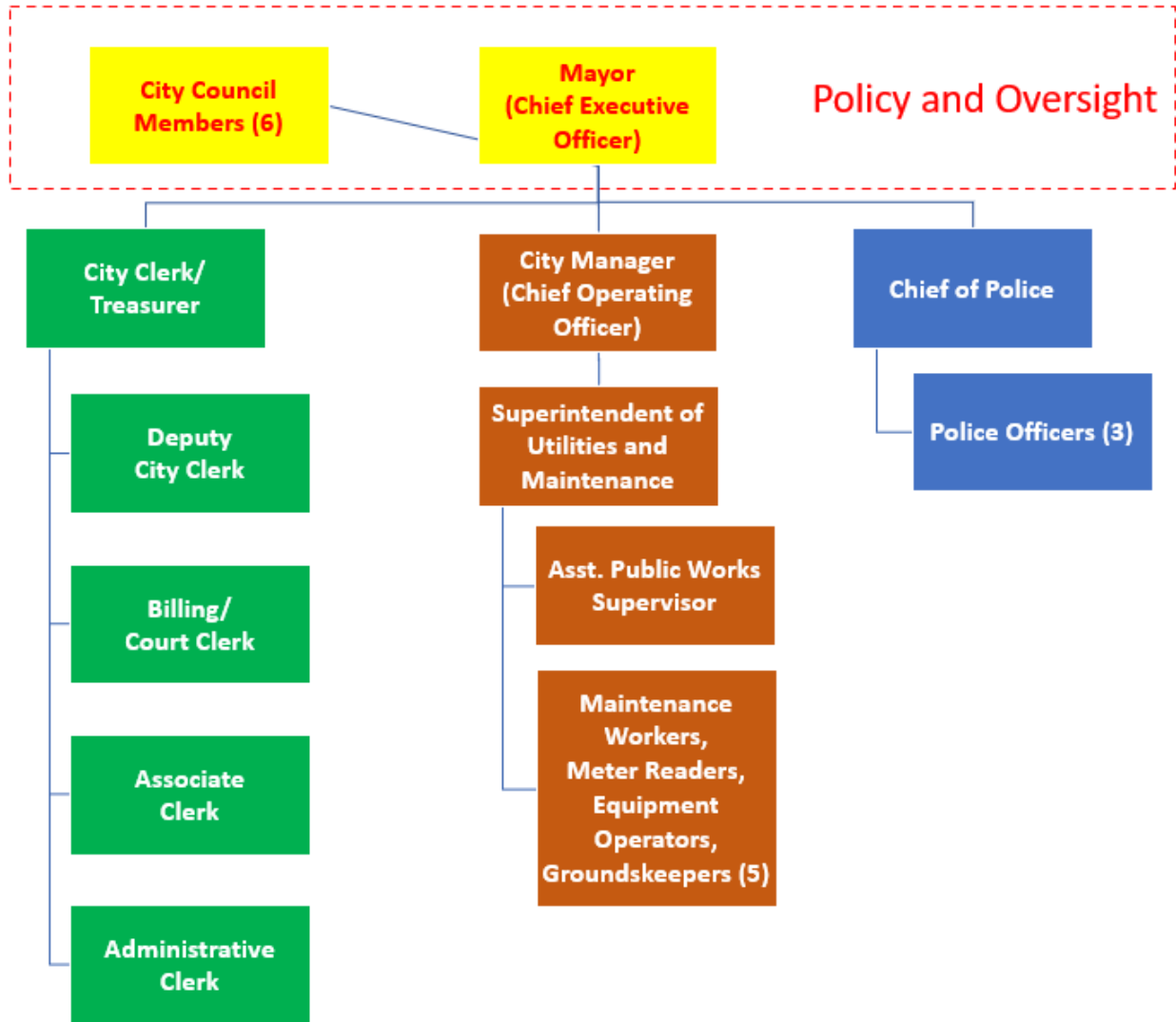
- To provide a uniform system of human resources administration throughout the City government;
- To ensure that recruitment is from a diverse, qualified group of candidates to increase diversity of thinking and perspectives;
- To ensure that selection, placement, promotion, retention, and separation of employees are not only based upon individual employees’ qualifications and/or job performance, but are also in compliance with all applicable federal, state, and local laws;
- To assist City management in the development and implementation of sound management practices and procedures and to make effective, consistent use of human resources throughout the City;
- To promote better communication and understanding between City management, department heads, supervisors, and employees; and
- To ensure, protect, and clarify the rights and responsibilities of City employees.

AUTHORITY

The City of Oxford is governed by a Mayor and City Council. The Mayor is the Chief Executive Officer of the City. Management of the City’s operations is delegated by the City of Oxford charter to the City Manager, who is the Chief Operating Officer of the City, With the exception of matters reserved by state law or the city charter to the City Council, the general and final authority for personnel administration rests with the City Manager. This Personnel Handbook provides statements of policy and establishes required procedures relating to personnel administration that are necessary to effectively and efficiently manage city operations. It is issued by the City Manager under the authority of the City Council. The Mayor and the Council reserve the right to adopt, change, or terminate any policy at any time.

The City of Oxford’s hierarchy of authority is illustrated in the organization chart below.

Nothing in this manual is to be construed to create a contract between the City and its employees. Any benefit, rule, or provision provided in this handbook may be modified or withdrawn at any time without notice, except as provided by federal or state law.



Delegated Authority

The City Manager may delegate authority to Department Heads in the following areas:

- Discipline, discharge, or release of employees pursuant to the procedures described in this handbook;
- Direct the work forces;
- Hire, assign, or transfer employees;
- Recommend the mission of specific departments;
- Determine the methods, means, and allocation/assignment of personnel needed to carry out the department's mission;
- Introduce new or improved methods or facilities or change such methods or facilities;
- Recommend work schedules and establish the methods and processes by which such work is performed;

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- Require the performance of duties stated and intended in job descriptions, with the understanding that every duty is not always described;
- Recommend positions, reclassify positions, and/or the reassignment of employees to different positions with different classifications and/or pay; and
- Fiscal responsibility of the department.

Administration of Policy

Proper policy administration includes selecting goals and encouraging the discharge of duties above the minimum standards. The provisions of this Handbook create high standards of conduct so that training and performance can be aimed at the highest levels and may in appropriate cases, be the basis for internal discipline. This handbook provides general information about city policies, procedures, expectations, and benefits. The information in this handbook, however, cannot anticipate every situation or answer every question regarding your employment. Therefore, the policies set forth in this Handbook may not cover all situations. The City Manager shall make interpretive decisions for those situations that are not specifically covered by this handbook and may, in the best interest of city operations, override any provision in this handbook.

The intent of this personnel policy handbook is compliance with all applicable federal and state law. In the event of a change in law or a conflict in federal or state law with the contents of this handbook, the federal and/or state law shall supersede the policies contained within this handbook.

AT-WILL EMPLOYMENT

“The City of Oxford’s Human Resources Policies & Procedures is not a contract of employment, express or implied. It does not create contractual obligations of any kind. Employment at the City of Oxford is “at will”, which means that either you or the City of Oxford may terminate the employment relationship at any time, for any reason, with or without cause, for a good reason, bad reason or no reason at all.”

DEPARTMENT POLICIES

- A. Department Policies and Procedures shall serve as supplements to these provisions. In the event of conflict in any section, the City of Oxford’s Human Resources Policies & Procedures shall prevail.
- B. Department policies and procedures will be reduced to writing and reviewed by the City Manager for conformance to these provisions. Once approved, a copy should be given to the City Clerk.

REVISIONS TO HANDBOOK

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This Handbook may be amended in whole or in part from time to time at the sole discretion of the City in order to maintain legal compliance, operative effectiveness, and desired workplace conditions. Amendments will be available to all employees upon adoption.

PERSONNEL RECORDS

A record of service will be managed by the City Clerk for every active employee. Service records for terminated employees shall be retained as required under all applicable record retention laws. An employee has the right to review and request copies of their personnel file. These requests will be facilitated by the City Clerk. Open records requests and confidentiality of personnel records will be managed as defined in the City's policies and the Georgia Open Records Act.

It is the responsibility of the employee to notify the City of any personal data changes, such as name, address, phone number, emergency contact information, change in beneficiaries, etc. Name changes will require legal documents as back-up, i.e. marriage certificate, divorce decree, etc.

PERSONNEL HANDBOOK

(a) Scope

The provisions of this Handbook apply to all employees of the City of Oxford, Georgia, both on and off duty, unless otherwise indicated, restricted by authority, or limited by law.

(b) Not a Contract

This handbook does not constitute a contract of employment or benefits. Nothing in this handbook should be construed as a guarantee of continued benefits from, or employment by, the City of Oxford. All employees are subject to discharge with or without cause.

(c) Changes

The City Manager reserves the authority to recommend, modify, revoke, amend, suspend, interpret, terminate, or change any or all of the provisions of this handbook. Except in the case of emergency, employees will be given appropriate notice of any change.

(d) Titles/Headings

The use of titles or headings in this Handbook shall not govern, limit, modify, or affect the scope of meaning or intent of any provision.

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(e) **Validity/Severability**

Any statement in a directive found to be illegal, incorrect, or inapplicable shall not affect the validity of the remaining contents.

(f) **Distribution**

Every city employee will have access to a copy of this handbook and copies of amendments and revisions as they are adopted.

(g) **Compliance**

All provisions of this Handbook are applicable to regular full-time, part-time, seasonal, and temporary employees, except where otherwise noted in the Handbook.

(h) **Official Copy**

An official copy of the City of Oxford, Georgia Human Resources Policies and Procedures containing the latest revisions is maintained by the City Clerk and can be found in the offices of such department.

DEFINITIONS

For the purpose of these policies and procedures, the following terms shall have the meanings respectively ascribed to them below, unless another meaning is specifically indicated.

1. **Administrative Leave.** This is paid leave for an employee who has been placed on such leave at the request of the Department Head and approved by the City Manager when such action is deemed to be in the best interest of the City.
2. **Appeal.** The right of an applicant or employee to appear before the City Council to be heard on matters of discrimination, unfair practices or other grievances of such person in the manner prescribed in these policies and procedures.
3. **Classification and Pay Plan.** The system of assigning jobs to classes and to appropriate pay grades based on the similarities of positions and market research.
4. **Classified Service.** The classified service consists of all positions included in the classification and pay plan with the exception of those positions specifically excluded by the Mayor and City Council.
5. **Continuous Service.** Continuous service is employment that is uninterrupted except for authorized leaves of absence, suspension, layoff? or separation due to a reduction in work force.

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6. **Contract Employees.** Contract employees are individuals hired pursuant to an individual written employment contract which governs their employment relationship with the City. Contract employees must abide by the guidelines in this handbook except where such guidelines are expressly contradicted by the terms of their employment contract with the City. The benefits, if any, for which a Contract Employee is eligible, shall be spelled out in the terms of the employment contract.
7. **Demotion.** Demotion means a change in the rank of an employee from a position in one class to a position in another class having a lower minimum starting salary and less discretion and/or responsibility.
8. **Department Head.** The position with overall administrative responsibility for a department.
9. **Dismissal.** The termination of a regular employee for just cause.
10. **Eligible. Regarding** a person who has met all requirements for the position applied for to be employed by the City.
11. **Employee.** A person hired to a position in the City government for which he or she is compensated on a full-time or part-time basis.
12. **Grievance.** Any dispute concerning the interpretation or application of these human resources policies and procedures or any decision relative to any disciplinary action, dismissal, demotion or charge of discrimination.
13. **Lay-off.** The temporary or permanent separation of an employee from the classified service due to lack of work, lack of funds, abolishment of the position, or for other material changes in duties or organization.
14. **Legal Holidays.** Official days that have been approved by Mayor & Council to be observed as city holidays.
15. **Overtime.** Time worked in excess of the regular work schedule for the position in
16. accordance with the Fair Labor Standards Act.
17. **Performance Evaluation.** A method of evaluating each employee on a periodic basis as to his or her performance on the job.
18. **Performance increase.** An increase in pay based on an employee's job performance.
19. **Probationary Employee.** An employee serving the first six (6) months of his or her employment, re-employment, or reinstatement to any position in the classified service. A probationary employee is not a regular employee until completion of the six-month

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probationary period. A law enforcement officer may serve on a probationary period for up to one year from the hire date (see the Police Department's Standard Operating Procedures Manual).

20. **Promotion.** A change in rank of an employee from a position in one class to a position in another class having a higher minimum salary and usually carrying a greater scope of discretion and responsibility. A promoted employee will serve a six-month evaluation period. During the evaluation period, if it is determined that the promoted employee is unable to perform the duties in the promoted position, he/she shall be transferred back to his/her former position, if available. If it is not available, he/she may apply and compete for any other vacant positions in the City. If he/she is unable to obtain another position in the City, he/she will be placed on the re-employment list for up to one year.
21. **Regular Fulltime Employee.** An employee who has completed the probationary period and works at least 30 hours per week.
22. **Regular Part-time Employee.** Employees of the City who are not temporary or hired on a contract basis and who regularly work fewer than thirty (30) hours per workweek are considered Regular Part-Time Employees. Regular Part-Time Employees are not eligible for employee benefits unless specifically noted.
23. **Reprimand.** A reprimand is a formal means of communicating to an employee that a problem exists and that it must be corrected.
24. **Resignation.** The termination of an employee at the employee's request.
25. **Salary Decrease.** A decrease in salary within the salary range prescribed for the class by the classification and pay plan.
26. **Salary Increase.** An increase in salary within the salary range prescribed for the class by the classification and pay plan.
27. **Suspension.** An enforced leave of absence for either a disciplinary purpose or a pending investigation of charges against an employee. A suspension may be with or without pay depending on the severity of the offense.
28. **Temporary Employees.** Individuals who work with the City pursuant to an agreement with an employment agency and who are employees of the agency and not the City are Temporary Employees. Individuals hired for a specific period of time or until the completion of a particular project may also be Temporary Employees. Temporary Employees are not eligible for employee benefits unless specifically noted.



OUR EMPLOYEE RELATIONS PHILOSOPHY

DIVERSITY, EQUITY AND INCLUSION POLICY

The City of Oxford is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our employees are our most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and city’s achievement as well.

We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

The City of Oxford’s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of the City of Oxford have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other city-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company’s diversity policy and initiatives should seek assistance from a supervisor or the City Manager.

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EQUAL EMPLOYMENT OPPORTUNITY

The City of Oxford is an equal opportunity employer. Pursuant to Title VII of the Civil Rights Act of 1964, all applicants for positions and employees of the City shall be assured of fair and equitable

treatment in all aspects of human resources administration, including training, promotion, compensation and disciplinary action, without regard to race, color, national origin, sex (including gender identification, or sexual orientation), age, disability, genetic information, pregnancy, or religious affiliation and with proper regard for their privacy and constitutional rights as citizens.

We will continue to direct our employment and human resources practices toward ensuring equal employment opportunity for everyone; therefore, we intend that all matters related to recruiting, hiring, training, compensation, benefits, promotion, transfers, layoffs, City-sponsored educational, social, and recreational programs, discipline, discharge, and all treatment on the job be free of discriminatory practices. Any employee or applicant who has questions or concerns about our practices is encouraged to contact the City Manager and follow the Grievance Procedure outlined in this handbook.

WORKPLACE DISCRIMINATION & HARASSMENT

Section 1: Policy Statement

It is the policy of the City of Oxford that harassment and discrimination of any kind will not be tolerated, and complainants will be protected from reprisal. Employees and non-employees are encouraged to come forward confidentially to discuss any situation that they deem inappropriate. The City of Oxford expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status. Improper interference with the ability of City of Oxford employees to perform their expected job duties is absolutely not tolerated.

Section 2: Discriminatory Harassment

The EEOC's definition of harassment is unlawful harassment of verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, color, religion, gender, national origin, age, sexual preference or disability, or that of his/her relatives, friends, or employees, and that

- (a) has the purpose or effect of creating an intimidating, hostile, or offensive working environment;
- (b) the purpose or effect of unreasonably interfering with an individual's work performance; or
- (c) otherwise adversely affects an individual's employment opportunities.

All employees, supervisors, and elected officials/department heads are expected to avoid any behavior or conduct that could reasonably be interpreted as harassment. Any form of

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harassment related to an individual's race, color, national origin, religion, sex, gender, disability, age, veteran status, citizenship, sexual orientation, or other protected group status, is a violation of this Policy and will be treated as a disciplinary matter. For purposes of this Policy, the term

“discriminatory harassment” shall be construed consistent with applicable law and may include, but is not limited to, any of the following.

- (a) Offensive remarks, comments, jokes or slur pertaining to an individual's race, color, national origin, religion, sex, gender, disability, age, veteran status, citizenship, sexual orientation, or other protected group status;
- (b) Offensive pictures, drawings, posters, photographs, reading materials, computer monitors, or other tangible items, or communications including e-mail or text messages that are reasonably offensive or that reasonably exploit an individual's race, color, national origin, religion, sex, gender, disability, age, veteran status, citizenship, sexual orientation, or other protected group status;
- (c) Threatening reprisals based on an employee's race, color, national origin, religion, sex, gender, disability, age, veteran status, citizenship, sexual orientation, or other protected group status; or
- (d) Conduct that has the purpose or effect of unreasonably interfering with an individual's work performance and/or conduct that creates an intimidating, hostile or offensive working environment.

Section 3: Sexual Harassment

(a) Definition

The Equal Employment Opportunity Commission (EEOC) defines sexual harassment as a form of sex discrimination that violate Title VII of the Civil Rights Act of 1964, including and not limited to, unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for an employment decision, and
3. Such conduct has the purpose or effect to interfere with an individual's work performance or creates a hostile or intimidating environment.

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(b) **Quid Pro Quo**

Quid Pro Quo literally means “this for that” and exists when submission to, or rejection of, such conduct is used as a basis for employment decisions such as raises or promotions or affects public services.

(c) **Hostile Environment**

Hostile Environment includes any lewd sexual conduct, pictures, words, or touching that interferes with a person’s job performance or creates an intimidating, offensive working or public service environment even if there are no occurrences of tangible or economic loss.

(d) **Prohibited Behavior**

Behavior prohibited by this policy can include but is not limited to unwelcome sexual remarks or compliments, sexual jokes, sexual innuendo or propositions, sexually suggestive gestures or facial expressions, sexual remarks about a person’s clothing or body, exhibiting sexually explicit publications or materials, kissing, touching, and sexual contact.

SECTION 4: COMPLAINT PROCEDURE & INVESTIGATION

If an employee feels that this policy has been violated, regardless of whether it is by a fellow worker, a supervisor, or a member of the general public, the employee should ask the offender to immediately stop the behavior. The employee will then report the incident(s) immediately to their immediate supervisor, Department Head, independent elected official or the City Manager. Any supervisor who receives a complaint related to harassing or offensive behavior or who has reason to believe that such behavior is occurring shall report these concerns to the City Manager or designee. At any point, the employee who feels they have been harassed, may go outside the chain of command or their department and go to the City Manager or his/her designee.

All reports of harassing or offensive behavior will be investigated promptly, fairly and discreetly. Investigatory procedures may vary from case to case depending upon the circumstances. The investigation will be conducted as confidentially as possible. All employees have a responsibility both to cooperate fully with the investigation and to keep the matter confidential whether the employee is the accused person, the complainant or merely a potential witness. Persons who are interviewed are prohibited from discussing the matter outside the course of the investigation with coworkers, friends or management. The City will keep the information it gathers as confidential as possible, consistent with state and federal laws and the needs of the investigation.

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SECTION 5: CORRECTIVE ACTION

If management concludes that a complaint of harassment has merit, appropriate action will be taken. Resolutions can include, but not necessarily be limited to, an apology, a transfer, direction to stop the offensive behavior, counseling or training, verbal or written warning, suspension with or without pay or termination. In the event that harassment or offensive behavior reoccurs, it should immediately be reported to the City Manager or designee. Any employee found to be acting in a harassing manner will be subject to disciplinary action up to and including termination. Non-employees may be reported to the appropriate law enforcement agency and/or barred from the premises.

SUPERVISOR/MANAGEMENT RESPONSIBILITY

- A. Conduct of a harassing nature by a supervisor or Department Head is particularly unacceptable and will not be tolerated. Department Heads are strictly prohibited from making any employment decision, directly or indirectly, based upon submission to, or rejection of, a request for a sexual favor. Department Heads and supervisors are also strictly prohibited from engaging in any conduct that could reasonably be construed by another employee as threatening, offensive or intimidating so as to constitute a hostile working environment in violation of this policy. Any supervisor or Department Head who engages in such conduct shall be subject to disciplinary action, up to and including termination.
- B. It is the responsibility of each supervisor and Department Head of the City of Oxford to maintain a workplace free of sexual and other unlawful harassment. This duty includes discussing this policy with all employees and assuring them that they are not to endure insulting, degrading, or exploitative sexual or unlawful harassing treatment in violation of this policy, and to immediately report perceived violations of the policy.
- C. Any supervisor, Department Head, or employee who retaliates against an individual or a witness for exercising his/her right to report sexual or other unlawful harassment shall be subject to severe disciplinary action, up to and including termination.

EMPLOYEE RIGHTS AND RESPONSIBILITIES

- A. No employee who, in good faith, exercises his/her right to make a complaint of sexual or other unlawful harassment will be subjected to any retaliatory act or incur any penalty or adverse consequence. Unlawful harassment in the workplace will not be tolerated and employees who believe they have experienced such harassment, or have witnessed the harassment of another, have an obligation to report such unlawful conduct immediately.
- B. Any employee who knowingly or recklessly makes a false statement during a sexual or other unlawful harassment investigation will be subject to disciplinary action, up to and including termination.

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- C. Refusal to cooperate in an investigation of possible sexual or other unlawful harassment shall be considered insubordination.



POSITION CLASSIFICATION

The **City Clerk** shall be responsible for developing, maintaining and administering a position classification and pay plan covering all employees in the classified service of the City of Oxford, Georgia. Such plan shall be approved and amended by recommendation of the Mayor and City Council and shall constitute the official approved system of grouping positions into appropriate classes and pay scales.

For the purpose of this Section, the following words shall have the meanings respectively ascribed to them below.

- A. **To Allocate a Position.** Assigning the position to an appropriate class on the basis of the similarity of work performed and level of responsibility inherent in the position.
- B. **A Class.** A group of positions (or one [1] position) that:
- (1) Has similar duties and responsibilities;
 - (2) Requires like qualifications; and
 - (3) Can be equitably compensated by the same salary range.
- C. **The Class Title.** The official designation or name of the class as stated in the job description. It shall be used on all employee records and actions. Different working or office titles may be used for purposes of internal administration.
- D. **A Position.** A group of currently assigned duties and responsibilities requiring the full or part-time employment of one person. A position may be occupied or vacant.
- E. **Reclassification.** The assignment of an existing position from one class to a different class due to a significant change in duties or responsibilities.

ALLOCATION OF POSITIONS

The City Manager shall be responsible for the initial allocation of every employee of the City to one of the classes and positions in the plan.

When a new position is established and approved by the Mayor and City Council, the

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Department Head involved shall complete a position description covering the duties and responsibilities of such new position. The City Clerk shall allocate the position to one of the classes and positions in the classification plan, unless a suitable class and position do not exist, in which case the City Manager shall recommend that the Mayor and City Council establish a new class and/or position. Upon the recommendation and approval of such new class and/or position by the Mayor and City Council, the City Manager shall allocate the new position to it.

If an employee has reason to believe that his or her position has been improperly allocated, such employee may, with the knowledge of the Department Head, request the City Manager to review the allocation of such position. Any such request must be submitted in writing and contain a statement of justification. If not resolved to the employee's satisfaction, the employee may appeal to the City Manager in the manner provided in this manual.

MAINTENANCE OF HUMAN RESOURCES STAFFING PLAN

Each time a vacancy occurs, the Department Head shall submit a description of the vacant position to the City Manager for a review of the allocation of the position. The City Manager may waive this requirement for cases in which he/she has determined that no material changes have occurred in the position description.

Each time a department or division under the jurisdiction of a Department Head is significantly reorganized, such Department Head shall submit to the City Clerk & City Manager new position descriptions for all affected positions.

The City Manager may require departments or employees to submit position descriptions on a periodic basis or at any time they have reason to believe that there has been a change in the duties and responsibilities of one (1) or more positions.

Each time a new position is established, a position description shall be written and incorporated into the existing plan. Likewise, an abolished position shall be deleted from the classification plan.

The job descriptions are descriptive and not restrictive. The use of a particular description as to duties, qualifications or other factors shall not be held to exclude others of similar kind or quality.

The City Clerk shall be responsible for maintaining an official copy of the Position Classification and Pay Plan. The official copy shall include a list of class titles and job descriptions, plus all amendments. A copy of the official plan shall be available for inspection by the public under reasonable conditions during regular business hours.

When there is a need for the establishment of new positions or the abolition of current positions, the City Manager shall submit findings and recommendations to the Mayor and City Council, which shall take such action as deemed appropriate.

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COMPENSATION

The City of Oxford's compensation philosophy is to maintain a competitive pay structure for the purpose of recruiting and retaining an effective and efficient diverse workforce. The pay structure is designed to pay employees based on what their job is worth; ensure they appropriately move through the salary range for their classification; and recognize performance through merit pay, where applicable. The pay plan is designed to comply with federal and state law, including the Fair Labor Standard Act (FLSA). All aspects of the pay plan are contingent upon the availability of funds as determined in the sole discretion of the Mayor and City Council.

If an appointee to a particular position does not meet the minimum qualifications stated in the job description or if certain classes of work require a formalized training period which is of unusual duration, and the needs of the City can best be met by placing an individual in a training capacity, the City Manager may designate such position as a "trainee" position. Appointment to a "trainee" position shall be at a salary range below the minimum rate established for the classification at a rate not more than ten percent (10%) below the minimum rate.

If an appointee exceeds the minimum qualifications for the position, such employee may be started at a rate up to four (4) steps above the starting salary for the classification. Written approval of the City Manager is required in such instances.

If an employee to be appointed possesses special qualifications, or extenuating circumstances exist, the Department Head may recommend to the City Manager a rate higher than four (4) steps above the starting salary for the classification. In such cases, the Mayor and City Council must grant final approval.

Pay for part-time and temporary employment in a position shall be equivalent to the hourly rate of pay for full-time employment in similar positions.

PAY INCREASES

Increases in pay for City employees shall be governed by the following principles:

- Any employee shall be initially employed for a probationary period of six months.
- Each pay grade shall have a pay range with an entry rate and steps placed at two and one-half percent (2½%) intervals.
- After an employee reaches the maximum rate within a pay grade, such employee may only be entitled to across-the-board salary adjustments and merit payments in bonus form as a one-time adjustment.
- Each Department Head shall file an annual performance evaluation report on each employee within that department. This report shall become a permanent part of each employee's official file.
- In order for an employee to be eligible to be considered for a performance increase, the

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following are required:

- A. **Performance-Based Increase** – this would be dependent on a satisfactory evaluation. Every employee would be eligible for a one step (2.5%) increase every two years on the employee’s hiring anniversary date (starting after July 1, 2017). The employee must have two successive evaluations that are rated an overall 3 or better. Our grading system is:
- 5 – Performance is clearly and consistently outstanding. Demonstrates a very high degree of proficiency. Performance compares only with the best employees. Far exceed standards of normally expected performance.
- 4 – Performance is at a very high level. Demonstrates unusual proficiency. Frequently exceed standard of normally expected performance.
- 3 – Performance is satisfactory and consistently at a level expected of employees.
- 2 – Performance is only marginally acceptable. Meets performance requirements only periodically or only in certain areas of this factor. Specific areas of performance improvement are indicated.
- 1 – Performance is poor; clearly below the level of acceptability. Improvement is mandatory in nearly all aspects of this factor.
- B. **Cost of Living Increase** – The entire pay plan is increased by the amount of the cost-of-living increase approved by City Council as part of the annual budget process.
- C. **Step or Grade increases for certain certificates or certifications**- These must be approved by the City Manager – usually in advance. Examples include but are not limited to: Certified Municipal Clerk, Police Supervisor Certificate, EPD water distribution operator permit, Lineman certification. (No employee would be eligible for Option A and Option C in the same year.)

AVAILABLE FUNDING

Pay increases are dependent on City Council including sufficient funds in the annual budget to support the cost of living and/or the merit increases.

- In order to move to a higher pay grade, an employee must apply for a new position within a higher pay grade or be an incumbent in a position which has been reclassified to a higher pay grade.
- Annually, the Mayor and City Council will consider increasing the salaries on all steps within all pay grades on an equal percentage basis. During budget hearings, the Mayor and City Council shall determine what percentage increase, if any, will be allotted for increases to employee salaries. The percentage for market adjustments (cost-of-living pay

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increases) will change the entry rate, steps, and maximum rate for each pay grade of the salary schedule.

- Performance increases may be granted upon the recommendation of the Department Head, administrative approval of the City Manager, and budgetary approval of the Mayor and City Council. Employees shall be eligible for performance increases biannually until the maximum pay rate for the classification has been reached.
- Employees below the top step of their grade, whose work is exceptional, may be granted a special performance increase to the next step after serving at least three (3) months in the current step, upon the approval of the City Manager. Only one (1) special performance increase per twelve (12) month period may be granted. A special performance increase does not disqualify the employee from being considered for an annual step increase.

DOCUMENTING TIME WORKED

All hourly employees are required to punch a timecard for all hours worked unless circumstances prevent doing so and the Department Head approves. All absences (including vacation, illness, accidents, death in the family, etc.) should be reported on the employee's timecard. The timecard should be submitted to the employee's Department Head for approval with signature. The Department Head should submit all timecards and time calculation sheets for his/her department to the Deputy Clerk or his/her designee in a timely manner. Any exception to any employee clocking in and clocking out should be noted by the supervisor by initialing the timecard and indicating why the exception was made. An employee is not permitted to clock in or clock out for another employee. Clocking in/out for another employee could result in further disciplinary action up to and including termination for both employees.

Time is recorded in the payroll system in quarter-hour increments based on the time stamps recorded on timecards punched by employees.

- If a time stamp is seven minutes or less before the quarter hour, time is recorded in the system beginning with the next quarter hour.
- If a time stamp is seven minutes or less after the quarter hour, time is recorded in the system beginning with the previous quarter hour.
- If a time stamp is eight or more minutes before the quarter hour, time is recorded in the system beginning with the previous quarter hour.
- If a time stamp is eight or more minutes after the quarter hour, time is recorded in the system beginning with the next quarter hour.

PAYDAY

Upon the appointment of any employee to the classified service, the City Manager shall submit to the Deputy City Clerk or his/her designee, the City Clerk, and, Department Head and such information as is necessary to certify the employment status, title or position, and salary or wage of such employee.

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All City employees shall be paid every two weeks. When a pay date falls on an official city holiday, employees will be paid on the date preceding the holiday. If there is an error in your paycheck, advise the Payroll Administrator immediately. Your check will not be given to another person unless you give prior authorization.

Each Department Head shall be responsible for immediately notifying the Deputy City Clerk or his/her designee of any occurrences or actions taken which require an adjustment in the salary or wage of any employee or employees under the supervision of such Department Head. Upon the receipt of such notice, or upon the taking of any action by the Mayor and City Council that requires an adjustment in the salary or wage of any employee or employees, the Deputy City Clerk or his/her designee shall complete such payroll adjustments when appropriate.

Employees may be held liable for the return of salaries improperly, accidentally, or illegally paid to them.

PAYROLL DEDUCTIONS

Federal and state laws as well as court orders require us to make certain deductions from your earnings, including income withholding and social security taxes. No deductions, other than those legally required, will be made from your paycheck without your consent. Upon the request in writing of any employee, the City shall be authorized to provide for automatic payroll deductions for such employee, in such amount as the employee shall specify, for the purpose of contributing to personal savings plans, pensions or other personal financial investment plans.

The City shall also be authorized to provide for automatic payroll deductions for the employee's portion of insurance premiums for health, dental, vision, life and accidental death/dismemberment, and any other insurance options available to the employee which require a contribution from the employee.

GARNISHMENTS/LEVIES

Federal and state laws require the City to make deductions from your earnings to pay creditors who bring garnishment/levy proceedings against you. All City employees should ensure that all personal debts are promptly paid. If an employee is unable to continue current debt payments, the employee should make suitable arrangements with the creditor to satisfy the debt prior to the initiation of a garnishment. However, should a garnishment/levy action be initiated against the City, upon receipt of a garnishment/levy notice, the City Clerk will notify the employee that such action is forthcoming and advised the employee when the deduction will begin.

OVERTIME

In keeping with the provisions of the Fair Labor Standards Act, each Department Head shall have the responsibility of controlling overtime in each department. Overtime is neither desired nor expected on a regular basis. However, during peak periods when overtime becomes necessary, it should be distributed as equally as possible among qualified employees in the same classifications, department, and shift without regard to age, sex, color, creed, religion, national origin or disability.

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- A. Overtime work shall be that work performed by an employee which exceeds the maximum number of hours constituting the established work period for the employee's position. The City of Oxford's designated work week begins Thursday morning at 12:00 a.m. and ends Wednesday night at 11:59 p.m.. All overtime work shall be compensated in accordance with the Fair Labor Standards Act. There is no recognized overtime when a position involves executive, professional, or administrative personnel exemptions.
- B. Any overtime worked must have the prior approval of the Department Head. Employees required to work overtime will be compensated at 1 and ½ times the regular rate of pay, provided that the work is of an unusual, unscheduled, or emergency nature and is approved by the Department Head.
- C. Sick leave, annual leave, on call pay, leave without pay, compensatory time used or holidays not worked do not count as hours worked for purposes of overtime computations.
- D. Overtime work must be approved by and directed by the Department Head or the authorized representative of the Department Head prior to the time it is worked. Unapproved work performed during nonwork hours, including time prior to the start of the workday, during the lunch period, and after the workday has concluded, including taking work home, is prohibited and is not considered overtime.

ON-CALL PAY

The Public Works and Police Departments may designate non-exempt employees to be on-call to provide for after-hours service needs. Any on call policy shall be determined by the applicable Department Head with approval of the City Manager depending upon the needs of the individual department and appropriations in the fiscal budget.

A call back occurs when there is an emergency or after-hours service need for which an employee reports to work as a result of the call. When an employee works such hours, the employee shall record the hours worked. A call back does not include additional hours of work scheduled in advance.

- a. An employee responding to a call back will be paid the greater of two hours or the actual time worked on the call back assignment at their overtime rate.
- b. Travel time is included in the calculation of call back hours.
- c. Exempt employees are not eligible for call back compensation.
- d. If any employee is directed back to work on a call back, no vacation or sick time utilized during the same pay period will off-set the overtime payment.

Such amounts will be paid as overtime regardless of the number of hours physically worked during the workweek.

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HOLIDAY OVERTIME

When an employee is required by the Department Head to work on a day designated by the City of Oxford as a city holiday, the employee shall have the option of receiving pay for the hours worked on the holiday at the rate of 1½ times the normal pay rate **OR** deferring, or banking, the holiday until a later time for eight hours.

APPLICATIONS AND EXAMINATIONS REVIEW

Except as otherwise provided below, all vacancies in the classified service shall be publicized by posting on the official bulletin board or in other places and by such other means as the City Manager deems advisable. The announcements shall specify the titles and starting salary of the vacant positions, qualification requirements, manner of making application and other pertinent information, and shall specify the date, time, and place of examinations (if required) for the positions. Applications will be posted and accepted for at least ten (10) days following the announcement by the Department Head.

All applicants for positions in the classified service of the City of Oxford shall submit an application with the Department Head. Such forms shall require information concerning training, experience, and other pertinent information, and shall be signed by the applicant. No person shall be employed by the City unless and until such person has submitted a signed application to the Department Head in a timely manner.

All positions in the classified service shall be open only to persons who meet such requirements as are listed on the public job announcement. Such requirements may include but are not limited to the following factors: experience, education, and training. Applicants considered for employment/rehire will be screened for illegal drugs and controlled substances as a part of the employment process. Applicants will also be subject to a complete background and reference check.

All applicants who are interviewed will be notified in writing by the Department once the position for which they applied has been filled.

Applications for current vacant positions being advertised shall be accepted during regular business hours and placed on file. Applications will be active for a period of ninety (90) days. Applicants must complete a new application for each announced position vacancy. The application(s) will be kept on file for two (2) years, or as otherwise dictated by the State of Georgia records retention guidelines.

The Department Head may reject an application which indicates that the applicant is deficient in any or all of the requirements as specified in the public announcement of the vacancy. An applicant may also be rejected for fraud or deception in the completion of the application, or if his or her past record of employment is determined to be unsatisfactory by the Department Head.

APPOINTMENTS TO CLASSIFIED SERVICE POSITIONS — PROBATIONARY AND TEMPORARY

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All classified employees of the City shall be hired upon the recommendation of the appropriate Department Head and approval of the City Manager. When initially hired, city employees shall be assigned to one of the following types of appointment:

- A probationary appointment is an appointment to a position in the classified service. An employee serving a probationary period may be discharged at the discretion of the Department Head and shall not have the right to utilize the grievance and appeal procedure set forth in this policy. After the initial six (6) months of employment, they shall have grievance and appeal rights.
- A temporary appointment may be made to fill a position which is authorized and established for a specified period of time, when the work of a department requires the services of one (1) or more employees on a seasonal or intermittent basis, or in cases of emergency. Temporary appointments shall not exceed one-hundred and twenty (120) calendar days; however, extensions to such appointments may be granted by the Mayor and City Council.

A classified employee given an initial probationary appointment shall be given a regular appointment upon completion of the probationary period.

DEPARTMENT HEAD APPOINTMENTS

Positions to be filled by recruitment from outside the classified service shall be filled through a competitive process open to the public. This process may include, but shall not be limited to, ratings of training and experience; job-related tests; or any combination of these as determined by the City Manager. Factors such as education, job-related qualifications, and experience may be taken into account in making employment decisions. The City Manager may require the applicant to submit proof of education and military service or any other such documentation as is deemed necessary.

Internal promotion appointments of classified employees to Department Head shall be open to all employees who meet the training and experience requirements included in the position description or who have an equivalent combination of experience and training which provides the required knowledge, skills, and abilities.

Department Head appointments are subject to approval by the Oxford Mayor and City Council.

PROBATIONARY PERIOD

The probationary period shall be six (6) months in duration. During an employee's probationary period, the employee may be released by the Department Head and shall not have the right to appeal.

If an employee is laid off during a probationary period and such person is subsequently

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reappointed in the same department, he or she may be given credit for the portion of the probationary period completed before the lay-off.

A Department Head may demote an employee during the probationary period. A written report of such demotion must be filed with the City Manager within three (3) days after the effective date of the demotion.

Prior to the expiration of the employee's probationary period, the Department Head shall notify the City Manager in writing by memorandum of whether or not the employee has completed the probationary period. Failure to send such a notice within five (5) working days of the expiration date of the probationary period shall be construed as completion of the probationary period.

PROMOTIONS, DEMOTIONS, AND TRANSFERS

Promotions may occur within a department or between departments. At the time an employee is promoted to a previously established position in a classification with a higher pay range, or the employee's position is reclassified to a job with a higher pay range, a salary increase may be granted:

- (1) Up to ten percent (10%) above the employee's current salary; or
- (2) Up to the minimum of the new classification, whichever is greater.

An employee shall be demoted when:

- (1) The employee is placed in a different classification having a lower pay range.
- (2) The employee's position is reclassified to a classification having a lower pay range.

When an employee receives a demotion of the type stated in # (1) above, such employee's pay may remain unchanged or may be reduced at the discretion of the Department Head and City Manager.

In the case of an employee's position being reallocated to a lower classification, an employee's salary may not be reduced. The employee may be permitted to continue at the present rate of pay but shall not be entitled to a salary increase when the current salary exceeds the maximum for the newly assigned range.

The appropriate Department Head may, at any time, transfer an employee in the classified service under his or her jurisdiction from one position to another in the same class in the same department. An intra-departmental transfer of an employee to a position in another class shall be made only with the approval of the City Manager and only between classes within the same pay range. The City Manager shall be notified of such changes in assignment.

A transfer of an employee from one department to another shall require the approval of both Department Heads concerned and the City Manager. Requests for such transfer shall show how the employee concerned meets the qualification requirements of the class to which the transfer is

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proposed. An employee who is transferred shall continue at the same rate of pay unless otherwise provided City Manager for review.

An employee shall be promoted when:

- (1) The employee is transferred to a position classified in a higher pay range.
- (2) The employee's position is reclassified to a classification having a higher pay range.

A reinstated employee shall be paid at a salary rate within the approved salary range for the position to which the employee is reinstated. The rate of salary at appointment shall be in accordance with the current approved pay scale.

EVALUATION PERIOD

When an employee is promoted to another position, he/she will serve a six-month evaluation period. During the evaluation period, if it is determined that the promoted employee is unable to perform the duties in the promoted position, he/she shall be demoted back to his/her former position, if available. If it is not available, he/she may apply and compete for any other vacant positions in the City. If he/she is unable to obtain another position in the City, he/she will be placed on the re-employment list for up to one year and shall be entitled to general re-employment rights in his/her former class.

	HUMAN RESOURCES POLICIES & PROCEDURES	POLICY
YOUR EMPLOYMENT BENEFITS		

It is the policy of the City of Oxford, to provide its employees with various insurance and retirement benefits. The benefits plan is designed to provide a supplemental package of programs which contribute to the physical and mental health and well-being of the employee and their dependents. The plan is designed to enhance the attractiveness of working for the City and to aid the City's competitiveness in recruitment and retention efforts.

Eligibility for health insurance life and accidental death and dismemberment, short-term and long-term disability, and retirement benefits shall include regular full-time employees.

1. Employee contributions deducted via payroll will begin concurrent with employee eligibility.
2. Benefit eligibility will expire at the end of the last day of the month that the employee worked for the city.
3. All employees shall be covered by worker's compensation.

INSURANCE COVERAGE

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All regular employees scheduled to work at least 30 hours per week are eligible to participate in the health care plan. Medical, dental, and vision benefits are available for the employee, spouse, and dependents. The City of Oxford pays for 95% of the premium cost for employees, and 70% of the premium cost for spouse and/or dependents.

The City of Oxford provides life and accidental death/dismemberment insurance in the amount of \$30,000 at no cost to full-time employees. Employees may purchase an additional \$30,000 of this insurance by paying the premium cost through automatic payroll deduction. The City also provides short-term and long-term disability insurance at no cost to full-time employees.

RETIREMENT PLAN

All regular full-time employees that work at least 40 hours per week may participate in the City's retirement plan. The City of Oxford enrolls all eligible employees in the Georgia Municipal Employees' Benefit System (GMEBS) retirement plan and contributes 4% of each employee's salary to the plan at no cost to the employee. Employees are offered the opportunity to contribute additional amounts toward their retirement plans on a voluntary basis, subject to annual limitations imposed by the Internal Revenue Service (IRS). Employees intending to retire should notify their Department Head of their intent to retire at least three months prior to the date of retirement. Department Heads intending to retire are required to notify the City Manager of their intent to retire at least six (6) months prior to the date of retirement.

COBRA

The Consolidated Omnibus Budget Reconciliation Act (COBRA) requires employer-sponsored group medical and dental plans to allow covered employees and their dependents to elect to have their current medical coverage continued at the employees' and dependents' expense, at group rates, for up to 36 months following a qualifying loss of coverage. Qualified persons who must be permitted to continue group medical coverage are:

- (a) an employee whose coverage terminates due to a reduction in work hours or termination of employment, other than termination due to gross misconduct;
- (b) a spouse and dependent children who lose eligibility for coverage under the group plan as a result of: (1) divorce or legal separation; (2) the employee's death, termination of employment or reduction of work hours, or entitled to Medicare; (3) loss of dependent child status due to age or marriage.

Continuation is not available to persons who are covered under another group plan or eligible for Medicare.

Group health premium rates for individuals electing continuation are the same as for active employees and their dependents plus an administrative charge. Individuals electing continuation must pay the entire monthly premium amount in advance.

You will be notified by the City upon employment and at the time of a qualifying event as explained above. It is the employee's responsibility to keep the Deputy City Clerk or his/her

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designee informed of any address changes or other pertinent information regarding themselves and their dependents.

SOCIAL SECURITY

Social Security is more than a paycheck deduction. It offers financial security for you and your dependents. Although this is a federally established program, it is your contributions, along with the City's matching contributions, that pay for this benefit. For the duration of your employment, you and the City contribute funds to the federal government to support the Social Security Program. This program is intended to provide you with monthly checks and medical coverage once you reach retirement age.

UNIFORMS AND EQUIPMENT

Uniforms and equipment are provided for staff that perform outside work and for police officers based on the needs and duties of the position. The city- issued uniforms and equipment are to be returned upon separation from employment. The employee will be responsible for the cost of any uniforms and/or equipment if the uniforms are not returned by the employee's last day of employment with the City. The cost of the assigned uniforms and/or equipment not returned will be deducted from the employee's last paycheck.

	HUMAN RESOURCES POLICIES & PROCEDURES	POLICY
TIME AWAY FROM WORK		

The City of Oxford believes that employees should have the opportunity to enjoy time away from work to help balance their work and personal lives. City management recognizes that employees have diverse needs for time off from work. Because of this, the City has established leave practices to address work-life balance, as well as to protect the financial well-being of employees during certain absences from work. Employees are accountable and responsible for managing their own leave balances to allow for adequate reserves if there is a need to cover unanticipated events requiring time away from work.

Overview of Requirements & Restrictions

(a) General Provisions

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Except as provided otherwise in this chapter, the following apply to all paid leave benefits:

1. Approval of leave is subject to operational requirements of the department and any request for paid leave may be denied or rescheduled due to staffing needs;
2. Paid leave cannot be advanced;
3. All requests for leave must be submitted in writing with as much notice as possible;
4. Except for military leave, any employee in an unpaid leave status will not accrue paid time off. This will not, however, constitute a break in service for accrual rate purposes;
5. Non-exempt employees shall record paid leave in quarter hour increments;

HOLIDAYS

All full-time employees shall be eligible for paid time off for the the following annual holidays as observed by the City of Oxford and other days as designated by specific action of the Mayor and City Council:

- (1) New Year's Day,
- (2) Martin Luther King Jr.'s Birthday,
- (3) Memorial Day,
- (4) Independence Day,
- (5) Labor Day,
- (6) Veteran's Day
- (7) Thanksgiving Day,
- (8) The day after Thanksgiving,
- (9) Christmas Eve,
- (10) Christmas Day.

- A. Whenever a holiday falls on a Saturday, the preceding Friday shall be designated a substitute holiday and observed as the official holiday for that year. When the holiday falls on a Sunday, the following Monday shall be designated as the official holiday for that year. An employee who is not on approved leave and fails to report on his or her scheduled workday before or after a holiday shall not be paid for the holiday.
- B. Holidays which occur during annual or sick leave shall not be charged against annual or sick leave. Full-time employees shall be paid eight (8) hours for holidays. Temporary employees will not be paid for holidays not worked.

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C. Any essential employee scheduled to work on an official City holiday shall be paid at one and one-half times the regular rate for each hour worked during the actual holiday or may take a subsequent day off in lieu of the holiday worked.

ANNUAL (VACATION) LEAVE

Vacations are for the purpose of rejuvenating both physical and mental faculties, and all employees are urged to avail themselves of vacation periods. All full-time employees shall be entitled to earn and accrue annual leave. Regular part-time employees shall be entitled to annual leave in proportion to the number of hours worked. Temporary employees shall not be eligible for annual leave.

Regular full-time employees begin to accrue annual leave immediately upon employment. Part-time employees and employees under temporary or emergency appointments will not be granted annual leave under these policies.

Each regular full-time employee is entitled to annual leave as follows:

Years of Service	FULL-TIME Days accrued per year
0 – 5 years	13
6 – 15 years	16
16 – 25 years	19
Over 25 years	25

A request for annual leave shall be submitted to the employee’s Department Head. Annual leave may be taken only after approval by the appropriate Department Head so that, insofar as practicable, the department can function without the hiring of additional temporary help.

Unused annual leave may be carried into the next calendar year. When an employee is separated from service, such employee shall be paid for all unused annual leave up to one hundred and sixty (160) hours unless he or she fails to give proper notice of resignation.

SICK LEAVE

Sick leave shall be used only for the purposes hereinafter set out and shall not be used to supplement or as a substitute for holiday or vacation leave. Employees are eligible for sick leave with pay under the following circumstances:

1. Personal illness or physical incapacity and doctor or dentist appointments of the employee, employee's spouse or children living in the same household; or
2. Serious illness of spouse, children, or parent as defined in the Family and Medical Leave Act of 1993. (FMLA)

An employee may take up to three consecutive days of undocumented sick leave. After three

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consecutive days of absence from employment, the employee may be asked to provide his/her supervisor with a written excuse from a doctor setting forth the reasons for the employee's absence. An employee shall also be required to produce a written excuse from a doctor setting forth a bona fide medical reason for the employee's absence if sick leave is taken on a day immediately before or after a vacation day or a holiday.

Excessive Absenteeism - The habitual or patterned use of sick leave, or leave without pay, not supported by competent medical evidence or other proof of necessity is considered excessive absenteeism. On a national average, employees experience 2 to 3 incidents of sick leave absence a year. Unsubstantiated absences in excess of the following rule of thumb may be an indication of excessive absenteeism (an incident is a single day or consecutive series of absences):

1. 2 incidents in three months.
2. 4 incidents in six months.
3. 6 incidents in one year.

The habitual or patterned use of sick leave, or leave without pay, and/or failure to call in when sick not supported by competent medical evidence or other proof of necessity is prohibited.

1st offense:	Oral Reprimand
2nd offense:	Written Reprimand
3rd offense:	1-day suspension without pay
4th offense:	Further disciplinary action including and up to termination

The employee shall report his/her absence from work to his/her direct supervisor or Department Head. Calling is preferred, but other forms of communication such as email or text messaging are acceptable if approved by the Department Head and as long as the employee receives an acknowledgement from the supervisor. If an acknowledgement is not received within fifteen (15) minutes, the employee should call the supervisor.

Those employees entitled to accrue annual leave shall also be eligible to earn sick leave. Regular full-time employees begin to accrue sick leave immediately upon employment at the rate of one (1) day per month. A maximum of three hundred and twenty (320) hours of sick leave may be accumulated. When an employee is separated from the service, no payment shall be made for any unused sick leave.

Regular part-time employees shall be entitled to accrue sick leave in proportion to the number of hours worked. Temporary employees shall not be eligible to accrue sick leave.

BEREAVEMENT LEAVE

Employees may be granted up to three (3) working days of bereavement leave with pay upon death of a member of the employee's immediate family. Immediate family shall mean spouse, child, stepchild, father, stepfather, mother, stepmother, father-in-law, mother-in-law, brother, stepbrother, sister, stepsister, brother-in-law, sister-in-law, grandparents, step grandparents, grandchildren, step grandchildren, or any relative who resides in the employee's household.

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1. Employees must request bereavement leave by contacting their supervisor prior to the leave period.
2. There is no accumulation of bereavement leave and no payment upon separation from city employment. Hours do not have to be taken simultaneously.
3. The City may require verification of the request for the leave.
4. The pay for time off will be prorated for a part- time employee if the funeral occurs on a scheduled workday.

JURY DUTY

All regular full-time employees selected for jury duty shall be entitled to receive civil leave with pay for the period of absence. An employee shall not be entitled to fees received as a juror and should ask the court not to compensate them for being on jury duty. An employee may be required to present a statement from the court indicating jury service.

CIVIL LEAVE

All employees subpoenaed or ordered to attend court to appear as a witness or to testify in some official capacity on behalf of the City are considered to be working. Any fees paid for such services will be returned to the City. Employees who are subpoenaed, ordered to appear, or otherwise voluntarily participating in a Court appearance or judicial process other than as specifically identified herein shall not be entitled to leave with pay, but must take vacation leave.

TIME OFF TO VOTE

Employees are permitted time off to vote in any municipal, county, state, or federal political party primary, general, or runoff election for which such employee is qualified and registered to vote on the day on which such election is held. The time taken off to vote must not exceed two hours. Time off to vote is permitted only if an employee's supervisor is informed at least one (1) working day in advance that an individual plans to take time off to vote. The City may specify the hours during which the employee may be absent from work to vote. If the polls open at least two (2) hours before the employee is scheduled to arrive at work or the polls close two (2) hours after the employee is scheduled to leave work, then time off to vote is not allowed.

MILITARY LEAVE

1. Military leave is a period of unpaid leave due to an employee's service in the military forces of the United States. An employee who leaves the service of the City to join the military forces of the United States shall be placed on military leave without pay in accordance with conditions set forth in Federal and State Law. Such leave shall extend through a date not to exceed 90 days after the employee is relieved from their military service. Such employees shall be guaranteed to be reinstated to their previously vacated position provided they report to work for the City of Oxford within 90 days of the date of the employee's honorable discharge (as indicated on U. S. Dept. of Defense Form DD-214) and that the employee is physically and mentally capable of performing the essential

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functions of the position.

Time so served shall be considered as continuous employment with the City of Oxford. The returning employee shall also be entitled to any increase in salary (including market adjustment increases) or any advancement in grade which would normally be accorded to the incumbent of the position. In essence, the employee should be treated as if they had been continuously employed with the City of Oxford.

2. In the event a position, vacated by a person entering the military service, as stated above, no longer exists at the time the qualified employee returns to work, such person shall be entitled to be re-employed in another position of the same status, class and pay in City service.
3. Employees will be given time off without loss of pay while on ordered State or Federal military duty including but not limited to attendance at a service school conducted by the military forces of the United States, and while going to or returning from such duty or school, for a total of 18 days or no more than 144 hours in any one calendar year. In the event the Governor of Georgia declares an emergency and orders an employee to State active duty as a member of the National Guard, such employee will be paid for a period not exceeding 30 days or 240 hours total in any one calendar year while on active duty.

Whenever such an employee is ordered to be on military duty or to attend a service school in excess of the amount of time which will be paid, the employee may use accrued annual leave for such absence or may take a personal leave of absence.

FAMILY AND MEDICAL LEAVE ACT (FMLA)

This policy provides a general overview of employer/employee rights and obligations under the FMLA. Complete details can be found in the FMLA, 29CFR, Part 825, et seq.

Employees who are eligible for family and medical leave may take up to twelve (12) weeks of unpaid leave in a twelve (12) month period under the following circumstances:

- (1) the birth of a child to the employee;
- (2) the placement of a child with the employee for adoption or foster care;
- (3) in order to care for a family member (spouse, child, or parent) of the employee with a serious health condition;
- (4) when the employee has a serious health condition which renders the employee unable to perform the functions of his or her job; or
- (5) for a qualifying exigency due to a spouse, child or parent's active military duty. Covered exigencies include childcare and school activities; making financial and legal arrangements; counseling and recuperation; post- deployment activities; and other employer-approved events.

Note: For numbers 3 and 4 listed above, **Serious Health Condition** is when an employee is deemed to be receiving "continuing treatment" if there is a period of incapacity exceeding three consecutive days and the employee has twice visited a health care

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provider within 30 days of the beginning of the period of incapacity, or visited a provider once and is under a regimen of continuing treatment (the first in-person treatment must occur within seven days of the first day of incapacity). Serious health conditions do not include voluntary or cosmetic treatments which are not medically necessary.

The following conditions are generally not considered to be serious health conditions unless complications arise: the common cold, the flu, earaches, upset stomachs, minor ulcers, headaches other than migraine, routine dental or orthodontia problems and periodontal disease are not considered serious health conditions. In addition to these conditions, an absence caused by an employee's abuse of a substance, rather than for treatment for the problem, does not qualify for FMLA leave and is not considered a serious illness.

MILITARY FAMILY LEAVE

Additionally, an eligible employee may take up to twenty-six (26) weeks of leave within a single twelve-month (12) period to care for a spouse, son, daughter, parent, or next of kin who is a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness. This also includes caregiver leave to veterans with serious injuries or illnesses. More specifically, caregiver leave is available for veterans recuperating or receiving treatment for serious illnesses or injuries incurred or aggravated while on active duty in the Armed Forces, if they were members of the Armed Forces, National Guard, or Reserves at any time during the five (5)-year period before recuperation or treatment.

For the purposes of this policy the term "child" includes a biological child, an adopted or foster child, stepchild, or a legal ward, younger than 18 years of age, and shall also include a child 18 years of age or older who is incapable of self-care because of mental or physical disability. Further, a "parent" includes biological parents and persons standing in place of a biological parent ("in loco parentis") — court documentation may be required.

For purposes of military caregiver leave, next of kin is defined as the nearest blood relative other than the covered service member's spouse, parent, son or daughter in the following order: a) blood relative who has been granted legal custody; b) siblings; c) grandparents; d) aunts and uncles; and e) first cousins.

The one-year period is measured by looking at the twelve-month period immediately prior to the date on which leave is requested. Reduced or intermittent leave is available for the serious health condition of the employee or a family member when it is medically necessary. Employees on approved family or medical leave who accept other employment without the City's approval will be terminated. Upon a request for leave for one of the above reasons, the City may furnish the employee with more information about conditions and procedures for utilizing Family and Medical Leave.

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Eligibility

To be eligible, an employee must have been employed by the City of Oxford for at least twelve (12) months and must have worked a minimum of 1,250 hours during the previous 12-month period. If the employee meets these criteria, they are entitled to 12 weeks of leave within a “rolling” twelve-month period.

Procedures

This policy is not a substitution for paid days off. You are required to use all accumulated paid days off (which may qualify for this type of leave) while you are on family or medical leave.

In addition to absences covered by accrued annual and sick leave, it is important to note that other types of paid absences may also be counted against an individual’s FMLA leave entitlement. Paid absences under workers’ compensation may also count against an individual’s FMLA entitlement in certain circumstances. To be counted against an individual’s FMLA entitlement, workers’ compensation absences must be based on a reason that would qualify for FMLA leave (the definition of serious health condition must apply). Time spent by the employee working in a temporary alternative assignment does not count against an employee’s leave entitlement.

If the leave is foreseeable then the employee must provide the City with notice thirty (30) days in advance. If leave is not foreseeable, then notice should be given as soon as possible. Notice must be given to the City Clerk on the “Family and Medical Leave Request Form.” An employee requesting leave for his or her own or a family member’s serious health condition, must provide the City with proper medical certification. If you intend to take such leave, contact the City Clerk to get the appropriate request and certification forms. Within five (5) days of a leave request, the City of Oxford must notify employees if they are eligible for leave and give those eligible a written notice of their FMLA Rights and Responsibilities.

After a leave request is approved, the City Clerk must notify employees within five (5) business days if the leave will be designated as FMLA leave.

MATERNITY LEAVE

In accordance with the Family Medical Leave Act of 1993, eligible employees shall be granted up to 12 weeks of leave for the birth or adoption of a child. Leave shall also be granted for the placement of a foster child with an employee.

A female employee who is incapacitated due to pregnancy and/or related symptoms may use accumulated sick and annual leave. When all paid leave is exhausted, the employee may request approval to be placed on leave without pay (LWOP).

Where the requested leave is not medically necessary, the employee must use accumulated annual leave. After all annual leave is exhausted, the remainder of the 12-week period shall normally be granted as leave without pay (LWOP).

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An employee requesting leave upon the birth or adoption of a child should give a minimum of 30 days written notice to his/her supervisor. If the employee is unable to provide such notice, they should provide such notice as soon as practicable.

Where both spouses are employed by the City of Oxford, the total amount of leave that may be taken under Family Medical Leave due to the birth or adoption of a child is 12 weeks (not 24 weeks). Documentation specifying how leave will be taken must be given to each employee's department with the certification form.

Medical Certification

Certification for an employee's serious medical condition must include a statement that the employee is unable to perform the functions of his or her position. Certification for leave to care for a family member with a serious medical condition must include an estimate of the amount of time the employee is needed to care for that family member. Both types of certification must include (a) the date on which the serious health condition commenced; (b) the probable duration of the condition; and (c) the appropriate medical facts within the knowledge of the health care provider about the condition. The City may require a second medical opinion, at its own expense. If the first and second opinions differ, the City, again at its own expense, may require the binding opinion of a third health care provider, approved jointly by the employee and the City. The City may also require periodic recertification. Certification forms must be completed and returned to the City Clerk fifteen (15) days after the request unless circumstances make this impossible. The City may directly contact an employee's healthcare providers to authenticate and clarify medical certification. Only the City Manager or City Clerk may make this contact, not an employee's direct supervisor.

A medical statement from a certified physician releasing the employee to return to work including restrictions must be provided by the employee to the Department Head before the employee is authorized to return to work. The medical statement must indicate if there are any restrictions on the employee's ability to fully perform the functions of his/her position.

Benefits under Family Medical Leave

Employees will not lose any employment benefits or seniority accrued before the date on which leave commenced. Employees who take family or medical leave will generally be restored to the same or an equivalent position upon their return to work. Employees who take family or medical leave will continue to be responsible for paying their portion of health insurance premiums. The City Clerk will provide information on how this payment can be arranged. Failure to make timely payments may result in a cancellation of the insurance coverage. Generally, when an employee does not return to work within or at the end of any leave period and remain at work for at least 30 days, the employee will be required to repay the portion of the insurance premium which was paid by the City during the unpaid portion of the leave. If the health insurance lapsed while the employee is on FMLA leave for failure to pay their premium, when the employee returns to work, the City must reinstate the insurance.

An employee who fails to obtain approval for a leave without pay (LWOP) following the expiration of the 12-week period of family medical leave may be terminated. The Department Head must submit a request to fill the position to the City Administrator. Upon notice by the City

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Administrator, the employee will be notified in writing of the expiration of the 12-week period of family medical leave and subsequent termination.

Intermittent or Reduced Leave

- A. An employee may take leave intermittently (a few days or a few hours at a time) or on a reduced leave schedule to care for an immediate family member with a serious health condition or because of a serious health condition of the employee when medically necessary.
 - i. Medically Necessary. There must be a medical need for the leave and a determination that the leave can best be accomplished through an intermittent or reduced leave schedule.
 - ii. The employee may be required to transfer temporarily to a position with equivalent pay and benefits that better accommodates recurring periods of leave when the leave is planned based on scheduled medical treatment.
- B. An employee may take leave intermittently or on a reduced leave schedule for birth or placement for adoption or foster care of a child only with the City Manager's prior approval.
- C. For eligible part-time employees and those who work variable hours, the family and medical leave entitlement is calculated on a pro rata basis. A weekly average of the hours worked over the twelve work weeks prior to the beginning of the leave should be used for calculating the employee's normal workweek. Employees must have been employed by the City of Oxford for at least twelve (12) months and must have worked a minimum of 1,250 hours during the previous 12-month period to qualify.

Effect on Benefits

- A. An employee granted leave under this policy will continue to be covered under the City of Oxford employee health/dental insurance, life insurance plan, and other applicable programs under the same conditions as coverage would have been provided if he/she had been continuously employed during the leave period. This means that the City will continue to pay the costs of such benefits as when the employee was in active pay status. In the case of family health coverage, the employee will be responsible for payment of the employee's premium share as outlined below.
- B. Employee contributions for family health coverage will be required either through payroll deduction or by direct payment to the City of Oxford. The employee will be advised in writing at the beginning of the leave period as to the amount and method of payment. Employee contribution amounts are subject to any change in rates that occur while the employee is on leave.
- C. If an employee's contribution is more than thirty (30) days late, the City of Oxford may terminate the employee's insurance coverage.

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- D. If the City pays the employee contributions missed by the employee while on leave, the employee will be required to reimburse the City for delinquent payments upon his or her return from leave.
- E. If the employee fails to return from unpaid family/medical leave for reasons other than (1) the continuation of a serious health condition of the employee or a covered family member, or (2) circumstances beyond the employee's control (certification required within thirty (30) days of failure to return for either reason), the City may seek reimbursement from the employee for the portion of the premiums paid on behalf of that employee (also known as the employer contribution) during the period of leave.
- F. Nothing in this Section will be construed to entitle any restored employee to:
 - (1) The accrual of any employment benefits during any period of leave; and,
 - (2) Any right benefit or position of employment other than a right, benefit, or position to which the employee would have been entitled had the employee not taken leave.

Job Protection

- A. If the employee is not determined to be a "key employee," as defined by the Family Medical Leave Act, and returns to work within twelve (12) work weeks following a family/medical leave, he/she will be reinstated to his or her former position or an equivalent position with equivalent pay, benefits, status and authority.
- B. The employee's restoration rights are the same as they would have been had the employee not been on leave. Thus, if the employee's position would have been eliminated or the employee would have been terminated but for the leave, the employee would not have the right to be reinstated upon return from leave.
- C. If the employee fails to return within twelve (12) work weeks following a family/medical leave, the employee will be reinstated to his or her same or similar position, only if available, in accordance with applicable laws. If the employee's same or similar position is not available, the employee may be terminated.

Responsibilities

The Department Head is responsible for informing subordinate employees of this policy through the distribution of this directive. An employee is responsible for complying with the policies and procedures outlined in this procedural directive.

WORKERS' COMPENSATION

It is the intent of the City of Oxford to comply with the provisions of the Worker's Compensation Laws of the State of Georgia. All City of Oxford employees who are injured on the job are protected by the Georgia Worker's Compensation Act. The provisions of this act are the exclusive remedy for employees injured on the job and provide benefits and procedures for obtaining

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benefits for occupational injuries and diseases arising out of and in the course of an employee's employment with the City of Oxford.

Section 2: General Provisions

(a) Definition

“Injury” shall be defined as provided for in O.C.G.A. § 34-9-1.

(b) Responsibility

Worker's compensation can be a very complex environment if proper procedures are not followed. Specific responsibilities lie with the Human Resources department, all supervisors and the employee.

1. City Clerk

The City Clerk is responsible for the management of the City's worker's compensation program in accordance with the provisions of the Georgia Worker's Compensation Act and other Federal, state, or local regulations. The City Clerk is responsible for timely submission of the First Report of Injury form to the State and for all other Worker's Compensation records, files and reports. The City Clerk will, in accordance with the law and applicable City policies and procedures, determine the continuing employment status of employees who are out of work on Worker's Compensation. An employee out of work on Worker's Compensation who does not return to work when released to do so by a qualified physician may be terminated.

2. Supervisors

City of Oxford's supervisors are responsible for assuring their employees report all on-the-job injuries to them immediately or as soon as possible following the occurrence of the injury. Supervisors will ensure that a written report of the injury is completed and turned into the Department Head who will then forward it to the City Clerk within the twenty-four hour time period.

3. Employees

All City of Oxford employees are required to report all on-the-job injuries to their supervisor immediately when possible, but in all cases no later than twenty-four (24) hours after the occurrence of the injury. The employee is obligated to cooperate with the worker's compensation program directives and activities and any fraudulent activity will be grounds for termination.

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Section 3: Procedures

- (a) An employee injured on the job must report the injury to their supervisor immediately, on the forms prepared and provided by the City Clerk.
- (b) The employee's supervisor must follow the appropriate procedures prescribed for reporting the injury which includes completion of the First Report of Injury form and the Supervisor and Employee Statement forms.
- (c) Treatment of the injury shall be provided at one of the designated medical facilities that are posted at each work site and the employee must select a doctor from the approved panel of physicians provided by the city. In an emergency, the employee may receive medical care from any doctor until the emergency is over, then the employee must obtain treatment from a doctor on the City's approved panel of physicians. The City reserves the right to refuse payment of medical services for any employee examined by a physician not listed on its approved panel of physicians.
- (d) An employee injured by an accident arising out of or in the course of employment shall not be charged for any absence from duty due to the injury on the day of the injury.
- (e) An employee injured by an accident on the job will be required to take a post-accident drug test within four (4) hours of the accident, or as soon as possible if more than four (4) hours.
- (f) There is a seven calendar day waiting period before worker's compensation benefits are due. The seven-day waiting period includes those days the employee would not have worked even if there had been no injury. The employee is eligible to receive medical benefits during the seven-day waiting period. Beginning with the first day after an on-the-job injury and continuing through the seventh day following the injury, the injured employee may elect to be compensated by using their available sick or vacation balance. However, if the disability lasts for 21 consecutive days, compensation is retroactive for the first seven days. The first seven days of disability are not reimbursable unless the employee is disabled more than the 21 consecutive days. If the employee is reimbursed from the state for the initial seven day period, he/she will be responsible for returning that money to the City.
- (g) Beginning with the eighth day following the injury, the employee will be compensated with the statutory worker's compensation rate of $66 \frac{2}{3}$ of weekly salary up to the maximum prevailing rate required by the Worker's Compensation

Law. The employee may continue using their available balance of sick or vacation time to supplement the worker's compensation benefit.

(h) During the first six months of a job related injury, the employee's position will be secure and the affected department may use temporary employment if the budget allows.

(i) If the employee is unable to return to their regular position, the city may require the employee to perform a light duty assignment that is approved by the assigned physician until a time the employee can return to work on an unrestricted basis. The City has no obligation to create a light duty assignment if work is not available.

(j) Worker's compensation leave must run concurrent with Family Medical Leave.

TEMPORARY DISABILITIES NOT COVERED BY WORKERS' COMPENSATION

An employee who becomes temporarily disabled shall be allowed to exhaust his or her accrued sick and vacation leave. After all sick and vacation leave have been used, further extension of leave (either with or without pay) must be specifically authorized by the Mayor and City Council upon recommendation of the Department Head and the City Manager.

EXTENSION OF MEDICAL COVERAGE

Extension of medical insurance coverage for employees injured on the job and not covered by Workers' Compensation Insurance may be granted by the Mayor and council for up to ninety (90) days.

LEAVE OF ABSENCE WITHOUT PAY

Employees may receive a leave of absence without pay for good and sufficient personal reasons, and provided that no significant disruption to the City's activities will result. Each case will be considered individually. Requests for a leave of absence must be submitted in writing to the City Manager and Department Head. A granted leave will be without compensation and benefits. Employees on leave without pay may be required to make contributions for health, life insurance and retirement benefits. Employees on leave without pay will not lose any employment benefits or seniority accrued before the date on which leave commenced. An unpaid personal leave of absence, if approved, will be granted for a maximum of 30 days. Extension of the leave of absence may be granted upon the City Manager, Mayor, and Council approval.

Requests for a leave of absence for other than military leave or FMLA leave should be made with the full understanding that while we will make every effort to have a comparable position with comparable pay for you when you return from leave, we cannot guarantee that your same position will be available upon your return.

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Reinstatement will be dependent upon an available opening for which you are qualified. If you do not report to work at the end of your personal leave of absence, you will be assumed to have voluntarily resigned.

ABSENCE WITHOUT LEAVE

An absence of an employee from duty, including any absence for a single day or part of a day, that is not authorized by a specific grant of leave of absence under the provisions of these regulations shall be deemed to be an absence without leave. Any such absence shall be without pay and may be cause for disciplinary action, up to and including termination.

ADMINISTRATIVE LEAVE

An employee may be placed on administrative leave with pay at the discretion of the Department Head and approval of the City Manager when such action is deemed to be in the best interest of the City.

NOTATION OF LEAVE OR ABSENCE WITHOUT LEAVE

When an employee has taken leave of any kind or is absent without leave, his or her Department Head shall make a notation on the timecard or attendance sheet, giving specific information covering type of leave, dates, hours, and other pertinent data.

OUTSIDE EMPLOYMENT

The work of the City will take precedence over other occupational interests of employees. All outside employment for salaries, wages, other compensation or commission and all self-employment must be submitted for approval in writing to the appropriate Department Head & City Manager. The request will be reviewed for conflict-of-interest issues. The City has the right to expect that outside employment will not affect employee performance, attendance or any other condition of employment with the City. Employees accepting outside employment without approval or conflicting outside employment, or who experience performance issues as a result of outside employment will be subject to disciplinary action up to and including termination. Outside work cannot be performed on the City's time and must not interfere at any time with an employee's ability to perform his or her work with maximum effectiveness and efficiency. The City Manager will notify the Mayor in writing, not later than two (2) workdays after approval.. Employees shall not use city-owned vehicles or equipment in the performance of duties related to outside employment.

PAY DURING SEVERE WEATHER

The decision of what is a prudent response to a severe weather situation on a government-wide basis is to be made by the City Manager. Department Heads are responsible for determining and notifying employees of their critical workforce job status. Critical workforce employees include the City Manager, all Department Heads, and all sworn Police Officers, and any other employee

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designated by the City Manager. Critical workforce employees are required to report to work promptly when instructed by the City Manager.

Non-critical employees must take vacation leave with pay if the office is closed or the employee is unable to get to the office and is unable to telecommute. If the non-critical employee does not have any accrued vacation leave, he/she will be reported as absent and is not entitled to pay. If an employee is not sure what he/she should do during inclement weather, the employee should call his/her Department Head for clarification and/or call City Hall at 770-786-7004.

The City Manager has the discretion to allow individuals to telecommute in the event the office is inaccessible due to severe weather. Employees may be considered on an individual basis for their telecommute eligibility during severe weather. A primary consideration for administering telecommuting in the city is that it does not interfere with services provided to the public during business hours. An employee's work must be of a nature that face-to-face interaction with other employees, external customers, or project workgroups is minimal and the employee's tasks can be performed successfully away from the office. Telecommuting agreements are entered into for the good of the City and the services provided. It is important that consistent communications be maintained by telecommuting employees. Telecommuters shall be available at their remote locations by telephone and/or e-mail to management and other City staff during agreed-upon work hours.



EMPLOYEE PERFORMANCE EVALUATION

The purpose of the performance evaluation shall be primarily to inform employees of how well they are performing their work and how they can improve their work performance. Such performance evaluation may also be used in determining merit raises or bonuses, as a basis for training, promotion, demotion, transfer or dismissal, and for such other purposes as set forth in these policies.

All employees except temporary workers shall be evaluated annually. An employee shall not be eligible for a merit pay raise until the performance evaluation form has been completely processed.

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Evaluations shall be prepared by the Department Head of each employee and reviewed by the City Manager. A Department Head who is leaving the position shall be required to submit performance evaluation forms on all the employees under his or her supervision who have not been evaluated within the previous six (6) month period.

The Department Head shall discuss each performance evaluation with the employee being evaluated. If an employee disagrees with statement(s) in an evaluation, such employee may submit, within ten (10) days following the conference with his or her Department Head, a written statement which shall be attached to the evaluation form

Performance evaluations shall be confidential and shall be made available only to the employee that was evaluated, the employee's Department Head, the City Manager, and the Mayor and City Council upon request.

EMPLOYEE DEVELOPMENT

The City Manager shall be responsible for fostering and promoting in-service training of employees for the purpose of improving the quality of service and to assist employees in preparing themselves for advancement.

Department Heads shall encourage necessary and recommended in- service training for employees of their departments and shall recommend to the City Manager the scheduling of such training as a component of employees' responsibilities. Reports shall be made to the Mayor and City Council of training accomplishments of employees.

Employees shall receive their regular pay while on training assignments approved by the Department Head and City Manager. The City will pay approved training expenses such as tuition, fees, textbooks, room and board, and other necessary costs. Employees are responsible for submitting statements of expenses to the Deputy City Clerk or his/her designee for payment.

Travel expenses on public transportation or by private vehicle incurred during approved training or while on other City business will be paid at rates established by the City Manager in accordance with government standards. For reimbursement, employees must submit to the Deputy City Clerk or his/her designee a statement of expenses including travel, meals, lodging, and other appropriate costs incurred, with appropriate receipts. A maximum of forty-five dollars (\$45.00) per day for meal expenses will be reimbursed.

SEPARATION FROM EMPLOYMENT

Separations and/or terminations from positions in the classified service shall be designated as one of the following:

Resignation

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An employee shall submit written notice of resignation to the Department Head at least fourteen (14) calendar days in advance of the date of resignation. Immediately upon receipt of such notice of resignation, the Department Head shall forward the same to the City Manager. Failure to comply with this rule shall be entered on the service record of the employee.

Abandonment of job

An employee not on authorized leave of absence who fails to report for work for three (3) consecutive days may be terminated from the service of the City for job abandonment. Any employee terminated for job abandonment shall have the right of appeal.

Lay-off/reduction in force

Any involuntary separation not related to an employee's conduct shall constitute a lay-off or reduction in force. Any employee may be laid off because of shortage of funds or work, abolishment of the position, material changes in the duties or organization, or related reasons beyond the employer's or the employee's control which do not reflect dissatisfaction with the service of the employee. The duties previously performed by any laid-off employee may be reassigned to other employees holding positions in appropriate classes.

Inability to perform

If an employee suffers from a physical or mental disability which prevents him or her from performing the essential functions of the position, even with reasonable accommodation, the employee is subject to termination for inability to perform the job. The employee will cooperate with the employer to determine the limitations imposed by the disability and to design accommodation for the essential functions of the job. Termination due to an inability to perform essential functions shall be subject to the Grievance and Appeal Procedure.

Loss of a job requirement

Any employee who is unable to perform the essential functions of his or her job adequately because of loss of a necessary license or other necessary requirement shall be separated by lay-off without pay from employment in that position until such license or requirement is reinstated.

Dismissal or discharge

Dismissals shall constitute discharges or separations for just cause and shall be governed by the provisions of these Policies and Procedures as hereinafter set forth.

Retirement

The retirement of an employee shall consist of the voluntary separation of an employee who has met the requirements of age and length of service under the laws governing any applicable pension fund of which such employee may be a member.

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Death

Separation shall be effective as of the date of the death of the employee. All compensation, including annual leave pay, due to such employee, as of the effective date of separation, shall be paid to the beneficiary of the employee, the surviving spouse of such employee, or to the estate of such employee, as may be determined by law or by the applicable executed documents in the official employee file of said employee.

Lay-Offs

Whenever the lay-off of any employee shall become necessary due to budget constraints, the Mayor and City Council shall notify the Department Head at least thirty (30) calendar days in advance of the intended action of the necessity for such lay-off and the reasons therefore. The Department Head shall thereupon furnish to the City Manager the names and job titles of the employees to be laid off and the order in which such lay-off shall be affected.

Should it become necessary to reduce the number of employees within a given class in any department, such employees shall be laid off on the basis of the following three (3) factors to be weighted equally: length of service in class, length of service with the City, and job performance. If an employee believes that an error has been made in determining lay-off order, he or she may request an administrative review by the City Manager.

Should a Department Head determine that the retention of a certain employee is essential to the effective operation of the department because of the fact that such employee possesses special skills or abilities, and should the Department Head wish to retain such employee in preference to another with a higher rating, then the Department Head shall submit a written request to the City Manager. Such notification shall set forth in detail the specific skills and abilities possessed by the employee and the reasons why such employee is essential to the effective operation of the department. With the approval of the Mayor and City Council, the individual may be retained.

Regular employees to be laid off shall be notified in writing by the City Manager at least fourteen (14) calendar days prior to the effective date of the lay-off.

Any regular employee scheduled to be laid off shall have the right to be demoted to a lower classification, provided that a vacancy exists, and such employee is qualified to fill the position in the lower classification.

Former employees who were separated from the City service by lay-off and desire to be considered for reemployment with the City will be placed on the reemployment list. Such persons may remain on the reemployment list for a period not to exceed one (1) year. Former employees will be listed by seniority in terms of service and will be offered reemployment for the first vacancy that becomes available in the same classification in which they were employed at the time of separation. All employees appointed to a position in this manner will serve the stated probationary period for that position.

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If the employee does not complete the probationary period, he or she will be separated from the City service without the right of appeal. A person on the reemployment list may voluntarily accept a position at a lower classification level than his or her former position. If a person placed on the reemployment list does not accept the first offer for reemployment in a position having the same classification as the one held at the time of separation, he or she will be removed from the reemployment list. Such persons will no longer have guarantee of reemployment rights when a vacancy occurs but may be considered for reemployment on the same basis as other applicants.

The pre-termination hearing procedures as outlined in this manual apply to abandonment of job, inability to perform the essential functions of the position, loss of a job requirement necessary to perform the essential functions of the position, and dismissal or discharge as defined in this Section of these policies and procedures.

CORRECTIVE DISCIPLINE

Effective supervision and good employee relations should reduce to a minimum those instances necessitating disciplinary action. The establishment of rules and regulations and the imposition of disciplinary action for a violation thereof are not intended to restrict the rights of any employee but are for the purpose of ensuring the rights of all and for securing cooperation and orderliness throughout the classified service. The severity of the disciplinary action imposed should be related to the gravity of the offense, the employee's record of disciplinary action, and the disciplinary action imposed in similar cases. Any disciplinary action imposed shall be for just cause. The City will not allow discrimination against any employee because of race, color, religion, sex (including, gender identification, sexual orientation, pregnancy), age, national origin, disability, genetic information, or political affiliation.

The following actions shall constitute just cause for disciplinary action, but the imposition of disciplinary action shall not be limited to the offenses set forth:

1. The conviction of a felony, or of a misdemeanor involving moral turpitude.
2. Excessive absenteeism.
3. Absence without leave, or failure to report after the expiration of a leave of absence.
4. Excessive tardiness.
5. Abuse of sick leave.
6. Insubordination or serious breach of proper discipline.
7. Inefficiency or incompetency.
8. Abuse or theft of City property.
9. The borrowing of City equipment for personal use without prior official permission.
10. The loss of a job requirement, such as the loss of a necessary license, which prevents the adequate performance of the essential functions of the position.
11. The willful making of false statements to supervisors, officials, the public, boards, commissions, or agencies.
12. The violation of City ordinances, administrative regulations, departmental rules, or these handbook policies and procedures.
13. The consumption, sale, or possession of alcoholic beverages and/or illegal substances while at work, or being intoxicated on the job, or being otherwise affected on the job

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- because of the prior use of an illegal substance or alcoholic beverage.
14. The discovery of a false statement in an application.
 15. Acceptance of gratuities in conflict with state law or City ordinance.
 16. Political activity in conflict with City Ordinances.
 17. Engaging in offensive conduct or using offensive language toward the public, a supervisor or fellow employees.
 18. Harassment on the basis of race, color, sex, religion, national origin, citizenship, age, or disability.
 19. Refusal to submit to drug testing.
 20. Failure to successfully pass drug testing.
 21. Refusal to participate in a workplace investigation.

A Department Head, subject to the employee's right of appeal as provided in this manual, shall have the following alternatives when disciplining an employee.

ORAL REPRIMAND

An oral reprimand is a progressive disciplinary measure which may be issued for an incident, action, or behavior which does not warrant more severe disciplinary action. In the oral reprimand, the supervisor will verbally and privately explain to the employee that he or she is being reprimanded, describe the problem, and indicate what must be done to correct the problem.

WRITTEN REPRIMAND

Where the incident, action, or behavior of the employee is such as not to initially warrant a more severe type of disciplinary action, a written reprimand may be issued for first or second offenses, including but not limited to unauthorized absence from duty (for less than three [3] days), abuse of sick leave privileges, frequent unexcused tardiness, inattention to duty, insubordination, improper conduct, or loss or destruction of City property. Written reprimands shall be issued by the Department Head to the affected employee, and a copy of same shall be forwarded to the City Manager and filed in the official file of such employee.

SUSPENSION

A Department Head may suspend without pay any employee under his or her supervision for a period of not less than one (1) nor more than ten (10) working days. The dates of suspension must be imposed on scheduled workdays.

A written statement specifically setting forth the reasons for such action and the length of time and dates of such suspension shall be furnished by the Department Head to the affected employee. A copy of the statement shall be sent to the City Manager and filed in the official file of such employee within one (1) working day of the effective date of the action.

An employee may be suspended for a period longer than ten (10) working days upon the express approval of the Mayor. A written statement shall be furnished by the City Manager to the

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affected employee within one (1) working day of the Mayor's decision advising the employee of the length and dates of the suspension.

When an employee has been accused of serious misconduct or criminal behavior, the employee may be suspended with pay for a period of five (5) working days, during which the City Manager will conduct an investigation to determine whether the serious misconduct or criminal behavior will affect the employee's job performance and/or whether it is the basis for disciplinary action, and shall advise the Mayor of his or her findings. If the Mayor determines that an employee's return to work would not be in the best interest of the City, the employee will be given notice of his or her proposed indefinite suspension without pay, including the reasons for the suspension, and the employee will be given an opportunity to respond to the Mayor concerning those reasons. After the employee has had an opportunity to respond, the Mayor will issue a decision on the indefinite suspension.

For just cause, a Department Head may reduce the salary of a regular employee within the range provided in the pay plan or demote the employee to a lower-graded position. The Department Head shall take such action after consultation with the City Manager, and approval by the Mayor.

TERMINATION (DISCIPLINARY DISMISSAL)

The following list includes some of the reasons for disciplinary action. This list is provided for information purposes. It is not exhaustive and is not intended to cover all situations in which disciplinary actions may be taken. The City retains the sole discretion to determine when disciplinary action, up to and including termination, is appropriate.

1. Failure to perform at an acceptable level of competence.
2. Violation of City ordinances, policies or departmental rules.
3. Excessive absenteeism.
4. Discourteous treatment of the public or other employees.
5. Leaving the job or work area without permission of his/her supervisor.
6. The use of abusive or threatening language toward subordinates, other employees or the public.
7. Unauthorized use of City property or vehicles.
8. Falsification of a job application or other City records.
9. Insubordination — refusal to perform assigned work or comply with written or oral instructions or by a supervisor or refusal to participate in a workplace investigation by a supervisor..
10. Misconduct — a forbidden act; a dereliction of duty; unlawful behavior or improper or wrong behavior.
11. Conviction of a felony or a crime involving moral turpitude.
12. Conduct reflecting discredit on the City or department.
13. Falsification or destruction of official records or documents or use of official position for personal benefit, profit, or advantage, or for other improper reasons.
14. Violation of the City's Drug and Alcohol policy.
15. Violation of the City's Unlawful Harassment policy.

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16. Stealing — misappropriation of private or City property.
17. Possession of firearms or other dangerous weapons by unauthorized personnel while on duty.
18. Using obscene language, engaging in obscene conduct.
19. Sleeping on the job.
20. Use, possession and/or distribution of an illegal controlled substance in violation of the city's Drug Free Workplace Policy.
21. Refusal to submit to drug testing.
22. Failure to successfully pass drug testing.
23. Any action that is detrimental to the City.
24. Failure to report an accident in which an employee was involved while operating any city vehicles or equipment.
25. Theft, making false statements, or intentionally giving misleading information to supervisors, officials or the public.
26. Fighting or attempting to injure another employee.

The employee shall be furnished notice of dismissal in writing, stating the reason(s) for dismissal. It is recognized there will be occasions when immediate dismissal is necessary. A review of such action by the City Manager and employee's Department Head must be completed as soon as possible.

A written statement specifically setting forth the reasons for any such action shall be furnished by the Department Head to the affected employee, and a copy of the statement shall be forwarded to the City Manager and filed in the official employee file within one (1) working day of the effective date of the action.

When a regular employee is charged with misconduct that serves as just cause for dismissal, the Department Head shall place the employee on a three (3) day, paid administrative suspension with a recommendation for dismissal. A written statement specifically setting forth the reasons for suspension with a recommendation for dismissal shall be furnished by the Department Head proposing the dismissal to the affected employee, and a copy of the recommendation shall be furnished to the City Manager within one (1) working day of the effective date of the action.

The City Manager shall ensure that a written notice of the charges has been furnished to the affected employee and shall conduct an investigation as to the charges and make the findings available immediately to the Mayor. Within three (3) working days of the affected employee being notified of the charges, the Mayor shall hold a conference at which the employee shall be authorized to present information which is pertinent to the charges on his or her behalf. The Mayor shall render a decision on the proposal for dismissal based on all of the relevant information. The City Manager shall advise the employee of his or her right to appeal the decision under the grievance procedure.

Any written notification submitted to a regular employee who is being subjected to disciplinary action shall set forth the right of the employee to appeal such action to the City Council. Oral and written reprimands are not grievable/appealable actions.

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Any and all property of the City of Oxford which is in the possession of an employee who is separated from employment shall be immediately returned to the appropriate department by that employee on his or her final day of employment. The Department Head of such employee is responsible for collecting said property from said employee.

PROCEDURE FOR HANDLING COMPLAINTS AND GRIEVANCES NOT INVOLVING DISCRIMINATION

City employee grievances/ appeals should receive prompt consideration and equitable resolution. Wherever possible, grievances/ appeals should be resolved or adjusted informally, and both supervisors and employees shall be expected to make every effort to do so. With respect to those grievances/appeals which cannot be so resolved, employees shall be entitled to process the grievances/appeals as hereinafter provided.

These procedures governing the processing of grievances and providing the right of appeal are established for the purpose of eliminating or correcting justifiable complaints or dissatisfaction of regular employees.

Any regular employee in the classified service who has been demoted, suspended, dismissed, or subjected to any other type of disciplinary action (except oral or written reprimand), or who is aggrieved as a result of the interpretation and application of these rules and regulations, and any regular employee who has been subjected to any alleged discriminatory action that is prohibited by federal law, shall have the right to utilize the grievance and appeal procedure hereinafter set forth.

- A. A formal grievance /appeal shall not be initiated unless and until the employee has discussed the reason for the grievance/appeal with their Department Head. Such discussion shall be held within ten (10) working days after the occurrence or within ten (10) working days after the employee becomes aware of the occurrence of a grievable/appealable matter.
- B. Should the employee not be satisfied with the decision of the Department Head, the employee, within five (5) working days, shall state the grievance/appeal in writing to the City Manager setting forth the reasons for the appeal. The City Manager shall make appropriate inquiries, consider all facts surrounding the action, and make every effort to resolve the appeal to the satisfaction of the Department Head and the employee. If not resolved, the City Manager shall forward the entire file and investigation to the Mayor for a decision on merits.

Should no decision resulting in the settlement of the grievance/appeal be reached within ten (10) working days after the filing of the written grievance/appeal, the employee, within five (5) working days, may appeal to the City Council. Such appeal shall be submitted through the City Manager and shall be accompanied by all of the facts and information concerned with the grievance/appeal as well as any written responses of the Department Head. The City Council shall, within ten (10) working days after the receipt of an appeal, hold a hearing upon same and consider the action complained of in the grievance/appeal.

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- A. Whenever possible, the hearing shall be scheduled during normal working hours and employees, supervisors, and their representatives and witnesses shall have the right to appear before the Council for the purpose of presenting facts, information, and relevant evidence. All hearings conducted by the City Council shall be in accordance with Title 50, Chapter 14 Official Code of Georgia Annotated.
- B. At the hearing before the City Council, technical rules of evidence shall not apply. All testimony before the Council shall be under oath or affirmation. Any member of the Council shall have the power to administer oaths and call witnesses and may compel the production of relevant books, records, and documents.
- C. A copy of the decision of the City Council shall be given to the affected employee and the Department Head of same, within three (3) working days following the completion of the hearing.

The failure of supervisory employees to follow the steps outlined above shall result in conferring upon the employee the right automatically to proceed to the next step in the grievance/appeals procedure. The failure of the employee to follow the steps outlined above may result in the dismissal of the grievance/appeal at any step.

In those cases where dismissal of an employee is involved, the City Manager shall immediately notify the affected employee that, if requested, a hearing before the City Council will be set up and held within ten (10) working days of the action taken. At all such hearings, the Department Head shall be required to appear and explain the reasons for the dismissal.

No punitive, discriminatory, or adverse action shall be taken against any employee on account of the filing of a grievance or an appeal.

RECORDS, REPORTS, AND EMPLOYEE FILES

All appointments, separations, and other employee transactions shall be recorded on paper and in the City's electronic payroll maintenance system. A separate file folder shall be prepared and maintained for each employee and shall contain the original or a copy of all pertinent documents.

Information relative to employees and former employees shall be available for public inspection at reasonable times and in accordance with Title 50, Chapter 18 Official Code of Georgia Annotated.

Employee service records shall be kept in accordance with state and federal regulations after termination of employment. Such records may be kept in their original form or in any other duplicate form the City Clerk deems appropriate.

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Regular attendance reports shall be prepared and submitted by each Department Head in the form designated by the City Clerk.

 <p>City of OXFORD <small>BIRTHPLACE OF EMORY UNIVERSITY</small></p>	<p>HUMAN RESOURCES POLICIES & PROCEDURES</p>	<p>POLICY</p>
<p>WORKPLACE GUIDELINES</p>		

WORK SCHEDULE

The established work week and the hours of work shall be determined in accordance with the needs of the City and the reasonable needs of the public. The work schedule for each department shall be established by the Department Head with approval from the City Manager. Any change in an employee’s work schedule must be agreed to in writing by the Department Head and the employee prior to implementation. In addition, the City Manager must approve any change in an employee’s work schedule to ensure there is no conflict with statutory/regulatory requirements or City policy.

ATTENDANCE

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Each employee is important to his/her department and the City. It is essential that employees report for work on a punctual basis. It should be recognized that absence affects our overall efficiency and places additional requirements on fellow employees.

Each Department Head shall be responsible for the attendance of all persons in his or her department. The City Clerk shall keep complete attendance and other records on each employee, including annual leave, sick leave, overtime, and others.

All employees are expected to report for work no later than the beginning of their assigned work period. If an employee is unable to report to work by this time, the employee must notify their supervisor by this time of their inability to report or their expected time they are able to report.

Continued tardiness or other patterns of irregular attendance will be handled in a progressive disciplinary manner. Additionally, attendance is considered a measure of dependability and is taken into consideration in the selection of employees for transfer or promotion.

LUNCH BREAKS

Lunch breaks for full-time City Administrative staff & Public Works staff will be one (1) hour in length. In compliance with the Fair Labor Standards Act, mealtime during a shift is not considered compensable time, unless the employee is required to respond to calls during the mealtime. Non-exempt police officers are considered “on-call”, and will be paid for all time listed on their timecard even if a meal is part of that time.

To assure that rest periods accomplish the intended purposes, they may not:

- be accumulated from day to day or added together to create a prolonged break.
- be foregone to make up for lost time during an absence or tardiness.
- be used at the beginning or end of the work schedule or added to the scheduled meal period.
- be counted toward overtime and/or compensatory time and may not be accrued or carried over.

REST PERIODS/BREAKS

In the interest of employee health and work efficiency, rest periods may be provided for purposes of rest, relaxation, refreshment, and attention to personal needs. Employees must receive approval from their Department Head before taking a rest period/break.

To assure that rest periods accomplish the intended purposes, they may not:

- be accumulated from day to day or added together to create a prolonged break.
- be foregone to make up for lost time during an absence or tardiness.
- be used at the beginning or end of the work schedule or added to the scheduled meal period.
- may not be counted toward overtime and/or compensatory time, and may not be accrued or carried over.

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EMPLOYMENT OF RELATIVES (NEPOTISM)

The policy of the City of Oxford is that no Department Head, Mayor or member of the City Council, or City Manager shall appoint or employ to any regular classified position in the City any person who is a member of the immediate or extended family of a current City of Oxford employee. The employment of relatives is prohibited by the City. For this nepotism policy, “relative,” is defined as spouse, mother, father, stepmother, stepfather, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, stepson, stepdaughter, brother, brother-in-law, sister, sister-in-law, half-brother, half-sister, grandchild, grandparent, and grandparents of spouse. This section does not apply to persons employed by the City prior to the original adoption of these policies and procedures.

GROOMING AND DRESS

Every employee has some contact with the public and, therefore, represents the City in his or her appearance as well as their actions. The properly attired and groomed individual helps to create a favorable image for the City. Moreover, the individual who is concerned about their appearance is perceived by the public as showing a greater concern about the quality of their work. It is the policy of the City of Oxford that every employee shall maintain the highest standards of personal cleanliness and grooming. Employees will present a neat, professional, business-like appearance at all times during regular working hours.

The following clothing is not appropriate attire: halters, tank tops, jeans with holes, low neckline front or back, flip flops, **skinny jeans, leggings or tights not under an appropriate length dress, shorts**, and bedroom slippers or clothing that has words, pictures, scenes, etc., that would be disruptive to the work environment.

Unless otherwise announced by your Department Head, administrative employees may wear casual attire which is clean, neat and presentable on Friday. Casual attire includes: jeans, t-shirts, tennis shoes. Any other casual day will be designated at the Department Head’s discretion.

Each Department Head may specify certain additional requirements regarding appropriate dress and personal appearance. While the Department Head may add to this directive, they may not require less than this directive states unless there is a specific reason for an employee not to be well-groomed. It is the Department Head's responsibility to see that this directive is followed. For any official public presentation, either to City Council or other groups, more formal attire is appropriate such as assigned City uniform, or business attire.

CARE AND USE OF PROPERTY/EQUIPMENT

The City Manager shall review and approve a list of affected employees for use of a take home vehicle for on-call reporting to duty. The personal use by an employee of a take-home vehicle is

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a taxable benefit under the Internal Revenue Code. The city is required to value the personal use of a take-home vehicle and tax accordingly using an approved valuation method allowed by the IRS. Employees are permitted to use assigned vehicles during off-duty hours only for those activities that are consistent with the duties and responsibilities of their position. This includes but is not limited to commuting to and from work, attending educational or training classes, civic or community appearances / meetings, and while on call for any other related duties and responsibilities.

During vacations and/or extended time away, the vehicle must be returned to the departmental parking lot for safekeeping. Any employee residing outside of the boundaries of the City of Oxford may only take his/her vehicle home after receiving permission from the City Manager. The City Manager may delegate this responsibility to a Department Head having employees with on-call status. No employee will be authorized to take his/her vehicle home if the actual road miles from this office/department to the employee's residence are more than twenty-five (25) miles.

Employees will be held accountable to the Mayor and Council for improper or negligent use of, or willful damage to City propertyCity-owned equipment, vehicles, and materials. Department Heads are held accountable for damage to City property assigned to their departments. For further information regarding vehicle usage and safety, refer to the City of Oxford Safety Manual.

USE OF CELL PHONES OR SIMILAR DEVICES

Cell phone includes a cellular telephone, push to talk, laptop, netbook or similar device.

Cell phone use includes receiving or placing calls, text messaging, surfing the internet, receiving or responding to e-mail, checking for phone messages, or any other purposes.

Use While Driving

An employee who uses a personal or company-supplied device or a company-supplied vehicle is prohibited from using a cell phone or other electronic device while driving, except in accordance with State laws regarding hands-free use of such devices.

General Use at Work

While at work, employees are expected to exercise the same discretion in using personal cellular phones as they use with city phones. Excessive personal calls during the workhours, regardless of the phone used, can interfere with productivity and be distracting to others. Employees should restrict personal calls during work hours and use personal cell phones only during breaks or lunch breaks in non-working areas. Employees should ensure that their family and friends are instructed of this policy. The City is not liable for personal cell phones brought into the workplace.

The use of a personal cell phone while at work including receiving or placing calls, text messaging, surfing the internet, receiving or responding to emails, and the like, may present a hazard or distraction to the user and/or coworkers. This policy is meant to ensure that cell phone

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use while at work is safe and does not disrupt business operations. Unless otherwise authorized, the use of personal cell phones is strongly discouraged.

 **HUMAN RESOURCES POLICIES & PROCEDURES** **POLICY**

STANDARDS OF CONDUCT

The employees of the City of Oxford are hereby enjoined to act in ways which will uphold the trust that citizens place in them as employees, and more specifically strive to be:

- Honest and above board in all our conversations, writings, and actions;
- Fair and even-handed in dealing with citizens and fellow employees;
- Committed to the highest standards of excellence and quality of service;
- A wise user of City resources so as to do as much as we can with what we are provided;
- Courteous and helpful, thus polishing the image of our City with whomever we come in contact;

By adhering to these five (5) tenets, we will win the full faith and confidence of all of our citizens. Although the standards set forth increase the responsibilities of the Department Heads in supervising their subordinates, the standards are not intended to define the limit of departmental responsibility in this area, nor do they limit the circumstances under which a department may act to remove, demote, reassign, or otherwise discipline any employee whose conduct is unacceptable.

GOOD HOUSEKEEPING AND SAFETY

Good housekeeping not only improves the appearance of our workplace, but it also helps prevent fires, accidents and personal injuries. Clear work areas, machines and floors also enable us to maintain a high standard of quality and efficiency in our work.

At the end of the workday, please straighten your work area, secure confidential materials and turn off any lights at your workstation.

The City makes every reasonable effort to provide and maintain safe working conditions and

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information regarding chemical hazards. You are expected to cooperate by working in a safe manner and encouraging others to work in a safe manner to prevent accidents. You have a special obligation to immediately report any unsafe condition that might result in an accident to you, your coworkers or the public. All such reports should be given to the Department Head and the City Manager. Failure to comply with the City's Safety Manual and /or failure to wear safety protective equipment could result in further disciplinary action up to and including termination.

Security of City premises is a responsibility shared by all employees. City property and personal property should be safeguarded by the exercise of prudence and caution at all times. When leaving work, check your work area to make sure that City and personal property are appropriately secured.

CONFLICTS OF INTEREST, GIFTS, ENTERTAINMENTS, AND FAVORS

City employees are prohibited from accepting gifts, gratuities, favors, entertainments, loans, or anything else of monetary value arising out of their duties as City employees, from any person who has or will obtain contractual or other business with the City, as well as those who conduct operations that are regulated by the City.

Exceptions to this policy are awards presented for meritorious public contributions or achievements given through charitable, religious, professional, or non-profit social or recreational organizations.

All City employees are prohibited from having direct or indirect financial interests or transactions that result from information obtained through City employment or because of their City title and position.

All City employees are prohibited from using information obtained directly or indirectly through their employment to further their private interests if such information has not been made available to the general public.

Employees will be held accountable to the Mayor and Council for improper or negligent use of City-owned equipment, to include vehicles, and materials or willful damage to City property. Department Heads are held accountable for damage to City property assigned to their departments. For further information regarding vehicle usage and safety, refer to the Vehicle Safety Manual.

DRUG-FREE WORKPLACE

The City of Oxford has developed a policy to maintain a drug-free workplace and comply with the requirements of the Drug-Free Workplace Act of 1988.

The following substances are covered by this policy:

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1. Alcoholic beverages of any kind,
2. Controlled or illegal drugs or substances, which include all forms of narcotics, hallucinogens, depressants, and stimulants, and other drugs whose use, possession, or transfer is restricted or prohibited by law.

Exceptions

Drugs prescribed by a physician, dentist, or other person licensed by the state or federal government to prescribe or dispense controlled substances or drugs used in accordance with their instructions are not otherwise subject to the restrictions of this policy. Each employee is obligated to inform, his or her immediate supervisor, or Department Head in the absence of the supervisor, of the use of any medications that may cause drowsiness or other side effects and impair the employee's ability to perform essential job functions.

Prohibited Activities

The following activities are prohibited while an employee is on City premises or otherwise engaged in City business:

1. The manufacture, possession use, sale, distribution, dispensation, receipt, or transportation of any controlled substance or illegal drug.
2. The possession or consumption of alcoholic beverages.
3. Being under the influence of alcohol, illegal drugs, or substances in any manner during official City business, whether or not consumed on City premises and whether or not consumed outside of working hours.
4. Performing City duties while under the influence of alcohol or controlled and/or illegal substances or drugs regardless of whether the employee is on or off the premises of the City.
5. Using substances, drugs, or medication (including over-the counter medications) that cause drowsiness or other side effects that may impair an employee's capability to perform his or her job properly and safely.

An employee who engages in such behavior will be subject to disciplinary action, up to and including immediate termination, or, as a condition of continued employment, may be required to participate in and successfully complete drug or alcohol abuse counseling or a rehabilitation program.

Off-premises Use

The following actions, even when not occurring on City premises, while performing City business, or during working hours, are considered to endanger the City's reputation for honesty, integrity, and safety:

1. Indictment or conviction for criminal offenses related to the manufacture, possession,

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use, sale, distribution, dispensation, receipt, or transportation of any controlled substances or illegal drugs.

2. Any other actions involving alcohol or controlled or illegal drugs or substances that, in the opinion of management, endanger the City's reputation for honesty, integrity, and safety.

An employee who engages in these activities may be subject to disciplinary action, up to and including immediate termination. Employees who are convicted of controlled substance-related violations or criminal alcohol offenses under state or federal law or who plead guilty or nolo contendere (i.e., no contest) to such charges, must inform the City in writing within five days of the conviction or plea. Failure to do so will result in disciplinary action, up to and including termination from employment.

The City understands the importance of providing information concerning the locations of available drug counseling and rehabilitation. Accordingly, any employee who wishes to receive information about counseling and/or rehabilitation may request the information from the City Clerk.

Upon recommendation of the Department Head and concurrence of the City Manager, the City shall require employees to undergo appropriate tests designed to detect the presence of alcohol and/or drugs (i.e., blood test, urinalysis or hair analysis) where it has reason to believe that an employee may be under the influence of, or impaired by alcohol and/or drugs.

The City may also require such tests whenever necessary to protect the safety and health of its employees. For example, all employees involved in accidents occurring during the performance of City business or on City property that result in injuries requiring medical treatment to themselves or others or damage to property shall be subject to undergoing a drug test at the City's expense.

After an offer of employment has been extended to a City job applicant, post-offer drug/alcohol testing (at the City's expense) will be required. Failure to successfully pass such testing will be grounds for withdrawing the offer of employment.

Employees whose job duties require them to operate a Commercial Motor Vehicle (CMV) are subject to annual drug testing pursuant the Rules and Regulations of the Federal Motor Carrier Safety Administration (FMCSA).

Consent to submit to such tests as the City may require constitutes an initial and continuing condition of employment. Refusal to consent to a test when such test is required will result in disciplinary action, up to and including termination. All drug and alcohol testing will be conducted in accordance with applicable federal, state, and local directives.

SMOKING POLICY

The Mayor and City Council have adopted a policy that no smoking will be allowed in any

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buildings or structures or vehicles owned or operated by the City. Employees smoking or possessing a burning tobacco weed or other plant product or any lighted or burning pipe, cigar, cigarette of any kind or smoking equipment or device in a building, structure owned by the City will be subject to disciplinary action up to and including termination.

WORKPLACE VIOLENCE POLICY

Because of concern for employee safety, the City of Oxford prohibits the transport of firearms or deadly weapons onto the premises. City-owned property. Only officers who are authorized to carry firearms in their jobs are exempt from this policy.

An employee found to be harboring a firearm or deadly weapon or indicating to others he/she has a concealed deadly weapon or firearm on the job, should immediately be reported to a Department Head. At no time does a Department Head have the right to grant permission for an employee to bring a firearm or deadly weapon into the workplace.

The Department Head, at his/her discretion, shall either confront the employee him/herself or seek assistance from the appropriate law enforcement agency in confronting the employee about having a deadly weapon or firearm in the workplace. The City Manager must be contacted at this point. Employees are required to open their desks, lockers, and bags, and empty their pockets if a reasonable suspicion is brought forth that they may be harboring a firearm or deadly weapon.

The City of Oxford does not allow an employee to use intimidation, verbal or implied threats, violence, or the threat of violence against any individual during the course of his/her work.

Work disturbances caused by persons not employed by the City of Oxford but occurring on the city's work sites will be reported immediately to a Department Head and the appropriate law enforcement agency. The appropriate law enforcement agency will conduct an investigation and make criminal charges when appropriate. If the disturbance is determined to be the result of a domestic or a personal situation, the City Manager is to be notified.

Work disturbances resulting from domestic or personal situations can result in disciplinary action being taken against the employee, especially severe or ongoing disturbances that affect the City of Oxford's environment. The employee will take all reasonable and precautionary steps to prevent these disturbances. These steps may include, but are not limited to, seeking counseling or a court order restraining the non-employee from coming to or being at the city's work sites.

Violations of this policy will result in disciplinary action up to and including termination.

NO SOLICITATION

To avoid disruption of city business, the following rules apply to solicitation and distribution of literature on the City of Oxford property. No employee in the classified service shall engage in political activities at the workplace or during business hours.

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Persons employed by the city may not solicit or distribute literature on City of Oxford property at any time for any purpose.. Use of city mail, e-mail, and mailing lists for anything other than official city business is prohibited. Solicitation of city employees from any vendors or contractors is prohibited.

EMPLOYEE REFERENCES AND THIRD-PARTY INQUIRIES

The City Clerk will release information concerning former City employees as follows:

- *Telephone reference inquiries.* The caller will be informed that he or she must submit the request in writing to the attention of the City Clerk. Verbal requests about a former employee will not receive a response.
- *Written reference inquiries.* Only the following information regarding former employees will be provided:
 - Dates of the employee's employment with the City;
 - The employee's official position title; and
 - Verification of the employee's final salary or rate of pay.
- *Credit reporting agencies.* In response to requests by third-party credit reporting agencies, the request *must* be put in writing to the attention of the City Clerk; information will only be given if the former employee has signed and provided an authorization to release such information.

The City Clerk may release information concerning current City employees as follows:

- *Reference inquiries.* Only dates of employment with the City, official position title, insurance coverage, and current salary or rate of pay will be provided over the phone. Other requests must be submitted in writing along with a *signed authorization* from the employee.
- *Credit reporting agencies.* In response to a request by third-party credit reporting agencies, the request *must* be put in writing and mailed or faxed to the attention of the City Clerk; information will only be given if the employee has signed and provided an authorization to release such information.

The City will comply with subpoenas, court orders, and all other valid legal requests for information as required by law (including requests falling under the *Georgia Open Records Act* or its amendments). Legal documents should be forwarded immediately upon receipt to the City Clerk for review and handling. Upon the advice of the City's legal counsel, the City Clerk will release the required information about a former or current City employee. Requests made under the *Georgia Open Records Act* or its amendments will receive a response regarding the City's ability to either comply with or deny the request within three (3) business days.

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**HUMAN RESOURCES POLICIES &
PROCEDURES**

POLICY

RISK MANAGEMENT & LOSS PREVENTION

The City of Oxford recognizes that municipal government, with its full range of services, can be a high-risk operation. The City is dedicated to effectively managing those risks and will attempt to prevent losses and create a safer workplace for employees in every City department. The Mayor, Council, and City Manager strongly support a City-wide safety and loss control program.

The City Manager is responsible for ensuring that the City's overall risk management/loss prevention program is administered. The City Department Heads are charged with the responsibility for implementing and monitoring the program in their respective departments and will be held accountable for the preventable losses which occur in their departments. The City Clerk is responsible for designating an administrative employee to become certified and perform as a Safety Coordinator for the City.

Every City employee has a responsibility to:

1. Exercise due care in the course of his or her work to prevent injuries to themselves, fellow workers, and the general public as well as to prevent damage to the City and private property;
2. Maintain an alert and business-like demeanor at all times while in the workplace and/or during the performance of City duties;
3. Report all accidents, regardless of how trivial, to his or her Department Head as soon as the accident or injury occurs or is observed;
4. Avoid engaging in horseplay or practical jokes while in the workplace or on City business;
5. Maintain work areas which are clean and orderly;
6. Report all unsafe conditions immediately to his or her immediate supervisor or Department Head;
7. Obey all safety rules and regulations; if any doubt exists about the safety of a particular job activity, he or she shall immediately stop and get instructions or assistance from the

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- immediate supervisor or his or her designee before continuing work;
- 8. Wear prescribed protective clothing and use designated safety equipment;
- 9. Operate only machinery or equipment for which he or she is trained and authorized to use;
- 10. Use the proper tools and equipment for the specific job to be performed;
- 11. Learn to lift and handle materials properly so as to avoid back and other injuries;
- 12. Dress safely and sensibly in a manner which is appropriate to the nature of work to be performed;
- 13. Take an active part in the City safety program;
- 14. Inform his or her supervisor when taking medication which might impair physical or mental alertness or affect his or her ability to safely perform the job;
- 15. Cooperate with investigations.



HUMAN RESOURCES POLICIES & PROCEDURES

SOCIAL MEDIA POLICY

POLICY

Social media websites provide an opportunity for individuals to interact with people throughout the world. Given the multitude of concerns (legal, political, and ethical) raised by social networking (Facebook, Twitter, etc.) this policy establishes prudent and acceptable practices regarding usage of social networking by City of Oxford officials and employees. Additionally, this policy identifies specific guidelines and standards that personnel, defined as City employees or appointed board members for purposes of this policy, must adhere to when utilizing social media websites.

While the City of Oxford encourages its personnel to enjoy and make good use of their off-duty time, certain activities on the part of its personnel may become a problem if they have the effect of: impairing the work of any official or employee; harassing, demeaning, or creating a hostile working environment; disrupting the smooth and orderly flow of work; or harming the goodwill and reputation of the City among its citizens or in the community. For these reasons, the City reminds its personnel that the following guidelines apply in their use of social media, both on and off duty.

Under this policy, the City disavows, and is not responsible for, any sites, posts, opinions, or content not coordinated through and approved by the City Manager or his/her designee. If City personnel post data purporting or implying to be on behalf of the City while using a social media site without the approval of the City Manager or his/her designee, the City is not responsible for that content. Such content is not to be construed as reflecting the views or opinions of the Mayor, City Council or other City management. The City is not responsible for archiving such content in accordance with applicable records retention schedules, or providing copies in accordance with the Georgia Open Records Act. Furthermore, the absence of explicit reference to a particular site does not limit the extent of the application of this policy. If you are uncertain as to the propriety of a post, opinion or other content, consult your department head before proceeding.

GENERAL GUIDELINES FOR PERSONNEL

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1. While on duty, the use of City equipment or internet service by personnel must be limited to work-related tasks. Social media activities should never interfere with work commitments.
2. No personnel may post online content as a representative of the City, or on the City's behalf, without the City Manager or his/her designee's approval.
3. If discussing City-related issues, but not posting online content as an approved representative of the City or on the City's behalf, all personnel must make it clear that they are speaking for themselves, and not on behalf of the City by displaying a disclaimer that states: "This is my own opinion and not necessarily an opinion or position held by the City of Oxford, the Mayor or the City Council."
4. Personnel who choose to maintain or participate in social media or social networking platforms while off-duty shall conduct themselves with professionalism and in such a manner that will not reflect negatively upon the City. Be aware of your City of Oxford association in online social networks. If you identify yourself as a City of Oxford employee or have a public facing position for which your City of Oxford association is known to the general public, ensure your online profile and related content (even if it is of a personal and not an official nature) is consistent with how you wish to present yourself as a City of Oxford professional, appropriate with the public trust associated with your position.

GUIDELINES FOR OFFICIAL CITY SOCIAL MEDIA SITES AND CONTENT

1. All City-sanctioned social media sites shall be maintained by the City Manager or his/her designee. Any content to be posted on City-sanctioned social media sites must meet the approval of the City Manager or his/her designee before it is posted.
2. All personnel that engage in social media activities on the City's behalf and all City-sanctioned social media sites shall adhere to applicable federal, state and local laws, regulations and policies, including the Georgia Open Records Act and the records retention schedules issued by the Georgia Archives. All content must be managed, stored and retrieved to comply with these laws.
3. All online content posted by a representative of the City or on the City's behalf, shall clearly indicate that it is subject to the records retention schedules issued by the Georgia Archives and public disclosure pursuant to the Georgia Open Records Act. All City-sanctioned social media sites shall clearly indicate that any articles and any other content posted or submitted for posting are subject to the aforementioned records retention schedules and public disclosure. Note, for purposes of this policy each individual posting does not need the aforementioned disclaimer when such disclaimer is clearly posted on a social network site that contains the disclaimer in a readily accessible area of the site.
4. The following types of content shall not be posted by a representative of the City or to a City-sanctioned social media site:

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- a. Comments not topically related to the particular site or blog article being commented upon;
- b. Profane language or content;
- c. Content that promotes, fosters, or perpetuates discrimination on the basis of race, creed, color, age, religion, gender, marital status, status with regard to public assistance, national origin, physical or mental disability or sexual orientation;
- d. Sexual content or links to sexual content;
- e. Conduct or encouragement of illegal activity;
- f. Information that may tend to compromise the safety or security of the public or public systems; or
- g. Content that violates a legal ownership interest of any other party.

Any content removed from a City social media site will be maintained in accordance with the Georgia Open Records Act.

5. Content submitted for posting on a City-sanctioned social media site that is deemed unsuitable for posting by the City Manager or his/her designee because it violates criteria in the preceding item (Item 4, above) of this policy, shall be retained pursuant to the applicable records retention schedules along with a description of the reason the specific content is deemed unsuitable for posting. Where hyperlinks are used on a City-sanctioned social media site, the site shall include a disclaimer which states: “The City does not guarantee the authenticity, accuracy, appropriateness or security of the link, website, or content linked hereto.”

6. All data transmitted, received, accessed, or stored by the City of Oxford network systems or a third-party vendor (cloud), remains the property of the City of Oxford.

The City of Oxford reserves the right to access or audit this information in accordance with local, state and federal laws. Additionally, in the event an employee is no longer a City of Oxford employee or doing work with the City of Oxford, the City of Oxford retains the ownership to all work-related data and login information that was created to perpetuate business for the City of Oxford (i.e. passwords, usernames, customer lists created for City of Oxford business, Twitter handles created for the City of Oxford business). The employee is hereby notified that passwords and usernames are administrative identifications and do not create an expectation of privacy in the event of a routine audit, public record request, lawsuit, or internal investigation.

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7. The City Manager or his/her designee will maintain a listing of all employees authorized to post on all City social media sites. Personnel are not allowed to create City of Oxford websites without approval of the City Manager or his/her designee.

GUIDELINES FOR PERSONAL SOCIAL MEDIA SITES AND CONTENT

1. Section D, “Guidelines for Personal Social Media Sites and Content,” of this Social Networking Policy shall apply to all officials, appointed board members and employees in the performance of their official duties for or on behalf of the City of Oxford unless otherwise noted.

2. Use common sense when using personal social media sites. Remember that what you write is public, may be public for a long time, and has the propensity to spread to large audiences. Personnel should refrain from posting information that they would not want their supervisor or other employees to read or that they would be embarrassed to see in the newspaper or on television. The City expects its employees to be truthful, courteous, and respectful toward supervisors, co-workers, citizens, customers, and other persons associated with the City. Personnel shall not engage in name-calling or personal attacks or other such demeaning behavior.

3. Personnel may use social media on their own time and using their own equipment, and may use social media to express their thoughts or ideas as long as they do not negatively impact the City of Oxford’s policies or business. To ensure the City of Oxford’s safety, operational fluidity, and public trust, the list below provides guidelines on prohibited conduct on an official’s, board member’s, or employee’s personal social media site. The list is not meant to be an exhaustive list of all prohibited conduct for personal social media use, but rather a guideline on forms of speech that are not protected under the First Amendment or allowed by the City of Oxford:

- Hate speech or libelous speech as such is defined by local, state or federal law;
- Sexually harassing speech as such is defined by local, state or federal law;
- Statements, photographs, video or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating, or that might constitute harassment or bullying. Examples of such conduct include, but are not limited to, offensive posts meant to intentionally harm someone's reputation or posts that could contribute to a hostile work environment on the basis of race, sex, disability, religion or any other status protected by law;
- Obscenity prohibited by local, state or federal law;
- Fighting words, extortion, and other threats prohibited by local, state or federal law;
- Disclosure of private health or financial information protected by local, state or federal law;
- Disclosure of other confidential information protected by local, state or federal law;
- Disclosure of confidential information gained during the course and scope of employment that compromises the safety of others;

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- Disclosure of information obtained from emergency dispatches—such as, personal health information, financial information, or private family information received in a dispatch;
- On-duty or off-duty speech that compromises City investigations and the applicable department’s mission; and
- All other speech prohibited by local, state or federal law not mentioned in this list.

4. Officials and personnel (employees or appointed board members) agree to avoid persistent and unwelcome posts, pictures, audio, video or any other communication that harasses another coworker, vendor or other third party. There is zero tolerance for any harassing communications to a coworker, vendor or other third party based on race, sex, religion, creed, ancestry, national origin, age, disability, marital status, or other protected classification by state or federal law. Users also agree not to violate local, state or federal harassment laws. All officials and personnel (employees or appointed board members) are hereby notified they may be personally liable for social media harassment. To report violations of this provision, please refer to the City’s harassment policy which shall govern all harassing communications.

5. Officials and personnel (employees or appointed board members) are not allowed to use their personal social media sites to display any video, audio, pictures, confidential work data, writings, logos or any other communications that identify their employment with the City of Oxford.

6. Where applicable, personnel are allowed to identify themselves as an employee of the City of Oxford, however, if commenting on issues, but not posting online content as an approved representative of the City or on the City’s behalf, all personnel must make it clear that they are speaking for themselves, and not on behalf of the City by displaying a disclaimer that states: “This is my own opinion and not necessarily an opinion or position held by the City of Oxford, the Mayor or the City Council.” City officials are expressly exempted from this provision and may identify themselves as City officials without the use of the aforementioned disclaimer.

Nothing in this policy shall be construed to limit an official’s authority to engage in social media activities without needing to place any disclaimer in such posting so long as the speech is subject to First Amendment protection.

7. In no situation shall personnel insinuate that the City of Oxford endorses or authorizes the employee’s personal website, blog or private social network account. Additionally, no one is to directly or indirectly suggest that the City of Oxford endorses a commercial service or product.

8. Personal or business venture social media account names shall not be tied to the City. For example, City of Oxford Employee would not be an appropriate personal account name or “handle” for a social media account.

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9. Personnel, City contract employees, and City volunteers shall not use their City email account or password in conjunction with a personal social networking site.

10. To others online, there is no clear distinction between your work life and your personal life. Always be honest and respectful in both capacities.

Any violation of this policy is subject to disciplinary action up to and including termination.

ACKNOWLEDGEMENT OF THE CITY OF OXFORD EMPLOYEE HANDBOOK

This *Employee Handbook* represents a profile of the City of Oxford and a brief summary of Human Resources policies, practices, benefits, and services at the time of its publication. Specific benefit plan provisions are described in greater detail in each program's *Summary Plan Description* provided to all eligible employees.

The City of Oxford reserves the right to adopt, change, or terminate any policy at any time. The City of Oxford reserves the right to terminate, suspend, withdraw, amend, or modify the benefit plans in whole or in part at any time. Further, the City of Oxford reserves the right to terminate or modify coverage for any group of employees, active or retired, and their dependents or a class of dependents, at any time.

Information completed on all employment forms must be accurate (forms include, but are not limited to, skills inventory, work permit, criminal history, job application). Continuation of employment is subject to, among other things, the availability of funds or sufficient work.

Nothing contained in any written Human Resources policies, manuals, handbooks, publications or other transmittals of the City of Oxford shall constitute or imply a contract of employment between the City and any employee. Further, nothing stated or said, whether orally or in writing, to an employee of the City of Oxford shall constitute or imply a contract of employment between the City and the employee. The City of Oxford reserves the right to terminate the employment of an employee at any time with or without cause and to modify terms and conditions of employment, including (without limitation) schedule, salary, and benefits at any time.

In addition to this *Employee Handbook*, each department may have its own *Policies and Procedures Manual* which contains department-specific information.

I have read the above information and acknowledge receiving the *City of Oxford Employee Handbook*.

Signature of Employee

Print Name

Date

Department

Guide to the City of Oxford Employee Handbook Revision

The purpose of this guide is to highlight the recommended amendments to our Employee Handbook. The guide is divided into two sections: General Amendments and Amendments to Specific Sections. General Amendments covers a few cosmetic changes to the handbook. Amendments to Specific Sections provides a detailed list of changes by section. Each section heading includes the page numbers from the current and revised handbook for comparison.

General Amendments:

1. Revised Handbook coverage.
2. Added section headings.
3. Added footer language stating that the handbook is not a contract between the city and employee.

Amendments to Specific Sections:

1. Administration (p. 6 – revision) / The Way We Work (p. 5 – current)
 - a. Clarified administrative authority as outlined in the Charter.
 - b. Added city organizational chart.
 - c. Added Personnel Records section.
 - d. Added Personnel Handbook section.
 - e. Removed reference to Ad Hoc Human Resources Committee under Definitions section. Added Legal Holidays.
2. Our Employee Relations Philosophy (p. 13 – revision; p. 12 – current)
 - a. Added Diversity, Equity, and Inclusion Policy.
 - b. Revised language in Workplace Discrimination and Harassment section.
 - i. Added Discriminatory Harassment section.
 - ii. Revised Sexual Harassment definition.
3. Your Pay and Progress (p. 18 – revision; p. 16 – current)
 - a. Moved Position Classification, Allocation of Positions, and Maintenance of Human Resources Staffing Plan sections from The Way We Work Section in current handbook.
 - b. Revised language for Recording Your Time section to include timecard policy. The new section is titled Documenting Time Worked.
 - c. Revised language in Payday section to align with current practice.
 - d. Revised Overtime section to include specific guidelines on how overtime pay is administered.
 - e. Revised On-Call Pay section to reflect Fair Labor Standards Act requirements.
 - f. Revised Applications and Examination to reflect current practice.

4. Your Employment Benefits (p. 29 – revision; p. 24 – current)
 - a. Revised language in Health Care section to reflect current practice.
 - b. Revised language in Retirement Plan to reflect current practice.

5. Time Away From Work (p. 31 – revision; p. 36 – current)
 - a. Added Veteran’s Day as an official city holiday under Holidays section.
 - b. Removed requirement to carry over a maximum of 80 vacation hours annually.
 - c. Added sections addressing leave required by jury duty and city leave.
 - d. Revised language in Workers Compensation section to include specific guidelines on the procedure to follow in case of an injury on the job .
 - e. Revised Pay During Severe Weather to include telecommuting option.

6. On the Job (p. 46 – revision; p. 26 – current)
 - a. Moved Employee Development Section from Time Away from Work section.

7. Workplace Guidelines (p. 56 – revision; p. 49 – current)
 - a. Added Lunch Breaks section.
 - b. Revised language in Grooming and Dress section to specific inappropriate workplace attire.

8. Social Media (p. 67 – revision)
 - a. Added Social Media policy.