

**HB471 ENROLLED**



1 HH4R66-2  
2 By Representative Garrett  
3 RFD: County and Municipal Government  
4 First Read: 16-May-23  
5 2023 Regular Session



## HB471 Enrolled

1 Enrolled, An Act,

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4 Relating to county personnel boards; to authorize  
5 certain municipalities to opt out from the jurisdiction of a  
6 county personnel board and to require a municipality that opts  
7 out from the jurisdiction of a county personnel board to  
8 create a civil service system and continue the rights of  
9 employees and officials vested or vesting in the county  
10 personnel board.

11 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

12 Section 1. (a) This section shall apply to any Class 8  
13 municipality with a corporate limit lying in two counties,  
14 which has a population equal to or greater than 25,000  
15 according to the last decennial census and which was subject,  
16 on January 1, 2023, to a county personnel board.

17 (b) (1) The governing body of a municipality, by  
18 ordinance, may opt out from the jurisdiction of a county  
19 personnel board, effective six months after the effective date  
20 of the ordinance. A copy of the ordinance shall be transmitted  
21 to the county personnel board following its passage by the  
22 municipal governing body.

23 (2) Not less than 10 years after a municipality opts  
24 out from the county personnel board's jurisdiction as provided  
25 in subdivision (1), the municipality, by ordinance, may opt  
26 back in to a county personnel board's jurisdiction, effective  
27 six months after the effective date of the ordinance. A copy  
28 of the ordinance shall be transmitted to the county personnel



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29 board following its passage by the governing body.

30 (c) Any municipality that opts out from the county  
31 personnel board's jurisdiction as provided in subdivision  
32 (b) (1) shall create its own municipal civil service system  
33 which shall ensure that the vested or vesting rights of any  
34 existing appointees of the county civil service system are  
35 protected and not otherwise altered or diminished, except as  
36 otherwise provided for by law.

37 (d) (1) Any municipality exercising its rights under  
38 this section may not engage in any type or form of  
39 discrimination that is prohibited by federal or state law.

40 (2) Any municipality that elects to opt out as provided  
41 in this section shall enact a policy that explicitly prohibits  
42 the appointment, promotion, demotion, or dismissal of an  
43 employee from any position which in any way favors or  
44 discriminates against the employee because of his or her  
45 political or religious opinions or affiliations or because of  
46 his or her race or gender or for any other reason that is  
47 prohibited by state or federal law.

48 Section 2. In the event of a conflict, Section 1 shall  
49 supersede any law in effect on the effective date of this act  
50 to the contrary.

51 Section 3. This act shall become effective on the first  
52 day of the third month following its passage and approval by  
53 the Governor, or its otherwise becoming law.



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Speaker of the House of Representatives

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President and Presiding Officer of the Senate

House of Representatives

I hereby certify that the within Act originated in and was passed by the House 24-May-23.

John Treadwell  
Clerk

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Senate **01-Jun-23**

Passed