

THE FOLLOWING ORDINANCE WAS SPONSORED BY COUNCIL MEMBER ZUCKERMAN; MOTIONED FOR ADOPTION BY COUNCIL MEMBER DISCON AND SECONDED FOR ADOPTION BY COUNCIL MEMBER STRONG-THOMPSON.

**ORDINANCE NO. 26-07**

***AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF MANDEVILLE AMENDING AND ADOPTING THE PERSONNEL POLICIES PART I, RULE 2 GENERAL ADMINISTRATION, ADDING SECTION 2.12 SOCIAL MEDIA POLICY FOR THE MUNICIPAL EMPLOYEES' CIVIL SERVICE SYSTEM, AND ITS EMPLOYEE RULES AND REGULATIONS AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH***

**WHEREAS**, Section 4-05 of the Mandeville City Charter, entitled Personnel Systems, mandates the City Council shall adopt personnel rules, policies, procedures and practices for all non-police employees by ordinance; and

**WHEREAS**, it is necessary that personnel policies be reviewed from time to time to adequately reflect policies as revised to meet current conditions; and

**WHEREAS**, as a part of that review process, the Administration and City Council deemed that the Personnel Policies of the Municipal Employees Civil Service System be amended to reflect current standards and practices;

**WHEREAS** the City of Mandeville's Municipal Employees' Civil Service Board recommends approval of the addition of Section 2.12 Social Media Policy to the Municipal Employees' Civil Service Manual; and

**NOW, THEREFORE BE IT ORDAINED** that Section 2.12 of the Personnel Policies of the Municipal Employees Civil Service System to read as follows:

*Section 2.12 Social Media Policy*

*Social media is defined as and includes all means of communicating or posting information or content of any sort on the Internet, including to your own or someone else's web log or blog, journal or diary, personal web site, social networking or community web site, web bulletin board or chat room (whether or not associated or affiliated with the City of Mandeville), as well as any other form of online communication intended for public or group interaction.*

*A. City employees assume all risks associated with the personal use of social media.*

*B. The City may require immediate removal of material and/or take disciplinary*

*action for the use of social media by City employees that causes disruption of the workplace, impairs the mission of the City, or violates this policy.*

*C. The following activities are strictly prohibited relating to the personal use of social media:*

- 1. Disclosure of confidential City information.*
- 2. Posting information that you know, or should reasonably know, to be false about the City of Mandeville, fellow employees, citizens, vendors, or people working on behalf of the City of Mandeville.*
- 3. Communicating with the media about City-related information, in an official capacity, without the permission of the Mayor, Chief of Police, Cultural Development Director and/or City Attorney.*
- 4. Posting photographs of fellow employees, appointees, or officials without their permission.*
- 5. Posting personal statements, opinions, or beliefs and attributing those to the City of Mandeville.*
- 6. Posting any material that constitutes harassment, hate speech, or libel, violates the privacy rights of fellow employees, or is disruptive to the work environment because it impairs workplace discipline or control, impairs or erodes working relationships, creates dissension among co-workers, interferes with job performance, or obstructs operations.*

*D. Employees must be aware that social media content created, posted, or shared in connection with official City duties may constitute a public record under Louisiana law. Any such content is subject to applicable records retention requirements and may be subject to disclosure under the Louisiana Public Records Act. Employees should exercise care, accuracy, and professionalism when posting content in any capacity that may reasonably be associated with City business.*

*E. Violations of this policy will subject the employee to disciplinary action up to and including termination in accordance with administrative or Civil Service rules and regulations.*

*F. Nothing in this policy is intended to infringe upon the First Amendment rights of employees. Employees retain the right to speak as private citizens on matters of public concern. However, the City maintains the right to regulate speech that is made in an employee's official capacity, or speech that disrupts City operations, undermines discipline, or otherwise interferes with the efficient delivery of public services. This policy is intended to balance employee rights with the City's obligation to maintain order, efficiency, and public trust.*

*G. Personal Opinions and Disclaimers: Employees who discuss matters related to the City of Mandeville on personal social media accounts should make it clear that their views are their own and do not represent the official position of the City. When posting content that could reasonably be associated with City business or when identifying themselves as a City employee, employees are encouraged to include a disclaimer similar to the following:*

*"The views expressed on this account are my own and do not represent the views or positions of the City of Mandeville"*

*Use of this disclaimer does not authorize employees to disclose confidential information, speak on behalf of the City, or otherwise violate this policy. Employees should continue to exercise good judgment and uphold the dignity of public service and the confidence of the community.*

**BE IT FURTHER ORDAINED** that the City Council of the City of Mandeville hereby adopts and amends the provisions of this ordinance upon signature of the Mayor.

**BE IT FURTHER ORDAINED** that the Clerk of this Council be and she is hereby authorized and empowered to take any and all actions which she, in the exercise of her discretion, deems necessary to promulgate the provisions of this ordinance.

The ordinance being submitted to a vote, the vote thereon was as follows:

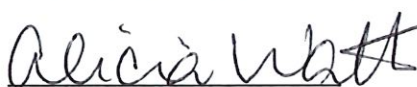
AYES: Strong-Thompson, Vogeltanz, Lane, Discon, Zuckerman

NAY: 0

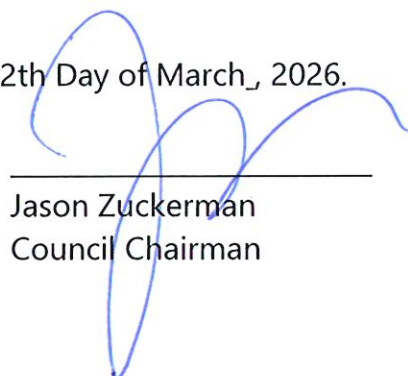
ABSTENTIONS: 0

ABSENT: 0

and the ordinance was declared adopted this 12th Day of March, 2026.



Alicia Watts  
Clerk of Council



Jason Zuckerman  
Council Chairman

**SUBMITTAL TO MAYOR**

The foregoing Ordinance was **SUBMITTED** by me to the Mayor of the City of Mandeville this 27th day of March, 2026 at 11:20 a.m.

Alicia Watts

Alicia Watts, CLERK OF COUNCIL

**APPROVAL OF ORDINANCE**

9:00 The foregoing Ordinance is by me hereby **APPROVED**, this 30 day of March, 2026 at a o'clock a. m.

L. Clay Madden  
L. Clay Madden, MAYOR

**VETO OF ORDINANCE**

The foregoing Ordinance is by me hereby **VETOED**, this \_\_\_\_\_ day of \_\_\_\_\_, 2026, at \_\_\_\_\_ o'clock \_\_\_\_\_. m.

\_\_\_\_\_  
L. Clay Madden, MAYOR

**RECEIPT FROM MAYOR**

The foregoing Ordinance was **RECEIVED** by me from the Mayor of the City of Mandeville this 30 day of March, 2026 at 11 o'clock a. m.

Alicia Watts

Alicia Watts, CLERK OF COUNCIL

**CERTIFICATE**

I, **THE UNDERSIGNED** Clerk of the City Council of the City of Mandeville do hereby certify that the foregoing is a true and correct copy of an ordinance adopted by the City Council of the City of Mandeville at a duly noticed, called and convened meeting of said City Council held on the 12th day of March, 2026 at which a quorum was present and voting. I do further certify that said Ordinance has not thereafter been altered, amended, rescinded, or repealed.

**WITNESS MY HAND** and the seal of the City of Mandeville this 30<sup>th</sup> day of March, 2026.

Alicia Watts

Alicia Watts, CLERK OF COUNCIL