

ORDINANCE NO. 2017-02

AN ORDINANCE ADOPTING A REVISED AND UPDATED PERSONNEL POLICY MANUAL APPLICABLE TO THE EMPLOYEES OF THE CITY OF LA FERIA, TEXAS; PROVIDING FOR REPEAL OF ANY PRIOR ORDINANCES AND PERSONNEL POLICY MANUAL, INCLUDING ANY AMENDMENTS THERETO; AND PROVIDING FOR THE EFFECTIVE DATE AND IMPLEMENTATION OF THE UPDATED PERSONNAL POLICY MANUAL 2017.

WHEREAS, the City of La Feria is a home rule municipality organized under the Texas Constitution and the laws of the State of Texas; and,

WHEREAS, services rendered by the City on behalf of its residents and other members of the general public are provided by human resource personnel, hired by the City Manager on behalf of the City; and,

WHEREAS, under the City Charter, the City Commission as part of its budget process sets the pay, benefits, and other conditions of employment for the City's employees; and,

WHEREAS, the uniform and orderly administration, scheduling, and deployment of human resource personnel on behalf of the City requires and calls for a uniform and comprehensive Personnel Policy Manual; and,

WHEREAS, the City's existing Personnel Policy Manual, adopted in October 1990, has become obsolete and outdated, and does not satisfy current best practices for public sector personnel management; and,

WHEREAS, the City Manager, as the Chief Executive Officer for the City is recommending adoption of an updated, revised, and current Personnel Policy Manual that meets best public sector best practices standards, and which would serve the improved efficiency of the City's objections, as well as to improve employee morale; and,

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF LA FERIA, TEXAS AS FOLLOWS:

SECTION ONE: That the City Commission hereby adopt the proposed Personnel Policy Manual attached as Exhibit "A" to this Ordinance as the Personnel Policy Manual 2017 for the City of La Feria, Texas.

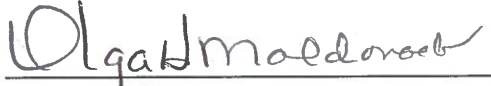
SECTION TWO: That the City Commission hereby repeals, replaces, and supercedes to the fullest extent allowed by law, the Personnel Policy Manual previously adopted in October 1990, along with any and all amendments, modifications, and prior executive interpretations made, except to the extent, if any, that any specific

provision of a prior Manual supplies the rule of decision in a given situation as required by law.

SECTION THREE: That the effective date of the Personnel Policy Manual 2017 shall be upon the approval of this Ordinance the City Commission.

PASSED AND APPROVED ON THIS THE 24th DAY OF JANUARY 2017.

THE CITY OF LA FERIA, TEXAS



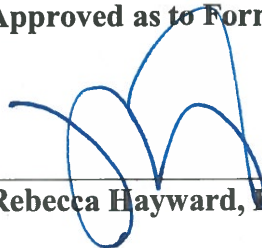
Olga H. Maldonado, Mayor

ATTEST:



Amanda Morales, City secretary

Approved as to Form:



Rebecca Hayward, Legal Counsel