



RESOLUTION NO. 021423-5

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LEONARD, TEXAS, AUTHORIZING AND ADOPTING CITY PERSONNEL POLICIES; PROVIDING FOR THE INCORPORATION OF PREMISES; PROVIDING FOR SEVERABILITY; PROVIDING A CUMULATIVE REPEALING CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Council desires to amend its comprehensive set of general guidelines and policies governing all personnel matters for all city employees, including employee conduct, workplace conditions, drug and alcohol policies, policies that implement state and federal employment laws, and other aspects of public employment and city service; and

WHEREAS, personnel policies and procedures may be adopted and amended at the discretion of the City Council and are subject and subordinate to applicable federal and state laws, rules, and regulations, and local ordinances; and

WHEREAS, it is the purpose of the manual to provide for uniform guidance regarding the fair and consistent administration of city personnel. However, the Personnel Policies are general guidelines for the City's current employment practices and workplace procedures. They are not intended to be a contract, expressed or implied, or any type of promise or guarantee of specific treatment upon which employees may rely, nor a guarantee of employment of any specific duration; and

WHEREAS, the City Administrator and the City Attorney have reviewed the proposed revised Personnel Policies and Procedures and recommend adoption by the City Council; and

WHEREAS, the City Council deems it in the best interest of the City of Leonard employees to formally adopt such revisions.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LEONARD, TEXAS:

Section 1. Incorporation of Premises. All of the above premises are found to be true and correct and are incorporated into the body of this Resolution as if copied in their entirety.

Section 2. The City of Leonard Personnel Policies and Procedure Manual, attached as **Exhibit A** and incorporated herein by reference, is adopted as the City's personnel policies and shall be applicable to all employees, and any prior version adopted by resolution, including any temporary or permanent amendments thereto, is hereby repealed.



Section 3. Severability. Should any section, subsection, sentence, clause, or phrase of this Resolution be declared unconstitutional or invalid by a court of competent jurisdiction, it is expressly provided that any and all remaining portions of this Resolution shall remain in full force and effect. The City hereby declares that it would have passed this Resolution, and each section, subsection, clause or phrase thereof irrespective of the fact that any one or more sections, subsections, sentences, clauses and phrases be declared unconstitutional or invalid.

Section 4. Cumulative Repealing. This Resolution shall be cumulative of all resolutions of the City, as amended, except where the provisions hereof are in direct conflict with the provisions of such resolutions, in which event such conflicting provisions are hereby repealed.

Section 5. Effective Date. That this Resolution shall become effective immediately from and after its passage, and it is so resolved.

PASSED AND APPROVED by the City Council of the City of Leonard, Texas this the 14th day of February, 2023.



Michael Pye, Mayor

ATTEST:



Melissa Verde
City Secretary