

**ORDINANCE NO. 2007-10-08-05**

**AN ORDINANCE OF THE CITY OF RANGER, TEXAS; PROVIDING FOR THE ADOPTION AND AMENDMENT OF THE CITY OF RANGER PERSONNEL POLICY; PROVIDING FOR CONFLICTING ORDINANCES; PROVIDING FOR SEVERABILITY; AND PROVIDING EFFECTIVE DATE AND OPEN MEETINGS CLAUSES.**

WHEREAS, it is necessary and reasonable for the City of Ranger, Texas (the "City") to provide, modify and amend policies, rules, regulations and procedures governing the terms of employment, benefits, advancement, service and discipline of the officers, employees and personnel of the City;

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF RANGER, TEXAS, THAT:**

**Section 1. Findings of Fact.** The above and foregoing recitals are hereby found to be true and correct and are incorporated herein as findings of fact. The City Commission hereby further finds and determines that the rules, regulations, terms, conditions, provisions and requirements of this Ordinance are reasonable and necessary.

**Section 2. Personnel Policy Approved.** The personnel policy spread upon the minutes is hereby adopted as the City of Ranger Personnel Policy.

**Section 3. Personnel Policies and Procedures.** The City shall adopt and, from time to time as necessary and advisable, amend, modify, review and revise comprehensive personnel policies and procedures that shall be applicable to the officers and employees of the City. The Mayor, or a designee at the direction of the Mayor, shall cause such policies and procedures, and any proposed modifications or amendments, to be drafted, prepared and recommended to the City Commission for review and action as necessary to serve the best interests of the City and its employees and citizens.

**Section 4. City Commission Approval.** All personnel policies and procedures of the City, and all revisions, modifications and amendments thereto, shall be approved by the City Commission, in its discretion, by resolution or by ordinance, as appropriate, and no such policies, procedures, revisions, modifications or amendments shall be in effect except as approved by the City Commission acting by resolution. Such policies, procedures, rules and regulations as are approved by resolution of the City Commission shall be and remain in effect until thereafter repealed, modified or amended by resolution, and all, or any part of, such policies, procedures, rules, regulations, revisions, modifications and amendments may be repealed, deleted, modified or amended, at anytime by the City Commission acting in its discretion.

**Section 5. Employment Contracts.** The personnel policies and procedures, rules and regulations of the City shall never be construed or interpreted to create or result in any contract for employment, or to create, establish or result in any officer or employee of the City having or obtaining a property interest in any job, position, employment or future benefit with the City.

The City of Ranger is an at-will employer and it is the policy of the City of Ranger that all officers and employees of the City shall be employees at-will. Save and except for a written contract executed by and between the City and an individual officer or employee, if any, which written contract is approved by majority vote of the City Commission, acting at a duly noticed public meeting, with the advice and counsel of the city attorney, no officer or employee of the City shall have and obtain, by implication or otherwise, any employment contract with the City.

**Section 6. Interpretation and Construction.** The personnel policies and procedures, rules and regulations of the City, as approved by resolution or ordinance from time to time, shall be interpreted and construed consistent with this Ordinance and in a manner consistent with the City being and remaining an at-will employer.

**Section 7. Conflicting Ordinances or Personnel Policies.** All personnel policies adopted prior to the effective date of this Ordinance are hereby amended to the extent of any conflict with the personnel policy adopted by this Ordinance. All ordinances or parts of ordinances in conflict with this Ordinance are hereby amended to the extent of such conflict.

**Section 8. Effective Date.** This Ordinance shall take effect immediately from and after its passage and publication in accordance with applicable laws.

**Section 9. Severability.** It is hereby declared to be the intention of the City Commission that the sections, paragraphs, sentences, clauses and phrases of this Ordinance are severable and, if any phrase, sentence, paragraph or section of this Ordinance should be declared invalid by the final judgment or decree of any court of competent jurisdiction, such invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this Ordinance, since the same would have been enacted by the City Commission without the incorporation of this ordinance of any such invalid phrase, clause, sentence, paragraph or section. If any provision of this Ordinance shall be adjudged by a court of competent jurisdiction to be invalid, the invalidity shall not affect other provisions or applications of this Ordinance which can be given effect without the invalid provision, and to this end the provisions of this Ordinance are declared to be severable.

**Section 10. Open Meetings.** It is hereby officially found and determined that the meeting at which this Ordinance is passed was open to the public as required and that public notice of the time, place and purpose of said meeting was given as required by the Open Meetings Act.

PASSED AND APPROVED on First Reading this 8<sup>th</sup> day of October, 2007.

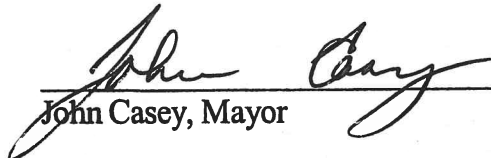
FINALLY PASSED AND APPROVED this 22<sup>nd</sup> day of October, 2007.

ATTEST:

CITY OF RANGER, TEXAS



Twila Dobson, City Secretary



John Casey, Mayor