

RESOLUTION 2026-01-27

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF RANGER, ADOPTING PERSONNEL GUIDELINES; PROVIDING FOR IMPLEMENTATION; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the City Commission of the City of Ranger (“City”) is responsible for establishing policies to ensure the effective, fair, and lawful administration of City operations; and

WHEREAS, the City recognizes the importance of maintaining clear and consistent personnel guidelines to govern employment practices, employee conduct, benefits, and workplace expectations; and

WHEREAS, the City Commission has reviewed the proposed Personnel Guidelines intended to promote efficiency, accountability, fairness, and compliance with applicable federal, state, and local laws; and

WHEREAS, adoption of these Personnel Guidelines will assist City officials, supervisors, and employees in understanding their roles, responsibilities, and expectations.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF RANGER:

SECTION 1: ADOPTION OF PERSONNEL GUIDELINES. The Personnel Guidelines, as presented to the City Commission and attached hereto or incorporated by reference, are hereby adopted effective January 27, 2026.

SECTION 2: ADMINISTRATION AND IMPLEMENTATION. The City Manager is authorized and directed to implement, administer, and enforce the Personnel Guidelines and to make non-substantive or legally required updates as necessary to ensure continued compliance with applicable laws and operational needs.

SECTION 3: NO CONTRACT OF EMPLOYMENT. The Personnel Guidelines are intended as a policy guide only and do not create a contract of employment, express or implied, nor do they alter the at-will status of any employee, except as otherwise provided by law or written agreement approved by the City Commission.

SECTION 4: AMENDMENT AND REPEAL. The City Commission reserves the right to amend, modify, or repeal the Personnel Guidelines at any time by appropriate action. Previous City

of Ranger Employee and/or Personnel Guidance in conflict herewith, whether adopted by ordinance or resolution, are hereby repealed to the extent of such conflict.

SECTION 5: SEVERABILITY. If any section, subsection, sentence, clause, or provision of this Resolution or the Personnel Guidelines adopted herein is held invalid, illegal, or unenforceable by a court of competent jurisdiction, such invalidity shall not affect the validity of the remaining provisions, which shall continue in full force and effect.

SECTION 6. EFFECTIVE DATE. This Resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED BY THE CITY COMMISSION OF THE CITY OF RANGER ON THIS 27TH DAY OF JANUARY 2026.



A handwritten signature in blue ink, appearing to read "Robert Butler", is written over a horizontal line.

Robert Butler, Mayor

ATTEST:

A handwritten signature in blue ink, appearing to read "Hope Delatorre", is written over a horizontal line.

Hope Delatorre, City Secretary