

**City of Peñitas**  
**Hidalgo County**  
**Texas**

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## **ORDINANCE 2012-09**

**AN ORDINANCE RATIFYING RESOLUTION 2012-03 ADOPTING AND INSTITUTING A NEW PERSONNEL POLICY MANUAL; REPLACING ORDINANCE NO. 30-1994 AND ORDINANCE 2000-01 WAIVING A SECOND AND THIRD READING; PROVIDING FOR SEVERABILITY CLAUSE AND AN EFFECTIVE DATE.**

WHEREAS, City of Peñitas operates under Home Rule pursuant to the Constitution of the State of Texas;

WHEREAS, the City has a written personnel policy manual which is more than twenty years old and requires an update;

WHEREAS, the City continues to grow both in population and staff;

WHEREAS, the City is in need of a new written personnel policy manual in place to provide its employees with basic rules, procedures and explanations of job benefits.


NOW, THEREFORE be it Ordained by the City Council of the City of Peñitas, Texas:

1. The City Council of Peñitas hereby adopts attachment, Exhibit 1, Personnel Policies for All City staff.
2. This new Personnel Policy Manual shall replace Ordinance No. 30-1994 and Ordinance 2001-01 and all Ordinances in conflict with this Ordinance.
3. Shall any word, phrase, sentence, paragraph or portions conflict with Ordinance No. 30-1994 and Ordinance 2001-01 this Ordinance shall take precedent.
4. Shall any word, phrase, sentence, paragraph or portion of this Ordinance be found illegal, unconstitutional or void the remaining portion shall remain in full force and effect.
5. This Ordinance shall become effective on the date of passing.

PASSED AND APPROVED, the City Council by motion waived a second and third reading of this Ordinance, at a Regular Duty call meeting of the City Council of the City of Peñitas, at which a Quorum was present by a \_\_\_\_\_ to \_\_\_\_\_ vote on the 7<sup>th</sup> day of November 2012.

SIGNED AND EFFECTIVE ON THIS THE 7<sup>th</sup> DAY OF NOVEMBER, 2012.

APPROVED:

  
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Hon. Mayor Marcos Ochoa

ATTEST:

  
\_\_\_\_\_  
City Secretary Ana Cantu

APPROVED AS TO FORM:

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City Attorney Ricardo Gonzalez