

**ORDINANCE NO. 2026-O-64**

**AN ORDINANCE AMENDING THE CITY OF LAREDO'S CODE OF ORDINANCE CHAPTER 2, ADMINISTRATION, ARTICLE VII, DRUG AND ALCOHOL POLICY OF THE CODE OF ORDINANCES; PROVIDING FOR UPDATES TO ENSURE CLARITY, CONSISTENCY, ENFORCEABILITY, AND COMPLIANCE WITH APPLICABLE FEDERAL AND STATE LAWS AND REGULATIONS; PROVIDING FOR A CUMULATIVE CLAUSE; PROVIDING FOR SEVERABILITY; PROVIDING FOR PUBLICATION; AND DECLARING AN EFFECTIVE DATE.**

**WHEREAS**, the City of Laredo is a municipal corporation organized under the Constitution and the laws of the State of Texas and exercises the powers granted by the City's Charter and the provisions of Article XI, Section 5 of the Texas Constitution; and

**WHEREAS**, the City Council has previously adopted a Drug and Alcohol Policy applicable to City employees, codified in Chapter 2, Article VII of the City of Laredo Code of Ordinances, to prohibit the use, possession, or influence of drugs, alcohol, and inhalants while on duty or conducting City business; and

**WHEREAS**, the City Council finds it necessary and appropriate to periodically review and update the City's Drug and Alcohol Policy to ensure clarity, consistency, enforceability, and compliance with applicable federal and state laws and regulations, including Department of Transportation (DOT) requirements for safety-sensitive positions; and

**WHEREAS**, the proposed amendments to Chapter 2, Article VII are intended to update and clarify policy provisions, align administrative procedures with current operational practices, strengthen workplace safety standards, and enhance the City's ability to effectively administer and enforce the Drug and Alcohol Policy.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LAREDO, TEXAS THAT:**

**Section 1.** Chapter 2, Administration, Article VII, Drug and Alcohol Policy of the Code of Ordinances, City of Laredo, Texas, is hereby amended as set forth in the attached Exhibit A, which is incorporated herein by reference as though set forth in full.

**Section 2.** This ordinance shall be cumulative of all provisions of ordinances of the City of Laredo Texas, except where the provisions of this ordinance are in direct conflict with the provisions of such ordinances, in which event the conflicting provisions of such ordinances are hereby repealed.

**Section 3.** It is hereby declared to be the intention of the City Council that the phrases, clauses, sentences, paragraphs and sections of this ordinance are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional by the valid judgment or decree of any court of competent jurisdiction, such unconstitutionality 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 Council without the incorporation in this ordinance of any such unconstitutional phrase, clause, sentence, paragraph or section.

**Section 4.** The City Secretary of the City of Laredo is hereby directed to publish the proposed Ordinance as required by Section 2.09 of the Charter of the City of Laredo.

**Section 5.** This Ordinance shall become effective immediately upon passage.

**PASSED BY THE CITY COUNCIL AND APPROVED BY THE MAYOR ON THIS  
THE \_\_\_\_ DAY OF \_\_\_\_\_, 2026.**

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**DR. VICTOR TREVIÑO  
MAYOR**

**ATTEST:**

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**MARIO I. MALDONADO, JR.  
CITY SECRETARY**

**APPPROVED AS TO FORM:**

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**DOANH “ZONE” T. NGUYEN  
CITY ATTORNEY**