

ORDINANCE NO. 2024-O-075

AMENDING THE CITY OF LAREDO'S CODE OF ORDINANCE CHAPTER 2, ARTICLE II, DIVISION 3, SECTION 2-61(b) "COURT/JURY LEAVE" TO REMOVE THE NECESSITY OF TURNING JURY DUTY PAYCHECKS OVER TO THE HUMAN RESOURCES; SECTION 2-61(F) "ADMINISTRATIVE LEAVE" TO ADD SECTION THAT THE CITY MANAGER HAS THE DISCRETION TO APPROVE ADMINISTRATIVE LEAVE WITH PAY OR WITHOUT PAY; PROVIDING FOR A CUMULATIVE CLAUSE; PROVIDING A SEVERABILITY CLAUSE; 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, jury duty is a vital civic service; and

WHEREAS, the City of Laredo wishes to show its support for those employed by the City and called to serve the community in such a capacity; and

WHEREAS, it is recommended by the Internal Revenue Services (IRS) that employers are not required for employees to turn over jury duty pay to the employer; and

WHEREAS, the City no longer wishes to collect any checks given to employees for serving as a juror.

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

Section 1. The City of Laredo Code of Ordinances, Chapter 2, Article II, Division 3, Section 2-61, Other Leave, is hereby amended to hereafter read as follows:

Sec. 2-61. - Other leave.

(b) Court/jury leave. Employees called for jury service or who appear before or participate in any civil or criminal court proceeding by virtue of city employment shall be granted court leave with pay. ~~Any fees received shall be turned in to the human resources department.~~ Court leave is not charged to annual or sick leave, and will be coded with its corresponding payroll code for payroll recordkeeping. Employees will be required to provide proof of jury summons and/or duration of attendance by the department director. Upon release of official jury duty, employee is mandated to return to regular work schedule/assignment.

(f) Administrative leave.

- (1) With the approval of the city manager, a department director may grant administrative leave in the event of severe inclement weather, or in the case of a disaster.
- (2) With the approval of the city manager, a department director may grant administrative leave on a case by case basis on sensitive issues as determined by the city manager or on any other event that the city manager considers necessary.
- (3) **The city manager will have the discretion to approve administrative leave with pay or without pay.**

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 _____, 2024.

DR. VICTOR TREVIÑO
MAYOR

ATTEST:

JOSE A. VALDEZ JR.
CITY SECRETARY

APPROVED AS TO FORM:

DOANH "ZONE" T. NGUYEN
CITY ATTORNEY