

ORDINANCE NO. 2025-O-224

AN ORDINANCE AMENDING THE CITY OF LAREDO'S CODE OF ORDINANCE CHAPTER 2, ARTICLE II, DIVISION 3, "LEAVE POLICY" OF THE CODE OF ORDINANCES; PROVIDING FOR UPDATES TO DEFINITIONS, HOLIDAY PAY, ANNUAL LEAVE, SICK LEAVE, AND OTHER LEAVE PROVISIONS TO ALIGN WITH THE COMPRESSED WORKWEEK POLICY AND THE CLASSIFICATION AND COMPENSATION PLAN; 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 has adopted Policy 2025-007, the Compressed Workweek Policy, allowing for alternative work schedules including four 10-hour days or four 9-hour days plus one 4-hour day; and

WHEREAS, certain provisions of the Leave Policy required amendment to ensure consistency with the Compressed Workweek Policy and the City's Classification and Compensation Plan, including clarifications that leave is accrued and used on an hourly basis, holidays are credited based on scheduled hours, and other leave categories are standardized for compressed schedules; and

WHEREAS, the City Council finds that the amendments will promote fairness, compliance with applicable labor laws, and consistency in personnel administration.

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

Section 1. Chapter 2, "Administration," Article II, "Departments, Officers and Employees," Division 3, "Leave 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with the provisions of such ordinances, in which event the conflicting provisions of such ordinances are hereby repealed.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 _____, 2025.**

**DR. VICTOR TREVIÑO
MAYOR**

ATTEST:

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

APPPROVED AS TO FORM:

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