

RESOLUTION NO. 2025-R-205

A RESOLUTION OF THE CITY OF LAREDO ESTABLISHING A COMPRESSED WORKWEEK POLICY FOR ELIGIBLE CITY EMPLOYEES, ESTABLISHING GUIDELINES FOR IMPLEMENTATION, AND AUTHORIZING THE CITY MANAGER AND HUMAN RESOURCES DEPARTMENT TO OVERSEE COMPLIANCE AND REVIEW.

WHEREAS, the City of Laredo is committed to fostering a supportive and innovative workplace that promotes a balanced work-life environment for all employees; and

WHEREAS, the adoption of a Compressed Workweek policy aims to enhance employees' morale, well-being, and job satisfaction, while maintaining high standards of performance, productivity, and service delivery to the public; and

WHEREAS, the policy has been carefully crafted to ensure operational efficiency, continuity of public services, and legal compliance with all applicable laws, including the Fair Labor Standards Act (FLSA), Equal Employment Opportunity (EEO) Regulations, and the Americans with Disabilities Act (ADA); and

WHEREAS, the City seeks to formalize a Compressed Workweek model, eligibility criteria, compensation and benefits, leave procedures, communication strategies, and legal compliance.

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

Section 1. Adoption

The City Council hereby adopts the Compressed Workweek Policy (Policy No. 2025-007), effective immediately upon passage of this Resolution.

Section 2. Implementation

The City Manager and the Human Resources Director are authorized to take all necessary steps to implement the Compressed Workweek Policy, including the distribution of policy documents, scheduling coordination, communication with employees, and any departmental adjustments required for successful execution.

Section 3. Authority and Oversight

The Human Resources Department shall:

- Monitor compliance with the policy;
- Collect and analyze employee feedback and performance data on a quarterly basis;
- Conduct formal policy reviews every six (6) months;
- Provide recommendations for adjustments based on data and operational needs.

Section 4. Departmental Responsibilities

Department Directors shall:

- Identify and implement the most suitable Compressed Workweek model for their departments;
- Ensure uninterrupted service delivery to the public;
- Submit signed Compressed Workweek Schedule Agreements for all participating employees to the Human Resources Department;
- Monitor team performance and compliance.

Section 5. Severability

If any provision of this resolution or the policy is determined to be invalid or unenforceable, such determination shall not affect the remaining provisions, which shall remain in full force and effect.

Section 6. Effective Date

This Resolution shall become effective immediately upon adoption.

ADOPTED this _____ day of _____, 2025.

DR. VICTOR TREVINO
MAYOR

ATTEST:

MARIO I. MALDONADO, JR.
CITY SECRETARY

APPROVE AS TO FORM:

DOANH “ZONE” T. NGUYEN
CITY ATTORNEY