

ORDINANCE NO. 2025-O-176

AN ORDINANCE OF THE CITY OF LAREDO, TEXAS, AMENDING CHAPTER 2, ARTICLE III, DIVISION 3 (LEAVE POLICY), OF THE CITY OF LAREDO CODE OF ORDINANCES, SPECIFICALLY SECTION 2-58. HOLIDAYS (a.) PROVIDING A TOTAL OF THREE (3) PERSONAL HOLIDAYS FOR FISCAL YEAR 2025-2026 (b.) TO INCLUDE EARNED WELLNESS INCENTIVE DAYS; AND PROVIDING THAT THIS ORDINANCE SHALL BE CUMULATIVE; PROVIDING A SEVERABILITY CLAUSE; AND DECLARING AN EFFECTIVE DATE OF OCTOBER 1, 2025 (AS AMENDED).

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 designates official holidays for City employees; and

WHEREAS, the City Council desires that the official city holidays be designated annually; and

WHEREAS, the City Council aims to foster a health-conscious workforce by encouraging preventative health screenings and promoting a healthy lifestyle for both the body and mind; and

WHEREAS, the City Council shall authorize: (16) holidays, three (3) personal holidays; and two (2) earned Wellness Days for fiscal year 2025-2026.

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

Section 1: Chapter 2, Article III, Division 3 (Leave Policy) Section 2-58. Holidays (a) is hereby amended as follows:

(a) The City Council shall designate the official city holidays annually with the adoption of the City budget at the recommendation of the City Manager. In addition, after being employed with the city for one (1) year, full-time regular employees shall be entitled to three (3) personal holidays per fiscal year. The date of personal holidays is subject to department director approval.

(b) The City Council will allocate two (2) wellness incentive days each fiscal year for regular full-time employees who complete the required wellness activities. Employees must request these wellness days at least three days in advance to ensure departmental efficiency. Wellness days cannot be carried over to the next fiscal year. Each wellness day must be taken in full day and cannot be split or used to cover partial hours.

Section 2: Effective Date. This Ordinance shall become effective October 1, 2025.

Section 3: The provisions of any ordinance in conflict with this ordinance are hereby repealed to the extent they are in conflict. Any remaining portions of said ordinances shall remain in full force and effect.

Section 4: Should any section, subsection, clause or phrase of this ordinance be declared unconstitutional or invalid by any court of competent jurisdiction, it is expressly provided that any and all remaining portions of this ordinance shall remain in full force and effect.

**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