

RESOLUTION 2024-040

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BANDERA, TX AUTHORIZING THE ADOPTION OF UPDATES TO THE CITY'S PERSONNEL POLICY MANUAL; AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, the City desires to provide a set of guidelines intended to create and maintain understanding and cooperation among the employees of the City and to set forth results and procedures to enhance the services of the City to its service area constituents; and

WHEREAS, state and federal rules and regulations set certain provisions regarding City employees, some of which must be set forth in writing; and,

WHEREAS, it is the policy of the City to manage risks and safeguard the City's resources from threats posed by malware and other cyber security threats including software and social media applications that intercept and deliver it to a third party including sensitive information without authorization including the social media application TikTok; and

WHEREAS, the Texas Legislature passed SB 1381 in the regular 88th session that bans TikTok and associated applications from being downloaded or used by officers and employees from TikTok on any government-issued devices, including cell phones, laptops, tablets, desktop computers, and other devices capable of Internet connectivity as well as prohibitions related to CITY business on personal devices with TikTok and affiliated applications; and

WHEREAS, the City Council agrees that it is in the best interest of the City based on the new legislation requiring such policy and for its employees to adopt a written personnel policy to maintain control over cyber security threats to City; and

WHEREAS, the City Council and City Administrator have reviewed the existing personnel policy and believe the proposed updates to the Personnel Policy Manual should be adopted, to be effective November 12, 2024.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUCNIL FOR THE CITY OF BANDERA THAT:

I. PERSONNEL POLICY MANUAL UPDATES

The City of Bandera City Council authorizes the updates and amendments to the City Personnel Policy Manual set forth in the attached Exhibit A and directs the City Administrator or designee to distribute to each employee with an effective date of November 12, 2024.

II. PROPER NOTICE AND MEETING

It is hereby officially found and determined that the meeting at which this Resolution was adopted was open to the public and that public notice of the time, place, and purpose of said

meeting was given as required by the Open Meetings Act, Chapter 551 of the Texas Government Code, as amended.

III. CONFLICTS & ENFORCEMENT

All resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this Resolution are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein. This Resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

IV. SEVERABILITY

If any provision of this Resolution or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this Resolution and the application of such provision to other persons and circumstances shall nevertheless be valid, and the City Council hereby declares that this Resolution would have been enacted without such invalid provision.

V. EFFECTIVE DATE

This resolution shall become effective immediately upon its passage.

PASSED AND APPROVED this 12th day of November, 2024.

Rebeca Gibson, Mayor

ATTEST:

Jill Shelton, City Secretary