

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE OF THE CITY OF BAY CITY, TEXAS, AMENDING ORDINANCE NO. 1679, BY AMENDING THE EMPLOYEE GUIDELINES FOR CITY EMPLOYEES; PROVIDING FOR PUBLICATION OF AMENDED EMPLOYEE GUIDELINES; PROVIDING FOR A CUMULATIVE AND CONFLICT CLAUSE; PROVIDING FOR A SEVERABILITY CLAUSE; AND PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, the current edition of the City of Bay City Employee Guidelines for City Employees (hereinafter “Employee Guidelines”) was adopted on December 7, 2021, by passage of Ordinance No. 1679; and

**WHEREAS**, the Council finds it appropriate to revise the Employee Guidelines:

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

**I.  
EMPLOYEE GUIDELINES AMENDED**

The Employee Guidelines adopted on December 7, 2021, by passage of Ordinance No. 1679 is hereby amended by replacing same in its entirety with the language set out in Exhibit “A” attached hereto and incorporated herein for all purposes.

**II.  
PUBLICATION**

The Director of Human Resources is hereby authorized and directed to revise the publication of the “City of Bay City Employee Guidelines for City Employees” to reflect the revisions adopted herein.

**III.  
CUMULATIVE & CONFLICTS**

This Ordinance shall be cumulative of all provisions of Ordinances of the City of Bay City, Texas, except where the provisions of the Ordinances are in direct conflict with the provisions of such Ordinances, in which event the conflicting provisions of such Ordinances are hereby repealed. Any and all previous versions of this Ordinance to the extent that they are in conflict herewith are repealed.

**IV.  
SEVERABILITY**

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.

**V.  
EFFECTIVE DATE**

This Ordinance shall become effective January 1, 2024.

**PASSED AND APPROVED on this the 12<sup>th</sup> day of December 2023.**

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Robert K. Nelson, Mayor  
City of Bay City

**ATTEST:**

**APPROVED AS TO FORM:**

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Jeanna Thompson, City Secretary

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Anne Marie Odefey, City Attorney

<b><u>Council Member:</u></b>	<b><u>Voted Aye</u></b>	<b><u>Voted No</u></b>	<b><u>Absent</u></b>
Ben Flores	_____	_____	_____
James Folse	_____	_____	_____
Blayne Finlay Mayor Pro Tem	_____	_____	_____
Becca Sitz	_____	_____	_____
Bradley Westmoreland	_____	_____	_____
Robert K. Nelson	_____	_____	_____

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Robert K. Nelson, Mayor,  
City of Bay City

**ATTEST:**

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Jeanna Thompson  
City Secretary

**APPROVED AS TO FORM:**

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Anne Marie Odefey, City Attorney

**EXHIBIT "A"**  
**EMPLOYEE GUIDELINES AS ADOPTED**