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**ORDINANCE NO. 22-1155**

**AN ORDINANCE OF THE MAYOR AND COUNCIL OF THE CITY OF DOUGLAS, COCHISE COUNTY, ARIZONA, AMENDING THE CITY PERSONNEL RULES AND REGULATIONS ADOPTED PURSUANT TO ORDINANCE 684, AND AMENDED BY ORDINANCES 97-712, 99-749, 00-786, 03-846, 07-909, 08-944, 14-1045, 17-1079 AND 19-1365; ESTABLISHING SEVERABILITY OF COMPONENTS OF ORDINANCE; AND ESTABLISHING AN EFFECTIVE DATE THEREOF.**

**WHEREAS**, the City of Douglas Personnel Rules & Regulations ("the Personnel Rules") were adopted by the Mayor and Council pursuant to Ordinance 684 and amended by Ordinances 97-712, 99-749, 00-786, 03-846, 07-909, 08-944, 14-1045, 17-1079 and 19-1365; and

**WHEREAS**, Article IV, Section 6 (F) of the City Charter establishes the process by which Personnel Rules are to be adopted and such process has been followed.

**NOW, THEREFORE, BE IT ORDAINED** by the Mayor and Council of the City of Douglas, Arizona, as follows:

**Section 1.** Ordinance No. 684, amended by Ordinance Nos. 97-712, 99-749, 00-786, 03-846, 07-909, 08-944, 14-1045, 17-1079 and 19-1365 are amended to reflect the changes in the Personnel Rules and Regulations that are shown in Exhibit "A" of this Ordinance. All other Ordinances, Resolutions and actions which conflict with the provisions of this Ordinance or with the revised City of Douglas Personnel Rules and Regulations are also repealed and rescinded to the extent of such conflict.

**Section 2.** The City of Douglas Personnel Rules and Regulations are hereby amended. The specific amendments are set forth in Exhibit "A", attached to this Ordinance and incorporated by reference as if fully set forth herein.

**Section 3.** Although the revised City of Douglas Personnel Rules and Regulations adopted herein supersede and replace prior Personnel Rules and Regulations, this Ordinance does not affect the rights and duties that matured or penalties that were incurred and proceedings that begun before the effective date of this Ordinance.

**Section 4.** Severability: If any section, subsection, sentence or portion of this Ordinance or any part of the City of Douglas Personnel Rules and Regulations adopted herein by reference is for any reason held to be invalid or unconstitutional by the decision of a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

**PASSED AND ADOPTED** by Mayor and City Council of the City of Douglas, Arizona, this 11<sup>th</sup> day of January 2023.

\_\_\_\_\_  
Donald C. Huish, Mayor

Attest:

Approved as to form:

\_\_\_\_\_  
Alma Andrade, City Clerk

\_\_\_\_\_  
Denis Fitzgibbons, City Attorney

Prepared by:  
Rocio Garcia-Pedroza, HR Manager