

CITY OF SANGER, TEXAS

ORDINANCE 05-18-26

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SANGER, DENTON COUNTY, TEXAS, ADOPTING THE CITY OF SANGER PERSONNEL MANUAL, REPEALING ORDINANCE 01-01-08; PROVIDING FOR THE REPEAL OF ALL ORDINANCES IN CONFLICT; PROVIDING A CUMULATIVE CLAUSE; PROVIDING FOR A SEVERABILITY CLAUSE; AND PROVIDING A SAVINGS CLAUSE; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City of Sanger (the “City”) is a home rule municipality regulated by state law and Charter; and

WHEREAS, the City of Sanger, Texas, maintains a Personnel Manual to establish policies, procedures, and guidelines governing the employment of City staff; and

WHEREAS, the original Personnel Manual was adopted by the City Council on January 24, 2008, and various policies within the manual have been amended from time to time to reflect changes in law and policy; and

WHEREAS, the Personnel Manual has been reviewed by the City Manager, City Attorney, and the City Council to ensure its accuracy, compliance with applicable laws, and alignment with the City’s operational needs; and

WHEREAS, the City Council finds it to be in the best interest of the City to acknowledge and affirm such review of the Personnel Manual.

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

SECTION 1. That the Personnel Manual, dated May 4, 2026, reviewed by the City Manager, attached hereto by reference as **Exhibit "A"** and made part hereof for all purposes, is hereby adopted and approved in all respects as the official policy of the City of Sanger with regard to personnel administration. A copy of these policies shall be kept on file in the Human Resources office. These policies may be amended from time to time by the City Manager by written memorandum. The City Manager will inform the City Council of any and all changes.

SECTION 2. That all matters stated in the preamble are found to be true and correct and are incorporated herein as if copied in their entirety.

SECTION 3. It is hereby declared to be the intention of the City Council that the sections, paragraphs, sentences, clauses, phrases and words of this Ordinance are severable and, if any word, 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 portions of this Ordinance, since the same

would have been enacted by the City Council without the incorporation in this Ordinance of any such unconstitutional word, phrase, clause, sentence, paragraph, or section.

SECTION 4. That this Ordinance shall be cumulative of all other City Ordinances and all other provisions of other Ordinances adopted by the City which are inconsistent with the terms or provisions of this Ordinance are hereby repealed.

SECTION 5. This ordinance will be effective on June 1 2026, from and after its passage, and the publication of the caption, as the law and Charter in such case provides.

PASSED AND APPROVED by the City Council of the City of Sanger, Texas, on this 4th day of May, 2026.

APPROVED:

Thomas E. Muir, Mayor

ATTEST:

Kelly Edwards, City Secretary

APPROVED TO FORM:

City Attorney