

**CITY OF TEXICO
ORDINANCE 1-409**

AN ORDINANCE ESTABLISHING A MERIT SYSTEM FOR THE HIRING, PROMOTION, DISCHARGE, GENERAL REGULATION OF MUNICIPAL EMPLOYEES AND FOR THE ESTABLISHMENT OF A PERSONNEL BOARD BY ORDINANCE.

SECTION 1: Nothing in the establishment of this Ordinance shall be construed as having complete and ultimate decision upon the Personnel Policy or Hiring, Promotion, Discharge or Regulation of the Municipal Employees, but shall merely put the mechanisms in place to have recommendations delivered up to the City Council who shall be the ultimate decision maker when it comes to Personnel Matters.

SECTION 2: PERSONNEL BOARD

A. The Personnel Board shall be established and shall consist of at least three (3) members appointed by the Mayor and consented to by the City Council, a member of the City Council, the Mayor and a Voting Member of the Public at large. Each Member of the Personnel Board shall be appointed for a period of one (1) year and shall be appointed at the beginning of the calendar year. The Mayor's term shall be for a term neither less than nor more than the length of their term in office.

B. From time to time if amended by Ordinance, the Personnel Board may consist of more than three (3) members, but in no event shall its membership exceed more than one (1) City Council member and shall always include the Mayor or Mayor Pro Tem.

C. The Personnel Board at its initial meeting each year shall be responsible for electing its own Personnel Manager from the Personnel Board.

The ordinance may provide for a **personnel board** or **personnel officer** to recommend to the City Council policies and procedures to:

(1) administer the ordinance; and

(2) establish rules and regulations pursuant to the ordinance, which may include:

(a) rules governing classification of employees;

(b) service rating of employees;

(c) establishment of pay scales and ranges;

(d) establishment of the number of hours of work per week; and

(e) methods of employment, promotion, demotion, suspension and discharge of the municipal employees.

D. The Personnel Board and Personnel Director shall serve without compensation for its service.

SECTION 3: MERIT SYSTEM

A. Following the adoption of a merit system, the contract of employment between the municipality and an employee in a position covered by the merit system shall be subject to the provisions of the Personnel Policy and rules and regulations issued pursuant to the City Council recommendation of the Personnel Board or the Personnel Manager.

B. Within ten (10) days following the adoption of a merit system, an employee in a position covered by the merit system may file with the City Clerk a declaration stating that the employee does not desire to have his/her employment subject to the ordinance together with the rules and regulations issued pursuant to the ordinance. The contract of employment of all other employees employed at the time of the adoption of the merit system, and in positions covered by the merit system, shall be subject to the provisions of the ordinance and all rules and regulations issued pursuant to the ordinance.

PASSED, APPROVED AND ADOPTED THIS _____ day of _____, 2026.

DEBORAH AUTREY, MAYOR

PATRICIA ROJAS-NATIVIDAD, MAYOR PRO TEM

MAX CARTER, COUNCILMAN

ORAN JAY AUTREY, COUNCILMAN

SHARON ASKEW, COUNCILWOMAN

AUSTEN MCMULLEN, CITY CLERK