Ordinance #00-03

AN ORDINANCE OF THE CITY OF DANBURY, TEXAS, AMENDING ALL PERSONNEL POLICIES OF ANY NATURE OF THE CITY OF DANBURY, PROVIDING DEFINITIONS, PROVIDING FOR AT WILL EMPLOYMENT, PRECLUDING VESTED RIGHTS IN PERSONNEL POLICIES, PROVIDING FOR NON-LIABILITY, AMENDING ALL PERSONNEL POLICIES OF ANY NATURE OF THE CITY, PROVIDING THAT THIS ORDINANCE GOVERNS IN THE EVENT OF ANY CONFLICT WITH OTHER PROVISIONS, AND PROVIDING A SAVINGS CLAUSE AND EFFECTIVE DATE.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DANBURY, TEXAS, DULY ASSEMBLED:

1. **Definitions**

   a. The term "employees" in this ordinance shall mean all employees, officers, and personnel of any nature whatsoever of the City of Danbury.

   b. The term "personnel policy" in this ordinance shall mean the City of Danbury Employee Manual, the Danbury Police Department Departmental Rules and Regulations, all personnel policies, all personnel manuals, and all policy manuals and other City authorities of any nature affecting personnel of the City of Danbury, including the foregoing that appear in any ordinance, resolution, policy, manual, or any other source, and including the foregoing as they new exist or are hereafter amended or created.

2. **At Will Employment**

Regardless of any other provision in any personnel policy, all employees of the City of Danbury shall be employed at the will of the City of Danbury. No employee of the City of Danbury shall have any contractual right, property right, or other right to his/her employment. Any employee of the City of Danbury may be discharged, demoted, or subjected to any disciplinary action at any time at the will of the City of Danbury.

3. **No Vested Right in Procedures and Rules**

The City of Danbury hereby directs its employees to follow the procedures and provisions in the personnel policies of the City. However, regardless of any other provision in any personnel policy, no employee of the City of Danbury shall have any contractual right, property right, or other right to the procedures and provisions in any personnel policy, and the failure of the City of Danbury to follow the procedures or provisions thereof shall not impair the validity of nay action or decision regarding any employee.

4. **Non-liability of City, Officers, Employees, and Representatives**

Neither the City nor any person acting on its behalf shall have any liability, of any natures whatsoever, to any employee of the City, not to anyone claiming derivatively or through such employee on the grounds that the City or any person acting on its behalf fails to follow any procedure or provision in any personnel policy.

5. **Amendment of Other Authorities**

This ordinance amends all personnel policies of the City of Danbury.

6. **This Ordinance Governs Any Conflicts**

If there is any conflict between the terms of this ordinance and any ordinance or personnel policy of the City, then the terms of this Ordinance shall govern and control.

7. **Savings Clause**

Except to the extent of the amendment herein stated, all personnel policies, ordinances, and portions of ordinances of the City of Danbury shall remain in full force and effect.

8. **Severance Clause**

If any portion, of whatever size, of this ordinance is ever held to be invalid on its face or in its application, then the scope of such invalidity shall be construed as narrowly as possible, and the remainder of this ordinance shall remain in full force and effect.

9. **Effective Date**

This ordinance shall take effect as of the date of its passage and adoption.

PASSED AND ADOPTED THIS THE 22nd DAY OF June, 2000.

CITY OF DANBURY

BY: Jeff Loge
Jeff Loge, Mayor

ATTEST:

Donna Thomson
Donna Thomson, City Secretary