

**RESOLUTION NO:** \_\_\_\_\_

**RESOLUTION OF THE CITY OF PFLUGERVILLE, TEXAS  
APPROVING PERSONNEL POLICIES IN ACCORDANCE  
WITH THE CITY CHARTER**

**WHEREAS**, Section 4.05 of the City Charter provides that the City Manager, subject to the approval of the City Council, shall develop policies and procedures to govern the hearing and redress of employee grievances regarding wages, hours of work and conditions of work and to provide for the annual evaluation of all employees; and

**WHEREAS**, the City Manager has developed policies and procedures to govern the hearing and redress of employee grievances regarding wages, hours of work and conditions of work as attached in Exhibit A and policies and procedures to provide for the annual evaluation of all employees as attached in Exhibit B; and

**WHEREAS**, the City Manager has developed additional personnel policies and procedures which are included in an employee handbook which is intended to be used as an outline of the basic personnel policies, practices and procedures for the organization and is not intended to alter the employment-at-will relationship or the provisions of Section 4.05 of the City Charter in any way; and

**WHEREAS**, the City Council finds it appropriate to approve the policies and procedures to govern the hearing and redress of employee grievances regarding wages, hours of work and conditions of work as provided by the City Manager in Exhibit A and to provide for the annual evaluation of all employees as provided by the City Manager in Exhibit B in accordance with the City Charter;

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PFLUGERVILLE, TEXAS:**

That City Council hereby approves the policies and procedures to govern the hearing and redress of employee grievances regarding wages, hours of work and conditions of work as submitted by the City Manager in Exhibit A; and

That City Council hereby approves the policies and procedures to provide for the annual evaluation of all employees as submitted by the City Manager in Exhibit B; and

That any amendment to the policies and procedures provided in Exhibit A or Exhibit B shall require approval by the City Council; and

That the City Manager has the authority to make changes, adjustments and interpretations to all other City employee personal policies included in the employee handbook as necessary.

PASSED AND APPROVED this 12th day of November, 2019.

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Victor Gonzales, Mayor

ATTEST:

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Karen Thompson, City Secretary