

ORDINANCE NO. 2788

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, AMENDING THE CITY OF MESQUITE GENERAL GOVERNMENT CIVIL SERVICE RULES AND REGULATIONS BY DELETING SECTION 3; CLASSIFIED AND UNCLASSIFIED SERVICE, SECTION 13; GRIEVANCE PROCEDURE, SECTION 16.2; GIFTS TO EMPLOYEES NOT PERMITTED, AND SECTION 17; CIVIL SERVICE RULES AND ADOPTING NEW SECTIONS 6, 15 AND 19.1 THEREBY ESTABLISHING A PROBATIONARY PERIOD, EMPLOYEE BENEFITS AND GENERAL PROVISIONS; PROVIDING A SEVERABILITY CLAUSE; AND DECLARING AN EMERGENCY.

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

SECTION 1. That Section 3; Classified and Unclassified Service, Section 13; Grievance Procedure, Section 16.2; Gifts to Employees Not Permitted and Section 17; Civil Service Rules of the City of Mesquite General Government Civil Service Rules and Regulations are deleted and new Sections 6, 15 and 19.1 are hereby adopted to read as follows, said Rules and Regulations in all other respects to remain in full force and effect.

SECTION 6. PROBATIONARY PERIOD

6.1 Purpose of Probation

Probation is a period of time which is granted all original and promotional employees to demonstrate their ability to successfully perform the duties of the job and that they can successfully operate within the work environment.

6.2 Length of Probation

All probationary periods shall be for not less than six (6) months.

6.3 Failure of Probation

Failure of probation may occur at any time within the probationary period and, in and of itself, is considered nondisciplinary. Failure of probation is not grounds for filing of a complaint or appeal. Employees failing promotional probation may, at the City's discretion, be considered for transfer to a vacant position for which they meet the minimum qualifications. Retreat rights to a vacant or previously held position are not provided.

1. **Original Probation**

Employees serving an original probation are considered at will and may be terminated without cause or appeal. In addition, certain benefits or leave usage may not be available to employees on original probation.

2. **Promotional Probation**

Employees serving a promotional probation who fail to successfully complete the probation, where other employment with the City is not feasible or available, may be terminated after being provided a pre-termination hearing by the Department Head or designated supervisor.

6.4 **Documentation**

Employees shall not be deemed to have completed the probationary period until so certified by the department. Departments will document in writing and submit to the Personnel Department all probationary and performance decisions on the form and in the manner prescribed by the Personnel Department. Probationary employees shall be appraised in writing after approximately three (3) months of employment and at the conclusion of the probationary period, when a recommendation to terminate or extend probation shall be made.

6.5 **Extension of Probation**

Subject to review and approval by the Personnel Director, an employee's probationary period may be extended for a period not to exceed ninety (90) days. The extension of an employee's probationary period is not grounds for filing an appeal or grievance. The department may request an extension of the probationary period when an employee's absence from work for an extended period of time did not permit an acceptable assessment of performance. If an extension is granted, the employee will be advised in writing and given the date on which the extended probation period will be completed.

6.6 **Job Bidding**

Probationary employees are not eligible to bid for another position with the City until successful completion of their mid-probationary review.

SECTION 15. EMPLOYEE BENEFITS

15.1 HOLIDAYS

1. City Observed Holidays

- a) City Holidays: The City of Mesquite observes the following holidays:

New Year's Day:	January 1
Memorial Day:	Last Monday in May
Independence Day:	July 4
Labor Day:	First Monday in September
Thanksgiving Day:	Fourth Thursday in November
Thanksgiving Friday:	Friday after Thanksgiving
Christmas Day:	December 25
Floating Holiday:	Designated annually

- b) Falling On Weekend: Officially observed holidays which fall on a Saturday, shall be observed on the preceding Friday. Holidays which fall on a Sunday shall be observed on the following Monday.
- c) Floating Holiday: The City Manager shall designate one Floating Holiday per year.

15.2 VACATIONS

Fire and Police employees covered by the Texas Local Government Code Chapter 143 are entitled to earn a minimum of fifteen (15) working days vacation leave with each year.

1. Eligible Employees

Regular full-time employees are eligible to accrue and use vacation leave. Temporary, seasonal, part-time or otherwise designated employees are not eligible to receive vacation leave.

2. Employees Hired Prior to October 1, 1986

Regular full-time employees hired prior to October 1, 1986 shall receive fifteen (15) working days vacation pay each year. Vacation shall accrue at a rate of one and one-fourth (1 1/4) days leave for

each full month of completed service beginning in the first month of employment.

3. Employees Hired After October 1, 1986

- a) Less Than Five Years: Regular full-time employees hired after October 1, 1986 who have completed less than five (5) years continuous service with the City shall accrue, on a monthly basis, ten (10) working days vacation leave each year.
- b) More than Five Years: Regular full-time employees hired after October 1, 1986 who have completed more than five (5) years continuous service with the City shall accrue, on a monthly basis, fifteen (15) working days vacation leave each year.

4. All Regular Employees

- a) Fifteen Years: Regular full-time employees who have completed fifteen (15) years continuous service with the City shall accrue, on a monthly basis, twenty (20) working days vacation leave each year.
- b) Twenty-Five Years: Regular full-time employees who have completed twenty-five (25) years continuous service with the City shall accrue, on a monthly basis, twenty-five (25) working days vacation leave each year.

5. Payment for Accumulated Vacation

- a) Good Standing: Classified employees leaving the service of the City in good standing, following one (1) year of continuous service, shall be paid for accumulated vacation leave not to exceed twenty (20) working days. The vacation record of a terminating employee shall be calculated to a current basis to determine the amount of vacation due on termination.
- b) Pay Period: Employees terminating before the end of a pay period shall not accrue vacation leave for that pay period.
- c) No Cash Advances: Employees may not receive cash payment on accrued vacation except upon termination, retirement, or death. Cash payments in lieu of vacation to persons currently employed shall not be permitted.
- d) Monthly Cut Off: Employees who enter City service before the sixteenth (16th) or leave the service after the fifteenth (15th) of any month shall earn vacation leave for that month.

6. Using Vacation Leave

- a) Balances Deleted: Classified employees are expected to take their full vacation in the year in which it becomes due. Vacation leave will be calculated at the end of each calendar year, vacation leave balances in excess of thirty (30) working days vacation shall be deleted.
- b) Leave Request: Employees wishing to schedule vacation must submit a Request for Leave of Absence form to their supervisor. Departments when granting vacation leave will give due consideration to the needs of the department and the ability of the remaining staff to perform the work.
- c) Accrual: Vacation shall begin accruing upon appointment, but may not be used until successful completion of the probationary period.
- d) Official Holidays: Official holidays occurring during an approved vacation leave shall not be charged against the employee's vacation leave.
- e) One Day Minimum: Vacation leave should normally be taken for periods of not less than one (1) day. Less than one (1) day leave periods may be approved when, in the judgement of the approving supervisor, such scheduling does not interfere with the duties and efficiency of the department.
- f) Consecutive Day Limit: The maximum vacation leave which can be taken by an employee in any one year is the number of days accrued at the time of vacation. Not more than fifteen (15) working days vacation leave may be taken consecutively without written approval of the Department Head.
- g) No Advance: No classified employee shall be granted vacation leave in excess of the actual amount accrued.

15.3 SICK LEAVE

1. Sick Leave Accumulation

- a) Accrual Rate: Sick leave shall begin accumulating immediately upon appointment at the rate of one and one-quarter (1 1/4) days leave for each full month of completed service beginning with the first full month of employment. An

employee who enters the service before the sixteenth (16th) of any month shall earn one and one-quarter (1 1/4) days sick leave for that month.

- b) No Accrual: Temporary, seasonal, and part-time employees shall not accrue sick leave benefits.

2. Using Sick Leave

- a) Personal Illness and Medical Treatment: Sick leave may be used for purposes of permitting an employee to be relieved of their duties during actual personal illness or to secure necessary medical treatment and may not be used under any other circumstances.
- b) Notification: To receive sick leave, an employee must notify their immediate supervisor within the time limits established and published by their department. In the absence of established departmental time limits, the time limit shall be within one hour after the time set for beginning work.
- c) Signed Statements: Departments may require an employee to provide a signed statement from a physician attesting to the illness of the employee during the period of time when sick leave was granted. An employee who cannot provide such proof may be charged leave-of-absence without pay.
- d) Restrictions: Sick leave may be granted in periods of not less than one hour increments.
- e) Advance: The City Manager may, after all paid leave is exhausted, authorize an advance of sick leave under exceptional circumstances. Absent the City Manager's written approval, no employee may be granted advanced sick leave. After an employee's accumulated sick leave is exhausted the employee may request to use unused vacation and/or compensatory leave as sick leave.
- f) Probationary Period: Sick leave may be used as accrued during the probationary period.
- g) During Approved Vacation: Employees who become ill for more than one day, while on approved vacation leave, may request that their vacation be temporarily terminated and time charged to sick leave. The employee may be required to submit a signed physician's statement attesting to the employee's illness

and indicating the number of days the employee was incapacitated due to illness.

3. Sick Leave Control

Employees who falsely request use of sick leave or abuse sick leave privileges shall be subject to disciplinary action.

- a) Departmental Sick Policies: Department Heads may, with the approval of the Personnel Director, establish written policies controlling sick leave absences within their department.
- b) Departmental Responsibilities: Department Heads are responsible for maintaining and enforcing sick leave control within their departments.

4. Terminations and Sick Leave

- a) Paid at Termination: General government employees terminating service with the City, in good standing, shall be paid for accumulated active sick leave subject to the following schedule:

<u>Period of Employment</u>	<u>Amount Paid Upon Termination</u>
0 to 3 Years	None
3 to 5 Years	1/3 of unused sick leave
5 to 6 Years	2/3 of unused sick leave
6 Years and up	All unused sick leave not to exceed ninety (90) days

- b) Re-employment Payback: Employees seeking re-employment will be required to repay the City of any Sick Leave payments received at the time of termination. Terms of the repayment will be negotiated on an individual basis and documented in writing in the employee's official personnel file.

15.4 HEALTH BENEFIT PLAN AND PRESCRIPTION PROGRAM

The following information is a summary of health benefits currently provided by the City of Mesquite. In summarizing this information technical jargon has been avoided. Any statement that is inconsistent with the official Plan Document is void. Rights to any benefit and the amount of the benefit will depend on the actual facts and provisions of the Plan Document.

1. Health Plan Eligibility

- a) Regular Full-time: Regular full-time employees shall be eligible for health benefits and prescription plans. Benefits become available to eligible employees on the first (1st) day of the month after the employee has been employed for thirty (30) days with the City.
- b) Dependent Coverage: Dependents of full-time regular employees are eligible to participate in the health benefit and prescription coverage upon request by the employee. Newly appointed employees may add dependents within thirty (30) days of their appointment date. Dependent coverage added after the thirty (30) day enrollment period are subject to medical approval by the insurance carrier and may be required to undergo a physical examination.

2. Payment for Health Benefit Coverage

- a) Employee Premiums: The City provides Health Benefits at no cost to the employee and subsidizes a prescription card program.
- b) Dependent Premiums: A portion of dependent premiums shall be paid by the employee with the City subsidizing the remaining amount. Dependent premiums shall be paid through payroll deductions.

3. Changing Dependent Coverage

- a) Dependent Coverage: See Section 15.4 (1) b.
- b) Adding Dependent Coverage: Adding dependent coverage requires thirty (30) days advance payment of premiums.
- c) Changes in Plan Coverage: The Personnel Department is responsible for processing all changes in health coverage. Employees requiring changes to their health coverage should contact the Personnel Department.

4. Insurance Payment

Employees off the job without pay must make arrangement to pay costs of their group insurance. The Personnel Department should be contacted to make such arrangements.

5. Health Benefits Upon Retirement

- a) Regular Full-time Employees: Regular full-time employees who are eligible to retire under the City's retirement system may retain health benefit and prescription coverage upon retirement until they become eligible for Medicare.
- b) Premium Payments: Retired employees whose age is:
 - 1. Fifty-nine (59) or younger shall pay a portion of the health benefit premiums with the City subsidizing the remaining portion of the premiums for employee and eligible dependents.
 - 2. From age sixty (60) to sixty-five (65) the City shall pay the employee's total premium until they become eligible for Medicare. Retirees shall pay a portion of the dependent Health Benefit premium with the City subsidizing the remaining portion. All coverage is governed by the City of Mesquite Health Benefit Plan Document.

6. Health Benefits Upon Termination - COBRA

- a) Regular Full-time and Dependent Coverage: Regular full-time employees shall have the right to retain group health insurance as provided under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).
- b) Premium Payments: Eligibility for COBRA continuation coverage begins when an employee or dependent loses regular coverage because the employee resigns, retires, experiences a reduction in hours, dies, divorces, or is fired, except for employees dismissed for gross misconduct. Gross misconduct is defined as:

"Mismanagement of a position of employment by action or inaction, neglect that places in jeopardy the lives or property of others, intentional wrongdoing or malfeasance, intentional violation of a law, or violation of a policy or rule adopted to ensure orderly work and the safety of employees."

Premiums shall be paid in full by the employee except where otherwise specified in this policy.

15.5 DENTAL

1. Eligibility and Enrollment
 - a) Regular Full-time: The City of Mesquite offers all regular full-time employees and their dependents the opportunity to enroll in the dental program.
 - b) Dependents: Regular full-time employees must be enrolled in the dental plan in order to enroll their dependents.
 - c) Enrollment Period: Enrollments which occur prior to the twentieth (20th) of the month shall begin coverage on the first (1st) of the following month. Enrollments which occur after the twentieth (20th) of the month shall begin the second month after enrollment.
2. Payment of Dental Premiums

Employee and dependent coverage premiums are paid in full by the employee. Current employees shall pay premiums through payroll deductions.

15.6 EMPLOYEE ASSISTANCE PROGRAM

1. Description

The Employee Assistance Program (EAP) is designed to provide eligible employees with professional, cost effective assistance in resolving difficult personal problems.
2. Eligibility

All employees and dependents who are covered under the City's Group Health Benefits Plan are eligible for EAP services.
3. Participation
 - a) Confidential: Individual voluntary involvement in the EAP is confidential.
 - b) Participation: Participation may occur through self or family referral, supervisory referral, and/or medical referral.

4. Benefits

EAP authorized eligible expenses may be submitted to the Group Health Benefits Plan for payment. Unauthorized treatments will be considered ineligible expenses.

5. Using the Employee Assistance Program

Employees experiencing personal and/or psychological problems may call the Employee Assistance Program twenty-four hot-line to arrange a confidential interview with a referral counselor.

15.7 DEATH BENEFITS

1. Group Term Life Insurance Plan

a) Regular full-time: All full-time regular employees are enrolled in the City's Group Term Life Insurance Plan at no cost to the employee.

b) Beneficiaries: The employee shall designate beneficiaries upon enrollment and may change beneficiaries as deemed necessary. All changes must be processed through the Personnel Department.

2. Texas Municipal Retirement System

Beneficiaries of regular full-time employees may be eligible for death benefits through the Texas Municipal Retirement System.

15.8 TAXSAVER PROGRAM

1. Description

The Taxsaver Program was created under Section 125 of the Internal Revenue Code and as adopted by the City of Mesquite, allows certain medical expenses and dependent care expenses to be reimbursed with funds deducted before tax withholding in order to reduce tax liability. It also allows Group Health Insurance premium payments to be deducted before tax withholding.

2. Eligibility and Enrollment

- a) Regular full-time: All regular full-time employees are eligible to participate in the Tax saver Program.
- b) Enrollment Period: Eligible employees may enroll in the Tax saver Program upon appointment to service with the City. Plan years are on a calendar year basis, beginning January 1st and ending December 31st. Enrollment periods occur in December of each year.
- c) Plan Election: Once election has been made to participate or not participate in the Plan, no change or revocation may be made in that election except in the case of a change in family status as defined by the Internal Revenue Code.

3. Participation in Reimbursement Accounts

- a) Reimbursement Procedures: Employees with eligible medical or dependent care expenses must complete a Tax saver Reimbursement form and substantiating documents to verify expenses must be attached to the reimbursement form. Medical expenses which are covered by the Group Insurance must be submitted to the insurance company for consideration prior to submission of a claim against the Tax saver Medical Reimbursement Expense Account. Claims for dependent care expenses must be accompanied by a receipt showing the dates of service, name of dependents, and the dollar amount received. Cancelled checks are not acceptable documentation for the Medical or Dependent care reimbursements.
- b) Submission Deadline: Completed forms and documents must be received in the Personnel Department by the fifteenth (15th) of each month to receive reimbursement at the end of the same month. Reimbursement forms received after the fifteenth (15th) will be processed at the end of the following month.
- c) Forfeited Balance: A claim for benefits may be submitted for the plan year in which expenses were incurred. Reimbursements for the plan year may be submitted up to March 31st of the next plan year. On April 1st any of the previous plan year's Tax saver dollar credits remaining in the participant's Medical reimbursement or Dependent care expense accounts will be forfeited as mandated by the Internal Revenue Code.

15.9 RETIREMENT**1. Eligibility**

All regular full-time employees are required to enroll in the City's Retirement System upon appointment. All employees who work more than one thousand (1,000) hours per year are required to enroll in the City's retirement system.

2. Payment and Vesting

a) **Withholdings:** As a member of this System, a portion of the employee's earnings are withheld by the City and deposited in an account in the employee's name.

b) **Vesting:** Retirement rights for members of the retirement system become vested after ten (10) years of service. If the employee later terminates their employment with the City, without withdrawing deposits, they become eligible for service retirement at age sixty (60) or at any age with twenty-five (25) years of service with the City of Mesquite.

3. City Matching

Vested employees are eligible to receive matching funds from the City upon retirement subject to TMRS retirement regulations.

4. Retirement Application

Applications for service, and occupational disability may be submitted to the Personnel Department. Applications for retirement must be submitted to the Personnel Department thirty (30) days prior to the effective retirement date.

15.10 PAYROLL**1. Payroll Deductions**

Regular full-time employees may have deductions withheld from their bi-weekly paycheck for all approved benefit programs, City association dues (minimum of 75% participation of eligible membership required), City of Mesquite Credit Union accounts, United Way, Wage Attachments such as Internal Revenue levies, child support levies, workers' compensation, and repayment of sick leave. All payroll

deduction plans and programs must be approved by the Personnel and Finance Departments.

2. **Direct Deposit**

Regular employees may have their biweekly paychecks directly deposited to participating banks. Direct deposit enrollments and cancellations must be processed through the Personnel Department.

15.11 LEAVE OF ABSENCE WITHOUT PAY

1. **Regular Full-time:** Regular full-time employees may be granted leave without pay upon request by the employee, endorsement by the Department Head and written approval of the City Manager.
2. **Maximum Time:** Leave without pay may not exceed one (1) year.
3. **Adjusted Service Date:** Employees off the job without pay do not accrue vacation, sick, or holiday time. Employees off the job without pay for more than thirty (30) days shall receive an adjusted service date to reflect their absence.
4. **Purpose For Leave:** Leave without pay may be granted to engage in a course of study or for other good and sufficient reasons which are considered to be in the best interest of the City.
5. **Documentation Required:** Employees desiring to request a leave without pay must submit a request documenting their statement of intent, purpose of the leave, and approximate time of absence to their Department Head.
6. **Disciplinary Actions:** Employees on disciplinary suspension without pay may not use compensatory, vacation, or sick leave to recuperate the lost time.

15.12 EMERGENCY LEAVE

1. **Regular Full-time:** All regular full-time employees shall be granted emergency leave with pay up to a maximum of three (3) working days in the case of death or serious illness in the employee's immediate family.

2. Immediate Family Defined: Immediate family shall be defined as: husband, wife, son, daughter, father, mother, sister, brother, grandchildren, grandmother, grandfather, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, or other members of kinship who may be residing under the same roof with an employee at the time of death or serious illness. Death of relatives other than those mentioned above shall be considered individually and such time allowed as circumstances may warrant.
3. Documentation: Departments may require satisfactory proof of serious illness or death and may disallow emergency leave in the absence of such proof.

15.13 MILITARY LEAVE

All regular full-time employees shall be entitled to military leave of absence subject to the following rules and regulations:

1. Time Allowed: Employees who are members of the National Guard, Official Militia of Texas, or any of the reserve components of the Armed Forces of the United States, when ordered or authorized by proper authorities, shall be entitled to military leave with pay during any period when they shall be engaged in field training or encampment or when ordered to duty. This leave of absence with pay shall be limited to fifteen (15) normally scheduled work days during any one calendar year and any absence in excess of this time shall be considered as military leave of absence without pay.
2. Leave Without Pay: Employees who are called to active duty with the Armed Forces of the United States shall be granted a military leave of absence without pay. Upon release from service with the Armed Forces, such employee shall be re-employed by the City in the same or similar capacity, provided that an application for re-employment is made within ninety (90) days following termination of service with the Armed Forces. Employees who re-enlist upon completion of their initial tour of duty will not be eligible for re-hire privileges. Separation papers will be processed only in the event the employee submits a notice of resignation.
3. Paid Leave: Employees called to active duty shall receive fifteen (15) days of leave with pay. Absences in excess of fifteen (15) days shall be considered military leave without pay.

4. Deductions Cancelled: Employees on military leave without pay will have payroll deductions cancelled. Deductions may be reinstated once the employee returns to work.
5. Health Coverage: Employees who choose to drop group health coverage for dependents may be reinstated, without re-application when the employee returns to work.
6. Life Insurance Coverage: Employee's Group life insurance coverage will continue during their leave with or without pay. Benefits shall be paid according to life insurance policy provisions.
7. Terminating Employment: Military leave with pay benefits shall not be granted employees who terminate their employment as a result of draft or enlistment.
8. Benefit Accrual: Employees on active duty do not accrue sick leave benefits during their term of active service with the Armed Forces.
9. Payment of Benefits: Benefits accrued prior to the initiating of military leave with or without pay shall not be reimbursed to the employee unless a formal resignation has been submitted and separation papers processed. Benefits of employees who die as a result of acts of war shall be reimbursed as to their designated beneficiary.
10. Benefit Reinstatement: Benefits accrued prior to military leave shall be reinstated upon return of the employee to service with the City.
11. Military Orders: Employees must submit military orders to their Department Head as soon as possible along with a completed leave request.

15.14 EDUCATIONAL LEAVE

Department Heads may, subject to budgetary and staffing constraints, grant employees leave with pay and expense to attend professional conferences, short schools, and other training activities which are considered to be in the best interest of the City.

15.15 COURT LEAVE

1. Pay Continued: Employees required by law to render jury duty shall receive their regular pay, upon providing required documentation,

- during the period of jury service which overlaps with normally scheduled work hours.
2. Documentation Required: Employees summoned to jury service must provide an Official Certificate of Attendance to their immediate supervisor who shall submit a copy to the Personnel Department.
 3. Return to Work: Upon release from jury duty the employee must return to their assigned workplace.
 4. Personal Legal Business: Employees absent for personal legal business must use accrued vacation or compensatory time. Leave without pay may be used with Department Head approval.
 5. City Witness: Employees directed to appear as a witness for the City will be compensated for the time which overlaps with their normally scheduled work hours.

SECTION 19. GENERAL PROVISIONS

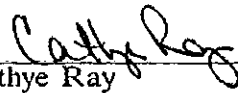
19.1 Catastrophic Illness Leave

1. Purpose: The City provides for unlimited accumulation of sick leave to allow employees who are unable to work, due to non-job related injuries or illness, a way to provide for continuation of their salary and employment.
2. Exhaustion of Paid Leave: There may be occasions when all available paid leave is exhausted and an employee may be faced with an extended period of illness or recuperation from a non-job related injury or illness. Under circumstances where all paid leave is exhausted, employees may submit a written request to the City Manager for granting of Catastrophic Illness Leave (CIL). CIL is considered an approved leave without pay.
3. Maximum Absence: CIL may not exceed three (3) months or equivalent work hours per occurrence within a consecutive twelve (12) month period. Based upon the nature of the position and the degree of hardship caused by the employee's absence the City Manager may, with the written recommendation of the employee's Department Head, extend the leave for a period not to exceed three (3) months or equivalent work hours.
4. Termination: Termination for expiration of CIL or failure to extend the leave shall be considered non-disciplinary and is not appealable to the City's Trial Board.

SECTION 2. That should any word, sentence, clause, paragraph, or provision of this ordinance be held to be invalid or unconstitutional, the remaining provisions of this ordinance shall remain in full force and effect.


SECTION 3. The fact that the present ordinances of the City of Mesquite do not provide an adequate policy concerning probationary periods, employee benefits and general provisions, creates an urgency and an emergency for the preservation of the public health, safety, and welfare and requires that this ordinance shall take effect immediately from and after its passage and publication of said ordinance, as the law in such cases provides.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 20th day of January, 1992.

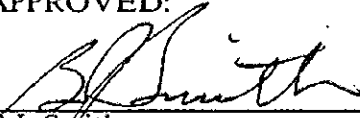


Cathye Ray
Mayor

ATTEST:



Lynn Prugel
City Secretary

APPROVED:


B.J. Smith
City Attorney