

**CITY OF SEABROOK
ORDINANCE NO. 2020-28**

**REVISION TO PERSONNEL POLICY
SOCIAL MEDIA POLICY**

AN ORDINANCE OF THE CITY OF SEABROOK, TEXAS, AMENDING THE CITY OF SEABROOK “PERSONNEL POLICIES”, CHAPTER 8 “EMPLOYEE COMMUNICATIONS”, BY ADDING SECTION 6 “SOCIAL MEDIA POLICY” AND MAKING VARIOUS FINDINGS AND PROVISIONS RELATED TO THE SUBJECT.

WHEREAS, the City Manager is charged under Section 3.04 of the City Charter to be responsible to the City Council for the administration of all City affairs placed under his/her charge by Charter or Council, specifically including to direct and supervise the administration of all departments, offices and agencies of the City, except as otherwise provided by Charter or by law; and

WHEREAS, the City Charter, Section 4.06 “Personnel System” provides that the City Manager shall prepare personnel rules which may be adopted, with or without amendment by Ordinance of City Council; and

WHEREAS, the City of Seabrook “Personnel Policies” requires updates and amendments to Chapter 8 “Employee Communications” by adding Section 6 “Social Media Policy”; and

WHEREAS, the City of Seabrook utilizes social media to further the goals of the City and the missions of its departments, where appropriate, and has an overriding interest and expectation in deciding what is “spoken” on its behalf, it is therefore, the intent of the “Social Media Policy” to establish the framework for the use of such sites and to assist employees to effectively and responsibly navigate issues unique to social media, as referenced in the attached Exhibit “A”, which is incorporated by reference.

WHEREAS, the City Council of the City of Seabrook, Texas deems it is in the public’s interest to accept the amendment proposed and adoption of the Personnel Policy as revised in Exhibit “A”;

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

SECTION 1. FINDINGS.

The findings and recitations set out in the preamble to this Ordinance are found to be true and correct and they are adopted by the City Council and made a part of hereof for all purposes.

SECTION 2. ADOPTION.

The “Personnel Policies” of the City of Seabrook, Chapter 8 “Employee Communications,” is hereby amended by adding Section 6 in said Chapter under the title “Social Media Policy” with new provisions as specifically delineated in Exhibit “A”, attached hereto and incorporated by reference for all purposes; and

SECTION 3. SEVERABILITY.

In the event any clause phrase, provision, sentence, or part of this Ordinance or the application of the same to any person or circumstances shall for any reason be adjudged invalid or held unconstitutional by a court of competent jurisdiction, it shall not affect, impair, or invalidate this Ordinance as a whole or any part of provision hereof other than the part declared to be invalid or unconstitutional; and the City Council of the City of Seabrook, Texas declares that it would have passed each and every part of the same notwithstanding the omission of any such part thus declared to be invalid or unconstitutional, whether there be one or more parts.

SECTION 4. NOTICE

The City Secretary shall give notice of the enactment of this Ordinance by promptly publishing it or its descriptive caption and penalty after final passage in the official newspaper of the City; the Ordinance to take effect upon publication.

PASSED AND APPROVED on the first reading this 1st day of December, 2020.

PASSED, APPROVED and ADOPTED on the second reading this 5th day of January, 2021.

BY: _____
Thomas G. Kolupski
Mayor

ATTEST:

BY: _____
Robin Lenio, TRMC
City Secretary

APPROVED AS TO FORM:

Steven L. Weathered
City Attorney