

# Memorandum



CITY OF DALLAS

DATE June 5, 2023

Honorable Members of the Workforce, Education, and Equity Committee: Jaynie Schultz (Chair), Casey Thomas (Vice-Chair), Jaime Resendez, Paula Blackmon, Jesse Moreno, Adam McGough, Omar Narvaez

SUBJECT **Best Place to Work Programs Update**

The City of Dallas strives to position itself as a top employer in the region, aiming to attract and retain a highly skilled workforce essential for delivering its services efficiently. This memorandum serves as an update on the ongoing efforts to implement the latest Best Place to Work Programs by the City of Dallas, designed to establish its reputation as an employer of choice.

## **Navigate Wellness Portal**

The portal provides an extensive array of resources, encompassing online learning tools, videos, well-being assessments, group challenges, personal challenges, and a host of other offerings. Its primary objective is to empower and assist all City employees and retirees in attaining their individual well-being objectives, irrespective of their nature. Notably, the portal ensures a steady stream of resources aligned with the Wellness Pillars of Health, Financial, Mental, Community, and Social. Launched in January 2023, the portal has garnered a positive response, as evidenced by the creation of user accounts by 2,000 employees thus far.

## **Cost Plus Pharmacy Pilot**

Cost Plus Drugs is a recent addition to our existing Pharmacy network, providing employees with a convenient mail order option for ordering their prescriptions. Situated locally in Dallas, this service offers over 1,000 commonly prescribed generic medications at affordable prices. What sets Cost Plus Drugs apart is its transparent pricing model, allowing individuals to ascertain the precise cost of their prescription prior to making a purchase. This option became operational on May 1, 2023, and while specific figures are not yet available, we anticipate a positive response from our employees.

## **Employee Perks**

The Employee Perks program offered by Abenity simplifies the process for employees to access exclusive discounts and corporate rates on a wide range of products and services. From pizza and zoo tickets to movie tickets, car rentals, and hotels, employees can conveniently enjoy these benefits. Currently, the program has attracted 786 participants, indicating a notable level of interest and engagement.

## **PNC Bank Financial Wellness**

PNC's financial wellness partnership offers employees a diverse range of educational and financial resources to support their financial well-being. These resources include Virtual Wallet, a set of digital banking tools that streamline money management, as well as online and mobile banking services. In addition, employees have access to seminars, workshops, and personalized

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consultations to enhance their financial knowledge and optimize their financial strategies. Furthermore, certain bank products and services provide the opportunity to earn cash rewards.

Based on the available data provided by PNC Bank, the financial wellness partnership has garnered significant interest for this type of service, with 144 inquiries received and 55 accounts set up. This data indicates a positive response and demonstrates the value employees place on the program.

### **Legal Plan**

This employee paid program offers comprehensive legal guidance on a variety of common legal matters, encompassing traffic and criminal issues, civil lawsuits, family and personal concerns, estate planning, home and real estate matters, financial affairs, and elder-care issues. We provide two distinct plans, with the higher-tier plan additionally offering identity theft coverage.

We are pleased to share that the program has gained significant traction, with 1,768 employees currently enrolled. This enrollment figure highlights the value and importance employees place on having access to reliable legal support when they need it most.

### **Pet Insurance**

This plan offers employees valuable assistance to employees in covering the costs of unexpected veterinary expenses for their cats or dogs, specifically related to covered accidents or illnesses. It is important to highlight that this benefit is voluntary and entirely funded by the employee. We are pleased to inform you that there are currently 59 active policies in effect, and we anticipate that this new benefit will attract more participants in the upcoming year. The introduction of this benefit demonstrates our commitment to providing comprehensive benefits that cater to the evolving needs of our employees.

### **Retiree Comeback Option**

The "comeback" option allows retirees to decline City-subsidized insurance before turning 65 and rejoin the City plan once they reach that age. This option grants flexibility in benefits for retirees, enabling them to explore more affordable pre-65 alternatives that may be available elsewhere.

Although a substantial amount of information and materials were provided during the open enrollment period, only one retiree chose the "comeback" option. This implies that retirees either did not find a more cost-effective alternative or require further assistance in comprehending the specifics of this opportunity.

To ensure retirees are able to make informed decisions, the City's benefits team developed an upcoming initiative called the Concierge - Health Advocate program, launching in June. The Concierge - Health Advocate will include dedicated staff to assist individuals considering retirement, current pre and post-65 retirees, and those transitioning into the program. They will also inform the relevant groups about the "comeback" option and other insurance available in the market through network-based and in-person channels to maximize reach and effectiveness.

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**Q-Leave**

Q-Leave was introduced in October 2021 to comply with a state law mandating leave for first responders who are required to quarantine or isolate due to exposure to a communicable disease. This policy was subsequently extended to include other City employees who test positive for COVID-19, subject to specific criteria, including voluntary reporting of vaccination status. Q-Leave plays a crucial role in providing employees with the necessary time to heal and recover, while preventing the further spread of COVID-19 within the City’s employee population.

**CITY OF DALLAS APPROVED Q-LEAVE (2022-2023)**

<b>YEAR/MONTH</b>	<b>Civilian Q-Leave</b>	<b>Uniform Q-Leave</b>	<b>Total</b>
<b>TOTAL 2022</b>	<b>1207</b>	<b>1831</b>	<b>3038</b>
JAN	487	901	1388
FEB	53	64	117
MAR	10	14	24
APR	5	12	17
MAY	39	52	91
JUN	106	188	294
JUL	162	234	396
AUG	168	156	324
SEP	42	58	100
OCT	30	24	54
NOV	41	45	86
DEC	64	83	147
<b>TOTAL 2023</b>	<b>189</b>	<b>246</b>	<b>435</b>
JAN	90	123	213
FEB	28	42	70
MAR	33	39	72
APR	25	28	53
MAY	13	14	27
<b>GRAND TOTAL</b>	<b>1396</b>	<b>2077</b>	<b>3473</b>

**Paid Parental Leave**

Parental Leave began October 1, 2021, to provide a maximum of six weeks of paid parental leave to employees following the birth of the employee's child or to care for the child after birth, or for the placement of a child with the employee for adoption or foster care or to care for the child after placement. This benefit recognizes the importance of parental involvement, provides financial support, and promotes work-life balance, ensuring employees have the opportunity to care for and bond with their children during these crucial stages of their lives.

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<b>APPROVED PAID PARENTAL LEAVE (2022-2023)</b>	
<b>YEAR/MONTH</b>	<b>Count</b>
<b>TOTAL 2022</b>	<b>345</b>
JAN	33
FEB	37
MAR	23
APR	27
MAY	26
JUN	25
JUL	35
AUG	30
SEP	29
OCT	22
NOV	32
DEC	26
<b>TOTAL 2023</b>	<b>122</b>
JAN	27
FEB	24
MAR	27
APR	28
MAY	16
<b>GRAND TOTAL</b>	<b>467</b>

**Mental Health Leave**

Mental Health Leave is available to an employee who experiences a traumatic event while on duty. The need for mental health leave is verified by a licensed psychiatrist, or psychologist. Paid mental health leave is available for up to 60 hours for sworn employees in the emergency response bureau of the fire department and up to 40 hours for all other employees. Mental health leave was initially approved for peace officers in October, 2021 and was expanded to include all City employees who meet the requirements in March, 2022.

<b>APPROVED MENTAL HEALTH LEAVE (2022-2023)</b>	
<b>YEAR/MONTH</b>	<b>Count</b>
<b>TOTAL 2022</b>	<b>7</b>
SEP	1
OCT	1
NOV	2
DEC	3
<b>TOTAL 2023</b>	<b>11</b>
FEB	1
MAR	8
APR	2
<b>GRAND TOTAL</b>	<b>18</b>

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### Compassionate Leave

This leave is intended for employees who are experiencing a serious medical condition or injury that hinders their ability to perform any type of work. It is expected that these employees will be unable to resume work due to their medical condition. Compassionate leave is currently granted to employees who meet these criteria. The maximum duration of compassionate leave that can be granted is 348 hours for sworn employees in the Emergency Response Bureau of the Fire Department, and 232 hours for all other employees. Compassionate leave can only be granted once to an employee.

Compassionate Leave was initially approved in October 2021. Based on usage and feedback from employees and management, staff from the HR and Legal departments are currently in the process of amending the Personnel Rules to revise the requirements for this leave. The goal is to consider employees who may have the potential to return to work at some point.

#### APPROVED COMPASSIONATE LEAVE (2022-2023)

YEAR/MONTH	Count
<b>2022</b>	<b>2</b>
AUG	1
OCT	1
<b>2023</b>	<b>1</b>
FEB	1
<b>GRAND TOTAL</b>	<b>3</b>

Staff will be present at the Workforce Education & Equity Committee meeting on June 5th to answers questions. Should you have any questions or would like additional information about the City's Leave programs, please contact Nina Arias at 214-671-9050 or [Nina.Arias@dallas.gov](mailto:Nina.Arias@dallas.gov).



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Jon Fortune, Deputy City Manager
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M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager  
Dr. Robert Perez, Assistant City Manager  
Carl Simpson, Assistant City Manager  
Jack Ireland, Chief Financial Officer  
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