



Legislation Text

File #: 23-1580, **Version:** 1

STRATEGIC PRIORITY: Government Performance & Financial Management

AGENDA DATE: December 13, 2023

COUNCIL DISTRICT(S): All

DEPARTMENT: Department of Human Resources

EXECUTIVE: Kimberly Bizer Tolbert

SUBJECT

An ordinance amending Chapter 34, "Personnel Rules" of the City Council Code by amending Sec. 34-4 Definitions, 34-6 Requirements for Induction, 34-17 Overtime and Paid Leave for Civilian Employees, Sec. 34-19 Work Hours, Paid Leave, and Overtime for Public Safety Employees, Sec. 34-22.3 Mental Health Leave, 34-22.4 Compassionate Leave, 34-24.2 Paid Parental Leave, 34-32 Health Benefits, 34-36 Rules of Conduct, and 34-38 Grievance and Procedures to **(1)** remove outdated language; **(2)** allow the employment of persons ages 15 in the seasonal position of lifeguard; **(3)** clarify leave types counted as work time for overtime calculation; **(4)** clarify leave types counted as sick time when computing overtime or compensatory leave; **(5)** allow additional mental health professionals to approve need for mental health leave; **(6)** expand the eligibility for compassionate leave; **(7)** correct typographical error; **(8)** clarify language in "come-back option" of health plan benefits; **(9)** include reference to teleworking in Rules of Conduct; and **(10)** add titles to the executives eligible to hear grievances - Estimated Annual Cost \$134,057.80 - Financing: General Fund (\$126,701.01), Enterprise Funds (\$5,356.99), Internal Service Funds (\$1,293.14), and Grant Funds (\$706.67) - Actual costs may vary depending on demand (see Fiscal Information)

BACKGROUND

The Department of Human Resources and the City Attorney's Office review and modify Chapter 34 of the Dallas City Code (City of Dallas Personnel Rules) to address outdated and/or obsolete information, changes to federal and state laws, and changes to updated City processes and procedures.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

The Government Performance and Financial Management committee was briefed on November 14, 2023.

FISCAL INFORMATION

Fund	FY 2023	FY 2024	Future Years
General Fund	\$126,701.01	\$126,701.01	\$126,701.01
Enterprise Funds	\$ 5,356.99	\$ 5,356.99	\$ 5,356.99
Internal Service Funds	\$ 1,293.14	\$ 1,293.14	\$ 1,293.14
Grant Funds	\$ 706.67	\$ 706.67	\$ 706.67
Total	\$134,057.80	\$134,057.80	\$134,057.80

Estimated Annual Cost: \$134,057.80 - General Fund (\$126,701.01), Enterprise Funds (\$5,356.99), Internal Service Funds (\$1,293.14), and Grant Funds (\$706.67). Actual costs may vary depending on demand.