



Legislation Text

File #: 20-2518, Version: 1

STRATEGIC PRIORITY: Government Performance and Financial Management

AGENDA DATE: January 27, 2021

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Department of Human Resources

EXECUTIVE: Kimberly Bizer Tolbert

SUBJECT

An ordinance amending Chapter 34, "Personnel Rules" of the City Council Code by amending Sections 34-2, 34-4, 34-5, 34-6, 34-8, 34-9, 34-11, 34-13, 34-18, 34-20, 34-21, 34-22, 34-23, 34-24, 34-24.1, 34-27, 34-28, 34-30, 34-32, 34-35, 34-36, 34-38, and 34-40 34-24 to: **(1)** provide revised personnel rules; **(2)** provide amended and new definition; **(3)** provide a saving clause; **(4)** provide a severability clause; and **(5)** provide an effective date - Financing: No cost consideration to the City

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City Attorney's Office review and modify Chapter 34 of the Dallas City Code (City of Dallas Personnel Rules) to address outdated and/or obsolete information, changes to federal and state laws, and changes to updated City processes and procedures. The personnel rules have not been updated since 2017. The last comprehensive review was conducted in 2007.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

On September 19, 2012, City Council authorized an ordinance amending Chapter 34 of the Dallas City Code to: include the city auditor's office and city secretary's office in the definition of "non-civil service employee" in conformance with the city charter; grant police and fire chiefs any additional holidays granted to other police and fire personnel under a meet and confer or collective bargaining agreement; and clarify that workplace violence is a type of disturbance constituting unacceptable conduct by Resolution No. 12-2333; Ordinance No. 28794.

On September 24, 2014, City Council authorized an ordinance amending Chapter 34, "Personnel Rules," of the Dallas City Code by amending Sections 34-3, 34-22, 34-23, 34-24, 34-25, 34-27, 34-28, 34-35, 34-38, 34-39, 34-40, and 34-43, as amended by Resolution No. 14-1597; Ordinance No. 29480

On September 22, 2015, City Council authorized an ordinance amending Chapter 34, "Personnel Rules," of the Dallas City Code by amending Sections 34-9, 34-22, 34-23, and 34-32 to amend provisions of the personnel rules relating to employee benefits to comply with federal law and eliminate the requirement that certain employees take sick leave or vacation leave in increments of six hours, one-tenth hour, or one-hour by Resolution No. 15-1791; Ordinance No. 29883.

On September 28, 2016, City Council authorized an ordinance amending Chapter 34, "Personnel Rules," of the Dallas City Code by amending Sections 34-3, 34-17, 34-19, and 34-45 to amend the definition of flex time; change the titles of Sections 34-17 and 34-19; and amend who determines benefits for a police officer injured while performing off-duty security or traffic control services by Resolution No. 16-570; Ordinance No. 30216.

On September 27, 2017, City Council authorized an ordinance amending Chapter 34, "Personnel Rules," of the Dallas City Code by amending Sections 34-1, 34-23, 34-23, 34-30 and 34-38 to clarify the policy; amend sick leave policies; amend vacation leave policies; amend military leave consistent with state law; and amend grievance and appeal procedures by Resolution No. 17-1566; Ordinance No. 30657.

Information about this item was provided to the Government Performance and Financial Management Committee on December 15, 2020.

FISCAL INFORMATION

No cost consideration to the City.