Legislation Details (With Text)

File #:	22-2480	**Version:**	1	**Name:**	
Type:	CONSENT AGENDA			**Status:**	Approved as an Individual Item
File created:	10/13/2022			**In control:**	Department of Human Resources
On agenda:	11/9/2022			**Final action:**	
Title:	An ordinance amending Chapter 34, “Personnel Rules,” of the Dallas City Code by amending Sections 34-9 and 34-25 by (1) allowing holiday pay for City temporary employees; (2) providing a saving clause; (3) providing a severability clause; and (4) effective immediately upon council approval - Estimated Annual Cost $575,808.95 - Financing: Operating Funds (See Fiscal Information)				
Sponsors:					
Indexes:	100				
Code sections:					
Attachments:	1. Ordinance				

Date	Ver.	Action By	Action	Result

STRATEGIC PRIORITY: Government Performance & Financial Management

AGENDA DATE: November 9, 2022

COUNCIL DISTRICT(S): All

DEPARTMENT: Department of Human Resources

EXECUTIVE: Kimberly Bizor Tolbert

SUBJECT

An ordinance amending Chapter 34, “Personnel Rules,” of the Dallas City Code by amending Sections 34-9 and 34-25 by **(1)** allowing holiday pay for City temporary employees; **(2)** providing a saving clause; **(3)** providing a severability clause; and **(4)** effective immediately upon council approval - Estimated Annual Cost $575,808.95 - Financing: Operating Funds (See Fiscal Information)

BACKGROUND

A change in compensation practices is requested to allow City temporary employees to receive holiday pay. Currently, temporary employees are allowed to observe City holidays, but they do not get paid for the day.

This change is requested:

- To improve the ability to attract employees to City temporary positions and potentially transition to employees to City full time positions
- To align with the City’s value of equity as it will provide equity in pay practices for individuals

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who may be in the same positions or work closely with permanent City employees who receive pay for holidays

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Attorney's Office review and modify Chapter 34 of the Dallas City Code (City of Dallas Personnel Rules) to address outdated and/or obsolete information, changes to federal and state laws, and changes to updated City processes and procedures.

A change in the Personnel Rules is required to allow temporary employees to receive holiday pay on an ongoing basis. Changes should be made to the following sections: 34-9 “Eligibility for Benefits” and 34-25 “Holiday Pay”.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

The Government Performance and Financial Management committee was briefed on October 24, 2022.

FISCAL INFORMATION

Estimated Annual Cost: General Fund $476,150.64 Enterprise Funds $8,428.30, Internal Service Funds $10,347.90, and Grant Fund $80,882.11. Actual cost may vary depending on demand and the number of temporary employees.

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