

Memorandum



CITY OF DALLAS

DATE April 18, 2014

TO Members of the Budget, Finance & Audit Committee: Jerry R. Allen (Chair),
Jennifer S. Gates (Vice Chair), Tennell Atkins, Sheffie Kadane, Philip T. Kingston

SUBJECT Update on Comprehensive Statement of Support

The Monday, April 21st Budget, Finance and Audit Committee agenda will include an Update on Comprehensive Statement of Support. The briefing will be presented by Molly McCall, Director of Human Resources.

Please let me know if you need additional information.

A handwritten signature in black ink, appearing to read 'A.C. Gonzalez', written over a circular stamp or mark.

A.C. Gonzalez
City Manager

Attachment

c: Honorable Mayor and Members of City Council
Warren M.S. Ernst, City Attorney
Craig D. Kinton, City Auditor
Rosa A. Rios, City Secretary
Daniel F. Solis, Administrative Judge
Ryan S. Evans, Interim First Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager

Forest E. Turner, Assistant City Manager
Joey Zapata, Assistant City Manager
Charles M. Cato, Interim Assistant City Manager
Theresa O'Donnell, Interim Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Shawn Williams, Interim Public Information Officer
Elsa Cantu, Assistant to the City Manager

Update on Comprehensive Statement of Support

Budget, Finance & Audit Committee
April 21, 2014



Background

- ▶ On March 5, 2014, Council approved a *Comprehensive Statement of Support* directing the City Manager to amend human resources policies to ensure equitable treatment for LGBT employees and their families.
- ▶ The City's Family and Medical Leave policy is being amended to implement the "plus-one" concept, by allowing employees to designate one person as a "designated care recipient" and use family medical leave to care for that person.

Family and Medical Leave Act

- ▶ The Family and Medical Leave Act (FMLA) was passed by Congress in 1993.
- ▶ This law requires employers to allow employees to take time off work to take care of familial obligations including:
 - The birth or adoption of a child;
 - A serious health condition that makes the employee unable to perform the functions of the employee's position;
 - To care for a spouse, son, daughter, or parent with a serious health condition;
 - For situations arising because the employee's spouse, son, daughter or parent is a active duty military member or has been notified of an impending call or order to active duty; and
 - To care for a service member with a serious injury or illness if the employee is the spouse, son, daughter, parent or next of kin of the service member.

Family and Medical Leave Act

- ▶ FMLA does not require that this leave be paid by the employer. It simply ensures the employee can return to his or her position once their FMLA time has expired.
- City of Dallas employees may use accrued leave balances for salary continuation during FMLA.

Amendment to the Personnel Rules

- ▶ The City's Personnel Rules are established under Chapter 34 of the City Code.
- ▶ Section 34-24.1 of the Personnel Rules establishes the City's compliance with the Family and Medical Leave Act.
- ▶ The item on the April 23, 2014 Agenda amends the Personnel Rules by adding a "Designated Care Recipient" to the list of persons (spouse, son, daughter, and parent) for which an employee is eligible to take family medical leave.
- ▶ "Designated Care Recipient" is defined as "one individual designated by the employee who is 18 years of age or older and has resided in the same household as the employee and intends to reside in the same household as the employee on a continuous basis."

Next Steps

- ▶ April 23, 2014 – Agenda Item authorizing changes to the FMLA provisions in the Personnel Rules
- ▶ The City Manager is charged with reporting progress to the Budget, Finance and Audit Committee on a quarterly basis.
- ▶ A full report will be presented in June.
- ▶ Additional initiatives underway:
 - Hiring of an Ethics/Diversity Officer
 - Discussions with both pension boards

Questions?