



City of Denton

City Hall
215 E. McKinney Street
Denton, Texas
www.cityofdenton.com

AGENDA INFORMATION SHEET

DEPARTMENT: Human Resources

CM/ DCM/ ACM: Bryan Langley

DATE: June 27, 2017

SUBJECT

Consider approval of a resolution of the City of Denton, Texas re-establishing an ad hoc City Council Committee and appointing Committee members to review employee benefits of the City of Denton, Texas and to advise the City Council with regard to these matters; and providing an effective date.

BACKGROUND

On February 14, 2017, at the request of Council, staff presented information on the City of Denton's vacation and sick benefits. During that meeting, the Council discussed putting together an ad hoc Council Committee ("Committee") to review the vacation and sick benefits further and make recommendations to the Council on any changes they think need to be made. The establishment of the "City Council Employee Leave Committee" was approved through resolution 2017-007 on March 7, 2017. Kathleen Wazny, Sara Bagheri, and Keely Briggs were selected to serve on the committee.

The Committee met on March 24, 2017, to begin discussions about the vacation and sick benefits. During that meeting, the Committee recognized the need and benefit of being able to review and discuss other City of Denton benefits. Therefore, at the April 11, 2017, City Council meeting, Councilmember Wazny, chair of the Committee, requested the scope of the Committee be expanded to include review of all City of Denton employee benefits, not just vacation and sick leave. The Council agreed and resolution 2017-014 was approved on April 18, 2017, which amended resolution 2017-007. The title of the Committee was changed to "City Council Employee Benefits Committee." However, the resolution dissolved the Committee on May 16, 2017.

The Committee met for a second time on April 27, 2017, to continue its discussions on vacation and sick benefits. During this meeting, the Committee also began discussing the health insurance benefits. The Committee asked the Human Resources staff members to seek input from employees for the Committee to consider before making a final recommendation to the City Council. The feedback was sought through representatives from the Employee Insurance Committee (EIC), which met on May 16, 2017. During this meeting, the options that the Committee had been reviewing were shared with the EIC members. They were asked to seek input from employees in the departments whom they represent to determine which options would be best supported. Feedback was due back to Human Resources by June 9, 2017.

The information has been compiled and now needs to be shared with the Committee. In order to do this, the Council will need to re-establish the Committee, which will be accomplished by approving the attached resolution. This Committee will dissolve upon a final recommendation being presented to the City Council. New committee members will need to be selected since Kathleen Wazny is no longer serving on the City Council.

Alternatively, if the Council desires not to re-establish the Committee, the feedback from the employees can be shared directly with the full Council at a future Council meeting.

STRATEGIC PLAN RELATIONSHIP

The City of Denton's Strategic Plan is an action-oriented road map that will help the City achieve its vision. The foundation for the plan is the five long-term Key Focus Areas (KFA): Organizational Excellence; Public Infrastructure; Economic Development; Safe, Livable, and Family-Friendly Community; and Sustainability and Environmental Stewardship. While individual items may support multiple KFAs, this specific City Council agenda item contributes most directly to the following KFA and goal:

Related Key Focus Area: Organizational Excellence

Related Goal: 1.1 Manage financial resources in a responsible manner

EXHIBITS

Exhibit 1 - Agenda Information Sheet

Exhibit 2 – Resolution 2017-007

Exhibit 3 - Resolution 2017-014

Exhibit 4 - Resolution to re-establish ad hoc committee

Respectfully submitted:

Carla Romine

Director of Human Resources