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Title: Receive a report, hold a discussion, and give staff direction regarding the vacation and sick leave benefits for City of Denton employees.

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Attachments: 1. Exhibit 1- Informal Staff Report, 2. Exhibit 2 - Presentation, 3. Exhibit 3- Vacation and Sick Leave Comparison

Date	Ver.	Action By	Action	Result
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Agenda Information Sheet

DEPARTMENT: Human Resources

CM/ ACM: Bryan Langley

Date: February 14, 2017

SUBJECT

Receive a report, hold a discussion, and give staff direction regarding the vacation and sick leave benefits for City of Denton employees.

BACKGROUND

On September 30, 2016, staff provided Council an informal staff report on the vacation and sick leave benefits for City employees. This informal staff report was in response to a request from Council member Bagheri. After receiving the informal staff report, Council member Bagheri requested a work session to discuss the vacation and sick leave benefits further.

As indicated in the informal staff report, as part of its benefit package, the City of Denton offers eligible employees vacation and sick leave. Each benefit is outlined in a City of Denton policy that was approved by the City Council. The policies outline the hours accrued; the carryover amount for vacation or in the case of sick leave, the maximum accrual; and the payout amount when an employee leaves City employment. The Police and Fire policies are in compliance with Chapter 143 of the Texas Local Government Code, and the policies for all other employees are designed to provide a competitive benefit structure which is somewhat consistent with public safety.

The September 30, 2016, Informal Staff Report, which provides an summary of the sick and vacation benefits offered to City employees, has been included as an exhibit for this agenda item.

A comparison of vacation and sick leave benefits to other cities in the DFW metroplex has also been included as an exhibit for this agenda item. Staff conducted a survey of 10 cities and compiled the information for Council's reference. The information is compiled in several charts in four (4) main categories:

- Vacation benefit comparison for full-time, general employees
- Vacation benefit comparison for police and fire employees
- Sick leave benefit comparison for full-time, general employees
- Sick leave benefit comparison for police and fire employees

When looking at the charts, it is clear that some aspects of our vacation and/or sick leave benefits are better when comparing to some cities, but are worse when comparing to others. However, when considering both vacation and sick/leave benefits combined, staff feels the City of Denton benefits are competitive to other cities in the metroplex.

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: 1.2 Develop a high-performance work force

EXHIBITS

- 1- September 30, 2016 Informal Staff Report
- 2- Presentation
- 3- Summary of vacation and sick leave benefits - comparison to other cities

Respectfully submitted:
Carla Romine
Director of Human Resources