

**RESOLUTION NO. 20060911-007**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

**WHEREAS**, the Director of Human Resources has recommended the following amendments of the Personnel Policies; and

**WHEREAS**, the City Manager approves and recommends adoption of this amendment; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

That the City of Austin Personnel Policies be, and the same is hereby amended to conform to the recent Charter amendment and to enable the City to extend health insurance benefits to domestic partners of employees and their dependents.

**PART 1.** That Chapter A, Section III.B.2, *Health Related Benefits*, be revised as follows:

The City is committed to providing cost-effective benefits which assist employees in being physically and mentally healthy. The benefits and services offered by the City may be changed or terminated at any time upon approval of the City Council and do not constitute a guarantee of continued employment with the City.

Benefits are accompanied by eligibility requirements which must first be met by the employee and dependents (if applicable) before being able to be covered. The provisions of and eligibility for the various benefits are governed by each Plan instrument which may be a Plan document or certificate of coverage or both.

With respect to medical and dental coverage, life insurance, the employee assistance and wellness programs, the definition of eligible dependent may vary from plan to plan.

**PART 2.** That Chapter B, Section III.B.2., *Health Related Benefits*, be revised as follows:

The City is committed to providing cost-effective benefits which assist employees in being physically and mentally healthy. The benefits and services offered by the City may be changed or terminated at any time upon approval of the City Council and do not constitute a guarantee of continued employment with the City.

Benefits are accompanied by eligibility requirements which must first be met by the employee and dependents (if applicable) before being able to be covered. The provisions of and eligibility for the various benefits are governed by each Plan instrument which may be a Plan document or certificate of coverage or both.

With respect to medical and dental coverage, life insurance, the employee assistance and wellness programs, the definition of eligible dependent may vary from plan to plan.

**PART 3.** That the definition of Domestic Partner in both Chapters A and B be revised as follows:

**Domestic Partner**

The individual who lives in the same household and shares the common resources of life in a close, personal, intimate relationship with a City employee if under Texas law the individual would not be prevented from marrying the employee on account of age, consanguinity or prior undissolved marriage to another. A domestic partner may be of the same, or opposite, gender as the employee.

**BE IT FURTHER RESOLVED:**

That the City of Austin Personnel Policies be, and the same is hereby amended to increase vacation accrual rates for non-Civil Service employees whose vacation accrual rates are not established by a Meet and Confer or Collective Bargaining Agreement.

**PART 4.** That Chapter A, Section III.B.1.a.(2), *Vacation Leave*, be revised as follows:

**(2) Vacation Leave**

Full time regular and probationary employees, with the exception of executives, shall accrue vacation leave for each pay at the rates set out in Appendix A. Part-time employees in regular budgeted positions accrue vacation leave on a pro-rated basis. Vacation is accrued 24 of the 26 pay periods in the calendar year.

Accrual rates and maximum balances are set out in Appendix A.

(The remainder of Section III.B.1.a.(2) remains unchanged.

**PART 5.** That Chapter A, Appendix A: *Pay Period Leave Accrual Rates*, be revised as follows:

**Chapter A: Non-civil service employees**

**Appendix A: Pay Period Leave Accrual Rates**

Employee Group	Hours per Work Week	Years of Service	Sick Leave Hours	Vacation Hours
Executive	40	N/A	4.00	7.67
	Maximum Balance		Unlimited	400
	Maximum Paid at Separation*		720	240
Regular Non-Civil Service	40	<=5	4.00	4.34
		>5	4.00	5.34
		>10	4.00	6.00
		>15	4.00	6.67
		>20	4.00	7.67
	>= 30 and < 40	<=5	3.00	3.25
		>5	3.00	4.00
		>10	3.00	4.50
		>15	3.00	5.00
		>20	3.00	5.75
	>= 20 and < 30	<=5	2.00	2.17
		>5	2.00	2.67
		>10	2.00	3.00
		>15	2.00	3.34
		>20	2.00	3.84
	< 20	<=5	1.00	1.09
		>5	1.00	1.34
		>10	1.00	1.50
		>15	1.00	1.67
		>20	1.00	1.92
	Maximum Balance		Unlimited	400
	Maximum Paid at Separation*		720	240
Regular EMS	56	<=5	6.00	6.50
		>5	6.00	8.00
		>10	6.00	9.00
		>15	6.00	10.00
		>20	6.00	11.50
	Maximum Balance		Unlimited	515

	Maximum Paid at Separation*		1080	309
	48	<=5	5.15	5.58
		>5	5.15	6.87
		>10	5.15	7.73
		>15	5.15	8.59
		>20	5.15	9.88
	Maximum Balance		Unlimited	515
	Maximum Paid at Separation*		1080	309
	42	<=5	4.50	4.88
		>5	4.50	6.00
		>10	4.50	6.75
		>15	4.50	7.50
		>20	4.50	8.63
	Maximum Balance		Unlimited	445
	Maximum Paid at Separation*		756	270
PSEM Peace Officers	8-hour Day	<=5		5.00
		>5		5.34
		>10		6.00
		>15		6.67
		>20		7.67
	10-hour Day	<=5		6.25
		>5		6.67
		>10		7.50
		>15		8.34
		>20		9.59
	28-day Rotation	<=5		6.75
		>5		7.20
		>10		8.10
		>15		9.00
		>20		10.35
	Maximum Balance		Unlimited	400
	Maximum Paid at Separation*		720	240

Note: Vacation leave & sick leave are accrued 24 pay periods in the calendar year.

\*Sick leave is paid to an employee on separation, if the employee was hired before 10/01/86 and has been continuously employed by the City of Austin since that date.

**BE IT FURTHER RESOLVED:**

That the City of Austin Personnel Policies be, and the same is hereby amended to provide for longevity pay for peace officers employed by the Public Safety and Emergency Management Department.

**PART 6.** That Chapter A, Section III be amended by adding a new subsection 14, as follows:

**14. Longevity Pay for Certain Peace Officers**

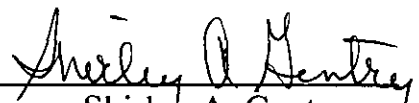
Peace officers employed by the Public Safety and Emergency Management Department (PSEM) shall receive longevity pay of \$4.00 per month for each year of service as a peace officer for the City of Austin, not to exceed 25 years. In any year that a PSEM officer receives Service Incentive Pay pursuant to subsection 12 above, the longevity pay shall not be paid.

**PART 7.** That the revisions described in Parts 1, 2, and 3, become effective October 1, 2006.

**PART 8.** That the revisions described in Parts 4, 5, and 6, become effective September 17, 2006.

**ADOPTED:** September 11, 2006

**ATTEST:**

  
Shirley A. Gentry  
City Clerk