

Memorandum



CITY OF DALLAS

DATE July 22, 2022

TO Honorable Mayor and Members of the City Council

SUBJECT **Dallas Fire-Rescue Overtime Pay Update**

During the May 23, 2022 Government Performance and Financial Management Committee meeting, we provided a [memo](#) regarding concerns brought to the City regarding Dallas Fire-Rescue overtime pay and the decision to retroactively count COVID-19 leave and Quarantine Leave (Q-Leave) taken on or after June 15, 2021 as hours worked for calculation of overtime for sworn members of Dallas Fire-Rescue (DFR) and Dallas Police Department (DPD). I am pleased to announce that we have finished the calculations on the retroactive overtime related to the use of COVID-19 leave or Q-Leave and will pay all impacted employees on the July 22, 2022 payroll.

The City Manager authorized this change as a result of the passage of SB 2073 (Texas Local Government Code §180.008) with an effective date of June 15, 2021, which required political subdivisions to grant Q-Leave to all emergency medical technicians, firefighters, detention officers, and peace officers. Accordingly, the City Controller's Office payroll division reviewed the payroll records of all DFR and DPD sworn employees to identify employees that used COVID-19 leave or Q-Leave between June 23, 2021, the first day of the uniformed pay period following the June 15, 2021 effective date of the legislation, and April 12, 2022, the date the configuration was updated in the Workday system. Once the impacted employees were identified, payroll staff manually calculated the overtime for each employee for each pay period during the time range.

The number of impacted employees as well as the amounts being paid are as follows:

Department	Employee Count	Overtime Amount
DFR	613	\$214,986.83
DPD	48	\$ 18,498.12
Total	661	\$232,484.95

In addition to the COVID-19 leave and Q-Leave concerns, there were questions raised regarding injury leave pay. Staff audited payroll records of all sworn employees that had used injury leave since the implementation of Workday and found that overtime was calculated correctly, and no additional pay is owed to these employees.

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If you have any questions, please contact me or Sheri Kowalski, City Controller.



Jack Ireland
Chief Financial Officer

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| T.C. Broadnax, City Manager | Robert Perez, Assistant City Manager |
| Chris Caso, City Attorney | Carl Simpson, Assistant City Manager |
| Mark Swann, City Auditor | Genesis D. Gavino, Chief of Staff to the City Manager |
| Biliera Johnson, City Secretary | Dominque Artis, Fire Chief, Dallas Fire-Rescue |
| Preston Robinson, Administrative Judge | Eddie Garcia, Police Chief, Dallas Police Department |
| Kimberly Bizzor Tolbert, Deputy City Manager | Sheri Kowalski, City Controller |
| Jon Fortune, Deputy City Manager | Nina Arias, Director, Human Resources |
| Majed A. Al-Ghafry, Assistant City Manager | Directors and Assistant Directors |
| M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager | |