

Memorandum



CITY OF DALLAS

DATE May 20, 2022

Honorable Members of the Government Performance and Financial Management
TO Committee: Cara Mendelsohn (Chair), Gay Donnell Willis (Vice Chair), Tennell Atkins,
Adam Bazaldua, Adam McGough, Paul Ridley, Chad West

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

Recently, the Dallas Fire Fighters Association notified the city about issues related to the calculation of overtime for Dallas Fire-Rescue (DFR) members. We have been working to resolve the issues related to calculation of overtime for some DFR members and pay any overtime owed to DFR personnel. Below, we have provided information on recent changes in city procedures regarding payment of overtime for COVID-19 leave and Quarantine Leave (Q-Leave). We have also addressed the correction of an error related to overtime earned while on injury leave and discussed timelines and next steps.

COVID-19 and Q-Leave

In 2020, city employees were granted COVID-19 leave if they tested positive for COVID-19 or needed to quarantine due to a close exposure. This leave was paid from COVID relief funds, and no employee using COVID-19 leave had their sick or any other accrued leave time reduced. However, COVID-19 leave was treated the same as sick leave for purposes of calculating overtime. As such, COVID-19 leave did not count as hours worked for purposes of calculating overtime for DFR members.

On June 15, 2021, the State of Texas passed SB 2073, which amends the Texas Local Government Code, Chapter 180.000 requiring political subdivisions to grant quarantine leave (Q-leave) to all emergency medical technicians, firefighters, detention officers, and peace officers. Accordingly, the city will retroactively count Q-leave or COVID-19 leave taken on or after June 15, 2021, the effective date of the legislation, as hours worked for purposes of calculating overtime and pay any overtime owed.

Injury Leave

Prior to the implementation of Workday in June 2020, injury leave counted as hours worked for purposes of calculating overtime. However, due to a programming issue in Workday, injury leave did not count as hours worked for purposes of calculating overtime. As a result, overtime was not paid to employees who may have earned overtime while on injury leave. All other overtime paid was not affected. Therefore, we are recalculating overtime related to injury leave from June 24, 2020, to present.

DATE May 20, 2022
SUBJECT **Dallas Fire-Rescue Overtime Pay Update**

Human Resources is currently testing Workday payroll system modifications necessary to calculate any retroactive overtime owed to city employees. We estimate that any amount owed to DFR employees will be paid by the end of July 2022.

If you have any questions, please contact Nina Arias, Director of Human Resources Department.



Kimberly Bizer Tolbert
Deputy City Manager

c: Honorable Mayor and Members of the City Council
T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Robert Perez, Assistant City Manager
Carl Simpson, Assistant City Manager
M. Elizabeth Reich, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors