

	<div style="text-align: center;">AGENDA ITEM SUMMARY</div> <div style="border: 1px dashed purple; padding: 5px; float: right; margin-top: 10px;"> District Impacted <input type="checkbox"/> 1 = Haberstroh <input type="checkbox"/> 2 = Woolard <input type="checkbox"/> 3 = Boyd <input type="checkbox"/> 4 = Cisneros <input type="checkbox"/> 5 = Bergmann <input checked="" type="checkbox"/> All </div>
DESCRIPTION:	CONSIDER RESOLUTION NO. 2015-R113; A RESOLUTION APPROVING CHANGES TO THE PERSONNEL POLICIES MANUAL FOR THE CITY OF BOERNE, TEXAS.
STAFF'S RECOMMENDED ACTION (be specific)	Approve Resolution No. 2015-R113; amending the City of Boerne's Personnel Policies.
SUMMARY	<p>As mentioned at the September 8, 2015 Council meeting, there are additional Personnel Policy changes being suggested. Some of the changes are very minor in nature. A word or a phrase may have been added for clarification.</p> <p>There are some sections that I would call your attention to, such as Section 7.10 "On Call" or "Standby" time. When we had only a few employees who fell into this category, it was an easy rule to administer. As we have grown with the types of employees on call, (i.e. electric, water, gas, wastewater, parks, information technology, etc.), it is no longer in the best interest of the City to follow what was the established protocol. Each department has specific needs for the "on call" personnel and will establish rules based on the department.</p> <p>Also, a new law came into effect with the passage of HB786 on September 1, 2015 in reference to public employers having a written policy on the expression of breast milk by employees. A flexible policy has been included under Section 7. Work Schedule and Time reporting to meet these requirements.</p> <p>One of the more revised sections is that of Section 18. Travel and Subsistence. We are recommending the sections regarding Transportation, Wages While on Travel and Travel Advances significantly to provide clarity for the employees. These sections are for employees who are required to attend seminars, conferences or travel for business purposes.</p>
COST	
SOURCE OF FUNDS	
ADDITIONAL INFORMATION	

This summary is not meant to be all inclusive. Supporting documentation is attached.