

**CITY OF EL PASO, TEXAS  
AGENDA ITEM  
DEPARTMENT HEAD'S SUMMARY FORM**

**DEPARTMENT:** City Manager's Office – Office of Management and Budget

**AGENDA DATE:** March 16, 2021

**CONTACT PERSON NAME / PHONE NUMBER:** K. Nicole Cote, Director of the Office of Management and Budget (915)-212-1092

**DISTRICT(S) AFFECTED:** All

**STRATEGIC GOALS:** Goal 6: Set the Standard for Sound Governance and Fiscal Management

**SUBJECT:**

Discussion and action to amend the FY 2021 Budget Resolution to add paragraph 74 to authorize the City Manager to approve a one-time lump sum payment and the non-uniform employee classifications to include those employees who were furloughed and reinstated or placed in positions.

**BACKGROUND / DISCUSSION:**

The proposed amendment to the FY 2021 Budget Resolution to add paragraph 74 to authorize the City Manager to approve a one-time lump sum payment and the non-uniform employee classifications to include those employees who were furloughed and reinstated or placed in positions.

**PRIOR COUNCIL ACTION:**

Amendment to the FY 2021 Budget Resolution approved by City Council on September 1, 2020.

**AMOUNT AND SOURCE OF FUNDING:**

N/A

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\*\*\*\*\*REQUIRED AUTHORIZATION\*\*\*\*\*

**DEPARTMENT HEAD:**

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(If Department Head Summary Form is initiated by Purchasing, client department should sign also)

## **RESOLUTION**

**WHEREAS**, on April 27, 2020 the City Council approved a resolution to establish and effectuate a furlough system to assist in addressing Civil Service staff reductions associated with the on-going COVID-19 pandemic; and

**WHEREAS**, on August 18, 2020 pursuant to Section 7.3 of the City of El Paso municipal code, the City Council approved the FY2021 City budget by resolution (“Budget Resolution”); and

**WHEREAS**, on September 1, 2020 the City Council approved a first amendment to paragraph 21 of the FY2021 Budget Resolution to clarify and revise the job positions and amounts of one-time payment to non-uniformed employees; and

**WHEREAS**, on September 1, 2020 the City Council approved the addition of paragraph 73 to the FY2021 Budget Resolution to authorize the City Manager to approve a one-time percentage adjustment payment based on the annualized salaries of the full-time and part-time appointed positions and job pay grades as defined in Ordinance 8064 and associated job specifications; and

**WHEREAS**, furloughed employees did not receive the one-time payment that was approved in the September 1, 2020 amendment to the Budget Resolution.

### **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:**

1. That paragraph 74 is added to the FY2021 Budget Resolution to read as follows:

74. That the City Manager is authorized to approve a one-time lump sum payment to non-uniformed employees who were furloughed and have been reinstated or placed in a position within the City’s two major service classifications as follows:

(A) Pay Grades GS

- Full Time: \$600, if City employee for a period of at least one year as of May 5, 2020.
- Full Time: \$300, if City employee for less than one year as of May 5, 2020.
- Part-Time \$300, if City employee for a period of at least one year as of May 5, 2020.
- Part-Time: \$150, if City employee for less than one year as of May 5, 2020.

(B) Pay Grade PM

- Full Time: \$400, if City employee for a period of at least one year as of May 5, 2020.
- Full Time: \$200, if City employee for less than one year as of May 5, 2020.
- Part-Time: \$200, if City employee for a period of at least one year as of May 5, 2020.

- Part-Time: \$100, if City employee for less than one year as of May 5, 2020.

Employees that were furloughed in accordance with the April 27, 2020 resolution and have been reinstated or placed will receive the increase no later than May 5, 2021.

**APPROVED THIS** \_\_\_\_\_ **DAY OF** \_\_\_\_\_ **2021.**

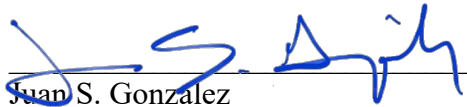
**CITY OF EL PASO:**

\_\_\_\_\_  
Oscar Leeser  
Mayor

**ATTEST:**

\_\_\_\_\_  
Laura D. Prine  
City Clerk

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Juan S. Gonzalez  
Senior Assistant City Attorney

**APPROVED AS TO CONTENT:**

  
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K. Nicole Cote, Director  
Office of Management & Budget