

MINUTES
RICHARDSON CITY COUNCIL
WORK SESSION MEETING
OCTOBER 3, 2016

- **Call to Order**

Mayor Voelker called the meeting to order at 6:01 p.m. with the following Council members present:

Paul Voelker	Mayor
Mark Solomon	Mayor Pro Tem
Bob Townsend	Councilmember
Scott Dunn	Councilmember
Mabel Simpson	Councilmember
Steve Mitchell	Councilmember (<i>arrived at 6:07</i>)

Absent:

Marta Gomez Frey	Councilmember
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The following staff members were also present:

Dan Johnson	City Manager
Don Magner	First Assistant City Manager
Kent Pfeil	Chief Financial Officer
Cliff Miller	Assistant City Manager Development Services
Shanna Sims-Bradish	Assistant City Manager Admin/Leisure Services
Aimee Nemer	City Secretary
Taylor Lough	Assistant to the City Manager
Jim Spivey	Chief of Police
Jose Moreno	Director of Human Resources

WORK SESSION – 6:00 PM WORK SESSION

A. VISITORS

There were no visitors comments submitted.

C. REVIEW AND DISCUSS OVERVIEW OF NATIONAL ASSOCIATION OF TOWN WATCH'S NATIONAL NIGHT OUT AGAINST CRIME ON TUESDAY, OCTOBER 4, 2016

Chief Spivey reviewed National Night Out activities and schedule.

D. REVIEW AND DISCUSS THE CODE OF ETHICS ORDINANCE RENEWAL

Don Magner, First Assistant City Manager, reviewed the Code of Ethics standards and complaints process as adopted September 27, 2010.

E. REVIEW AND DISCUSS PROPOSED CIVIL SERVICE RULE CHANGES

Jose Moreno, Director of Human Resources, reviewed the proposed Civil Service rule changes:

- Updates due to changes in newly adopted City Charter (November, 2015)
 - Various language clean up/updates
 - (e.g. replaced the word “officer” with “department head”)

- General administrative updates
 - How often board meets
 - Changes made to reflect current board practices
- Updates due to Department Head input:
 - Changes to allow administrative flexibility through...
 - **Changes in City recruitment processes/activities** (e.g. allow for expanded applicant pools, elimination of lengthy applicant bans, change the length of time an “entry eligibility list” is live for Fire Department)
 - **Changes in promotional procedure updates** (e.g. acknowledge seniority among sworn ranks in Police Dept., clarification of when promotional eligibility lists become live, allow management flexibility to conduct promotional testing when anticipated vacancies will occur, etc.)
 - Changes to allow administrative flexibility through...
 - **Administrative clarification of what employee leave category cannot be included in initial and promotional probationary periods**
 - **Eliminated administrative repetitiveness** (e.g. FMLA verbiage eliminated, pre-employment drug screen verbiage eliminated, etc.)

F. REVIEW AND DISCUSS THE MULTICULTURALISM PARTNERSHIP INITIATIVE

Taylor Lough, Assistant to the City Manager, reviewed City Council goals related to multiculturalism, current City programs and events that meet Council goals, community partnerships that focus on multiculturalism, and proposed enhancements to current programs as listed below:

- Calendar
 - Ongoing efforts in variety of forums so celebration of multiculturalism remains at the forefront of the community experience
- Communication
 - Organized efforts to inform residents of offerings that celebrate multiculturalism
- Community
 - Enhance community offerings through partnership

G. REPORT ON ITEMS OF COMMUNITY INTEREST

Mayor Pro Tem Solomon reported on the Double Tenth Celebrations with softball and tennis games over the weekend.

Councilmember Mitchell commended the City for the success of the Cottonwood Art Festival.

Mayor Voelker reported on the Isha Foundation discussion at the Eisemann Center and his lunch meeting with UK Consul General Karen Bell.

ADJOURNMENT

With no further business, the meeting was adjourned at 6:55 p.m.


MAYOR

ATTEST:


CITY SECRETARY

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