



**CITY OF HOUSTON - CITY COUNCIL**

Meeting Date: 10/22/2024

Item Creation Date:

HR-Ordinance Amending Chapter 14, Relating to Longevity Pay, Vacation and Personal Leave

Agenda Item#: 24.

**Summary:**

ORDINANCE AMENDING SECTION 14-73, SECTION 14-170, and SECTION 14-232 of the CODE OF ORDINANCES, HOUSTON, TEXAS, relating to revisions of longevity pay, vacation hours and personal leave hours

**Background:**

The Human Resources Department recommends the proposed revisions to Chapter 14 Longevity pay, Vacations and Personal Leave.

City Council passed a budget amendment to relating to termination to review and update the city's vacation and sick leave policies including maximum number of hours paid out at termination. Employee compensation and leaves are subject to bargaining with the Houston Organization of Public Employees. With the passing of the ordinance approving the 2024 HOPE Meet and Confer Agreement, the Human Resources Department recommends revising Chapter 14 to align longevity pay, vacations, personal leave and for all employees covered by these provisions.

**Fiscal Note:**

Funding for this item is included in the FY2025 Adopted Budget. Therefore, no fiscal note is required as stated in the Financial Policies.

DocuSigned by:  
  
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Jane Cheeks  
Human Resources Director

**Prior Council Action:**

Ordinance 2015-1300 adopted 12/16/2015, Ordinance 2017-462 adopted 7/1/2017 and Ordinance 2023-1080 adopted 12/6/2023

**Contact Information:**

Jane Cheeks 832-393-6043  
Alisa Franklin-Brocks 832-393-6174

**ATTACHMENTS:**

Description	Type
Prior Council Action	Backup Material
Caption	Other