

**CITY OF DRIPPING SPRINGS**

**RESOLUTION No. 2020-R47**

A RESOLUTION OF THE CITY COUNCIL OF DRIPPING SPRINGS, TEXAS,  
REVISING THE PERSONNEL MANUAL.

**WHEREAS**, each city should have a personnel manual directed to its employees to provide guidance on the duties and responsibilities of the city and the employees; and

**WHEREAS**, the City Council of the City of Dripping Springs (“City Council”) finds it to be in the public interest, and necessary for the public health, safety and welfare, that the City of Dripping Springs *Personnel Manual* be updated from time to time to reflect current state and federal law and city practices related to city employees; and

**WHEREAS**, the City Council finds that it is reasonable and prudent for this amendment to the *Personnel Manual* to be adopted.

**NOW, THEREFORE, BE IT RESOLVED by the City of Dripping Springs City Council:**

1. The City Council hereby approves the amendment to City of Dripping Springs *Personnel Manual* pursuant to *Exhibit A*, attached.
2. The City Council approves the funds necessary for these personnel actions, as provided in the budget for the current fiscal year.
3. The City Council directs City staff to work with the Mayor and City Administrator to acknowledge the amendment to the *Personnel Manual* and receive training and information on the amended *Personnel Manual* under the direction of the Mayor and City Administrator.

**PASSED & APPROVED** this, the 13<sup>th</sup> day of October 2020, by a vote of 5 (ayes) to 0 (nays) to 0 (abstentions) of the City Council of Dripping Springs, Texas.

**CITY OF DRIPPING SPRINGS:**



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Bill Foulds, Jr., Mayor

ATTEST:

*Andrea Cunningham*  
Andrea Cunningham, City Secretary



*ATTACHMENT "A"*  
**CITY OF DRIPPING SPRINGS**  
**TELECOMMUTING POLICY**  
**OCTOBER 2020**

**6.04 Telecommuting**

Employees may be allowed to occasionally work from remote locations, with the prior consent of the Mayor or City Administrator. The City Administrator may also designate certain employees for regular telecommuting schedules. A telecommuting schedule is not guaranteed for any employee and may be modified, restricted, or removed at any time by the City Administrator or Mayor.

All telecommuting employees shall make themselves available on a set schedule including being available at their city owned cellphone during work hours, if any, or having their phone extension forwarded to their cellphone while telecommuting. The employee shall also maintain access to electronic mail at all times while telecommuting. Employee shall be available for virtual meetings while telecommuting. Any employee who is unable to maintain phone and electronic mail access during their telecommuting time shall not be eligible for telecommuting.

Considerations for telecommuting shall include: (1) department availability at City Hall; (2) availability of telecommuting employee; (3) productivity of telecommuting employee; and (4) in person meeting requirements for telecommuting employee.

Any telecommuting employee shall develop a written plan with the employee's supervisor upon request for telecommuting.