Memo

Date: October 30, 2015

To: Michael S. Rawlings
    Mayor

Subject: Conduct of City Officials

We have a responsibility to ensure staff members who believe they are mistreated by city officials, including members of the City Council, are empowered to seek recourse. Therefore, we respectfully seek your support in asking City Manager A.C. Gonzalez to do the following:

- Present options for mechanisms by which employees can anonymously report abusive behavior by city officials, including councilmembers.
- Explore potential changes in the City Council Code of Conduct to ensure proper behavior toward city employees.
- Provide additional training for City Council members regarding proper conduct toward city employees. We recommend that the city manager engage an outside consultant to perform this training now and every two years, after each election cycle.

We further ask that this work be done and the results be presented at a full City Council briefing as soon as reasonably possible. In exploring these matters, the city manager should research best practices across the country. It is our hope that we can establish the highest possible standards and accountability measures. We want Dallas City Hall to be a great workplace and we believe the city manager is best positioned to present us with his ideas on how to make that happen.

Sincerely,

Monica R. Alonzo
Mayor Pro Tem

Carolyn King Arnold
Councilmember, District 4

Sandy Greyson
Councilmember, District 12

Jennifer Gates
Councilmember, District 13

cc: Honorable Members of the City Council
    A.C. Gonzalez, City Manager