

Memorandum

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CITY SECRETARY
DALLAS, TEXAS



DATE February 14, 2014

TO Members of the Budget, Finance & Audit Committee:
Jennifer S. Gates (Vice Chair), Tennell Atkins, Sheffie Kadane, Philip T. Kingston

SUBJECT Budget, Finance & Audit Committee Meeting

Tuesday, February 18, 2014, 1:00 p.m.

Dallas City Hall - 6ES, 1500 Marilla St., Dallas, TX 75201

The agenda for the meeting is as follows:

1. Consideration of minutes from the February 3, 2014 Budget, Finance & Audit Committee meeting
2. The Municipal Equality Index and Dallas: Understanding the MEI Scorecard and Working Toward 100
Cathryn Oakley, Legislative Counsel
Human Rights Campaign
3. Exploring Opportunities to Broaden Inclusivity and Social Equity
Theresa O'Donnell
Interim Assistant City Manager
4. Dallas/Fort Worth International Airport 50th Supplemental Bond Ordinance
Christopher Poinsette, Executive VP/CFO
DFW International Airport

FYI:

5. Upcoming Agenda Item: Franchise Fees Compliance and Recovery Services Contract
6. Upcoming Agenda Item: Certificate of Insurance and Payment and Performance Bond Compliance Tracking Services Contract

Jerry R. Allen, Chair
Budget, Finance & Audit Committee

c: Honorable Mayor and Members of the City Council
A.C. Gonzalez, City Manager
Rosa A. Rios, City Secretary
Warren M.S. Ernst, City Attorney
Daniel F. Solis, Administrative Judge
Craig D. Kinton, City Auditor
Ryan S. Evans, Interim First Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager

Forest E. Turner, Assistant City Manager
Joey Zapata, Assistant City Manager
Charles M. Cato, Interim Assistant City Manager
Theresa O'Donnell, Interim Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Frank Libro, Public Information Officer
Elsa Cantu, Assistant to the City Manager

A quorum of the Dallas City Council may attend this Council Committee meeting.

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. Contemplated or pending litigation or matters where legal advice is requested of the City Attorney. Section 551.071 of the Texas Open Meetings Act.
2. The purchase, exchange, lease or value of real property, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Section 551.072 of the Texas Open Meetings Act.
3. A contract for a prospective gift or donation to the City, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Section 551.073 of the Texas Open Meetings Act.
4. Personnel matters involving the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear a complaint against an officer or employee. Section 551.074 of the Texas Open Meetings Act.
5. The deployment, or specific occasions for implementation of security personnel or devices. Section 551.076 of the Texas Open Meetings Act.

Budget, Finance & Audit Committee

Meeting Record- DRAFT

Meeting Date: 2.3.2014

Convened: 1:07 p.m.

Adjourned: 2:10 p.m.

Committee Members Present:

Jerry R. Allen, Chair
Tennell Atkins

Jennifer Staubach Gates, Vice-Chair
Sheffie Kadane

Staff Present:

Jeanne Chipperfield
Jack Ireland
Zeronda Smith
Edward Scott

Michael Frosch
Corrine Steeger
Forest Turner
Lance Sehorn

Doris Bridges
Craig Kinton
Adelia Gonzalez
Jody Puckett

William Finch
Donna Lowe
Terry Lowery

AGENDA:

1. Approval of the January 21, 2014 Minutes

Presenter(s):

Information Only: —

Action Taken/Committee Recommendation(s):

A motion was made to approve the January 21, 2014 minutes. Motion passed unanimously.

Motion made by: Sheffie Kadane

Motion seconded by: Jennifer S. Gates

2. Master Lease Program

Presenter(s): Corinne Steeger, Assistant Director, City Controller's Office

Information Only: _

Action Taken/Committee Recommendation(s):

A motion was made to recommend approval by the City Council on Wednesday, February 12, 2014. Motion passed unanimously.

Motion made by: Tennell Atkins

Motion seconded by: Sheffie Kadane

FYI

3. Upcoming Agenda Item: Wholesale Water and Wastewater Contract Renewals

Presenter(s): N/A

Information Only: _

Action Taken/ Committee Recommendation(s):

A motion was made to recommend approval by the City Council on Wednesday, February 12, 2014. Motion passed unanimously.

Motion made by: Tennell Atkins

Motion seconded by: Sheffie Kadane

4. Upcoming Agenda Item: Service Contract for Medical Examinations, Drug and Alcohol Testing Services

Presenter(s): N/A

Information Only: _

Budget, Finance & Audit Committee

Meeting Record- DRAFT

Action Taken/ Committee Recommendation(s):

A motion was made to recommend approval by the City Council on Wednesday, February 12, 2014. Motion passed unanimously.

Motion made by: Tennell Atkins

Motion seconded by: Sheffie Kadane

5. Upcoming Agenda Item: Master Agreement for Personal Safety Protection Equipment, Clothing and Accessories

Presenter(s): N/A

Information Only:

Action Taken/ Committee Recommendation(s):

A motion was made to recommend approval by the City Council on Wednesday, February 12, 2014. Motion passed unanimously.

Motion made by: Tennell Atkins

Motion seconded by: Sheffie Kadane

6. December 2013 Financial Forecast Report

Presenter(s): N/A

Information Only:

Action Taken/ Committee Recommendation(s):

N/A

Jerry R. Allen, Chair
Budget, Finance & Audit Committee

Memorandum



DATE February 14, 2014

TO Budget, Finance and Audit Committee Members: Jerry Allen, Chair, Jennifer S. Gates, Vice-Chair, Tennell Atkins (Mayor Pro Tem), Sheffie Kadane, and Philip Kingston

SUBJECT The Municipal Equality Index and Dallas: Understanding the MEI Scorecard and Working Toward 100

On Tuesday, February 18, 2014, you will be briefed the Municipal Equality Index. The presentation will be given by Cathryn Oakley, Legislative Counsel, State and Municipal Advocacy at the Human Rights Campaign. A copy of the briefing is attached.

Please let me know if you have any questions.



Theresa O'Donnell
Interim Assistant City Manager

c: The Honorable Mayor and Members of the City Council
A.C. Gonzalez, City Manager
Rosa A. Rios, City Secretary
Warren M.S. Ernst, City Attorney
Craig Kinton, City Auditor
Daniel Solis, Administrative Judge, Municipal Court
Ryan S. Evans, Interim First Assistant City Manager
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Joey Zapata, Assistant City Manager
Charles M. Cato, Interim Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Frank Libro, Public Information Officer
Elsa Cantu, Assistant to the City Manager – Mayor and Council



HUMAN
RIGHTS
CAMPAIGN®

The Municipal Equality Index and Dallas: Understanding the MEI Scorecard and Working Toward 100

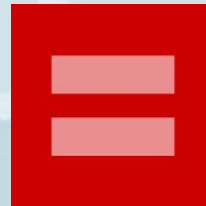
Budget, Finance and Audit Committee

February 18, 2014

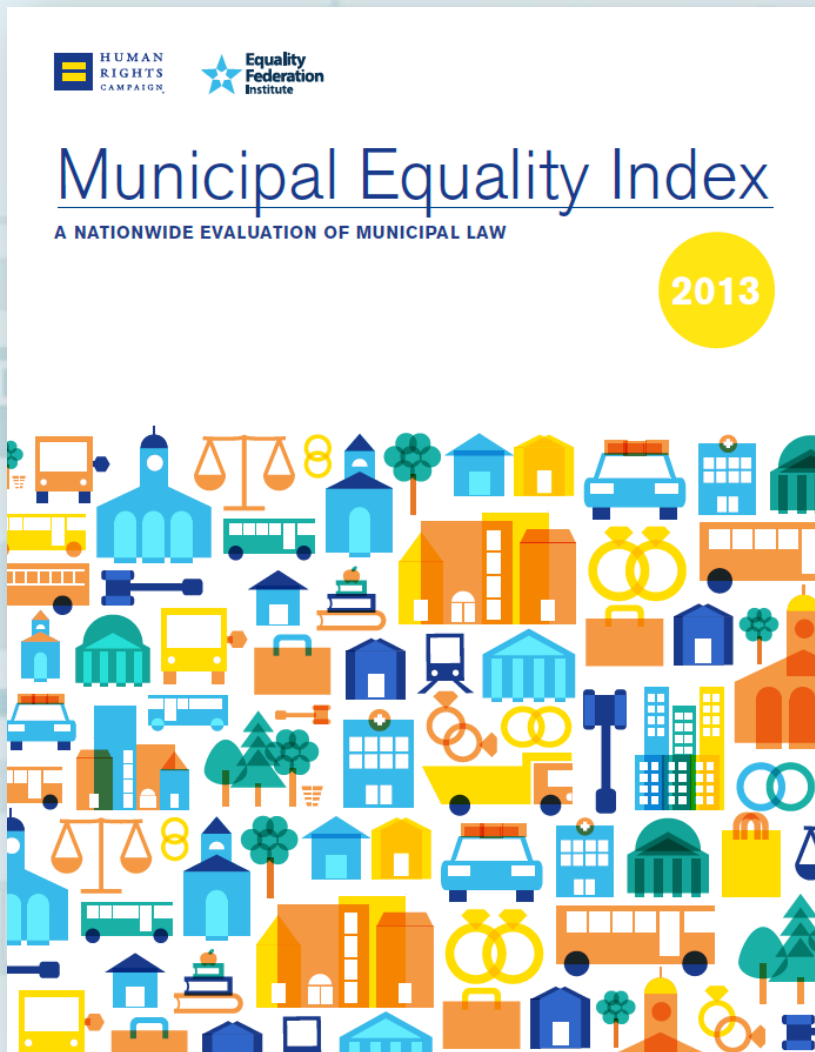
THE HUMAN RIGHTS CAMPAIGN



- HRC is the nation's largest civil rights organization working for LGBT equality.
- LGBT is an acronym referring to lesbian, gay, bisexual, and transgender people.
- You may recognize the red-tinted version of our logo from the over 18 million times it appeared in Facebook newsfeeds over the summer.



THE MUNICIPAL EQUALITY INDEX



- The MEI is the first of its kind nationwide evaluation of municipal law and policy.
- Vision: Lifting up and celebrating progress in cities around the country while accelerating improvements in municipalities with work left to do.

2013 MEI RATED 291 CITIES

291
MUNICIPALITIES

25 **SMALL CITIES**
WITH HIGHEST PROPORTION
OF SAME-SEX COUPLES

25 **MIDSIZE CITIES**
WITH HIGHEST PROPORTION
OF SAME-SEX COUPLES

3 **LARGEST CITIES**
IN EACH STATE

25 **LARGE CITIES**
WITH HIGHEST PROPORTION
OF SAME-SEX COUPLES

50 **STATE CAPITALS** **78** **MILLION PEOPLE** **150** **LARGEST CITIES**
IN THE COUNTRY
50 CITIES – HOME TO EACH STATE’S LARGEST PUBLIC UNIVERSITY

2013 MEI RATED 291 CITIES

WWW.HRC.ORG/MEI

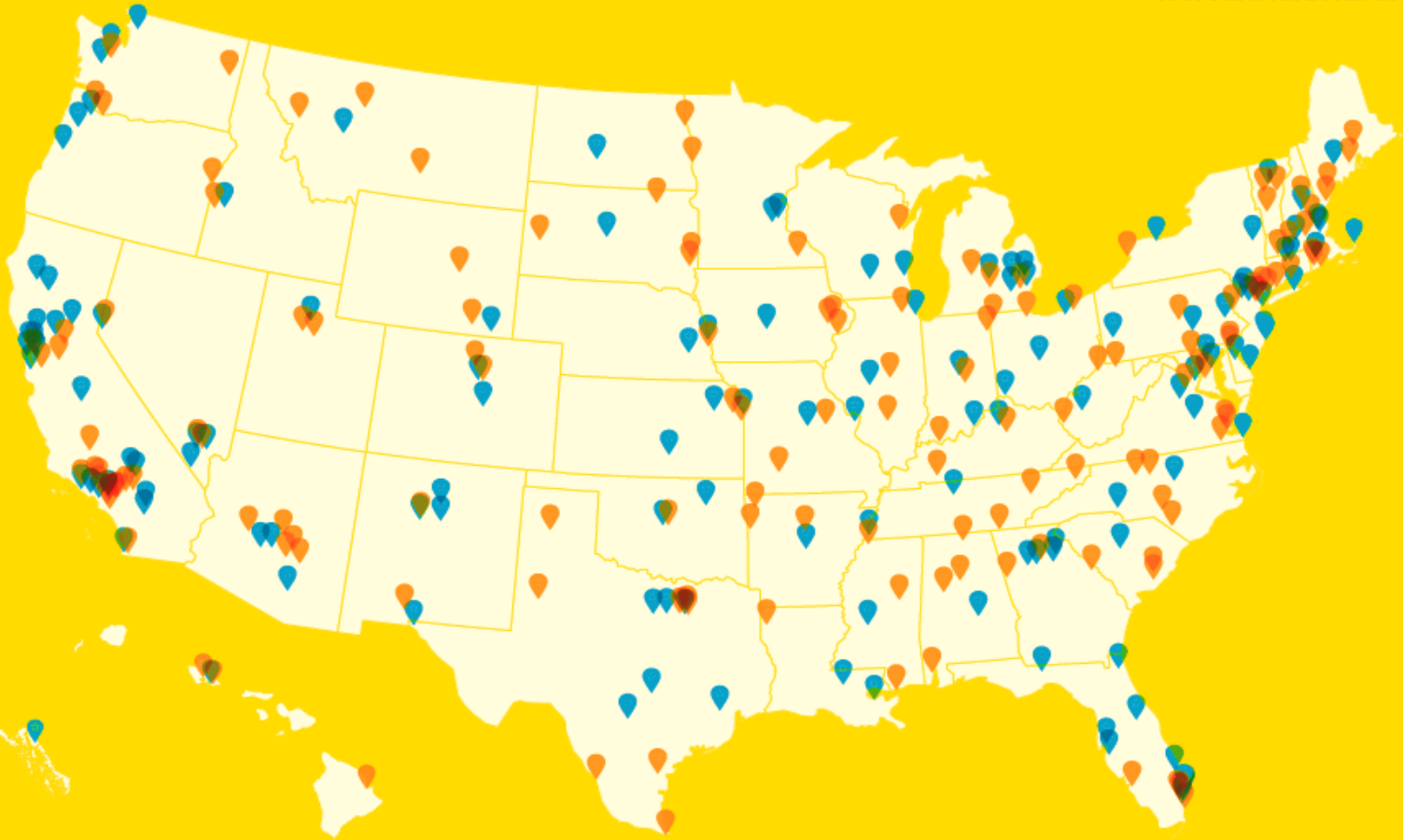
The Municipal Equality Index rates municipalities of varying sizes drawn from every state in the nation.

2012

137 CITIES WITH A POPULATION TOTAL OF 55,853,651

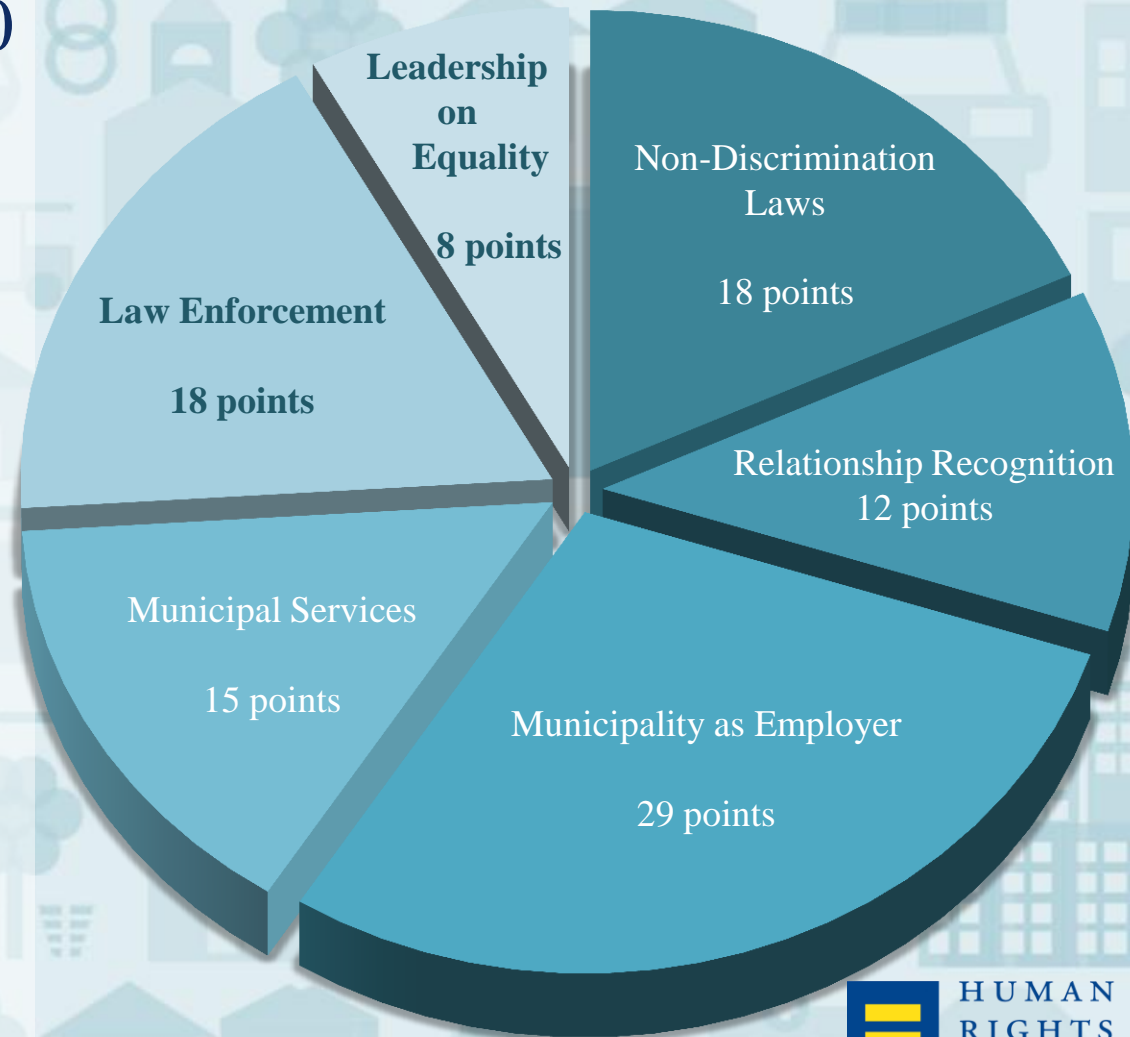
2013

SAME 137 FROM 2012 PLUS MORE THAN DOUBLE THE NUMBER FOR A TOTAL OF 291 CITIES WITH A POPULATION TOTAL OF 77,681,822



EVALUATING MUNICIPAL EQUALITY

- The MEI contains 100 standard points and 20 bonus points
- Standard points are divided into six parts:
 - I. Non-discrimination
 - II. Relationship Recognition
 - III. Municipality as Employer
 - IV. Municipal Services
 - V. Law Enforcement
 - VI. Leadership on Matters of Equality



2012-2013 MEI SCORECARD



CITY, STATE 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	X	X	X	3/3
Housing	X	X	X	3/3
Public Accommodations	X	X	X	3/3
SCORE	X out of 18			

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	X			12
Municipal Domestic Partner Registry		X	X	12
SCORE	X out of 12			

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	X	5/5
Domestic Partner Health Benefits	X	4/4
Transgender-Inclusive Healthcare Benefits	X	4/4
Legal Dependent Benefits	X	2/2
Equivalent Family Leave	X	2/2
City Contractor Non-Discrimination Ordinance	X	2/2
City Contractor Equal Benefits Ordinance	X	3/3
SCORE	X out of 29	
BONUS Grossing Up of Employee Benefits	X	+2
BONUS Municipality is a Welcoming Place to Work	X	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.

hrc.org/mei



CITY, STATE 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			X	4
LGBT Liaison in the Mayor's Office			X	5
Enumerated Anti-Bullying School Policies	X	X	X	3/3
SCORE	X out of 15			
BONUS Enforcement mechanism in Human Rights Commission			X	+3
BONUS City provides services to LGBT youth			X	+2
BONUS City provides services to LGBT homeless			X	+2
BONUS City provides services to LGBT elderly			X	+2
BONUS City provides services to people living with HIV/AIDS			X	+2

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	X	8
Reported 2011 Hate Crimes Statistics to the FBI	X	10
SCORE	X out of 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	X	5
Leadership's Pro-Equality Legislative or Policy Efforts	X	3
SCORE	X out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	X	+3
BONUS Cities are pro-equality despite restrictive state law	X	+2

TOTAL SCORE XXX + TOTAL BONUS XX = Final Score XXX

CANNOT EXCEED 100

hrc.org/mei

NATIONWIDE RESULTS OF THE MEI

25 perfect 100 point scores

- **Size wasn't determinative:** of the 25 perfect scores, only six (24%) have populations of over a million people. Three had less than 100,000.
- **State law wasn't determinative:** of the 25 perfect scores, 8 cities came from states without relationship recognition and non-discrimination protections.
- **Region wasn't determinative:** cities across the country scored well

10% scored over	96
25% scored over	78
half scored over	60
the average score	57
25% scored fewer than	35
3.5% scored fewer than	10
	points

REGIONAL RESULTS OF THE MEI



Great Lakes

Mid-Atlantic

Mountain

New England



Plains

Southeast

Southwest

West

AVERAGE
LARGE CITIES
MEDIUM CITIES
SMALL CITIES

HIGH-SCORING CITIES IN STATES WITHOUT SUPPORTIVE STATE LAW

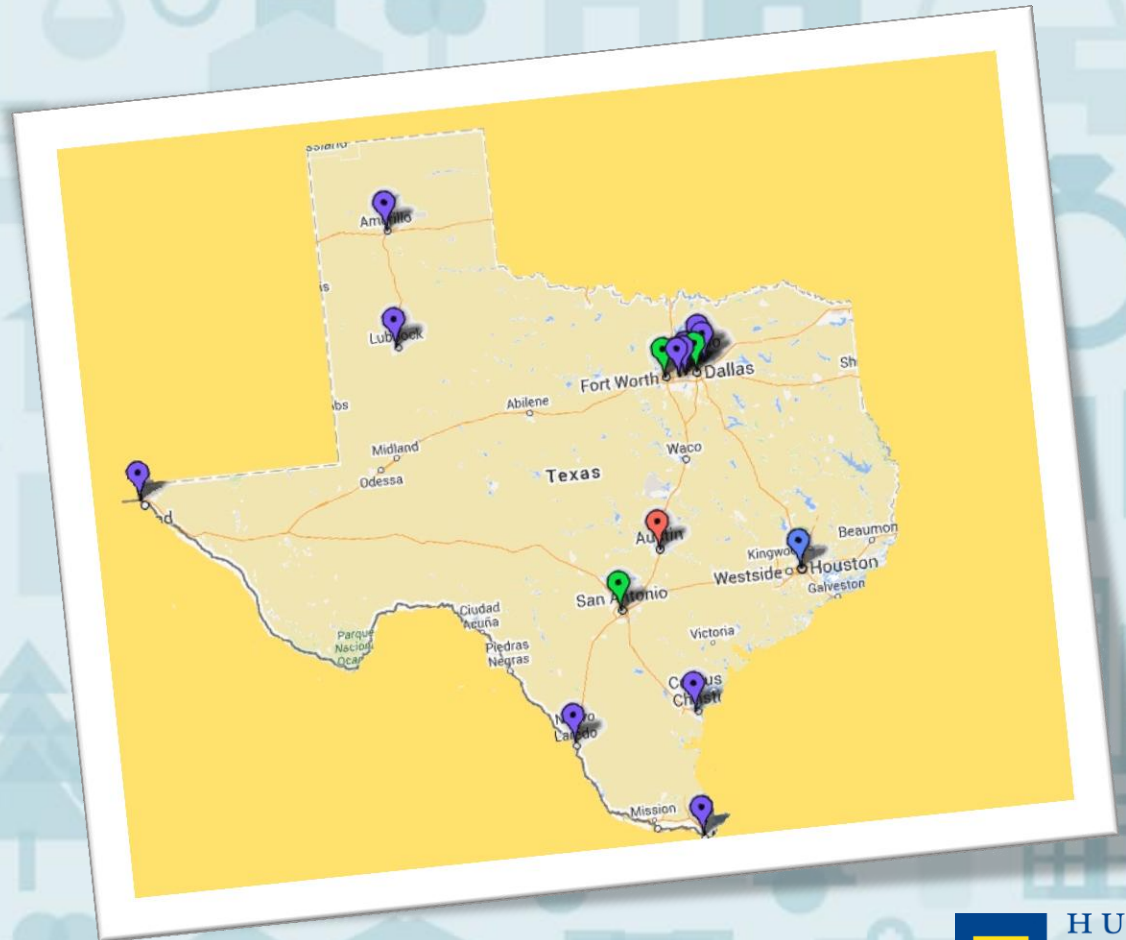


- Cities in states that do not have statewide relationship recognition and non-discrimination laws still did very well on the MEI
- Atlanta, Columbus, Phoenix, Missoula, Kansas City (MO), Saint Louis, Philadelphia and Austin all scored a perfect 100 points.
- In Texas, Fort Worth, San Antonio, and Dallas joined Austin in the top scorers in these states.

SNAPSHOT OF TEXAS

The 2013 MEI scored 16 Texas cities, averaging 40 points.

- Amarillo - 16
- Arlington - 11
- **Austin - 100**
- Brownsville - 38
- Corpus Christi - 19
- **Dallas - 81**
- El Paso - 51
- **Fort Worth - 91**
- Garland - 17
- Grand Prairie - 21
- **Houston - 63**
- Irving - 16
- Laredo - 2
- Lubbock - 5
- Plano - 14
- **San Antonio - 86**



DALLAS' 2013 MEI SCORECARD



DALLAS, TEXAS 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18 out of 18			

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE	0 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	20 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2



DALLAS, TEXAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE	11 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	2	3
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 72 + TOTAL BONUS 9 = Final Score 81
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.

DEEPER DIVE INTO DALLAS SCORE



I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment



Housing



Public Accommodations



SCORE

18 out of 18



II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships



Municipal Domestic Partner Registry



SCORE

0 out of 12

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.



A **Domestic Partner Registry** is a city level program that would keep, as a matter of public record, a list of couples who choose to register as domestic partners. The benefits of being registered don't approximate marriage, so they must not run afoul of state constitutional amendments, but they sometimes include:

- the right to visit one's partner at a health care facility;
- the ability to make health care decisions for one's partner should the partner become incapacitated,
- the ability to make decisions with regard to funeral decisions,
- notification to family in case of an accident,
- extending the use of city facilities to a registered domestic partner as if the domestic partner were a spouse (like a town park family membership),
- and of course the ability for a person to rely upon their status as a registered DP when it comes to an employer who offers DP benefits.

DALLAS' 2013 MEI SCORECARD

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.



5% of cities rated offer trans-inclusive healthcare benefits.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4/4	4/4
Legal Dependent Benefits	2/2	2/2
Equivalent Family Leave	0/2	2/2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0/3	3/3
SCORE	20	out of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

Opportunities

- Equivalent Family Leave
- Contractor Equal Benefits Ordinance
- Grossing Up
- Transgender-Inclusive Health Benefits

Trans-inclusive health benefits. Note, these points are standard points beginning in 2014.

- Health care plans often exclude medical care that is medically necessary for many transgender people.
- Private and public employers offer inclusive health benefits and not found them to be cost-prohibitive.
- Employees must have at least one trans-inclusive plan in the menu of options to choose from.

DALLAS' 2013 MEI SCORECARD



IV. Municipal Services		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission		→	0	7
	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE				11 out of 18	
BONUS	City provides services to particularly vulnerable populations of the LGBT community.		→	+2	+2

Human Rights Commission. Note: a commission alone will be worth 4 points in 2014, and an NDO enforcement mechanism will be worth 3 bonus points.

- Human Rights Commissions do important work to identify and eliminate discrimination; even in jurisdictions where LGBT equality isn't explicitly a part of the commission's charter, these commissions investigate complaints, educate the city, and sometimes enforce non-discrimination laws.
- 2014 Bonus Points: The nationwide best practice in enforcing non-discrimination ordinances is to create a Human Rights Commission that oversees the receipt and investigation of the claim and any settlement proceedings, ultimately issuing a right-to-sue letter if cause is found and the parties are unable to come to a settlement. There are also other enforcement mechanisms, including private rights of action and enforcement by the city attorney's office. Any of these municipal enforcement mechanisms will be awarded these three bonus points.

Services for Vulnerable Populations. In 2012-2013, these points were awarded as a total of 2 bonus points if the city supported or provided services to any of the following populations of people: LGBT elderly; LGBT youth; LGBT homeless; and people who are HIV+ or living with AIDS. In 2014, 2 bonus points will be given for each of these.

DALLAS' 2013 MEI SCORECARD



V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

CITY: 8

AVAILABLE: 8

Reported 2011 Hate Crimes Statistics to the FBI

CITY: 10

AVAILABLE: 10

SCORE

18 out of 18



VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

CITY: 3

AVAILABLE: 5

Leadership's Pro-Equality Legislative or Policy Efforts

CITY: 2

AVAILABLE: 3

SCORE

5 out of 8

BONUS Openly LGBT elected or appointed municipal leaders

+3

+3

BONUS City engages with the LGBT community

+2

+2

BONUS Cities are pro-equality despite restrictive state law

+0

+2

Note: in 2014, the bonus points for the city engaging with the LGBT community will be eliminated, with those efforts reflected instead in the standard points in Part 6.

THE MEI 2014 SCORECARD



CITY NAME, STATE NAME 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	XX	XX	XX	3/3
Housing	XX	XX	XX	3/3
Public Accommodations	XX	XX	XX	3/3
SCORE	X out of 18			

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	X			1/2
Municipal Domestic Partner Registry		X	X	2/2
SCORE	X out of 12			

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	XX	5/5
Domestic Partner Health Benefits	X	4/4
Transgender-Inclusive Healthcare Benefits	X	4/4
Legal Dependent Benefits	X	2/2
Equivalent Family Leave	X	2/2
City Contractor Non-Discrimination Ordinance	XX	2/2
City Contractor Equal Benefits Ordinance	X	4/4
SCORE	X out of 29	
BONUS Grossing Up of Employee Benefits	+X	+2
BONUS Municipality is a Welcoming Place to Work	+X	+2



PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE ## OR VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.



CITY NAME, STATE NAME 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			X	4/4
LGBT Liaison in the Mayor's Office			X	5/5
Enumerated Anti-Bullying School Policies	XX	XX	XX	3/3
SCORE	X out of 15			



BONUS Enforcement mechanism in Human Rights Commission	+X	+3
BONUS City provides services to LGBT youth	+X	+2
BONUS City provides services to LGBT homeless	+X	+2
BONUS City provides services to LGBT elderly	+X	+2
BONUS City provides services to people living with HIV/AIDS	+X	+2

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	X	8/8
Reported 2011 Hate Crimes Statistics to the FBI	X	10/10
SCORE	X out of 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	X	5/5
Leadership's Pro-Equality Legislative or Policy Efforts	X	3/3
SCORE	X out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+X	+3
BONUS Cities are pro-equality despite restrictive state law	+X	+2

TOTAL SCORE XXX + TOTAL BONUS XX = Final Score XXX

CANNOT EXCEED 100

MUNICIPAL EQUALITY MATTERS



When it comes to issues of equality, our nation's cities are leading the charge because we know that prosperous cities gain great economic strength from celebrating and cultivating diversity.



I am proud to be mayor of the first deep Southern city to achieve a perfect score on the *Municipal Equality Index*.



It's called an LGBT movement for a reason. We can and must advance equality at every level of our democracy until LGBT Montanans are treated the same as LGBT Washingtonians.

Cities used to think they could generate jobs and economic growth by luring companies with huge tax abatements and other subsidies. But today, more and more we know that **enduring growth for cities and for nations comes from an open, diverse, tolerant social environment that is appealing to a diverse range of creative and talented people.**

The Greater Philadelphia Chamber of Commerce stands for equality in the workplace because it's good for business, and because equality is a value we honor and cherish.

WORKING TOGETHER TO IMPROVE

- In addition to our independent research, we reach out to the city (usually HR) to ensure we have complete information.
- We send the city a draft scorecard in the summer for review and feedback before publication in the fall.
- The MEI team is available to answer questions year round, and we can also help with:
 - Directing you to more information
 - Consulting on language for policies
 - Connecting you with other cities doing what you'd like to do.
- Also we are open to feedback about how we can improve the project!



HUMAN
RIGHTS
CAMPAIGN[®]

The Municipal Equality Index and Dallas: Understanding the MEI Scorecard and Working Toward 100

Cathryn Oakley,
Legislative Counsel for State and Municipal Advocacy
Human Rights Campaign
cathryn.oakley@hrc.org



HUMAN
RIGHTS
CAMPAIGN[®]

Memorandum



CITY OF DALLAS

DATE February 14, 2014

TO Budget, Finance and Audit Committee Members: Jerry Allen, Chair, Jennifer S. Gates, Vice-Chair, Tennell Atkins (Mayor Pro Tem), Sheffie Kadane, and Philip Kingston

SUBJECT Exploring Opportunities to Broaden Inclusivity and Social Equity

On Tuesday, February 18, 2014, you will be briefed on Exploring Opportunities to Broaden Inclusivity and Social Equity. A copy of the briefing is attached.

Please let me know if you have any questions.

A handwritten signature in cursive script that reads "Theresa O'Donnell".

Theresa O'Donnell
Interim Assistant City Manager

c: The Honorable Mayor and Members of the City Council
A.C. Gonzalez, City Manager
Rosa A. Rios, City Secretary
Warren M.S. Ernst, City Attorney
Craig Kinton, City Auditor
Daniel Solis, Administrative Judge, Municipal Court
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Charles M. Cato, Interim Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Frank Libro, Public Information Officer
Elsa Cantu, Assistant to the City Manager – Mayor and Council

Exploring Opportunities to Broaden Inclusivity and Social Equity

Budget, Finance and Audit Committee

February 18, 2014



Time of Rapid Change

- Since June, a number of significant changes have occurred that impact same-sex marriage and the rights and protections construed by the legal recognition of marriage
- 17 states and Washington DC now allow same-sex marriages
 - Kentucky, Oklahoma, Nevada and Virginia are now in transition
- In addition to the Courts, Federal agencies have been at the forefront of changing rights and protections through policy directives, interpretations, and rule making.

Prior Committee Work

- On December 2, 2013, the Budget, Finance and Audit Committee was briefed on DOMA and marriage rights for LGBT citizens.
- On January 6, 2014, a follow-up briefing and discussion focused on two topics - the City's ENDA ordinances and the financial benefits and protections for legally married LGBT couples as a result of the Supreme Court ruling in the United States v. Windsor case and subsequent IRS administrative directives.

Prior Committee Work

- Today, Cathryn Oakley, the Legislative Counsel for State and Municipal Advocacy for the Human Rights Campaign will brief the Committee on the Municipal Equality Index project.
- Municipal Equality Index (MEI) ranks approx. 290 cities across the nation. The MEI is an evaluation of municipal laws and policies and an examination of how inclusive city services are toward LGBT people.

Committee Deliberation

- What should be the City's response to these changes and is now an appropriate time for a response?
- Are current ordinances and policies sufficient in light of this rapidly changing landscape?
- How can the City acknowledge and recognize LGBT individuals, couples, and families in response to concerns raised and requests expressed by the LGBT community leaders?

Informed Approach

- Committee has received a large volume of information and facts on the changing laws and application of laws since DOMA was struck down.
- Committee has engaged in respectful dialogue about concerns and issues impacting the LGBT community surrounding this evolving landscape.
- Committee has sought to understand requests for recognition and acknowledgement by LGBT community leaders.
- Committee has explored programs, protections or enforcement mechanisms that may be appropriate for future changes or action.

Potential Opportunities for Action

Three major categories identified:

- Dallas as an Employer - a welcoming place to work
- Dallas as a welcoming city for LGBT citizens and their families to live and visit
- Dallas as an advocate at the state and national level

Dallas as an Employer

- Civilian and police and fire pension plans
- Human Resource policies and administrative directives
 - LGBT employee group
 - Mandatory diversity training
 - LGBT recruitment efforts
 - Diversity and Inclusivity officer
- City's health care plan
 - FMLA - 1+
 - Transgender inclusive healthcare benefits

Dallas as a Welcoming Place to Live

Municipal Equality Index - Improving our score

- Relationship Recognition
 - Domestic Partnership registry opened to people outside city employment (Austin)
- Municipality as an Employer
 - FMLA - 1+
 - Transgender Inclusive Healthcare Benefits
 - LGBT Employee group
 - Mandatory Diversity Training
 - Transition Protocol
- Expand the duties of the Office of Fair Housing
- Strengthening relationship with LGBT Community
 - Appointment of the North Texas GLBT Chamber President to the CVB Board
 - Awareness of issues and support for LGBT youth

City as an Advocate

State and National levels

Support legislation designed to further civil rights for LGBT individuals, couples, and families -

- Anti-bullying ordinances for citywide ISDs
- State and Federal ENDA legislation
- Public Accommodations bill
- United Americans Family Act
- “Romeo and Juliet” defense equalization
- Removing unconstitutional and unenforceable laws
 - 21.06 of the Texas Penal Code
 - Similar provisions in the Health and Safety Code

Next Steps

Seek Committee direction and recommendation on a resolution that serves as a “Comprehensive Statement of Support” of the LGBT community. The resolution could include provisions that direct staff to take necessary steps to:

- Address the disparate treatment of LGBT employees with regards to the City’s pension plans
- Amend the City’s HR policies and health care plan to address inequities for LGBT employees and their families
- Take administrative actions necessary to improve the City of Dallas’ Municipal Equality Index score
- Lobby in support of state and federal legislation and administrative directives that further civil rights and prevent discrimination against LGBT individuals and families
- Provide quarterly updates on progress on these efforts

Memorandum



CITY OF DALLAS

DATE February 14, 2014

TO Honorable Members of the Budget, Finance & Audit Committee: Jerry R. Allen (Chair), Jennifer S. Gates (Vice Chair), Tennell Atkins, Sheffie Kadane, Philip T. Kingston

SUBJECT Dallas/Fort Worth International Airport 50th Supplemental Bond Ordinance

On February 18th, 2014, the Budget, Finance and Audit Committee will be briefed on the Dallas/Fort Worth International Airport 50th Supplemental Bond Ordinance. The briefing will be provided by Christopher Poinatte, Executive Vice President – Chief Financial Officer of Dallas/Fort Worth International Airport.

Please let me know if you have questions or need additional information.

A handwritten signature in blue ink that reads "Jeanne Chipperfield".

Jeanne Chipperfield
Chief Financial Officer

c: The Honorable Mayor and Members of the City Council
A.C. Gonzalez, City Manager
Warren Ernst, City Attorney
Judge Daniel F. Solis, Administrative Judge
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Dallas/Fort Worth International Airport 50th Supplemental Bond Ordinance

City of Dallas
Budget, Finance and Audit Committee
February 18, 2014



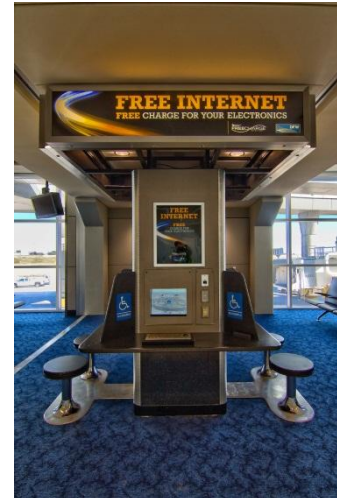
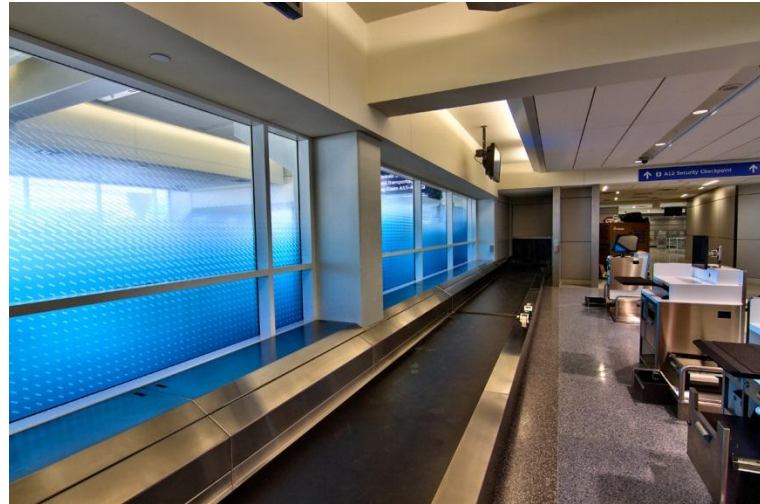
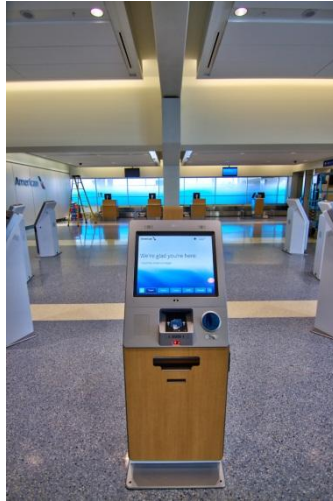
Requested Action

- Approval of the 50th Supplemental Concurrent Bond Ordinance to authorize the issuance of multiple series of bonds

Terminal Renewal and Improvement Program (TRIP) Update



Terminal Renewal and Improvement Program (TRIP) Update



Background

- The Cities of Dallas and Fort Worth concurrently approved the 49th Supplemental Bond Ordinance in February 2013 providing for:
 - Issuance of bonds not to exceed \$3.1 billion
 - Issuance of multiple series of bonds for a one year period, subject to certain parameters
 - Issuance of Tax Exempt and Taxable Bonds
 - Followed same approach with the 47th and 48th

- Last year, DFW issued 7 series of bonds totaling approximately \$2.067 billion
 - New money - \$1.173 billion
 - For Terminal Renewal & Improvement Program (TRIP) and other projects
 - Average yield on bonds - approximately 4.6%
 - Refundings - \$894 million
 - Present value savings - \$67.6 million
 - Future value savings - \$112.7 million

50th Supplemental Bond Ordinance

- Provides authority to issue up to \$1.7 billion in bonds
 - \$571 million – TRIP and other capital projects for 2014
 - \$384 million – Refunding all or portion of the Series 2003A, 2004B and 2007 bonds
 - Subject to obtaining at least 3% NPV Savings
 - \$55 million – American Airlines training facilities leased from DFW, if requested
 - \$642 million – TRIP and other capital projects for 2016
 - Would be issued only if there is a substantial rise in interest rates

- Provides authority to issue bonds
 - Period of one year
 - Multiple series
 - AMT, non-AMT and Taxable Bonds
 - Final maturities not to exceed 2035 for refunding bonds and 2050 for new money bonds.

Summary of Proposed Bonds Sales and Underwriting Teams

Bond Series	Proposed Sale Date	Estimated Amount	Purpose (Tax Status)	Senior Manager Co-Senior	Co-Managers
2014A	May 2014	\$182 million	New Money (AMT)	Raymond James Cabrera	Morgan Stanley Loop Capital
2014B	June 2014	\$130 million	New Money (Non-AMT)	Morgan Stanley JP Morgan	Siebert
2014C	July 2014	\$258 million	New Money (AMT)	BAML RBC	Raymond James Stifel
2014D	August 2014	\$84 million	Refunding (AMT)	Cabrera Ramirez	

Note: Companies listed in red are M/WBE's.

Summary of Proposed Bonds Sales and Underwriting Teams

Bond Series	Proposed Sale Date	Estimated Amount	Purpose (Tax Status)	Senior Manager Co-Senior	Co-Managers
2014E	September 2014	\$104 million	Refunding (Non-AMT)	Jefferies Siebert	
2014x	Subject to AA Request	\$55 million	AA Training Facility (Taxable)	JP Morgan	
2014x	Subject to Savings	\$196 million	Refunding 2003A (AMT)	Citi Group Barclay	Jefferies Cabrera
2014x	Subject to Interest Rate Sensitivity	\$106 million	New Money (Non-AMT)	Not Appointed	
2014x	Subject to Interest Rate Sensitivity	\$535 million	New Money (AMT)	Not Appointed	

Note: Companies listed in red are M/WBE's.

Note – M/WBE percentage expected to be 32% after the sale of bonds. Aspirational goal for the program was 30%.

Financing Team

- Co-Financial Advisors
 - First Southwest Company
 - Estrada Hinojosa & Company, Inc. (M/WBE)
- Co-Bond Counsel
 - Bracewell & Giuliani, LLP
 - McCall, Parkhurst & Horton
 - Newby Davis (M/WBE)
- Co-Underwriters Counsel (selected by Underwriters)
 - Kelly, Hart & Hallman
 - Mahomes Bolden Warren (M/WBE)

Note: Companies listed in red are M/WBE's

Anticipated Approval Schedule

February 4, 2014	Brief DFW Airport Board Finance/Audit Committee
February 6, 2014	Approval by DFW Airport Board
February 18, 2014 (morning)	Brief Fort Worth City Council
February 18, 2014 (afternoon)	Brief Dallas Budget, Finance and Audit Committee
February 19, 2014	Brief Dallas City Council
February 26, 2014	Consideration by Dallas City Council
March 4, 2014	Consideration by Fort Worth City Council

Summary

- Request approval of \$1.7 billion of debt over next year
 - \$1.3 billion – new money
 - \$0.4 billion – refundings
- Continued funding of TRIP and other Capital Projects
 - Interest Rate still extremely low
 - Locks in fixed rate debt
 - Provides ability to buy-out TRIP program if interest rates rise sharply
 - Ratings A2 / A / A+ comparable to other airports
- Refunding 2003A, 2004B and 2007 Bonds
 - Will only issue if 3% savings are achieved
- REMINDER – the Owner Cities have no obligation for the repayment of the bonds' principal and interest issued for DFW Airport.



Dallas/Fort Worth International Airport Supplemental Bond Ordinance

City of Dallas
Budget, Finance and Audit Committee
February 18, 2014



Memorandum



CITY OF DALLAS

DATE: February 13, 2014

TO: Honorable Members of the Budget, Finance & Audit Committee:
Jerry R. Allen (Chair); Jennifer S. Gates (Vice Chair);
Tennell Atkins; Sheffie Kadane; Philip T. Kingston

SUBJECT: Upcoming Agenda Item: Franchise Fees Compliance and Recovery Services

The February 26, 2014 Council Agenda includes an item to award a thirty-six month contract with three two-year renewal options for Compliance Review and Recovery Services (Services) to MuniServices, LLC on a contingent fee basis. The City of Dallas (City) will pay MuniServices, LLC for services actually performed a fee not to exceed twenty-five percent of the revenues actually recovered and received by the City during the contract period.

Through a Request for Qualifications (RFQ) process, MuniServices, LLC was selected from among three other proposers to provide the City with compliance review and recovery services. The objective of these services is to assist the City with the detection, documentation, and correction of errors and omissions related to franchisee fee payments received from companies for services (electric, natural gas, cable/video service, and telephone) sold and consumed within the City. In Fiscal Year 2013, the City received approximately \$101.7 million in franchise fees.

Franchise fees are paid by companies for the right, privilege, and franchise to construct, extend, maintain and operate in, along, under, and across the present and future streets, alleys, highways, public utility easements, and public ways (Public Rights-of-Way) with all necessary or desirable appurtenances for the purpose of providing services to the inhabitants thereof.

The City's Office of Utility Management (Utility Management) has responsibility for the oversight and management of franchisees and their compliance with applicable Federal, State, and local regulations.

Should you need additional information, please contact me at 214-670-3222.

Craig D. Kinton
City Auditor

C: Honorable Mayor and Members of the City Council
A.C. Gonzalez, City Manager
Rosa A. Rios, City Secretary
Warren M.S. Ernst, City Attorney
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Memorandum



DATE February 14, 2014

TO Members of the Budget, Finance & Audit Committee: Jerry R. Allen (Chair),
Jennifer S. Gates (Vice Chair), Tennell Atkins, Sheffie Kadane, Philip T. Kingston

SUBJECT Upcoming Agenda Item: Certificate of Insurance and Payment and Performance
Bond Compliance Tracking Services Contract

The February 26, 2014 Council Agenda includes an item for your consideration to award a thirty-six month contract with two one-year renewal options for certificate of insurance and payment and performance bond compliance tracking services to S2000 Corporation dba CertFocus, in the amount of \$740,550.00.

Through a Request for Competitive Sealed Proposal (RFCSP) process, CertFocus was selected from among three proposers to provide the City with certificate of insurance and payment and performance bond compliance tracking services. This service reduces the City's exposure to financial losses and litigation costs by transferring risk back to the vendors by verifying that vendors' certificates of insurance, policies, and endorsements meet contractual and/or ordinance requirements.

The centralization of certificate and bond tracking will replace the current process that is managed in-house by various departments (e.g., Development Services, Special Events, Code Compliance, Public Works, etc.) that currently use multiple electronic spreadsheets and databases. CertFocus provides a more efficient and cost effective method to improve an important control factor of the procurement and permitting process. This service also includes the audit and follow up functions for all outstanding and renewal certificates and bonds.

The City currently monitors and tracks approximately 11,000 certificates of insurance (COI) and 1,200 bonds annually. The implementation of this process and oversight of CertFocus services will now be managed by one department, Office of Risk Management (ORM). ORM and other departments that will use this service will have access to the web-based tracking system that provides a reports module.

Please let me know if you need additional information.

Jeanne Chipperfield
Chief Financial Officer

c: Honorable Mayor and Members of the City Council
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