

PROPOSED DALLAS CITY CHARTER AMENDMENT

That the Dallas City Charter is hereby amended by adding Sec. 3 of Chapter VI. “Annual Community Survey and City Manager Performance Compensation” as follows:

SEC. 3. Annual Community Survey and City Manager Performance Compensation.

- A. The City Council shall provide the City Manager an opportunity to receive potential “performance compensation” of up to 100% of the City Manager’s annual base salary for the preceding fiscal year, and which shall be paid based upon the results of an annual survey of residents described in this Section. Such “performance compensation” shall be included in the City Budget and funded each fiscal year as part of the City Manager’s overall compensation, but performance compensation funds will be separate and distinct from the City Manager’s salary and any other compensation included in the City Manager’s employment agreement.
- B. The City Council shall annually conduct a community survey to be completed and published between January 1 and March 15.
1. The annual community survey shall minimally contain the same questions asked and utilize the same methodology used in the “City of Dallas 2023 Community Survey” performed by the ETC Institute.
 2. A minimum of 1,400 completed surveys should be returned with at least 100 from every City Council district.
 3. The following question shall be included in the annual community survey, “Please indicate the extent to which you think each of the following are an issue in the City of Dallas by circling the corresponding number below, where a rating of 4 is “Not a Problem,” a rating of 3 is “a Minor Problem,” a rating of 2 is “a Moderate Problem,” a rating of 1 is “a Major Problem” and a rating of “Don’t Know.”
 - a. The issues surveyed shall be:
 - i. Crime
 - ii. Homelessness
 - iii. Litter
 - iv. Aggressive Solicitation / Panhandling
 - v. Infrastructure / Streets
 - b. after each of the above issues there will be the opportunity to mark “4 - Not a Problem,” “3 - Minor Problem,” “2 - Moderate Problem,” “1 - Major Problem,” or “Don’t Know.”
 4. Additional questions may be included in the annual community survey, as long as the entity conducting the survey, in its reasonable belief, indicates that the additional questions will not affect the answers to the questions required by this Section and provides written certification of such reasonable belief to the City Council.
 5. The entity conducting the survey shall conduct itself with complete impartiality to the outcome and shall provide written certification thereof to the City Council.
 6. Upon conclusion of the annual survey, the entity conducting the survey shall provide written certification to the City Council that, to their knowledge, no one has attempted to influence the conduct or outcome of the survey, or if such knowledge exists shall disclose the name and nature of the influence.
 7. The use of “push polling” language or techniques, or any other method that attempts to steer or influence responses, may not be employed. The entity conducting the survey shall provide written certification to the City Council that no such “push pulling” language or techniques were employed in the annual survey.
- C. If the City Manager has been on the job for at least 18 months as of January 1 of the current year, then based upon the published results of the survey in B(3) above:
1. If on all five issues no more than 30% of all responses are “Moderate Problem” or “Major Problem,” then the City Manager will be paid 100% of the performance compensation.
 2. If on four of the five issues no more than 30% of all responses are “Moderate Problem” or “Major Problem,” then the City Manager will be paid 50% of the performance compensation.
 3. If on three of the five issues no more than 30% of all responses are “Moderate Problem” or “Major Problem,” then the City Manager will not be paid the performance compensation.
 4. If on two or fewer issues no more than 30% of all responses are “Moderate Problem” or “Major Problem,” then the City Manager will be terminated within 30 days by the City Council and shall be ineligible for reappointment as City Manager for a period of ten years.
- D. If any section, paragraph, clause, or provision of this Section is for any reason held to be invalid or unenforceable, the invalidity or unenforceability of that section, paragraph, clause, or provision shall not affect any of the remaining provisions of this Section, and to this end, the provisions of this Section are declared to be severable. This Section shall supersede the Dallas City Code to the extent there are any conflicts.

PROPOSED BALLOT LANGUAGE

FOR } SHALL THE CITY CHARTER BE AMENDED TO REQUIRE AN ANNUAL COMMUNITY SURVEY OF SERVICES OF THE CITY, AND BASED UPON THE RESULTS OF SUCH SURVEY, PROVIDE CONSEQUENCES FOR THE CITY MANAGER, INCLUDING AWARDED PERFORMANCE COMPENSATION OR TERMINATION?

AGAINST }