

RESOLUTION NO. 20150521-023**Late Backup**

WHEREAS, a living wage is a wage rate higher than the federal minimum wage that helps ensure workers can meet their basic needs; and

WHEREAS, raising the pay of low-wage workers receiving less than a living wage increases productivity, lowers turnover and its accompanying costs, reduces supervisory costs, and increases morale; and

WHEREAS, the City of Austin seeks to hire the most qualified workforce possible and has an interest in reducing turnover and increasing productivity, efficiency, and morale amongst the City workforce; and

WHEREAS, the City of Austin raised the minimum wage for its own full-time employees to \$11.00 an hour in September 2008 and has only increased that wage once in the last six years to \$11.39, a 3% increase; and

WHEREAS, over the past six years, the cumulative rate of inflation in the United States is estimated at 10.1%; and

WHEREAS, the City Council adopted Resolution No. 20140612-067 directing the city manager to conduct a study and provide recommendations to the Council within 60 days regarding changes to the current City living wage rate and tie that living wage to an index; and

WHEREAS, the City Council adopted Resolution No. 20141016-035 establishing a Living Wage Task Force to make recommendations to the Council on a range of living wage rates and indexes; and

WHEREAS, it is the City Council's intention that a revised minimum wage for City employees would be included in the FY2015-2016 budget; and

WHEREAS, the City's Financial Services department is currently developing the proposed budget for FY2015-2016; **NOW, THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Council desires that the City Manager consider the recommendations of the Living Wage Task Force in developing the budget for FY2015-2016, and the City Council desires that the City Manager include an increase in the City's minimum wage for its own employees in the proposed budget for FY2015-2016:

BE IT FURTHER RESOLVED:

The City Council desires that the City Manager include increases in the City's minimum wage for its own employees in future budget proposals beyond FY2015-2016, considering a metric such as the Consumer Price Index or the rate of inflation.

05-21-15

#023

Change initiated by [CM Casar]

BE IT FURTHER RESOLVED:

The City Council, in considering the recommendations of the Living Wage Task Force, directs the City Manager to identify associated costs, and present options, including a staff-recommended minimum wage for employees and temporary employees, and recommendations on a range of living wage rates and potential indexes to the Council during the FY2015-2016 budget development process.

ADOPTED: May 21, 2015

ATTEST: _____

Jannette S. Goodall
City Clerk