

## **RESOLUTION NO.**

**WHEREAS**, according to the U.S. Bureau of Labor Statistics (BLS) the May 2014 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates for Austin-Round Rock-San Marcos, TX study ([http://www.bls.gov/oes/current/oes\\_12420.htm](http://www.bls.gov/oes/current/oes_12420.htm)) which was just released on March 25, 2015, showed the median hourly wage increased by 0.801% from the May 2013 study ([http://www.bls.gov/oes/2013/may/oes\\_12420.htm](http://www.bls.gov/oes/2013/may/oes_12420.htm)); and

**WHEREAS**, the City of Austin has a wide range of non-sworn full-time jobs that cross a broad spectrum of skills and abilities; and

**WHEREAS**, it is counter-intuitive to raise all base wages in City government by more than 3.5 times the prevailing median wage increases in this region, especially when 70% of the current municipal jobs are at, or above, market rates already; and

**WHEREAS**, a percentage pay increase for all City full-time employees is regressive because it gives the largest benefit to the highest paid workers; and

**WHEREAS**, a 3% increase for an employee making \$200,000 dollars is an additional \$6,000 while a 3% increase for an employee making \$40,000 dollars is \$1,200; and

**WHEREAS**, in Fiscal Years 2014-2015 the City of Austin increased all base wages for non-sworn full-time municipal staff by 3.5%, even though the BLS study showed the median hourly wage for the Austin area had increased by only 2.103%; and

**WHEREAS**, according to the data supplied by the City of Austin Financial Services, full-time City employees have received a 29.6% increase in base salary from 2005 to 2015; and

**WHEREAS**, over the same period of time, the Median Household Income, according to the City Demographer has increased 14.1%; and

**WHEREAS**, the City of Austin seeks to maintain salaries of its workforce in a manner commensurate with the performance of the overall local job market; and

**WHEREAS**, the City of Austin seeks to mitigate the effects of a greatly increasing cost of living for the City's lowest wage workers; and

**WHEREAS**, by implementing a tiered wage increase structure, that gives the lowest paid workers the highest percentage of increase while still increasing the salaries of all City employees, the City can also save taxpayers more than \$6 million this fiscal year; **NOW, THEREFORE,**

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

The City Council desires that the City Manager present as part of the fiscal year 2016 proposed budget ordinance, a tiered base-wage increase for municipal non-sworn full-time employees as follows:

1. Each City non-sworn full-time employee who makes less than \$15 per hour (\$31,200 per year) will receive a 3% base-wage increase for fiscal year 2015-2016;

2. Each City non-sworn full-time employee who makes less than \$25 per hour (\$52,000 per year) but not less than \$15 per hour (\$31,200 per year) will receive a 2.5% base-wage increase for fiscal year 2015-2016;
3. Each City non-sworn full-time employee who makes less than \$35 per hour (\$72,800 per year) but not less than \$25 per hour (\$52,000 per year) will receive a 2% base-wage increase for fiscal year 2015-2016;
4. Each City non-sworn full-time employee who makes less than \$50 per hour (\$104,000 per year) or more than \$35 per hour (\$72,800 per year) will receive a 1.5% base-wage increase for fiscal year 2015-2016;
5. Each City non-sworn full-time employee who makes \$50 per hour (\$104,000 per year) or more will not receive a base-wage increase in excess of 0.801%, fiscal year 2015-2016.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to propose wage increases for all Assistant City Managers, City Manager Chief of Staffs, and Department Directors, in budget years after fiscal year 2015-2016, only when based upon the results of written annual performance reviews, and to present an annual report of those performance reviews to the full City Council.

**ADOPTED:** \_\_\_\_\_, 2015

**ATTEST:** \_\_\_\_\_  
Jannette S. Goodall  
City Clerk