

RESOLUTION NO.

WHEREAS, the City of Austin employs over 12,000 people; and

WHEREAS, representatives of the American Federation of State, Civic, and Municipal Employees (AFSCME) #1624 have provided testimony to the Austin City Council questioning the growth in management and executive positions, as compared to the growth in the civilian workforce since 2009; and

WHEREAS, in recent years, there has been a national discussion about the growing disparity between higher and lower income workers in the private sector; and

WHEREAS, the City strives to be a model employer, setting an example for other major employers in central Texas and the country; and

WHEREAS, the City's wage structure has important implications for its ongoing efforts to achieve the goal of engaging, attracting, developing, and supporting the best workforce in the country; and

WHEREAS, the first step in assuring a fair distribution of incomes across our organization is to know where we stand in relation to our peer cities; and

WHEREAS, there could be opportunities to partner, such as with the Lyndon B. Johnson School of Public Affairs or others, to do this research at a cost much less than that of a private consultant; **NOW, THEREFORE**,

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

The City Manager is directed to explore partnering opportunities to conduct a study of wage distribution within governmental institutions and provide a report to Council by October 31, 2014.

ADOPTED: _____, 2014 **ATTEST:** _____
Jannette S. Goodall
City Clerk