

## **RESOLUTION NO.**

3           **WHEREAS**, Austin seeks to be a family-friendly community where diverse  
4 families are able to fulfill their potential; and

5           **WHEREAS**, the Austin City Council sets economic opportunity and  
6 affordability as a top priority in Austin Strategic Direction 2023; and

**WHEREAS**, childcare and other caretaking costs can be one of the most significant household expenses, impacting economic opportunity and affordability for Austin families; and

10       **WHEREAS**, according to the 2008 Families and Children Taskforce  
11      Report, “for Austin to succeed in attracting and retaining families, the City will  
12      have to make this goal a central focus of its planning efforts and develop specific  
13      procedures to ensure that the interests of families with children are considered in  
14      every major planning decision;” and

15           **WHEREAS**, family-friendly policies can help employees build safe, stable  
16 and nurturing environments for young children, and help employees care for sick  
17 or elderly members of their family; and

18       **WHEREAS**, the Austin area is experiencing low unemployment and all  
19 employers face significant competition to recruit and retain talent, including  
20 individuals with diverse family caretaker responsibilities; and

21       **WHEREAS**, Early Matters Greater Austin is an alliance of over 25 business  
22 leaders which formed to mobilize and unite the business community to help assure  
23 every child in the Austin area enters kindergarten prepared for success; and

24           **WHEREAS**, Early Matters Greater Austin developed a Family-Friendly  
25 Workplace Toolkit to help employers explore the benefits of family-friendly

26 workplaces, assess current business practices, identify opportunities for potential  
27 change, and connect employees with local family resources; **NOW,**  
28 **THEREFORE,**

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

30 The City Manager is directed to conduct an assessment of the City of  
31 Austin's employment policies and identify areas in which the City of Austin could  
32 improve to become a more family-friendly employer. This assessment should seek  
33 the input of current employees, outside stakeholder groups, and benchmark against  
34 best practices nationally.

35 This assessment of the City of Austin's practices should include, but not be  
36 limited to those outlined in the Early Matters Family Friendly Workplace Toolkit:

- 37 - Living wages
- 38 - Paid leave
- 39 - Health benefits
- 40 - Career development opportunities
- 41 - Flexible work hours and locations
- 42 - Supportive services within the workplace
- 43 - Support or benefits for employees with caregiving responsibilities outside  
the workplace
- 45 - Community involvement strategies

46 The City Manager should review opportunities for tracking the utilization of  
47 new and existing family-friendly policies and seeking on-going employee  
48 feedback.

49 For any programs that require additional funding, the City Manager shall  
50 provide a recommendation to Council during the FY2019-2020 budget feedback.

**51 BE IT FURTHER RESOLVED:**

52 The City Manager is directed to encourage Austin area employers to adopt  
53 family-friendly practices, including utilization of the Early Matters Greater Austin  
54 Family-Friendly Toolkit.

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56      **ADOPTED:** \_\_\_\_\_, 2019

**ATTEST:** \_\_\_\_\_

Jannette S. Goodall  
City Clerk