

RESOLUTION NO. 20211209-060

WHEREAS, the Family and Medical Leave Act (FMLA) entitles eligible employees of covered employers to take twelve workweeks of unpaid, job-protected leave in one year for an employee's own serious health condition, caring for a family member with a serious health condition, or birthing a child and caring for a newborn; and

WHEREAS, uniformed Fire, Police, and EMS employees currently do not have any paid parental leave benefit provided through the City of Austin, unlike their civilian counterparts who receive 6 weeks of paid family leave; and

WHEREAS, sworn employees of Fire, Police, and EMS often need more than 12 weeks of leave to birth a child and return to the physical fitness level necessary to perform their physically demanding job duties and they will sometimes have other health or family issues during the same one-year period in which they give birth; and

WHEREAS, providing sworn employees with paid time off to return to the physical fitness level necessary to perform their jobs will ensure a healthier and more productive uniformed service in Austin, and will benefit employee retention and recruitment; and

WHEREAS, sworn Fire, Police and EMS employees face the same challenges as other city employees in adjusting to a change in family status due to birth, adoption or foster placement, **NOW, THEREFORE,**

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

The City Manager is directed to develop implementation and funding options to extend paid parental leave benefits, including alternate return to work

options, for sworn employees of AFD, APD, and EMS. Consultation with professionals from each department could determine whether different options would be appropriate for each department and would satisfy the following:

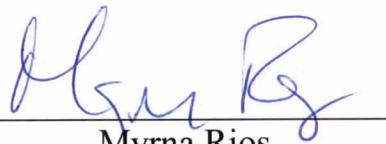
- Provide an adequate period of paid leave for uniformed personnel recovering from childbirth to physically recover from childbirth and return to the physical fitness level required to perform their respective physically demanding jobs.
- Establish the length of paid time off-duty for the Family Leave Policy including consulting job-related physical standards for each respective uniformed personnel department, consulting with medical experts, and conferring with respective labor associations to review cases of uniformed personnel who have recovered or are recovering from childbirth or whose family status has changed due to childbirth, adoption/adoption placement or foster placement, to better understand the unique challenges faced.

BE IT FURTHER RESOLVED,

The City Manager is directed to return to City Council within 30 days with a cost estimate for extending the existing paid parental leave to include all City of Austin sworn personnel.

ADOPTED: December 9, 2021

ATTEST:


Myrna Rios
Interim City Clerk