

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

28 [WHEREAS, the 2020 Family-Friendly Employment Policies Assessment &](#)
29 [Report indicated family caregiving was a top priority and expanding paid parental](#)
30 [leave was a recommendation; and](#)

31 **WHEREAS**, the City Council sets economic opportunity and affordability
32 as a top priority in Austin Strategic Direction 2023; **NOW, THEREFORE,**

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

34 The City Manager is directed to provide Council with a study that:

35 1) Assesses a phased approach implementing paid parental leave at 8
36 weeks by 2023, 10 weeks by 2024, and 12 weeks by 2025, [or sooner,](#)
37 to increase paid parental leave for non-sworn employees, including
38 part-time employees, from 6 weeks to 12 weeks and provides cost
39 estimates associated with each phased approach, ~~[including an analysis](#)~~
40 ~~[of projected savings, such as savings accrued from increased retention](#)~~
41 ~~[and reduced turnover;](#)~~

42 2) Evaluates amendments to our current eligibility criteria to allow an
43 employee to access paid parental leave after working for the City for
44 after 6 months [in addition to the phased approach at one year of](#)
45 [employment;](#)

46 3) Guarantees employees up to 12 weeks of paid parental leave
47 regardless of their sexual orientation, gender identity, marital status,
48 or whether multiple family members are employed by the City, which

49 mirrors the protections afforded to sworn and non-sworn employees
50 under the City's 6-week paid parental leave policy;

51 4) Maintains the City's current policy, which makes paid parental leave
52 available to employees who become parents because of the birth,
53 adoption, or foster placement of a child, without regard to the parents'
54 marital status, gender identity, or sexual orientation, or whether both
55 parents are City employees;

56 5) Maintains an employee's ability to apply their used paid parental
57 leave to the 30-day threshold that is required prior to an employee's
58 ability to access short-term disability; and

59 6) Maintains other components of the City's existing paid parental leave
60 policy, including the ability to access paid leave prior to the birth or
61 placement of the child in order to allow for time for prenatal
62 appointments, court proceedings, or home visitations.

63 **BE IT FURTHER RESOLVED:**

64 The City Manager is directed to provide the City Council with an update on
65 this Resolution within 90 days of approval of this Resolution.

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67 **ADOPTED:** _____, 2022 **ATTEST:** _____

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Myrna Rios
City Clerk