

1 **RESOLUTION NO.**

2 **WHEREAS**, City employees are an asset to the City of Austin; and

3 **WHEREAS**, the City seeks to hire the most qualified workers possible and  
4 has an interest in reducing turnover and increasing productivity, efficiency, and  
5 morale amongst the City workforce; and

6 **WHEREAS**, the Council committed to providing City employees a living  
7 wage and increased the minimum wage from \$11.39 to \$15.00 over a period of  
8 four years; and

9 **WHEREAS**, average rents in Austin have increased 35%, appraised values  
10 for homes have increased 56%, and inflation has hit 8%, all contributing to  
11 the Consumer Price Index (CPI) increasing at a rate unprecedented during the past  
12 40 years; and

13 **WHEREAS**, the Council adopted Resolution No. 20150521-023 directing  
14 the City Manager to include increases in the City's minimum wage for its  
15 employees in future budget proposals considering a metric such as the Consumer  
16 Price Index or the rate of inflation; and

17 **WHEREAS**, reinvesting in the workforce should be the number one priority  
18 for local governments to help regain the purchasing power that workers have lost  
19 during the past several years; and

20 **WHEREAS**, City staff vacancies are currently at 17% across the board,  
21 with EMS vacancies at 25%, AFD vacancies at 9%, and APD vacancies at 19%;  
22 and

23           **WHEREAS**, it is the responsibility of the Council to ensure the City  
24 provides reliable and consistent city services and operations; and

25           **WHEREAS**, the City convened a Living Wage Working Group consisting  
26 of a wide range of community stakeholders which met four times in 2022 to  
27 develop recommendations regarding the City’s living wage rate and policy that  
28 were presented in a memo to Mayor and Council on April 28, 2022, that  
29 recommended the City adopt a wage rate of \$22.00 per hour to take effect  
30 beginning FY 2023; and

31           **WHEREAS**, it is the Council’s intention that a revised minimum wage for  
32 City employees would be included in the FY 2022-2023 budget; and

33           **WHEREAS**, the City’s Financial Services Department is currently  
34 developing the proposed budget for FY 2022-2023; **NOW, THEREFORE,**

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

36           The Council acknowledges the dire staffing crisis in the City and the need to  
37 prioritize City staffing needs before all other new spending during the FY 2023  
38 budget development in order to provide a living wage to its employees, recover the  
39 loss of purchasing power of its employees, and reinvest in the entire City  
40 Workforce.

41 **BE IT FURTHER RESOLVED:**

42           The Council directs the City Manager to adopt a living wage of \$22.00 for  
43 all regular, sworn, and temporary employees of the City, as well as any workers  
44 employed through contracts with the City and excluding employees in the summer  
45 youth program, in the FY 2023 budget that accounts for compression and all

46 discretionary and new on-going funds shall be appropriated for this purpose first. If  
47 the City Manager determines that adopting a living wage of \$22.00 is not feasible  
48 in the proposed FY 2023 budget, the City Manager shall include in the FY 2023  
49 budget proposal presentation a report to Council on the amount of funding that  
50 would be required to achieve that rate of pay and what changes to the proposed  
51 budget would be required. Additionally, the City Manager shall develop a plan that  
52 includes increasing the living wage each year to reach an hourly rate of \$27.00.

53 **BE IT FURTHER RESOLVED:**

54 The Council directs the City Manager, when developing this plan, to include  
55 a general wage increase for civilians not included in the living wage increase and a  
56 competitive labor contract for all sworn staff in order to account for lost purchasing  
57 power.

58 **BE IT FURTHER RESOLVED:**

59 The Council directs the City Manager to ensure the upcoming and future  
60 budget proposals and the city website include a section on livable wages to ensure  
61 fiscal transparency and public accountability.

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63 **ADOPTED:** \_\_\_\_\_, 2022 **ATTEST:** \_\_\_\_\_

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Myrna Rios  
City Clerk