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 home has increased 56%, and inflation has hit 8%, all contributing to the
11	Consumer Price Index (CPI) increasing at a rate unprecedented over the last 40
12	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	over the last 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, at the request of members of the Audit & Finance Committee
26	the City Auditor is conducting a special project focused on retention and
27	recruitment strategies for specific staff positions; and

28	WHEREAS, the City has hired a consultant to conduct an "Investing in the
29	Workforce" study, and the study was expected to be released in March 2022; and
30	WHEREAS, Mayor and Council received a memo in December 2021 on
31	workforce strategies to address recruiting and retaining employees; and
32	WHEREAS, the City convened a Living Wage Working Group consisting
33	of a wide range of community stakeholders which met four times in 2022 to
34	develop recommendations regarding the City's living wage rate and policy that
35	were presented in a memo to Mayor and Council on April 28, 2022 that
36	recommended the City to adopt a wage rate of \$22.00 per hour to take effect
37	beginning FY 2023; and
38	WHEREAS, it is the Council's intention that a revised minimum wage for
39	City employees would be included in the FY 2022-2023 budget; and
40	WHEREAS, it is the Council's highest priority to ensure the City addresses
41	current vacancies and retains and recruits the best workforce possible: and
42	WHEREAS, current data is not sufficient for City Council to make
43	informed decisions regarding options and potential trade offs; and
44	WHEREAS, the City's Financial Services department is currently
45	developing the proposed budget for FY 2022-2023; NOW, THEREFORE,
46	BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:
47	The Council acknowledges the dire staffing crisis in the City and prioritizes
48	the need to prioritize City staffing needs before all other new spending during the
49	FY2023 budget development in order to provide a living wage to its employees,
50	mitigate recover the loss of purchasing power of its employees, retain and recruit
51	experienced employees, and reinvest in the entire City Workforce.
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BE IT FURTHER RESOLVED:

54	The Council directs the City Manager to develop a plan and timeline to
55	adopt a living wage of \$22.00 per hour for all regular, sworn, and temporary
56	employees of the City, as well as any workers employed through contracts with the
57	City and excluding employees in the summer youth program. in the FY 2023
58	budget that accounts for compression and all discretionary and new on-going
59	<u>funds shall be appropriated for this purpose first.</u> If the City Manager determines
60	that adopting a living wage of \$22.00 is not feasible in the proposed FY 2023
61	budget, the City Manager shall increase the living wage in the proposed budget by
62	the most significant amount possible, and provide data to Council so that Council
63	may increase it further in FY 2023. In addition, the City Manager shall include in
64	the FY 2023 proposed budget proposal presentation a report to Council on the
65	amount of funding that would be required to achieve that rate of pay and what
66	changes to the proposed budget would be required as well as a plan and timeline
67	for providing the \$22.00 wage as soon as feasible. Additionally, the City Manager
68	shall develop a plan that includes increasing the living wage each year to reach an
69	hourly rate of \$27.00. Any changes to the living wage should account for
70	compression and reward experience, and such measures should be clearly
71	communicated to Council.

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BE IT FURTHER RESOLVED:

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

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BE IT FURTHER RESOLVED:

The Council directs the City Manager to consider adding recruitment and retention as a top indicator in Strategic Direction 2023, and to include the living wage as a metric for this indicator and consider developing other key metrics around vacancy rates, time to recruitment, and employee tenure.

BE IT FURTHER RESOLVED:

The Council directs the City Manager to ensure the upcoming and future budget proposals and the city website include a section on livable wages to ensure fiscal transparency and public accountability. In future proposed budgets, the City Manager shall consider increasing the living wage by no less than the cost of living adjustment while also accounting for compression pay.