

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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53 **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 ~~funds shall be appropriated for this purpose first.~~ 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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73 **BE IT FURTHER RESOLVED:**

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

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79 **BE IT FURTHER RESOLVED:**

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

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85 **BE IT FURTHER RESOLVED:**

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

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