

RESOLUTION NO. 20220616-050

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

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

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

WHEREAS, average rents in Austin have increased 35%, appraised values for home has increased 56%, and inflation has hit 8%, all contributing to the Consumer Price Index (CPI) increasing at a rate unprecedented over the last 40 years; and

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

WHEREAS, reinvesting in the workforce should be the number one priority for local governments to help regain the purchasing power that workers have lost over the last several years; and

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

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

WHEREAS, at the request of members of the Audit & Finance Committee the City Auditor is conducting a special project focused on retention and recruitment strategies for specific staff positions; and

WHEREAS, the City has hired a consultant to conduct an “Investing in the Workforce” study, and the study was expected to be released in March 2022; and

WHEREAS, Mayor and Council received a memo in December 2021 on workforce strategies to address recruiting and retaining employees; and

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

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

WHEREAS, it is the Council’s highest priority to ensure the City addresses current vacancies and retains and recruits the best workforce possible: and

WHEREAS, current data is not sufficient for City Council to make informed decisions regarding options and potential trade offs; and

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

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

The Council acknowledges the dire staffing crisis in the City and prioritizes City staffing needs during the FY2023 budget development in order to provide a living wage to its employees, mitigate the loss of purchasing power of its employees, retain and recruit experienced employees, and reinvest in the entire City Workforce.

BE IT FURTHER RESOLVED:

The Council directs the City Manager to develop a plan and timeline to adopt a living wage of \$22.00 per hour for all regular, sworn, and temporary employees of the City, as well as any workers employed through contracts with the City and excluding employees in the summer youth program. If the City Manager determines that adopting a living wage of \$22.00 is not feasible in the proposed FY2023 budget, the City Manager shall increase the living wage in the proposed budget by the most significant amount possible, and provide data to Council so that Council may increase it further in FY2023. In addition, the City Manager shall include in the FY2023 proposed budget presentation a report to Council on the amount of funding that would be required to achieve that rate of pay and what changes to the proposed budget would be required as well as a plan and timeline for providing the \$22.00 wage as soon as feasible. Additionally, the City Manager shall develop a plan that includes increasing the living wage each year to reach an hourly rate of \$27.00. Any changes to the living wage should account for compression and reward experience, and such measures should be clearly communicated to Council.

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.

BE IT FURTHER RESOLVED:

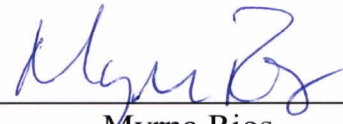
The Council directs the City Manager to consider adding recruitment and retention as a top indicator in Strategic Direction 2023, and to include the living wage as a metric for this indicator and consider developing other key metrics around vacancy rates, time to recruitment, and employee tenure.

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.

ADOPTED: June 16, 2022

ATTEST:



Myrna Rios
City Clerk