

## **RESOLUTION NO.**

**WHEREAS**, the City of Austin has an outstanding workforce that works every day to make the City a better place to live for all Austin residents; and

**WHEREAS**, our community values the needs of family life and the necessity of balancing work and family; and

**WHEREAS**, our community values all kinds of families, including those with same sex parents or single parents, and values all kinds of familial responsibilities, including caring for adult family members when necessary; and

**WHEREAS**, Austin has undertaken efforts to be a more family friendly city; and

**WHEREAS**, the federal Family and Medical Leave Act (FMLA) provides a framework for employees to take time away from their job in order to care for family members, but does not ensure pay for that time; and

**WHEREAS**, it is important for the City to remain competitive in terms of our ability to retain the best and the brightest workforce in order to continue to provide the highest level of service to our citizens; and

**WHEREAS**, flexibility to care for family members has become a highly valued benefit and will contribute to workforce retention; and

**WHEREAS**, the City competes for workforce talent with many employers who offer paid family leave; and

**NOW, THEREFORE**, be it resolved by the City Council that the City Manager is hereby directed to:

1. Develop and bring to Council for approval an amendment to the City personnel policies to begin providing 30 days of paid family leave to be used during FMLA leave after all accrued leave is exhausted. Paid family leave will be made available to birth mothers and fathers and adoptive mothers and fathers without regard to marital status or sexual orientation of the parenting individuals. This policy change should begin the first day of Fiscal Year 2014;
2. Develop and bring to Council for approval an amendment to the City personnel policies for an on-going, permanent “leave bank” to provide paid time off to be available to employees with approved FMLA leave beginning with the first day of fiscal year 2014. Employees may voluntarily donate their accrued leave time to the bank. Employees with approved FMLA leave may take paid leave time from the bank to cover some portion of their FMLA leave;
3. Develop and bring to Council for approval an amendment to the City personnel policies that sets out a system of prioritization for leave-takers accessing the leave bank, with priority to be given to

those employees taking FMLA leave for reasons other than childbirth, in light of the new paid family leave option; and

4. The amendment for paid family leave should be brought back to Council for approval on June 20, 2013. The amendment for a “leave bank” and a “system of prioritization” should be brought back to Council for approval before August 1, 2013.

The family leave and the leave bank referred to in this Resolution shall not be available to employees whose terms and conditions of employment with the City are negotiated through a collective bargaining agreement or a meet and confer agreement.

**ADOPTED:** \_\_\_\_\_, 2013

**ATTEST:** \_\_\_\_\_

Jannette S. Goodall  
City Clerk