

**RESOLUTION NO. 20150521-023**

**WHEREAS**, a living wage is a wage rate higher than the federal minimum wage that helps ensure workers can meet their basic needs; and

**WHEREAS**, raising the pay of low-wage workers receiving less than a living wage increases productivity, lowers turnover and its accompanying costs, reduces supervisory costs, and increases morale; and

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

**WHEREAS**, the City of Austin raised the minimum wage for its own full-time employees to \$11.00 an hour in September 2008 and has only increased that wage once in the last six years to \$11.39, a 3% increase; and

**WHEREAS**, over the past six years, the cumulative rate of inflation in the United States is estimated at 10.1%; and

**WHEREAS**, the City Council adopted Resolution No. 20140612-067 directing the city manager to conduct a study and provide recommendations to the Council within 60 days regarding changes to the current City living wage rate and tie that living wage to an index; and

**WHEREAS**, the City Council adopted Resolution No. 20141016-035 establishing a Living Wage Task Force to make recommendations to the Council on a range of living wage rates and indexes; and

**WHEREAS**, it is the City Council's intention that a revised minimum wage for City employees would be included in the FY2015-2016 budget; and

**WHEREAS**, the City's Financial Services department is currently developing the proposed budget for FY2015-2016; **NOW, THEREFORE**,

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

The City Council desires that the City Manager consider the recommendations of the Living Wage Task Force in developing the budget for FY2015-2016, and the City Council desires that the City Manager include an increase in the City's minimum wage for its own employees in the proposed budget for FY2015-2016:

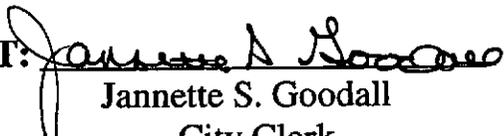
**BE IT FURTHER RESOLVED:**

The City Council desires that the City Manager include increases in the City's minimum wage for its own employees in future budget proposals beyond FY2015-2016, considering a metric such as the Consumer Price Index or the rate of inflation.

**BE IT FURTHER RESOLVED:**

The City Council, in considering the recommendations of the Living Wage Task Force, directs the City Manager to identify associated costs, and present options, including a staff-recommended minimum wage for employees and temporary employees, and recommendations on a range of living wage rates and potential indexes to the Council during the FY2015-2016 budget development process.

**ADOPTED:** May 21, 2015

**ATTEST:**   
Jannette S. Goodall  
City Clerk