

**RESOLUTION NO. 20180301-017**

**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 among the City workforce; and

**WHEREAS**, earned sick days contribute to the health, safety, and welfare of those who have access to them and the public more generally; and

**WHEREAS**, the City Council has frequently acted to advance the quality of life for all City employees, including temporary, seasonal, and part-time employees, including actions taken in the FY2015-2016 budget to provide temporary employees with health insurance; and

**WHEREAS**, the City Council passed Resolution 20150521-023 to ensure that wage increases to City employees, including temporary employees, were included in the FY2015-2016, FY2016-2017, FY2017-2018, and subsequent budgets; and

**WHEREAS**, the City Council directed the City Manager through a FY2017-2018 budget amendment and direction to ensure that all employees, including temporary and seasonal employees, at the City of Austin have the ability to earn paid sick leave; and

**WHEREAS**, the City Council approved ordinance No. 20180215-049 on February 15, 2018, providing earned sick time for Austin employees in the private sector; and

**WHEREAS**, it is the City Council's intention that a revised internal policy regarding all temporary City employees be included in the FY2018-2019 budget; and

**WHEREAS**, the City's Financial Services Department will soon be developing the proposed budget for FY2018-2019; **NOW, THEREFORE**,

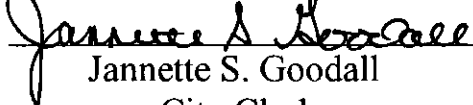
**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

The City Manager is directed to ensure that all City employees, including part-time, temporary, and seasonal employees, have access to earned sick days at a minimum in the manner or amounts required in Ordinance No. 20180215-049 by October 1, 2018, and to include any necessary additional funding to achieve this goal in the proposed FY 2018- 2019 budget.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to repurpose unexpended funds, which were allocated by Council budget rider for paid sick leave purposes, in the FY2017-2018 budget to ensure adequate outreach, education, and consulting assistance to inform the public and assist businesses, particularly small businesses, to prepare for implementation of Ordinance No. 20180215-049.

**ADOPTED:** March 1, 2018

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