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WHEREAS, the Austin City Council sets economic opportunity and affordability as a top priority in Austin Strategic Direction 2023; and

WHEREAS, according to the 2008 Families and Children Taskforce Report, “for Austin to succeed in attracting and retaining families, the City will have to make this goal a central focus of its planning efforts and develop specific procedures to ensure that the interests of families with children are considered in every major planning decision;” and

WHEREAS, the Austin area is experiencing low unemployment and all employers face significant competition to recruit and retain talent, including individuals with diverse family caretaker responsibilities; and

WHEREAS, Early Matters Greater Austin developed a Family-Friendly Workplace Toolkit to help employers explore the benefits of family-friendly

workplaces, assess current business practices, identify opportunities for potential change, and connect employees with local family resources; **NOW, THEREFORE,**

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

The City Manager is directed to conduct an assessment of the City of Austin's employment policies and identify areas in which the City of Austin could improve to become a more family-friendly employer. This assessment should seek the input of current employees, outside stakeholder groups, and benchmark against best practices nationally.

This assessment of the City of Austin's practices should include, but not be limited to those outlined in the Early Matters Family Friendly Workplace Toolkit:

- Living wages
- Paid leave
- Health benefits
- Career development opportunities
- Flexible work hours and locations
- Supportive services within the workplace
- Support or benefits for employees with caregiving responsibilities outside the workplace
- Community involvement strategies

The City Manager should review opportunities for tracking the utilization of new and existing family-friendly policies and seeking on-going employee feedback.

For any programs that require additional funding, the City Manager shall provide a recommendation to Council during the FY2019-2020 budget feedback.

BE IT FURTHER RESOLVED:

The City Manager is directed to encourage Austin area employers to adopt family-friendly practices, including utilization of the Early Matters Greater Austin Family-Friendly Toolkit.

ADOPTED: _____, 2019

ATTEST: _____

Jannette S. Goodall
City Clerk