



**RECOMMENDATION  
COMMISSION ON IMMIGRANT AFFAIRS  
20190805-5C**

WHEREAS, the City of Austin's City Manager, Spencer Cronk, released the City's proposed FY 2019-2020 budget on August 5, 2019, and included in the budget is an allocation for \$100,000 total to be used to fund a Business Process Specialist within the Equity Office to serve the immigrant community through policy and services, and

WHEREAS, the budget of \$100,000 must pay both the salary and the benefits for the funded position, and

WHEREAS, salaries for a city position that serves immigrants in comparable cities ranges from \$90,000 to \$115,000, not including benefits, and

WHEREAS, to attract qualified candidates, we must offer a competitive salary for this position, and

WHEREAS, Austin is the Capital of Texas and Texas is often ground-zero for immigration issues, and

WHEREAS, Austin is in a unique position to provide leadership on this important issue, and

WHEREAS, threats and opportunities, including federal and state policies, that impact Austin's immigrant community members, arise quickly, this office must be able to react swiftly in response on behalf of the city, and

WHEREAS, putting the position within the City Manager's office would allow this person the ability to respond quickly and the authority to make decisions.

THEREFORE, in alignment with City Council's Resolution 20180628-124 and in alignment with the Commission on Immigrant Affairs' Resolution 20190429-5a1,

RECOMMENDED, that the position of Immigrant Affairs Officer be promoted to an Executive level position and placed under the City Manager's Office directly, and that the salary range be between \$90,000 and \$115,000 excluding benefits.

PASSED by the Commission on Immigrant Affairs on August 5, 2019.

Unanimously approved by the Commission on Immigrant Affairs on a 9-0 vote with Samuel Adair, Nicole Merritt, and Nasario Jaimes not present.

Attest:

*Connie H. Gonzales*

Staff Liaison