

City of Austin



Human Resources Department Veterans Program Overview January 15, 2020

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Overview

- City of Austin
- Veterans Program Internal Work
- Procedure Oversight and Assistance
- Veterans Program External Work
- Reporting Structure Benchmark
- Veterans Resource Center Background

City of Austin

- Employs approximately 13,500 employees
- Approx. 1,800 Veterans, Guards and Reservists

The Veterans Program

- Created by Mayor, City Management and the Human Resources Department - 2007
- Veterans Program is an award winning program
- Two regular full-time positions allocated for the program

Veterans Program Internal Work

- Liaison to the Commission on Veteran Affairs
- Service Disabled Veterans Business Enterprise
- Veterans Small Business Loan
- Quarterly Veterans Benefits Symposium
- Women Veterans Appreciation Annual Luncheon
- Veterans Day Appreciation Annual Luncheon
- Memorial Day Ceremony
- Veteran's Resource Guide
- Military ADA Accommodations

Procedure Oversight and Assistance

- Military Pay Supplement
- Paid 15 Days of Military Leave
- Veterans Preference in Hiring
- Service Credit of Military Active Duty up to 4 years towards City of Austin Retirement
- Military Family Medical Leave Act (FMLA)

Veterans Program External Work

- Fort Hood Career Skills Program
- Military Job Fairs
- Veterans Day Parade
- Mayor's Challenge to End Veteran Homelessness
- Mayor's Challenge to Prevent Suicide Among Service Members, Veterans and their Families.
- Furniture for No Longer Homeless Veterans
- Community engagement with Austin Veteran Organizations

Veterans Programs Reporting Structure

- **City of Austin**

- Human Resources Department
- Direct report to the Deputy Director

- **Houston**

- Direct report to the Mayor's Office

- **San Antonio**

- Government and Public Affairs
- Direct report to the Director

- **New York City**


- Prior to 2016 Veterans were served by the Mayors office
- City agency has been created

Veterans Resource Center Background

- November 2013 – Veterans Affairs Commission expressed interest in creating a Veterans Resource Center
- March 2017 – Commission submits recommendation for Veterans Resource Center
- June 2017 – Council approved resolution 20170622-035 requesting:
 - Costs & Funding
 - Needs assessment defining service gaps & provides metrics
 - A business plan
 - Space of 5,500 square feet
- December 2017 – HRD response sent to Council
 - staff reached out to 48 local veteran service providers to gauge interest in co-locating or working in partnership with a Veterans Resource Center.
 - 12 of the 48 showed some level of interest; providing educational materials, staffing a facility, co-locating.

Veterans Resource Center Background

- June 2018 – Veterans Affairs Commission made a recommendation to fund a VRC for FY19
- HRD held and continues to hold 4800 sq. ft. at the new Learning and Research Center
- October 2018 presentation to Council based on feedback
 - Issued solicitation and contracted with Combined Arms
 - Survey Conducted - Available for 53 days, 562 respondents
 - 3 Stakeholder meetings
- August 2019 – Council Presentation by Combined Arms and the Human Resources Department
 - Recommend either the Non-Profit or Public/Private Partnership.
 - Veterans Commission meeting
- October 2019 – Report sent to Mayor and Council and the Veterans Commission



Thank you

Questions?