RESOLUTION NO.

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WHEREAS, the Family and Medical Leave Act (FMLA) entitles eligible
employees of covered employers to take twelve workweeks of unpaid, jobprotected leave in one year for an employee's own serious health condition, caring
for a family member with a serious health condition, or birthing a child and caring
for a newborn; and

WHEREAS, uniformed Fire, Police, and EMS employees currently do not
have any paid parental leave benefit provided through the City of Austin, unlike
their civilian counterparts who receive 6 weeks of paid family leave; and

WHEREAS, sworn employees of Fire, Police, and EMS often need more
than 12 weeks of leave to birth a child and return to the physical fitness level
necessary to perform their physically demanding job duties and they will
sometimes have other health or family issues during the same one-year period in
which they give birth; and

WHEREAS, providing sworn employees with paid time off to return to the physical fitness level necessary to perform their jobs will ensure a healthier and more productive uniformed service in Austin, and will benefit employee retention and recruitment; and

WHEREAS, sworn Fire, Police and EMS employees face the same
challenges as other city employees in adjusting to a change in family status due to
birth, adoption or foster placement, NOW, THEREFORE,

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

The City Manager is directed to develop implementation and funding
options to extend paid parental leave benefits, including alternate return to work

options, for sworn employees of AFD, APD, and EMS. Consultation with
professionals from each department could determine whether different options
would be appropriate for each department and would satisfy the following:

- Provide an adequate period of paid leave for uniformed personnel
 recovering from childbirth to physically recover from childbirth
 and return to the physical fitness level required to perform their
 respective physically demanding jobs.
- Establish the length of paid time off-duty for the Family Leave 32 Policy including consulting job-related physical standards for each 33 respective uniformed personnel department, consulting with 34 medical experts, and conferring with respective labor associations 35 to review cases of uniformed personnel who have recovered or are 36 recovering from childbirth or whose family status has changed due 37 to childbirth, adoption/adoption placement or foster placement, to 38 better understand the unique challenges faced. 39
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BE IT FURTHER RESOLVED,

The City Manager is directed to return to City Council within 30 days with a cost estimate for extending the existing paid parental leave to include all City of Austin sworn personnel.

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Myrna Rios Interim City Clerk