

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

- 28 • Provide an adequate period of paid leave for uniformed personnel
29 recovering from childbirth to physically recover from childbirth
30 and return to the physical fitness level required to perform their
31 respective physically demanding jobs.

- 32 • Establish the length of paid time off-duty for the Family Leave
33 Policy including consulting job-related physical standards for each
34 respective uniformed personnel department, consulting with
35 medical experts, and conferring with respective labor associations
36 to review cases of uniformed personnel who have recovered or are
37 recovering from childbirth or whose family status has changed due
38 to childbirth, adoption/adoption placement or foster placement, to
39 better understand the unique challenges faced.

40 **BE IT FURTHER RESOLVED,**

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

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45 **ADOPTED:** _____, 2021 **ATTEST:** _____
46 Myrna Rios
47 Interim City Clerk