

RESOLUTION NO.

WHEREAS, Austin seeks to be a family-friendly community where diverse families are able to fulfill their potential; and

WHEREAS, childcare and other caretaking costs can be one of the most significant household expenses, impacting economic opportunity and affordability for Austin families; and

WHEREAS, the federal Family and Medical Leave Act (FMLA) provides a framework for employees to take time away from their job in order to care for family members, but does not ensure pay for that time; and

WHEREAS, the City's current paid parental leave policy for employees in a regularly budgeted position who qualify for FMLA may receive up to 240 hours of paid leave (prorated based on budgeted workweek) for the birth and care of a child, or placement of a child for adoption or foster care during the FMLA period; and

WHEREAS, both sworn and non-sworn employees, including part-time employees, are eligible for this benefit; however, temporary employees are currently excluded from this policy; 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, family-friendly policies can help employees build safe, stable, and nurturing environments for young children, and help employees care for sick or elderly members of their family; and

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

28 **WHEREAS**, the 2020 Family-Friendly Employment Policies Assessment &
29 Report indicated family caregiving was a top priority and expanding paid parental
30 leave was a recommendation; and

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

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

34 The City Manager is directed to provide Council with a study that:

- 35 1) Assesses a phased approach implementing paid parental leave at 8
36 weeks by 2023, 10 weeks by 2024, and 12 weeks by 2025, or sooner,
37 to increase paid parental leave for non-sworn employees, including
38 part-time employees, from 6 weeks to 12 weeks and provides cost
39 estimates associated with each phased approach, ~~including an analysis~~
40 ~~of projected savings, such as savings accrued from increased retention~~
41 ~~and reduced turnover;~~
- 42 2) Evaluates amendments to our current eligibility criteria to allow an
43 employee to access paid parental leave after working for the City for
44 after 6 months in addition to the phased approach at one year of
45 employment;
- 46 3) Guarantees employees up to 12 weeks of paid parental leave
47 regardless of their sexual orientation, gender identity, marital status,
48 or whether multiple family members are employed by the City, which

mirrors the protections afforded to sworn and non-sworn employees under the City's 6-week paid parental leave policy;

- 4) Maintains the City's current policy, which makes paid parental leave available to employees who become parents because of the birth, adoption, or foster placement of a child, without regard to the parents' marital status, gender identity, or sexual orientation, or whether both parents are City employees;
- 5) Maintains an employee's ability to apply their used paid parental leave to the 30-day threshold that is required prior to an employee's ability to access short-term disability; and
- 6) Maintains other components of the City's existing paid parental leave policy, including the ability to access paid leave prior to the birth or placement of the child in order to allow for time for prenatal appointments, court proceedings, or home visitations.

BE IT FURTHER RESOLVED:

The City Manager is directed to provide the City Council with an update on this Resolution within 90 days of approval of this Resolution.

ADOPTED: _____, 2022 **ATTEST:** _____

Myrna Rios
City Clerk