



## Office of Council Member Paige Ellis, District 8

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### Ellis Budget Rider #3: Restoring Returning Employees' Service Time for Vacation Leave and Service Incentive Pay Calculations

**Cosponsors: CM Kitchen, CM Pool**

**BE IT RESOLVED:**

City Council wishes to provide policy direction related to the new human capital management system that is funded in the FY23 Budget. Specifically, as the City proceeds through the procurement and implementation processes in FY23, the City Manager shall ensure that the new human capital management system shall be capable of achieving the following policy direction.

**BE IT RESOLVED:**

As soon as feasible upon the activation of the new human capital management system anticipated to be brought online by the end of the calendar year, tThe City Manager is directed to remove the continuity-of-service requirement from the Personal (Vacation) Leave accrual rate calculation, allowing experienced former City of Austin employees to return to City employment at their former vacation leave accrual rate.

**BE IT FURTHER RESOLVED:**

As soon as feasible upon the activation of the new human capital management system anticipated to be brought online by the end of the calendar year, tThe City Manager is directed to remove the continuity-of-service requirement from the Service Incentive Pay calculation, allowing experienced former City of Austin employees to build upon their previous service time for service incentive pay if they return to City employment.

**BE IT FURTHER RESOLVED:**

This policy direction should be understood to include City of Austin employees that must take a leave of absence or leave without pay; such an employee's service time shall also not be reset for these benefits upon their return to work.

**BE IT FURTHER RESOLVED:**

This policy direction should be understood to apply equally to City employees that have previously left and already returned to City service, allowing experienced City employees that have already returned to City service to have their total lifetime years of service restored to determine their vacation leave and SIP accrual going forward from the effective date of the policy change.

**BE IT FURTHER RESOLVED:**

If any of these policy changes can be implemented in FY23 and result in a fiscal impact beyond what can

be absorbed through vacancy savings or other available funding, the City Manager shall bring a budget amendment for Council consideration.

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