

RESOLUTION NO. 20230720-123

WHEREAS, the City of Austin is known as the Live Music Capital of the World, and musicians are crucial and vibrant contributors to the character of the City; and

WHEREAS, it has been shown by sources, such as the ATX Music Industry Census and Needs Assessment, that musicians in Austin struggle to earn a living wage which keeps pace with the rising cost of living in the City. As a result, Austin is vulnerable to losing musicians and crucial parts of its music industry due to unaffordability; and

WHEREAS, the Imagine Austin Comprehensive Plan states that the creative sector, including the music industry, is a cornerstone of the City's identity and economic prosperity, but that the creative community struggles with quality of life in the City; and

WHEREAS, the City employs musicians through a variety of programs administered by the Economic Development, Aviation, Parks and Recreation, and Library Departments, amongst others; and

WHEREAS, setting an appropriate living wage for musicians differs from other professions because of the significant amount of un-compensated preparation work musicians must do and the relatively short performance times for which musicians are compensated; and

WHEREAS, the City's prevailing pay rate for musicians was set at \$100 per hour in 2012 and then \$150 per hour in 2016, and this pay rate has been matched by partner entities such as Cap Metro; and

WHEREAS, the Austin Music Commission passed Recommendation 20220307-3c in March 2022, recommending that the hourly rate for City musical performances increase to \$200 per hour per musician; and

WHEREAS, the Economic Development Department has since adopted and has been paying this standard rate of \$200 per hour per musician for City musical performances; and

WHEREAS, through mechanical and live entertainment musical licensing programs such as KUT at Airport, Electric Lady Bird, and Music on Hold, the City also works to fairly compensate musicians; and

WHEREAS, a standard rate of pay for City musical performances would assist in raising the universal standard for musical performance pay across the City; **NOW, THEREFORE**,

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

The City acknowledges the needs of its musicians to earn a living wage in order to maintain the cultural and artistic fabric of this City. The City intends to remain the Live Music Capital of the World by supporting the local music industry and its musicians through regular investments, including by means of paid performances.

BE IT FURTHER RESOLVED:

The City places a premium on the talent of its musicians and hereby establishes its pay rate for musicians for a live City music performance of no less than:

- \$200 per musician for groups of up to six people

- \$150 per musician for groups between seven and ten people
- \$1500 total for groups of musicians of ten or more

This musician pay rate is to be used by all City departments directly hiring musicians and for awards for live music performance from the Live Music Fund. The Austin Music Commission should regularly review the musician pay rate for future adjustments and make recommendations that consider the totality of compensation and performance opportunities.

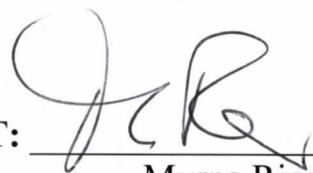
In addition to the musician pay rate, the City Manager and Austin Music Commission should also review fair compensation for licensing by the City.

BE IT FURTHER RESOLVED:

The City Manager is directed to develop a voluntary program that markets and celebrates community partners that adhere to the City's pay rate for musicians, and events or venues that book artists through the Live Music Fund where artists are paid this rate.

ADOPTED: July 20, 2023

ATTEST:



Myrna Rios
City Clerk