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RESOLUTION NO.

WHEREAS, the City needs to improve employee recruitment and retention;
and

WHEREAS, the City faces strict fiscal constraints that limit our ability to provide employee wage increases that keep up with the rapidly rising cost of living in Austin; and

WHEREAS, an employee's benefits package is a meaningful portion of an employer's overall compensation package and one in which the public sector may offer an advantage over the private sector; and

WHEREAS, the City's Personnel Policies currently allow new employees to begin accruing vacation leave immediately upon being hired, but require new employees to wait six months before taking any vacation leave, which is excessive, out of step with other employers, and harmful to recruitment and retention; and

WHEREAS, a City employee's supervisor must approve all vacation leave requests in advance, ensuring departmental workload and workforce can be managed effectively; **NOW, THEREFORE**,

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

The City Manager is directed to initiate amendments to the City’s Personnel Policies and any related documents to eliminate the waiting period for new City employees to use accrued vacation leave.

ADOPTED: _____, 2023 **ATTEST:** _____

Myrna Rios
City Clerk

DRAFT