

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

and

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

WHEREAS, Travis County offers its employees three personal holidays per year; and

WHEREAS, in response to Fiscal Year 2023-2024 Council Budget Question 171 (“Would there be a fiscal impact to adding a third personal holiday to the City employee benefits package?”), the City Human Resources Department states, “Providing an additional personal holiday would not have a fiscal impact that we could quantify for an estimate. The nature of a personal holiday is to take it at various times during the year. Since this would not result in the City closing for

25 a specific day, the costs would already be in the operating budget.”; **NOW,**
26 **THEREFORE,**

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

28 The City Manager is directed to add a third personal holiday per year to the
29 City employee benefits package to increase our competitiveness as an employer
30 and improve employee recruitment and retention.

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34 **ADOPTED:** _____, 2023 **ATTEST:** _____
35 Myrna Rios
36 City Clerk
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