

WHEREAS, the City seeks to be a model employer in the Central Texas region and support the wide adoption of family-friendly workplace practices; and

WHEREAS, in a competitive job market, organizations that provide comprehensive benefits, including increased childcare stipends, improve employee morale, help retain valuable talent, and reduce employee turnover and associated costs, and

WHEREAS, the City can help bridge the gender pay gap and support the professional growth of women, who have been disproportionately affected by the lack of affordable childcare, by providing them additional resources for childcare, and

WHEREAS, accessibility to childcare for City employees has been improved by recent administrative changes to the City's childcare assistance benefit program that allows any employee income of 100% of MFI + 10% to be eligible for childcare assistance; and

WHEREAS, the City has taken positive steps to improve accessibility but understands that and inclusive and diverse workplace requires further review, and a

25 comprehensive understanding of their employee's specific childcare needs and
26 preferences **NOW, THEREFORE,**

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

28 The City Manager is directed to initiate a study to identify the full
29 population of need for City employees, as well as likely utilization by City
30 employees, identify the options for providing additional resources for employees
31 already receiving the full non-taxable amount of dependent care stipends, and cost
32 implications for a program expansion..

33 **BE IT FURTHER RESOLVED:**

34 The City Manager is directed to implement a pilot program for City
35 employees to increase childcare stipends across a broader distribution of incomes
36 with a progressive scale of financial support decreasing with an increase in income.

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

41 Myrna Rios
42 City Clerk
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