

RESOLUTION NO. 20230816-018

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

WHEREAS, the City faces strict fiscal constraints limiting our ability to provide employee wage increases that keep up with the rapidly rising cost of living in Austin; 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, the City currently offers its employees two, use-it-or-lose-it personal holidays per year; and

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

WHEREAS, the last time the City added a personal holiday to the City employee benefits package (September 2002), the Recommendation for Council Action stated, "There is no unanticipated fiscal impact. A fiscal note is not required."; and

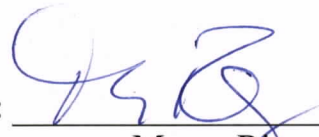
WHEREAS, in response to Fiscal Year 2023-2024 Council Budget Question 171 ("Would there be a fiscal impact to adding a third personal holiday to the City employee benefits package?"), the City Human Resources Department states, "Providing an additional personal holiday would not have a fiscal impact 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

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

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

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

ADOPTED: August 16, 2023 **ATTEST:**



Myrna Rios
City Clerk