

RESOLUTION NO. 20230816-020

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, the City values its employees' well-being and work-life balance, and understands the stress attached to balancing work and childcare responsibilities; 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, childcare support can contribute to a more diverse and inclusive workforce by removing barriers for parents, particularly single parents, with limited resources; 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 an inclusive and diverse workplace requires further review, and a

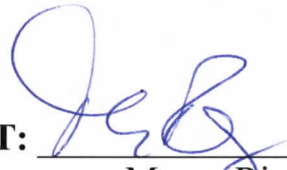
comprehensive understanding of their employee's specific childcare needs and preferences; **NOW, THEREFORE,**

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

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

BE IT FURTHER RESOLVED:

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

ADOPTED: August 16, 2023 **ATTEST:** 
Myrna Rios
City Clerk