RESOLUTION NO.

2	WHEREAS, the City may close or delay the opening of non-essential
3	operations at the direction of the City Manager due to bad weather or other
4	emergency situations; and
5	WHEREAS, the number of emergency closures and delayed openings has
6	increased in recent years, necessitating the designation of essential employees to
7	maintain critical operations; and
8	WHEREAS, employees are deemed essential when they are required to
9	report, work, and/or remain at work during an emergency closure or delay; and
10	WHEREAS, there is currently no clear definition of "essential employee" in
11	the City's Personnel Policies, leading to ambiguity in designation and
12	compensation; and
13	WHEREAS, the number of employees deemed essential during emergency
14	closures has increased in recent years, and is expected to increase due to climate
15	change and emergency weather situations; and
16	WHEREAS, when essential employees report to work during an emergency
17	closure or delay, they receive pay for actual hours worked and any overtime to
18	which they are otherwise entitled; and
19	WHEREAS, the City's Emergency Closure/Bad Weather Pay Procedure
20	may not adequately address the increased demand for essential personnel and their
21	compensation; and
22	WHEREAS, essential employees receive administrative leave on an hour-
23	for-hour basis, based on the hours that City operations are closed or delayed, and

24	requests to use earned administrative leave are subject to management's discretion;		
25	and		
26	WHEREAS, with the increasing frequency of designating employees		
27	"essential" and the growing number of employees whose safety is compromised		
28	during hazardous conditions, it is imperative for the City to assess whether its		
29	Emergency Closure/Bad Weather Pay Procedure adequately reflects the value it		
30	places on the dedicated efforts of our essential workforce; and		
31	WHEREAS, incentivizing and retaining essential employees is vital for		
32	maintaining a robust emergency response system that properly addresses the health		
33	and safety of our community; NOW, THEREFORE,		
34	BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:		
35	The City Manager is directed to assess the effectiveness of the City's		
36	Emergency Closure/Bad Weather Pay Procedure, and this assessment shall		
37	include:		
38	• Collection of data from departments to identify job titles designated as		
39	essential during emergency closures and delays, and the frequency of		
40	such designations; and		
41	• Evaluation of the current process for designating essential employees		
42	and the discretion exercised in approving administrative leave		
43	requests.		

BE IT FURTHER RESOLVED:

The City Manager is further directed to provide a report to Council detailing all job titles currently considered essential and the potential costs associated with providing emergency pay stipends to eligible essential employees for hours worked during emergency closures.

ADOPTED:	, 2024 ATTEST:	
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52 Myrna Rios 53 City Clerk