RESOLUTION NO.

2	WHEREAS, the City seeks to be a family-friendly community where
3	diverse families are able to fulfill their full potential and build safe, stable, and
4	nurturing environments for young children; and
5	WHEREAS, as the City seeks to improve support for workers with
6	children, employees may struggle to build a family for a wide variety of reasons;
7	and
8	WHEREAS, many couples and individuals, including single and LGBTQ
9	individuals, who desire to raise children may be prevented from building families
10	because their employer benefits may do any of the following: not consider fertility
1	treatment to be covered as medically necessary; not provide support to workers
12	seeking adoption, fostering, or kinship placement; or otherwise leave these options
13	to be cost-prohibitive for most employees attempting to self-finance; and
14	WHEREAS, Resolution No. 20220519-035 directed a study and
15	recommendations for providing inclusive and high-quality family-building benefits
16	to City employees, and the responsive Memo to Mayor and Council dated January
17	12, 2023 provided some recommendations; and
18	WHEREAS, the City's current employee benefits program includes
19	healthcare coverage of infertility diagnostic services, as well as a legal insurance
20	plan covering some legal costs associated with foster care and adoption; and
21	WHEREAS, the City's benefits program is reevaluated and revised
22	periodically to ensure it is simple, efficient, cost-effective, and satisfies overall
23	goals, and the proposed changes are presented to Council as part of the budget
24	adoption process: NOW. THEREFORE.

25	BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:
26	The City Manager is directed to recommend changes to incorporate within
27	the employee benefit program that offer more comprehensive family-building
28	benefits including, but not limited to, infertility treatment services such as artificia
29	insemination and assisted reproductive technologies like in vitro fertilization and
30	cryopreservation services.
31	BE IT FURTHER RESOLVED:
32	The City Manager is also directed to develop and recommend changes to the
33	employee benefit program that provide foster care and adoption assistance
34	including support for, but is not limited to, licensure requirement costs.
35	BE IT FURTHER RESOLVED:
36	The City Manager is directed to provide cost estimates for these extended
37	benefits and identify funding Council can consider appropriating during the Fiscal
38	Year 2024-2025 budget adoption to implement the program.
39	
40	ADOPTED:, 2024 ATTEST:
41	Myrna Rios
42	City Clerk