

**RESOLUTION NO. 20240321-038**

**WHEREAS**, the City seeks to be a family-friendly community where diverse families are able to fulfill their full potential and build safe, stable, and nurturing environments for young children; and

**WHEREAS**, as the City seeks to improve support for workers with children, employees may struggle to build a family for a wide variety of reasons; and

**WHEREAS**, many couples and individuals, including single and LGBTQ individuals, who desire to raise children may be prevented from building families because their employer benefits may do any of the following: not consider fertility treatment to be covered as medically necessary; not provide support to workers seeking adoption, fostering, or kinship placement; or otherwise leave these options to be cost-prohibitive for most employees attempting to self-finance; and

**WHEREAS**, Resolution No. 20220519-035 directed a study and recommendations for providing inclusive and high-quality family-building benefits to City employees, and the responsive Memo to Mayor and Council dated January 12, 2023 provided some recommendations; and

**WHEREAS**, the City's current employee benefits program includes healthcare coverage of infertility diagnostic services, as well as a legal insurance plan covering some legal costs associated with foster care and adoption; and

**WHEREAS**, the City's benefits program is reevaluated and revised periodically to ensure it is simple, efficient, cost-effective, and satisfies overall goals, and the proposed changes are presented to Council as part of the budget adoption process; **NOW, THEREFORE,**

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

The City Manager is directed to recommend changes to incorporate within the employee benefit program that offer more comprehensive family-building benefits including, but not limited to, infertility treatment services such as artificial insemination and assisted reproductive technologies like in vitro fertilization and cryopreservation services.

**BE IT FURTHER RESOLVED:**

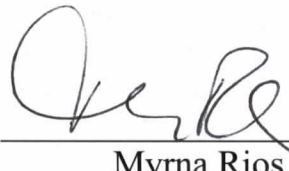
The City Manager is also directed to develop and recommend changes to the employee benefit program that provide foster care and adoption assistance including support for, but is not limited to, licensure requirement costs.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to provide cost estimates for these extended benefits and identify funding Council can consider appropriating during the Fiscal Year 2024-2025 budget adoption to implement the program.

**ADOPTED:** March 21, 2024

**ATTEST:**

  
Myrna Rios  
City Clerk