



MEMORANDUM

To: Mayor and City Council Members

From: T.C. Broadnax, City Manager 

Date: July 23, 2026

Subject: **Maternity Leave for Sworn Firefighters Update**

The purpose of this memorandum is to provide an update regarding the FY2025 and FY2026 Austin Fire Department pilot program that offers a total of sixteen (16) weeks of paid maternity leave for sworn female firefighters recovering from childbirth.

During FY2025, two firefighters used the benefit, and so far in FY2026, four firefighters have used it. Each participant received 640 hours of paid maternity leave. The Fire Department continues to fund this program within its existing operating budget. This benefit supports the health and well-being of new mothers as they physically recover from childbirth and prepare to return to firefighting.

This pilot program is not covered in the current Collective Bargaining Agreement with the Austin Firefighters Association and is set to expire on September 30, 2026. At this time, I am authorizing an extension of the pilot program through FY2028. The Fire Department will cover the cost of this extension in the FY2027 and FY2028 budgets. Human Resources will closely monitor the benefit usage and provide an update in FY2028. This extension will allow time to explore more effective long-term solutions related to this benefit.

Should you have any questions, please contact Susan Sinz, Director of Human Resources at Susan.Sinz@austintexas.gov or AFD Chief of Staff Tom Vocke Tom.Vocke@austintexas.gov.

cc: CMO Executive Team
Erika Brady, City Clerk
Jason Hadavi, City Auditor
Mary Jane Grubb, Municipal Court Clerk
Judge Sherry Statman, Municipal Court
Department Directors
Joel Baker, Fire Chief
Susan Sinz, Human Resources Director