

requests to use earned administrative leave are subject to management’s discretion;
and

WHEREAS, with the increasing frequency of designating employees
“essential” and the growing number of employees whose safety is compromised
during hazardous conditions, it is imperative for the City to assess whether its
Emergency Closure/Bad Weather Pay Procedure adequately reflects the value it
places on the dedicated efforts of our essential workforce; and

WHEREAS, incentivizing and retaining essential employees is vital for
maintaining a robust emergency response system that properly addresses the health
and safety of our community; **NOW, THEREFORE,**

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

The City Manager is directed to assess the effectiveness of the City’s
Emergency Closure/Bad Weather Pay Procedure, and this assessment shall
include:

- Collection of data from departments to identify job titles designated as
essential during emergency closures and delays, and the frequency of
such designations; and
- Evaluation of the current process for designating essential employees
and the discretion exercised in approving administrative leave
requests.

BE IT FURTHER RESOLVED:

The City Manager is further directed to provide a comprehensive report to Council no later than May 30th, 2024 detailing all job titles currently considered essential with an analysis of the potential costs associated with providing emergency pay stipends to eligible essential employees for hours worked during emergency closures, to be considered as part of budget discussions during Budget Work Sessions for FY25.

ADOPTED: _____, 2024 **ATTEST:** _____

Myrna Rios
City Clerk