

RESOLUTION NO.

WHEREAS, overtime management involves the use of strategies and systems to track, control, and minimize unnecessary overtime work; and

WHEREAS, effective overtime management helps reduce costs, prevent employee burnout, and ensure compliance with labor laws and contracts; and

WHEREAS, the City depends on key employees being available, particularly during emergencies, but seeks to reduce reliance on overtime to achieve basic service levels; **NOW, THEREFORE,**

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

The City Manager is directed to provide to Council a publicly posted monthly report that details the use of the overtime budgets for the Austin Police Department, Austin Fire Department, and Austin-Travis County Emergency Medical Services Department and overtime hours worked by all sworn staff in those departments. This report should include a breakdown of the type of leave (vacation, sick, etc.) used by sworn staff in those departments, as well as leave use data organized by day of the week. The data in this report should be aggregated and not include names or identifying information of employees.

BE IT FURTHER RESOLVED:

The City Manager is directed to present the first report to Council's Public Safety Committee by October 6, 2025, for review and feedback.

ADOPTED: _____, 2025 **ATTEST:** _____

Erika Brady
City Clerk