

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 report to Council detailing all job titles currently considered essential and the potential costs associated with providing emergency pay stipends to eligible essential employees for hours worked during emergency closures.

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

Myrna Rios
City Clerk