



## Legislation Text

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File #: 20-1329, Version: 1

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### Resolution to Direct the City Administrator to Create a Temporary Child Care Benefit for City of Ann Arbor Employees, and to Appropriate Funds (\$580,000) for the Child Care Benefit **(8 Votes Required)**

This resolution directs the City Administrator to create a child care benefit for employees to use this fall to help them secure child care while their children are at home and while employees are working from home. The City has received numerous requests from employees for assistance in balancing their parenting responsibilities with their work responsibilities, with many parents feeling overwhelmed by the effects of the Covid-19 pandemic.

In addition, the federal government approved a new paid 12-week FMLA benefit this spring for which most city employees are eligible. This benefit guarantees employees ten weeks of paid time off for pandemic related reasons-including child care and home schooling-at 2/3rds of their normal rate of pay. Absent some kind of child care benefit, we believe a number of employees may utilize this paid FMLA option which could potentially create operational issues within various city departments.

The City of Ann Arbor has strived to be a “work place of choice” for the talented and motivated professionals in our region. Recognizing that the City may never be truly competitive with the private sector in terms of wages, we have made it a priority to become a workplace that offers attractive benefits, a positive workplace culture, and workplace that is supportive of families and work-life balance.

With this in mind, the staff is recommending the creation of a temporary Child Care Benefit in the amount of \$500 per month to assist employees with procuring child care and/or homeschooling services. The benefit would be provided as a reimbursement, and the city would reimburse contracted child care services that are being provided by someone other than an immediate family member. Employees would be eligible for the benefit only if they do not utilize the new FMLA benefit or are otherwise not on some form of extended leave during the calendar month in which they are seeking reimbursement. For now the program would be in effect for the months of September, October, November, and December. The City will evaluate the program, the state of the pandemic, and the status of schooling at that time and make a recommendation to Council as to whether the program should continue or not.

For the above stated reasons, staff recommends the adoption of the program and the allocation of budget funds to pay for it.

Prepared by: John Fournier, Assistant City Administrator

Reviewed by: Matt Horning, Interim Financial and Administrative Services Area Administrator  
Margaret Radabaugh, Sr. Assistant City Attorney

Approved by: Tom Crawford, Interim City Administrator

Whereas, The COVID-19 pandemic has altered the way of life of nearly every person on the planet, upending economies, familial responsibilities, and community relations;

Whereas, The City of Ann Arbor is not exception, with many of our employees working from home, or essential employees working in the field, under less than ideal circumstances;

Whereas, As many schools have moved to virtual learning, many of our employees have the double task of caring for children who are at home while also trying to work a full day for the City;

Whereas, Our employees have performed astonishingly well under these circumstances and deserve commendation and accolades for the work they have done to maintain the integrity of this government and the essential services it provides for our community;

Whereas, The stress of the pandemic, and working situation for our employees, cannot go on unabated;

Whereas, We have heard from numerous employees who are concerned about their child caring responsibilities this fall as schools remain in a virtual learning environment;

Whereas, Creating a safe, empowering, healthy work environment for City employees is the foundation of the success of this city government, and a critical need during this pandemic;

RESOLVED, That the Council of the City of Ann Arbor directs the City Administrator to create a Child Care Benefit program for City employees so they may continue their high level of performance on behalf of this community;

RESOLVED, That City Council appropriate funds up to the amounts listed in the table below to the FY21 budget of each fund with the source of funding as a use of Fund Balance from each fund (\$558,000), reimbursement from the Ann Arbor Housing Commission (\$18,000) and reimbursement from the Downtown Development Authority (\$4,000) for the purpose of the Child Care Benefit program; and

| Fund   | Amount to Appropriate in FY21 |
|--|-------------------------------|
| Fund 0002 - Energy Projects  | 394                           |
| Fund 0003 - DDA (up to \$4,000 to reimbursed by the DDA)                           | 4,000                         |
| Fund 0010 - General Fund (up to \$18,000 of total amount to be reimbursed by AAHC) | 303,794                       |
| Fund 0010 - General Fund (GASB related)  | 62,000                        |
| Fund 0011 - Central Stores   | 2,000                         |
| Fund 0012 - Fleet Services   | 12,000                        |
| Fund 0014 - Information Technology   | 14,000                        |
| Fund 0016 - Community Television Network   | 6,000                         |
| Fund 0021 - Major Street   | 22,440                        |
| Fund 0024 - Open Space & Parks Acq Millage   | 400                           |
| Fund 0026 - Construction Code Fund   | 11,600                        |
| Fund 0042 - Water Supply System  | 30,790                        |

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|--|------------------|
| Fund 0043 - Sewage Disposal System           | 28,410           |
| Fund 0048 - Airport                          | 4,000            |
| Fund 0049 - Project Management               | 20,000           |
| Fund 0057 - Risk Fund                        | 10,000           |
| Fund 0059 - Pension Trust Fund               | 4,000            |
| Fund 0061 - Alternative Transportation       | 540              |
| Fund 0069 - Stormwater Sewer System Fund     | 18,327           |
| Fund 0071 - Park Maint & Capital Imp Millage | 13,800           |
| Fund 0072 - Solid Waste                      | 11,505           |
| <b>Grand Total - All Funds</b>               | <b>\$580,000</b> |

RESOLVED, That the FY21 budget is hereby amended by appropriating the expenditures by fund as summarized in the above table.