

CITY OF NORTHFIELD, MINNESOTA  
CITY COUNCIL RESOLUTION 2018-128  
APPROVING PAID FAMILY AND PARENTAL LEAVE AS A COUNCIL ADMINISTRATIVE  
POLICY FOR THE CITY OF NORTHFIELD, MINNESOTA

WHEREAS, written, adopted administrative policies facilitate effective and efficient management and operations of the City of Northfield (City), which the City has implemented through a Council Administrative Policy;

WHEREAS, providing Paid Family and Parental Leave may help attract and retain employees and may reduce employee turnover;

WHEREAS, Paid Family and Parental Leave supports the City’s commitment to being a progressive employer of choice and it will be less likely to lose good employees;

WHEREAS, growing a family growing through childbirth, adoption, and foster child placement and caring for immediate family members with serious injury or serious illness can take a significant financial and emotional toll on working parents and caregivers, and thereby can impair their ability to serve the public; and

WHEREAS, Paid Family and Parental leave programs benefit children and families.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL THAT:

1. The City of Northfield approves the Paid Family and Parental Leave policy Option \_\_\_\_\_, which is attached hereto and incorporated herein by reference in its entirety, as part of the Administrative Policy.
2. City staff will evaluate and present the financial and operational impacts of this policy and effectiveness on an annual basis to the City Council to determine if such policy should continue and/or be modified.
3. The City expressly reserves and does not waive its right to continue, eliminate, or modify the policy at its sole discretion at any time without notice to employees or exclusive representatives.

PASSED by the City Council of the City of Northfield on this 4th day of December 2018.

ATTEST

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Mayor

VOTE: \_\_\_ POWNELL \_\_\_ COLBY \_\_\_ DELONG\_\_\_ NAKASIAN  
\_\_\_ NESS \_\_\_ PETERSON WHITE \_\_\_ ZWEIFEL