

Paid Family and Parental Leave
November 20, 2018



Summary Option 1

Birth, Adoption, Foster Care, Serious Accident or Serious Illness of Immediate Family Member

- Two weeks (10 days) paid leave based on employee's scheduled hours.
- Up to two (2) separate events per year.

2019 budget: \$23,000



Summary Option 2

Birth, Adoption, Foster Care, Serious Accident or Serious Illness of Immediate Family Member

- 6 weeks paid leave for one (1) birth per year.
- Two week (10 days) pay based on hours worked per year Serious Accident or Serious Illness of Immediate Family Member

OR

Serious Accident or Serious Illness of Immediate Family Member

- Two weeks (10 days) pay based on hours worked per year
- Up to two (2) separate events per year.

2019 budget: \$62,700



Request from Mayor Pownell


Option 3

- Up to 12 weeks, sixty (60) consecutive workdays, of paid leave deemed medically necessary due to incapacity, treatment for such incapacity, or recovery from such incapacity due to pregnancy or childbirth after the employee's sick leave is exhausted.

Additional cost \$25,200

Option 1: \$48,200 (\$23,000 + \$25,200)


Option 2: \$87,900 (\$62,700 + \$25,200)



Clarification of “Beginning of Life Event”

A definition for “beginning of life event” was requested at the November 13 City Council meeting.

For purposes of this policy, “beginning of life event” includes language consistent with FMLA policy:

- For incapacity due to pregnancy, prenatal medical care or childbirth;
 - To care for their child (after birth or placement of a new, adopted, or foster child).
- 

Clarification of Protections of Employment

Employee Handbook Family Medical Leave Act (FMLA – Federal Law) policy 8.3 identifies job protection considerations.

Key Employees/ Return to Work

A key employee is defined as a “senior management” salaried employee. Key employees may be denied reinstatement to the same or an equivalent position after a leave if the denial is necessary to prevent substantial economic injury to the City’s operations.

Employees who are not “key” employees will be reinstated to their same position or an equivalent position upon return from leave, with equivalent pay, benefits and working conditions.

(cont.)




Clarification of Protections of Employment cont.

FMLA General Summary: This policy is intended to be a general summary of the law. Each situation will be evaluated on a case-by-case basis.

Proposed Council Administrative Policy language:

11. RETURN TO WORK

- Employees returning from paid family and parental leave will be reinstated to their same position or an equivalent position of comparable duties, number of hours, and pay.
- 

RECOMMENDATION

- Postpone this agenda item to December 4, 2018 City Council meeting.

Additional Time is Beneficial for City staff:

- Receive feedback on options from City Council Members.
 - Allow City staff to be confident in all policy options.
 - Allow time for another legal review.
- 