

Northfield Parental Leave Survey of Comparable Cities

Location (effective date)	Proposed Policy for the City of Northfield 6.6.18	St. Louis Park 12/18/14	Brooklyn Park 2/13/17	Richfield 1/1/16	Minneapolis 1/1/15	St. Paul 1/1/15	Shoreview 11/8/16	Eden Prairie
Purpose	To provide parents time to bond with newborn children or newly-adopted children in hopes of setting children up for long term health and wellbeing.	To provide paid and unpaid parental leave benefits to employees due to the birth of an employee's child or the placement within an employee's home of an adopted child.	The City will provide its employees with potentially, two weeks of paid parenting leave.	To provide parents of all genders time to bond with newborn children or newly-adopted children in hopes of setting children up for long term health and wellbeing.	To provide eligible employees with up to 120 hours (three weeks) of paid parental leave. The policy allows for the use of paid leave to be taken within 12 weeks following the birth or adoption of a child.	Give parents additional flexibility and time to bond with their new child, and to adjust to their new family situation, and balance their work obligations.	To provide eligible employees with up to 21 calendar days of paid parental leave. The policy allows for the use of paid leave to be taken within 12 weeks following the birth or adoption of a child.	To provide eligible employees with up to 10 calendar days of paid parental leave. The policy allows for the use of paid leave to be taken within 12 weeks following the birth or adoption of a child.

Covered Workers	Employees who have worked for the city at least 12 months, who have worked for at least 1,250 hours over the 12 months proceeding the leave, and who have requested and received FMLA leave.	An employee must have been employed by the City, working at least 20 hours per week for a minimum of one continuous year (12 months).	If the employee becomes a biological or adoptive parent after working for the City for the preceding twelve(12) consecutive months for an average of twenty hours per week or more.	This policy applies to all eligible benefit-earning employees (regardless of gender) employed by the City for a minimum of one continuous year (12 months) and who becomes biological or adoptive parents in conjunction with childbirth or adoptions occurring on or after January 1, 2016.	An eligible employee is defined as a biological parent, an adoptive parent, or the spouse of a biological or adoptive parent. For the purposes of this policy "registered domestic partners" are considered spouses. You must be eligible to accrue sick leave. You must not have any disciplinary action in the previous two years for the misuse of sick leave.	Paid parental leave is available to certified, provisional and appointed employees who are FMLA eligible. An employee is FMLA eligible if s/he has been employed with the City of Saint Paul for at least twelve (12) months and has worked a minimum of 1,250 hours during a 12-month period prior to the leave.	An eligible employee is defined as a biological parent or an adoptive parent, regardless of gender. Eligible employees must be a regular employee who has been employed by the City for at least one continuous year, and has worked at least 20 hours per week for a minimum of one continuous year. Surrogate mothers and sperm or egg donors are excluded from coverage. Paid Parental Leave is not available for foster care placement.	Eligible employees are eligible after the first year of employment.
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Max. Leave Duration for Mothers	2 weeks paid parental leave based on FTE Count; up to a total of 12 weeks of supplemental paid leave, when combined with employee's accrued leave (vacation, sick leave, personal holiday, compensatory time).	The paid parental leave benefit is 100% of the employee's regular base wage (does not include overtime, supplemental pay, and/or other additional pay), for regularly scheduled work hours for up to 21 calendar days and must begin on the date of the birth or placement for adoption.	Week One: (five consecutive days) shall be taken within twelve calendar weeks of the birth or placement of the child; the leave shall be aside from and not intended to affect any state or federal law provision of parenting leave to which the employee may be entitled; and if the parent has used week one of the City's offered parenting leave for the birth or placement of a child the parent may utilize week two (five consecutive days). Week two of paid parenting leave immediately after twelve consecutive weeks of parenting leave taken by the employee under state or federal law; and the employee utilizes week two within 24 weeks of the birth or placement of the child.	The paid parental leave benefit is 100% of the employee's regular base wage (does not include overtime, supplemental pay, and/or other additional pay), for regularly scheduled work hours for up to 10 work days (80 hours). Benefit begins on the employee's first scheduled work day after the baby's birth or placement for adoption (pro rata hours for regular part-time employees).	An eligible employees is defined as a biological parent, an adoptive parent, or the spouse of a biological or adoptive parent. For the purposes of this policy "registered domestic partners" are considered spouses. You must be eligible to accrue sick leave. You must not have any disciplinary action in the previous two years for the misuse of sick leave	An eligible employee who is the birthing mother will receive up to four continuous weeks of pay. Paid leave will be based on the employee's certified normal rate of pay (based on full-time equivalency) not including premiums or scheduled overtime. Part-time employees are eligible for paid parental leave base on their average number of hours worked during the previous twelve months.	21 calendar days per birth or adoption, regardless of gender. If both parents are eligible employees, each will be able to utilize Paid Parental Leave according to the policy. Regular PT employees will receive pro-rated parental leave based on their budgeted FTE at the time of the birth or adoption. The amount of leave does not increase due to the birth/adoption of multiples (twins, triplets, etc.).	Eligible employees who are absent due to the birth or adoption of a child will be paid for their regular, scheduled shifts missed for 10 calendar days beginning on the day of the birth of a child, or the first day the child is brought home after the adoption.
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Max. Leave Duration for Fathers/Partners	2 weeks paid parental leave based on FTE Count. up to a total of 12 weeks of supplemental paid leave, when combined with employee's accrued leave (vacation, sick leave, personal holiday, compensatory time).	The paid parental leave benefit is 100% of the employee's regular base wage (does not include overtime, supplemental pay, and/or other additional pay), for regularly scheduled work hours for up to 21 calendar days and must begin on the date of the birth or placement for adoption.	Week One: (five consecutive days) shall be taken within twelve calendar weeks of the birth or placement of the child; the leave shall be aside from and not intended to affect any state or federal law provision of parenting leave to which the employee may be entitled; and if the parent has used week one of the City's offered parenting leave for the birth or placement of a child the parent may utilize week two (five consecutive days. Week two of paid parenting leave immediately after twelve consecutive weeks of parenting leave taken by the employee under state or federal law; and the employee utilizes week two within 24 weeks of the birth or placement of the child.	This policy applies to all eligible benefit-earning employees (regardless of gender) employed by the City for a minimum of one continuous year (12 months) and who becomes biological or adoptive parents in conjunction with childbirth or adoptions occurring on or after January 1, 2016.	An eligible employee is defined as a biological parent, an adoptive parent, or the spouse of a biological or adoptive parent. For the purposes of this policy "registered domestic partners" are considered spouses. You must be eligible to accrue sick leave. You must not have any disciplinary action in the previous two years for the misuse of sick leave.	All other eligible parents will receive up to two continuous weeks of pay. Paid parental leave is in addition to, and not a replacement for, any other leave for which an employee is eligible.	21 calendar days per birth or adoption, regardless of gender. If both parents are eligible employees, each will be able to utilize Paid Parental Leave according to the policy. Regular PT employees will receive pro-rated parental leave based on their budgeted FTE at the time of the birth or adoption. The amount of leave does not increase due to the birth/adoption of multiples (twins, triplets, etc.).	This policy applies to all regular employees due to the birth of the employee's child or placement within the employee's home of an adopted child.
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Max. Leave Duration for Adoptive Parents/Other Types of Caregiving	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) is 13 weeks due to birth or adoption of a child.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Paid parental leave must be utilized within twelve weeks following the birth or adoption of a child.	Paid leave is for all regularly scheduled workdays/hours during the 21 day calendar period, not to exceed 120 hours total for Reg FT EE's, and not to exceed the FTE work days/hours for a Reg PT EE during the 21 calendar day period	Maximum amount of parental leave (paid & unpaid) is 12 weeks
Amount of Benefit/Percentage of Pay	100% of regular pay for 2 weeks	100% of the employee's regular base wage (does not include overtime, supplemental pay, and/or other additional pay), for regularly scheduled work hours for up to 21 calendar days and must begin on the date of the birth or placement for adoption.	100% of regular pay for 2 weeks following conditions set forth in policy.	100% of regular pay for 2 weeks	100% of regular pay. Three weeks (up to 120 hours) of paid parental leave.	Mothers: Four weeks of continuous pay. All other eligible parents will receive up to two continuous weeks of pay.	100% of the employee's regular base wage. It does not include OT, supplemental pay, and/or any other additional pay.	10 Days. Payment will be provided at 100% of the EE's base rate of pay (including incentive pay for police officers, sergeants, and lieutenants, and seasonal disruption for eligible EE's) at the time the absence began. Base pay does not include OT, call back pay, standby pay, allowances, temporary lead or out of class assignment pay, or any other type of special pay.

Interaction with other Forms of Leave	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941.	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941.	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941. May not be taken intermittently or on a reduced-schedule basis unless approved by a doctor.	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941.	Paid parental leave must be used in a solid block of time and run concurrently with any other leaves available under existing federal and state laws. Paid parental leave must be requested and used within 12 weeks of the qualifying event or the opportunities to request and/or use the leave will be forfeited.	Will run concurrently with FMLA leave.	For birthing parents, will run concurrently with FMLA, MN Parenting Leave and Short Term Disability Coverage. For non-birthing parents, will run concurrently with FMLA and MN Parenting Leave. Paid Parental Leave does not extend the length of these leaves or programs. Any unused Paid Parental Leave at the end of the 21 calendar day period will be forfeited.	Will run concurrently with FMLA leave. EE's will not accrue PTO while receiving Paid Parental Leave. If a holiday observed by the City of EP occurs during the PPL, and the EE is eligible for holiday pay, the EE will receive holiday pay in lieu of a paid parental day. Unpaid parental leave will also be provided to eligible employees in accordance with the MN Parental Leave Act. Unpaid parental leave must be taken within 12 months of the birth or adoption and eligible EE's can chose when the leave will begin. PTO and/or comp time may not be used during 10 days unless EE decides not to utilize the Paid Parental Leave benefit.
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