

CITY OF NORTHFIELD, MINNESOTA  
CITY COUNCIL RESOLUTION 2018-118  
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; and

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

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; and

WHEREAS, growing a family 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, which is attached hereto and incorporated herein by reference in its entirety, as part of the Administrative Policy.

PASSED by the City Council of the City of Northfield on this 1<sup>st</sup> day of November 2018.

ATTEST

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

\_\_\_\_\_  
Mayor

VOTE: \_\_\_ POWNELL \_\_\_ COLBY \_\_\_ DELONG\_\_\_ NAKASIAN

\_\_\_ NESS \_\_\_ PETERSON WHITE \_\_\_ ZWEIFEL