



AGENDA ITEM COVERSHEET

PREPARED BY: Kim Ward, Town Clerk

DEPARTMENT: Clerk

MEETING: Town Council 4/14/2026

SUBJECT: Paid Family Caregiver Leave Policy

BACKGROUND:

Many local governments have adopted paid maternal and parental leave policies to support employee retention, promote workforce stability, and encourage a healthy work-life balance. Providing paid maternity and paternity leave allows employees time to bond with a new child and address family needs without immediate financial hardship, while also helping the Town remain competitive as an employer.

A paid maternity and paternity leave policy would establish clear guidelines for eligibility, duration of leave, and coordination with existing leave benefits.

ACTION REQUESTED:

Consider adopting a paid maternity and paternity leave policy for Town employees effective December 1, 2025.