![City of Whitewater logo]	# Finance Agenda Item
Meeting Date:	July 23, 2024
Agenda Item:	Paid Parental Leave
Staff Contact (name, email, phone):	Sara Marquardt, smarquardt@whitewater-wi.gov, 262-473-1387

BACKGROUND
(Enter the who, what when, where, why)

1. Offering paid parental leave provides significant benefits for recruitment and retention in today's competitive labor market. It signals to prospective employees that the organization values work-life balance and is committed to supporting its staff during important life events. This benefit can attract top talent, particularly among younger workers and those seeking family-friendly employers. Moreover, current employees are more likely to stay with an organization that demonstrates such a strong commitment to their well-being.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS
(Dates, committees, action taken)

1. At the May 28, 2024 Finance Committee Meeting, the Committee requested that staff bring forth an outline of a paid parental leave policy for consideration.

FINANCIAL IMPACT
(If none, state N/A)

The financial impact of paid parental leave is in the loss of production as opposed to a direct financial cost. In 2023, the City had at minimum 11 requests for Family Medical Leave. To date in 2024, HR has received 12 requests for Family Medical Leave.

STAFF RECOMMENDATION

Staff is seeking direction from the Committee. Attached are two potential policies. Policy 1 is based off of the July 1, 2024 Paid Leave Policy of the UW System. This policy provides 6 weeks of paid leave for qualifying events but does not include stepchild adoption, foster care or grandparent leave. Policy 2 is based off the City of River Falls Wellness Leave Policy. This policy provides up to 4 weeks of parental, caregiver, medical and emergency leave for a wider variety of qualifying events. Both policies provide leave for employees who do not yet meet the FMLA hours requirements which as been an issue for employees.

ATTACHMENT(S) INCLUDED
(If none, state N/A)

1. Policy 1 – UW Leave
2. Policy 2 – River Falls Leave