



Finance Agenda Item

Meeting Date: October 22, 2024

Agenda Item: Infant at Work Policy

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BACKGROUND

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

1. Implementing an "Infant at Work" policy provides opportunities for the City to support employee retention, job satisfaction, and family bonding. This type of policy allows new parents to bring their infants to work for a specified period, during the first months postpartum, helping them balance work responsibilities with family care.
2. Additionally, an Infant at Work policy can promote workplace morale and productivity by reducing the stress and financial burden often associated with finding immediate childcare for infants.
3. This policy seeks to provide clear guidelines to maintain productivity and ensure a safe environment for the infant, employees, and workplace as a whole.
4. By providing this option, the City can position itself as a family-friendly employer, attracting and retaining top talent who may otherwise need to take extended leave or consider other employment options.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

1. N/A

FINANCIAL IMPACT

(If none, state N/A)

N/A

STAFF RECOMMENDATION

Staff is requesting a recommendation for Common Council approval of the Infant at Work Policy and its inclusion in the Employee Handbook. The City Attorney has reviewed the policy with no recommended changes. To date, the City has successfully approved two trial runs of this policy, both without any issues.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. Infant at Work Policy