



Finance Agenda Item

Meeting Date: October 22, 2024

Agenda Item: Paid Parental Leave

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BACKGROUND

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

1. A City might offer paid parental leave to attract and retain a diverse workforce, support family well-being, and enhance employee productivity and morale by providing time for bonding and caregiving without financial strain to the employee.
2. A drawback for a City in offering paid parental leave is the potential for increased budgetary costs and temporary staffing challenges, which may strain resources and impact service continuity.
3. During discussions with the City's employment attorneys, Attorney Hall expressed some concerns about the potential impact on protected services.

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.
2. At the July 23, 2024 Finance Committee Meeting, the Committee discussed two model policies (UW System and the City of River Falls). The Committee requested a follow-up discussion on the potential organizational impact of such a policy, along with a survey to estimate likely usage.

FINANCIAL IMPACT

(If none, state N/A)

STAFF RECOMMENDATION

Staff is seeking direction from the Committee. Representatives from the Fire and Police Department will be available to discuss the impact on their particular departments.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. N/A