



Common Council Agenda Item

Meeting Date: November 7, 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.
5. To date, the City has successfully approved two trial runs of this policy, both without any issues.
6. Attorney Mark Kapocious from vonBriesen reviewed the policy with two minor changes recommended (highlighted in yellow).

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

1. On October 22, 2024, the Finance Committee recommended approval of the Infant at Work Policy and subsequent inclusion in the Employee Handbook pending final approval by legal.

FINANCIAL IMPACT

(If none, state N/A)

N/A

STAFF RECOMMENDATION

Staff is requesting approval of the Infant at Work Policy and its inclusion in the Employee Handbook.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. Infant at Work Policy