



**City of Missoula, Montana
City Council Committee Agenda Item**

Committee: Public Safety, Health and Operations

Item: Paid Parental Leave Policy

Date: January 4, 2023

Sponsor(s): Angela Simonson, CHRO

Prepared by: City Clerk Staff

Ward(s) Affected:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> Ward 1 | <input type="checkbox"/> Ward 4 |
| <input type="checkbox"/> Ward 2 | <input type="checkbox"/> Ward 5 |
| <input type="checkbox"/> Ward 3 | <input type="checkbox"/> Ward 6 |
| <input type="checkbox"/> All Wards | <input checked="" type="checkbox"/> N/A |

Action Required:

Rescind the action taken by City Council on November 21, 2016 regarding Council Action to approve city policy providing a paid six-week pregnancy medical leave.

Recommended Motion(s):

I move the City Council: Rescind action taken by City Council on November 21, 2016 establishing a city policy providing a paid six-week pregnancy medical leave. This would be replaced by the attached policy, that would be adopted by Administrative Rule, consistent with other personnel related policies.

Timeline:

Committee discussion:	January 11, 2023
Council action (or sets hearing):	January 23, 2023
Public Hearing (if required):	Click or tap here to enter text.
Final Consideration	Click or tap here to enter text.
Deadline:	Click or tap here to enter text.

Background and Alternatives Explored: In 2016 Human Resources presented a paid pregnancy-related medical leave policy to Council, which was approved November 21, 2016. It is unclear why such action was taken to Council as personnel policies are normally governed under the Administrative Rule process and allow staff to create and revise as necessary. Staff seeks to revise this policy but needs Council to rescind their 2016 action and allow this policy to be managed like others through the Administrative Rule process. A draft copy of the proposed policy only has been included for review only, not approval from Council.

Financial Implications: Departments may carry forward more of a financial liability for accrued leave that staff are now using during FMLA due to birth of a child. Costs associated with shift coverage are primarily occurring under current FMLA policy. There is not a need for a budget amendment.

Links to external websites:

