



Paid Parental Leave Policy

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Request

Rescind action taken by City Council in 2016 when they moved to approve a Paid Pregnancy Medical Related Leave policy.

History

2016: Council requested staff create a Paid Parental Leave Policy. Staff researched and determined cost to be too high. Council then approved a Paid Pregnancy-Related Medical Leave Policy

Eligibility is based on:

Regular and Seasonal Full Time and Part Time employees who have worked for the city 90+ consecutive days AND

Is pregnant or recently given birth to a child

Policy provides for six (6) weeks (240 hours) of pay for birth parents.

Leave runs consecutively with FMLA for those who qualify.

Recent History

Council and HR receive numerous concerns from staff about policy being inequitable.
Staff request we provide Paid Parental Leave.



HR researches and prepares draft policy.



Prior to internal approval process, HR discovers current policy (while it resides in Administrative Rule #4) was approved via formal action by Council in November 2021.

Research

Average of 10 FMLA leaves due to birth of child each year.

Top Departments for use of FMLA-Birth are Police and Fire

- 34 events for 31 employees over the past five years
- 5 of these staff qualified for Pregnancy Related Medical Leave

Concerns expressed center around shift coverage costs

- Shift coverage is already occurring due to staff taking FMLA after birth of a child.
- Average hours of FMLA/Leave used in first 6 weeks of leave for non birth parents is 122 hours.
- 24 of these staff had balances of over 240 hours of leave available to them immediately after the 6 week period, they could have elected to use, but chose not to. Of these 17 had balances over 400 hours.

Additional concerns expressed center around carry forward leave balances.

More Research

Missoula County has offered Paid Parental Leave for at least 4 years.

Bozeman has adopted a Paid Parental Leave Policy as of January 1, 2021.

Approximately 30% of US employers provide an organization paid parental leave benefit. *Society of Human Resource Management*

This is in addition to any state mandated leave benefits found in thirteen (13) states and the District of Columbia.

Parents who receive paid parental leave tend to remain in the workforce at higher numbers than those who do not receive such paid leave.

Organizational Excellence Goal aims to recruit and retain diverse talent.

Costs Associated with Policy

True costs are difficult to predict as we cannot know how many staff will welcome a new child into their home and how much leave they will elect to take off.

Such policies help with recruitment and retention and help improve employee health, wellness and engagement.

Draft Policy

Replaces the Paid Pregnancy-Related Medical Leave Policy.

Eligibility is based on:

1. Being a Regular or Seasonal employee who has...
2. Worked six (6) consecutive months and a minimum of 520 hours within the six (6) months prior to request AND
3. Is welcoming a new child into their home via birth or adoption

Provides for up to six (6) consecutive weeks (max of 240 hours) of paid leave within 6 months of welcoming a new child into the home.

Leave runs consecutively with FMLA

Request to 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.

Questions?
