

Missoula City Council Public Safety, Health and Operations Committee Minutes

January 11, 2023

3:40 PM

Council Chambers (in person) or TEAMS (virtually)

Attend in person: City Council Chambers, 140 W Pine, Missoula MT

Members present: Stacie Anderson, Mirtha Becerra, Daniel Carlino, John P. Contos, Sierra Farmer, Gwen Jones, Kristen Jordan, Mike Nugent, Jennifer Savage, Amber Sherrill, Sandra Vasecka, Heidi West

1. ADMINISTRATIVE BUSINESS

1.1 Roll Call

1.2 Approval of the Minutes for December 7, 2022

Approved as submitted

2. PUBLIC COMMENT

None

3. COMMITTEE BUSINESS

3.1 Paid Parental Leave Policy

Angela Simonson Chief HR Officer for the city, spoke on the paid parental leave policy. She is speaking on the paid parental leave policy. She wants to rescind the original paid paternity leave policy. She gave a powerpoint presentation on the leave policy. This would allow staff to use what already exists so they can make changes. In 2016, council requested the staff create a Paid Parental Leave Policy. At that time it was determined the cost was to be too high so they now have a policy called Paid Pregnancy-Related Medical Leave Policy. Council and HR received concerns about the policy being equitable. Staff requested we provide Paid Parental Leave. Organizational Excellence Goal aims to recruit and retain diverse talent. These policies help with recruitment and retention and help improve employee health, wellness, and engagement. The draft policy will replace the Paid Pregnancy-Related Medical Leave Policy.

Heidi West asked if there was flexibility for things that fall outside that category, such as if a family member has to take custody of the child. Angela said they would add an exception.

Daniel Carlino asked if they could add an amendment. Angela said they just want to rescind the action at this time. He also asked if he knew how many city employees would be left out. Initial guess would be not very many. He also asked about the 520 hours and why they should not be allowed the benefit. Angela does not have an answer. This is a threshold in the industry.

Sandra Vasecka asked about the wording and if it is allowed for multiple uses. This applies for multiple births every 12 months.

Mike Nugent made the motion.

Daniel Carlino asked how they came up with the 6 week option. Six weeks is what is found in other government policies and seems to be in alignment with a typical recovery period.

Andy Drobeck with the City of Missoula Fire Department wanted to say thank you for the work you have done. It would have had a big impact in his life if it were approved when he had his first child. This will help that cultural shift that they need.

Stacie Anderson is in support of this.

Mike Nugent said he is proud the city of Missoula is taking this step.

Jennifer Savage wanted to echo what Mr. Nugent said and she appreciates the work in bringing this forward.

Heidi West wanted to say thank you to Angela at HR.

Daniel Carlino said it is a positive step for the city and there are more steps to go.

Mirtha Becerra wanted a clarification of the vote. We are voting to rescind the narrow definition to the policy in 2016.

Moved by: Mike Nugent

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.

AYES: (11): Stacie Anderson, Mirtha Becerra, Daniel Carlino, John P. Contos, Sierra Farmer, Gwen Jones, Mike Nugent, Jennifer Savage, Amber Sherrill, Sandra Vasecka, and Heidi West

ABSENT: (1): Kristen Jordan

Vote results: Approved (11 to 0)

4. ADJOURNMENT