

Subject:

Meeting Date: April 25, 2022	
Submitted/Presented by/Department: Debra Gieseke, HR Director/Administration	
Action Type	
<input type="checkbox"/> Consent Item	<input type="checkbox"/> Discussion/Direction
<input type="checkbox"/> Public Hearing	<input type="checkbox"/> Informational Only
<input checked="" type="checkbox"/> Action/Motion	<input type="checkbox"/> Report
<input type="checkbox"/> Resolution	<input type="checkbox"/> Other: Click or tap here to enter text.
Action	
Review and Approve Parental Leave Policy	
Background	
Previously, employees utilized FMLA unpaid leave for the birth/adoption of a child. In order to be paid for this leave, the employees were required to use their personal accrued leave. Effective January 1, 2022, the City implemented a policy that allows for parents to be off on paid leave for the birth/adoption of a child. This paid leave fills the gap between the birth of a child and when Short-term disability payments begin for the mother. This policy also allows paid leave for the spouse for up to 80 hours.	
Attachments	
Parental Leave Policy	
Previous Relevant Actions	
Alternatives	
Financial	
Budgeted: <input type="checkbox"/> Yes	<input type="checkbox"/> No Financial Impact
Fund: Click or tap here to enter text.	Click or tap here to enter text.
Department: varied	
Account: Click or tap here to enter text.	
Amount: Click or tap here to enter text.	