

BUDGET AND FINANCE COMMITTEE REPORT relative to paid parental leave for City employees.

Recommendation for Council action, pursuant to Motion (Krekorian - Martinez - et al.):

INSTRUCT the Chief Legislative Analyst (CLA) and the City Administrative Officer (CAO) to report on:

- a. The average time a City employee takes off during pregnancy and for bonding purposes.
- b. The costs and consequences of parents leaving the City's workforce after having a child.
- c. The feasibility and budgetary impacts of offering City employees four weeks paid parental leave for bonding purposes.

Fiscal Impact Statement: Neither the CLA nor the CAO has completed a financial analysis of this report.

Community Impact Statement: None submitted.

**(Personnel and Animal Welfare Committee waived consideration of the above matter)**

### SUMMARY

At its regular meeting held on January 25, 2016, the Budget and Finance Committee considered Motion (Krekorian - Martinez) relative to an instruction to the CLA and the CAO to report on the average time City employees take during pregnancy and for bonding purposes, the impacts of parents leaving the City's workforce after having a child, and the feasibility and budgetary impacts of a proposal to offer City employees four weeks of paid parental leave for bonding purposes.

The Committee Chair (who is the maker of the Motion) provided a brief overview of the Motion. The Chair stated that the Motion is just the beginning of a dialogue towards providing City employees with paid parental leave since the City does not have such a benefit (currently, City employees must use all of their sick and vacation time in order to take parental leave). The Chair reported that most of the nations of the industrialized world mandate paid parental leave for employees and that the United States is the exception. The Chair noted that with the City's recent commitment to hiring 5,000 new employees to restore services, it will be important to be able to compete with private sector employers that offer paid parental leave so the City can attract and retain the best employees. During further discussion of this matter, a member of the Committee requested that any policy regarding paid parental leave also include paid leave for bonding purposes for adoption and foster care, as well as for the birth of a child.

During public comment, representatives of several City employee unions, as well as several current employees, addressed the Committee and expressed their support for the Motion and for the proposal. After concluding public comment, the Budget and Finance Committee approved the recommendations in the Motion. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

BUDGET AND FINANCE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KREKORIAN:	YES
ENGLANDER:	ABSENT
KORETZ:	YES
BLUMENFIELD:	YES
BONIN:	YES

REW  
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