

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**

DEPARTMENT: Human Resources

AGENDA DATE: April 23, 2024

PUBLIC HEARING DATE:

CONTACT PERSON NAME AND PHONE NUMBER: Mary Wiggins, Chief Human Resources Officer,
915-212-1267

DISTRICT(S) AFFECTED: All

STRATEGIC GOAL: Goal 6: Set the Standard for Sound Governance and Fiscal Management

SUBGOAL: 6.2: Implement employee benefits and services that promote financial security

SUBJECT:

Presentation of comparator analysis and budget impact for Parental Leave Program recommended by Women's Rights Commission.

BACKGROUND / DISCUSSION:

Item 25 from the February 27, 2024 City Council Meeting.

PRIOR COUNCIL ACTION:

Discussion and action to direct the City Manager to review, research, and consider a more robust paid parental leave policy for City of El Paso employees to include no less than four weeks of paid prenatal leave and twelve weeks postpartum paid leave. Additionally, provide a policy proposal to the Women's Rights Commission relating to Paid Parental Leave for review and recommendation prior to adoption.

AMOUNT AND SOURCE OF FUNDING:

N/A

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:

Mary Wiggins

(If Department Head Summary Form is initiated by Purchasing, client
department should sign also)