

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

**DEPARTMENT:** Mayor and Council

**AGENDA DATE:** February 27, 2024

**CONTACT PERSON NAME AND PHONE NUMBER:** Representative Cassandra Hernandez ~ 212.0003  
Representative Isabel Salcido ~ 212.0005  
Representative Chris Canales ~ 212.0008

**DISTRICT(S) AFFECTED:** All

**STRATEGIC GOAL:** Goal 8 - Nurture and Promote a Healthy, Sustainable Community

**SUBJECT:**

**APPROVE a resolution / ordinance / lease to do what? OR AUTHORIZE the City Manager to do what? Be descriptive of what we want Council to approve. Include \$ amount if applicable.**

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 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.

**BACKGROUND / DISCUSSION:**

**Discussion of the what, why, where, when, and how to enable Council to have reasonably complete description of the contemplated action. This should include attachment of bid tabulation, or ordinance or resolution if appropriate. What are the benefits to the City of this action? What are the citizen concerns?**

On August 8, 2023, during its regular meeting, the City of El Paso's Women's Rights Commission discussed an agenda item regarding the City of El Paso's current Parental Leave Policy. Commissioners Monsisvais, Chacon, Turner, Correa, Lucero, Morales, Warnock, Scherr, and Luevanos were present at the Commission meeting and unanimously approved a motion to recommend to Council the following actions:

- Provide all City of El Paso employees paid time off (in addition to annual leave and sick leave accruals) for prenatal and postpartum care, up to one year after birth, for both mother and child
- Consider expansion of the current Shared Paid Family Leave Program
- Direct staff to research expansion of current Wellness Center contracts for uninsured employees
- Direct staff to work on the development of a plan to provide child care services for employees

These recommendations will again be shared with the City Council members for consideration and as part of the Women's Rights Commission's annual report to Council in the fall of 2023. A copy of this statement of support will also be provided to the City Clerk. This memo was signed, on behalf of the Commission, by Board Chair Marina Monsisvais.

**PRIOR COUNCIL ACTION:**

**Has the Council previously considered this item or a closely related one?**

**AMOUNT AND SOURCE OF FUNDING:**

**How will this item be funded? Has the item been budgeted? If so, identify funding source by account numbers and description of account. Does it require a budget transfer?**

---

\*\*\*\*\*REQUIRED AUTHORIZATION\*\*\*\*\*

**DEPARTMENT HEAD:**

---

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