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Shared Parental Leave

Mary Wiggins



Council Discussion & Action

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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.

Parental Shared Leave Policy - Current

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- Up to four (4) consecutive weeks may be used within a rolling 12-month calendar year after the qualifying event.
- Must be used continuously, not intermittently.
- Can only be used after the employee exhausts his/her own leave accruals.
- Runs concurrently with FMLA.
- Do not have to participate in the program to be eligible.
- Leave is paid through employee donations, either through direct donations or through the Parental Shared Leave Bank.

Proposed Budgetary Impact Notes

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- The data contained herein is based only on actual births through FMLA and LOA that were reported in the last 3 years. It does not contain data for male employees who did not take leave for the birth of their child. Those numbers are unknown and will increase the proposed budgetary impact.
- The following cost information is based on current salaries and the additional cost of benefits.
- The cost impact does not include the increased Overtime impact to the remaining workforce. This overtime will be required to cover shifts and workload due to impacted employee's Shared Leave. For example, overtime to cover Police and Fire minimum staffing levels.
- The following slides provide a cost impact for your consideration of *different options* of Paid weeks – 3, 6, 8 and 12 weeks for Postpartum and 4 weeks for Prenatal.

Postpartum Cost Comparison Information Based on Known Births for Last 3 Years

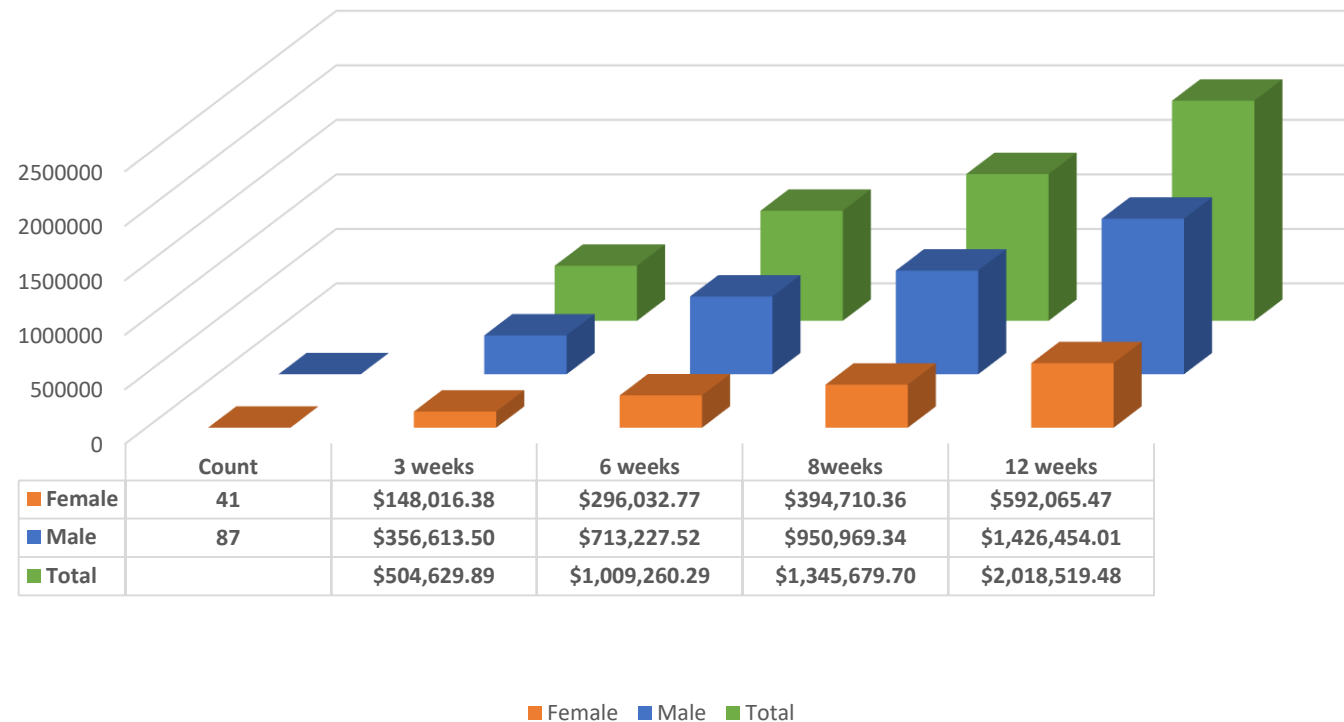
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Estimated Budget Based on 3 Years of Actual FMLA and LOA Cases				
	3 Weeks	6 Weeks	8 Weeks	12 Weeks
2021	\$ 484,857.03	\$ 969,714.06	\$ 1,292,952.08	\$ 1,939,428.11
2022	\$ 516,806.08	\$ 1,033,612.17	\$ 1,379,081.08	\$ 2,067,224.34
2023	\$ 512,226.50	\$ 1,024,453.00	\$ 1,366,869.73	\$ 2,048,906.00
Average	\$ 504,629.87	\$ 1,009,259.74	\$ 1,346,300.96	\$ 2,018,519.48

Estimated Cost of Postpartum Leave

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*Estimated Annual Postpartum Leave
3 Year Average of 128 Employees*

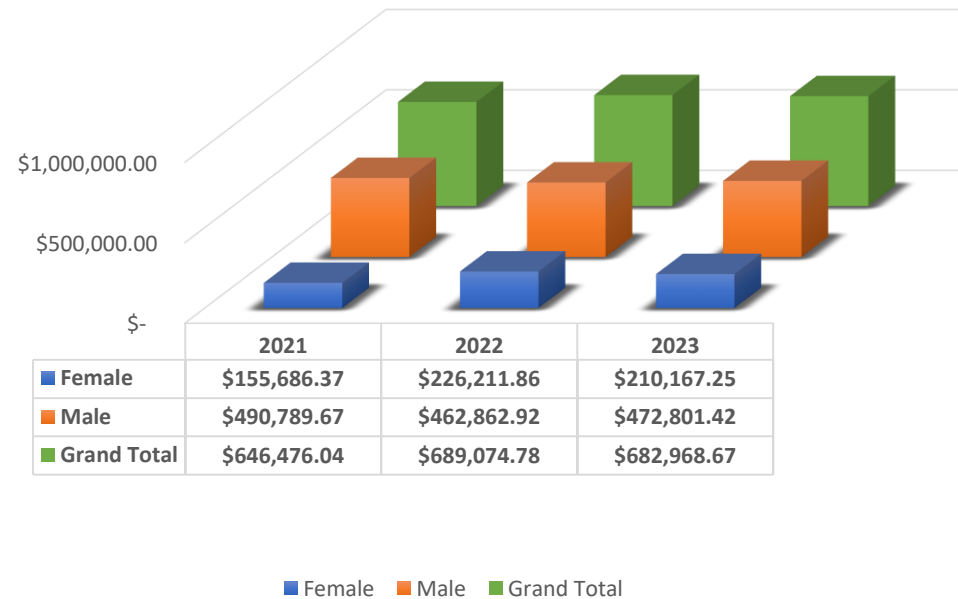


Estimated Cost of Prenatal Paid Leave

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- Leave taken by the expecting mother prior to birth. Leave can be used for doctor appointments, procedures, or for complications that prevent the mother from working.

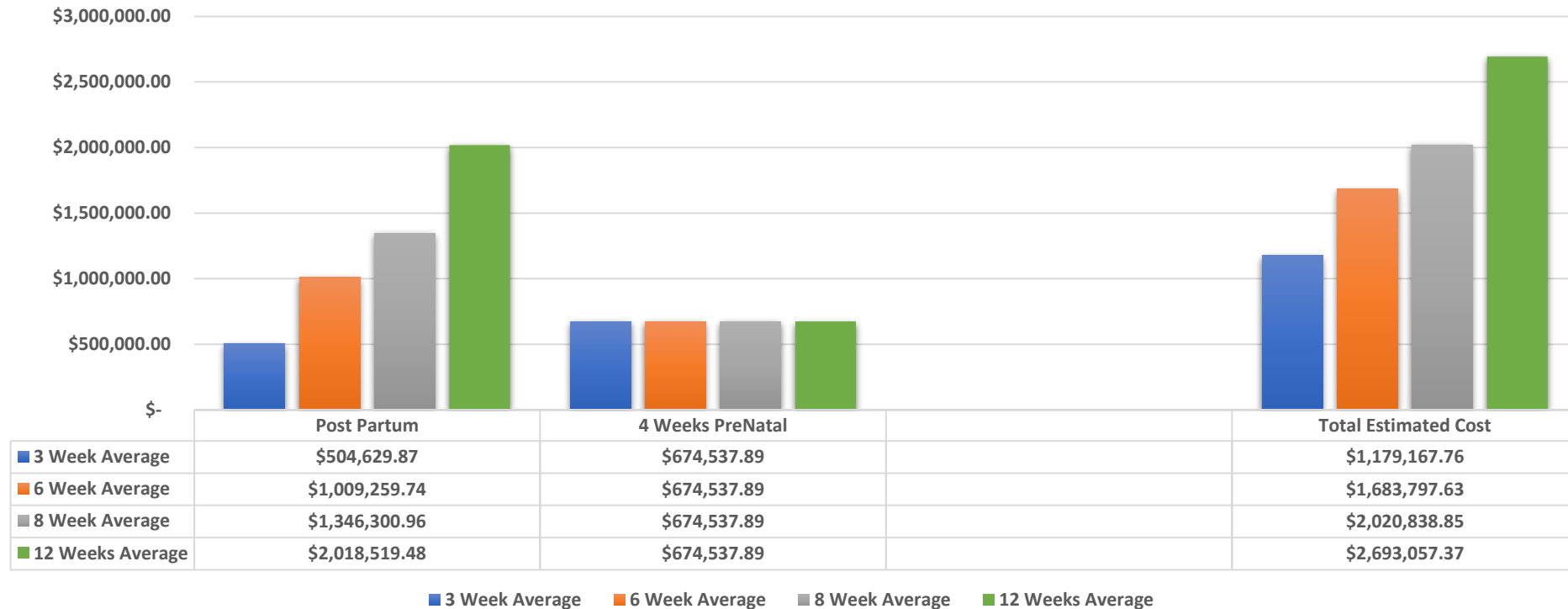
4 Weeks PreNatal Leave



Estimated Total Budgetary Impact based on 3 years of data

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Total Estimated Cost



Comparator City Survey Data

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City*	Paid Parental Leave Program (Y/N)	Eligible Weeks	Amount of Leave Granted	Qualifications
Austin	Y	6	Up to 30 days for a maximum of 240 hours (6 weeks) utilized with FMLA	Regular employee, sworn or no-sworn, & qualifies for FMLA
Dallas	Y	6	First 6 weeks of FMLA leave for the birth or adoption or foster. Into effect after the child is born (shared between both parents if employed)	FT/PT employed for at least 12 months & eligible for FMLA (excludes temp & seasonal)
Ft Worth	Y	6	6 weeks in length. Must be taken within first 6 months after birth, adoption or placement. Pay at 100% of their compensation (straight-time)	Must be eligible for FMLA
Oklahoma City	Y	6	6 weeks of paid maternity leave (Senate Bill 16X)	State employees who have been on the job for at least two years
San Antonio	Y	6	Up to 6 continuous weeks of paid parental leave at 100% of their compensation after birth or placement	FT upon date of hire & eligible for FMLA
Tucson	Y	6	6 weeks (not to exceed 240 hours) of paid leave at their hourly rate required to use within 12 month period of birth for birth, adoption, or placement of a child under 5 years of age	Benefit-eligible permanent & probationary employees, including appointees, with 1 year of continuous service immediately preceding date of request. Employees who fail to return to work or who resign within 90 days following approved Paid Parental

Comparator City Survey Data, cont'd

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City*	Paid Parental Leave Program (Y/N)	Eligible Weeks	Amount of Leave Granted	Qualifications
Albuquerque	Y	12	12 standard work weeks of paid time off used within 6 months of qualifying event. Not shared with parents who work for the City. Intermittent can be approved for 4 hours increments	Must be eligible for FMLA
Phoenix	Y	12	12 weeks (480 hours) of paid parental leave for birth, adoption, or placement	Must be eligible for FMLA
Houston	Y	12	Effective September 1, 2023 maximum number was increased from 1 Infant Wellness Leave	FT employee for at least 6 continuous months
County of El Paso	N	--		
*Comparison cities used in compensation analysis.				

Current Parental Benefits

with Wellness Coordinator – Christina Chacon

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Pregnancy Resources:

- Nutrition
- Stress Reduction
- Physical activity

Helps Coordinate:

- WIC
- Breastfeeding classes
- Labor & Delivery Unit Tours
- Childbirth Prep classes
- Location to have baby's car seat checked for proper installation for free, with the El Paso Fire Department



Shape It Up...Baby



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Pregnancy Resources for a Healthy Pregnancy and Beyond.

Enrolled into the Aetna Maternity program:

- Check-Ins with an Aetna Nurse to provide education throughout pregnancy and postpartum.
- Enrolled parents receive Shape it Up Maternity Gear to help mom stay on top of her health!
 - ✓ Water bottle (to keep momma hydrated)
 - ✓ Exercise band (to keep active safely)
 - ✓ Lunch bag and container (to pack healthy lunches)
 - ✓ Journal book (to log nutrition and exercise)
 - ✓ All in a large bag that can be used as a diaper bag
 - ✓ Baby *Shape-It-Up* Onesie



Employee Benefits Package

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- Annual Increases
- City of El Paso Pension Plan
- Medical Insurance
- Life Insurance
- EAP Program
- Paid Vacation & Sick Leave
- Holidays
- Wellness Clinics
- Shape it Up Wellness Program
- Tuition Assistance Program



Policy Considerations

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- Eligibility is consistent with FMLA guidelines?
- If both parents are employed by the City, will they split the leave, similar to FMLA?
- Leave must be taken *consecutively* and within the first 12 months following birth or placement?
- If the leave is for adoption, is there a maximum age? For example, up to age 12?
- If the employee becomes eligible while out, do we pro-rate the leave?
- Employee must be listed on the birth certificate or adoption documents?
- Do we want to implement a reimbursement system if the employee does not return or resigns within 90 days after return (unless due to a serious medical condition?)



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People



Misión

Brindar servicios excepcionales para respaldar una vida y un lugar de alta calidad para nuestra comunidad



Visión

Desarrollar una economía regional vibrante, vecindarios seguros y hermosos y oportunidades recreativas, culturales y educativas excepcionales impulsadas por un gobierno de alto desempeño



Valores

Integridad, Respeto, Excelencia, Responsabilidad, Personas