

(Paid) Parental Leave Policy Changes

Employee Handbook Article 1-50-034





Background

- Established in 2018
- Current policy:
 - 4 weeks of paid time off for employees who have an Event (birth, adoption, legal guardianship, foster care)
 - Employee must be employed for 6 months
 - Employee has 12 months from date of Event to use leave
 - Leave may be taken continuously, intermittently, or reduced schedule
- Increase from 4 to 6 weeks of paid leave requested by EAC
- Approved in FY2027 Budget with estimated increase in cost to backfill \$157,000



(Paid) Parental Leave – Key Changes



- Expanding from 4 to 6 weeks for any Event occurring on or after July 1, 2026
- Changing title from “Parental Leave” to “Paid Parental Leave”
- Clarifying current language with practice:
 - Employed continuously for 6 months
 - Event must occur while employed
 - Employee can use leave after 6 months for Event occurring before eligibility (still have 12 months to use from date of Event)
 - Leave must run concurrent with Family Medical Leave when qualified
- PPL will be used and exhausted prior to other available leave



PPL Policy – Stakeholder Review

- Reviewed proposed changes with:
 - City Manager's Office
 - EAC
 - Leadership
 - Legal
 - Finance/Payroll

Questions?

Ryan Saxby, HRRM Director

