



Legislation Details (With Text)

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**File created:** 7/29/2016    **In control:** City Council  
**On agenda:** 8/16/2016    **Final action:** 8/16/2016  
**Title:** Resolution Authorizing the City Manager to Establish a Paid Parental Leave Policy for Employees of The City of Greensboro

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Paid Parental Leave Policy Draft.pdf, 2. 16-0703 Parental Leave Resolution.pdf

Date	Ver.	Action By	Action	Result
8/16/2016	1	City Council	adopt	Pass

Resolution Authorizing the City Manager to Establish a Paid Parental Leave Policy for Employees of The City of Greensboro

Department: ALL  
Council District: ALL

Public Hearing: n/a  
Advertising Date/By: n/a

Contact 1 and Phone: Councilmember Fox, Ext 2002  
Contact 2 and Phone: Connie Hammond, Ext. 4629

**PURPOSE:**

The City of Greensboro City Manager and Human Resources Department is requesting Council review and approval of a Paid Parental Leave Policy.

**BACKGROUND:**

The City of Greensboro believes strong families benefit both the local community and the workplace. Furthermore, it believes that family friendly policies are a strong brand for the recruitment and retention of a productive workforce, especially as it relates to millennials and younger employees. The paid Parental Leave Policy serves to promote all of these goals and positions the City as a leader in family friendly work place policies.

**BUDGET IMPACT:**

The most likely incremental costs of this policy would be the possibility of overtime needed to cover the absence of employees who take advantage of the new policy. The city does not keep records of leave related to the care of newborns or other children addressed by the policy, so no estimates are available at this time.

However, council should note that in most cases there would be no other incremental costs associated with these absences because most employees who take extended medical leave today continue to be paid as they are utilizing accrued sick or annual leave.

**RECOMMENDATION / ACTION REQUESTED:**

Approval of the Paid Parental Leave Policy by Council.