

Paid Parental Leave

Presently, the City's leave benefits do not include a Paid Parental Leave component.

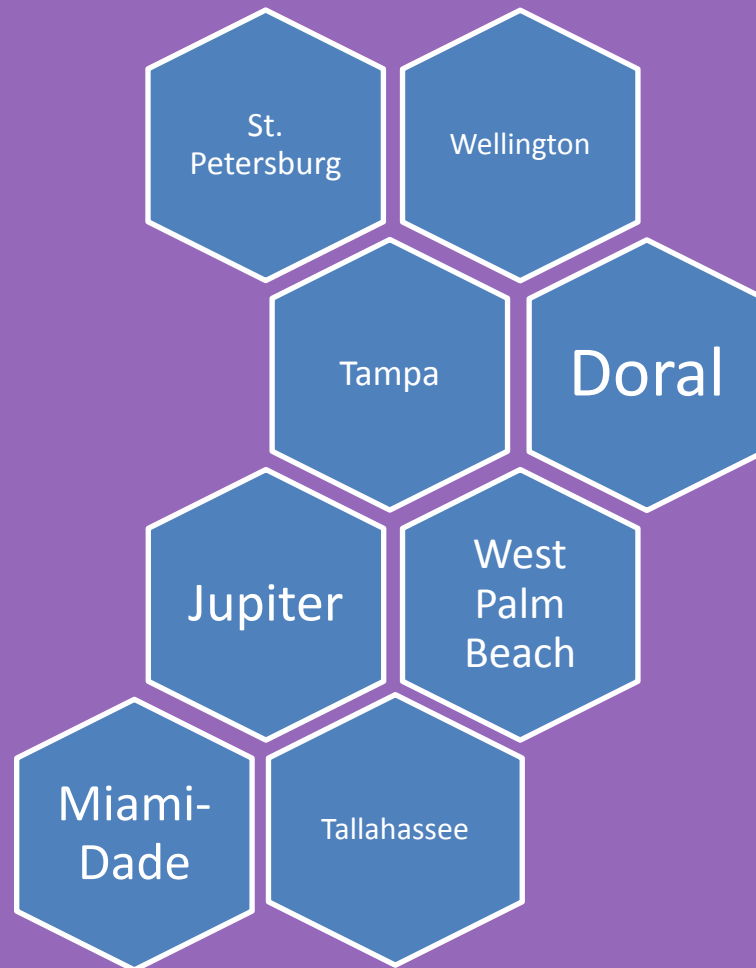
Paid Parental Leave has been a discussion at all levels of government.

Many states, counties, and cities have either discussed implementation of a paid parental leave benefit, or have already implemented such a benefit.

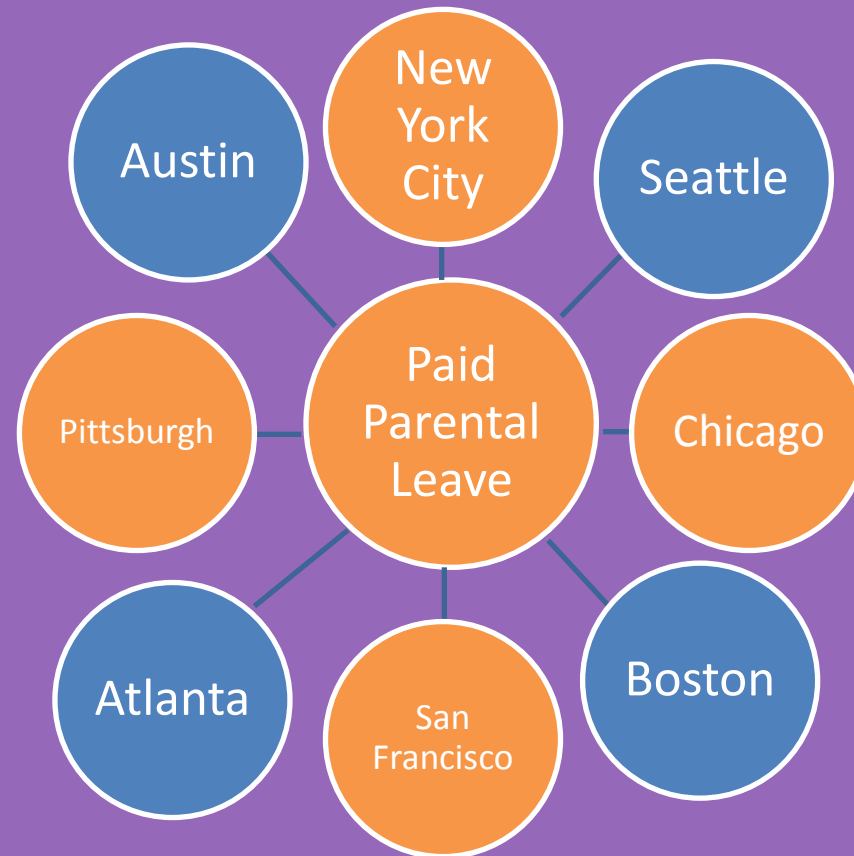
Cities & Municipalities

Continuing on recent trends, the responsibility for compelling employers to offer paid parental leave has largely fallen to individual states, cities, and the private sector.

Paid parental leave is becoming more prevalent in Florida cities and municipalities.



Cities & Municipalities cont.



The policy is growing in prevalence for municipal workers across the U.S.

These cities and more have started paid parental leave in the past several years, and are even expanding their programs.

Private Sector

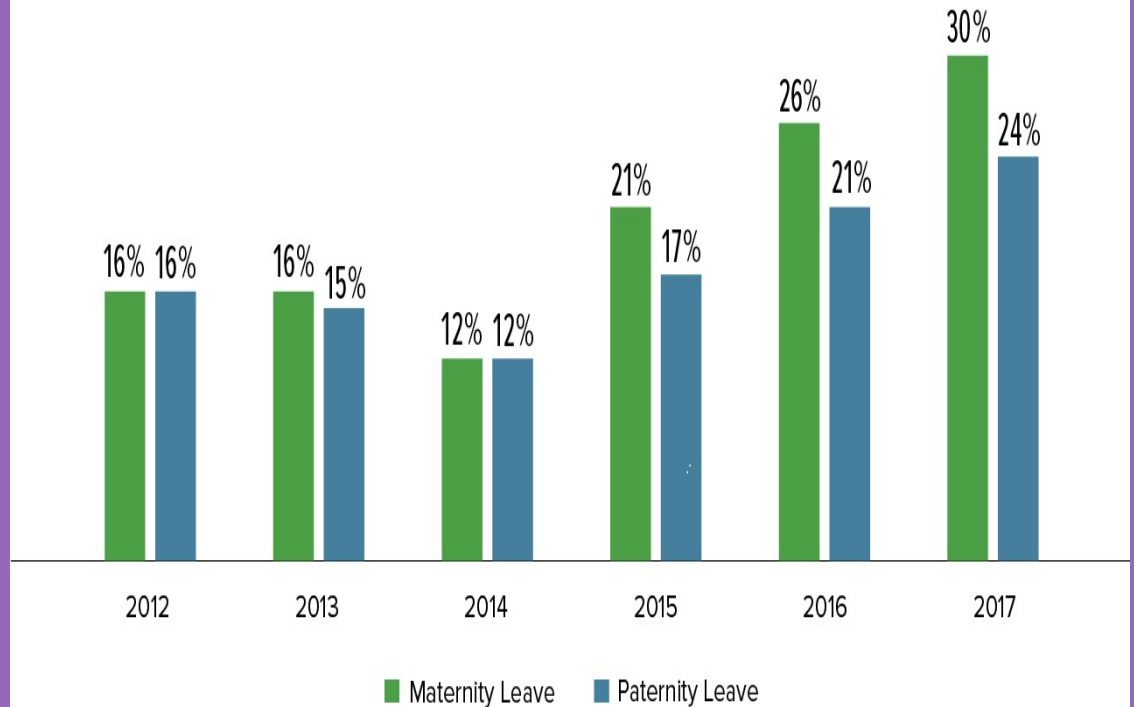
SHRM's *2017 Employee Benefits* report presents the latest SHRM survey findings on employers offering parental leave benefits over the past few years.

In recent years, a growing number of U.S. corporations have made generous family benefits part of their employee value proposition, branding themselves as family-friendly workplaces.

Since 2014, the percentage of employers offering some form of paid parental leave has more than doubled.

LEAVE BENEFITS BY YEAR

The percentage of employers offering paid parental leave has increased in recent years.



Source: The Society for Human Resource Management, *2017 Employee Benefits* survey report

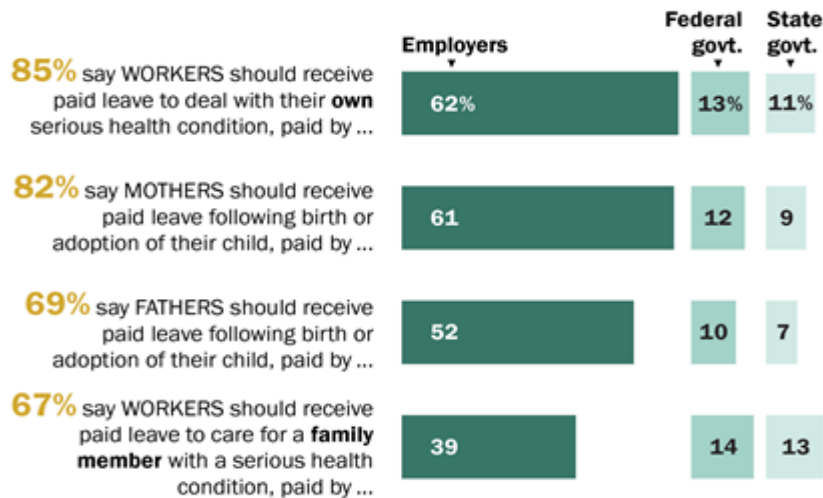
Private Sector cont.

Americans generally support paid family and medical leave, but relatively few workers have access to paid leave, and access varies considerably by industry.

According to the National Compensation Survey, paid parental leave for local government workers lags behind many industries, including state government.

Most Americans say workers should receive paid family and medical leave

% saying each group should receive paid leave from ...



Note: Net support for paid leave calculated before rounding. Percent saying workers should be able to take unpaid leave or should not be able to take leave and share of respondents who didn't offer an answer not shown.

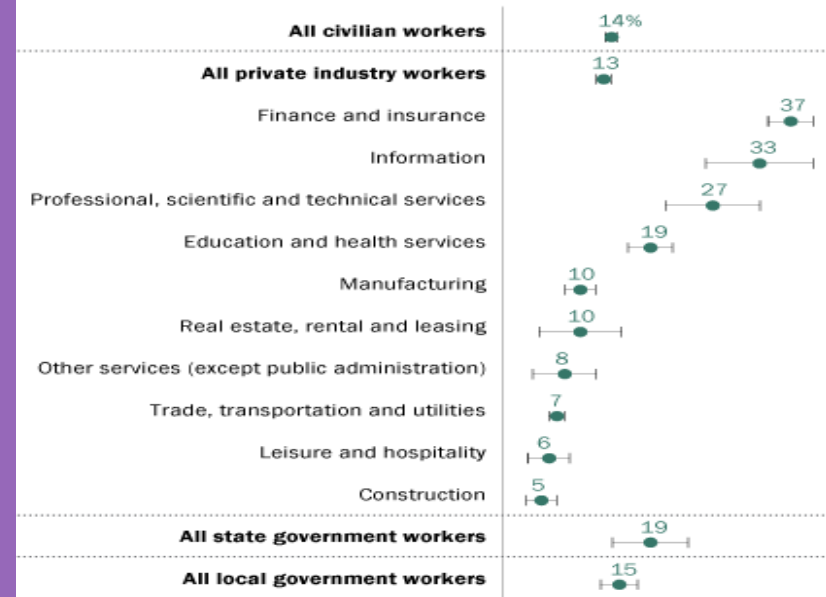
Source: Survey of U.S. adults conducted Nov. 17-Dec. 1, 2016.

"Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies"

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Getting paid family leave depends on the workplace

% of workers with access to paid family leave, by industry, 2016



Note: Lines indicate high and low point of the estimated 95% confidence interval. Survey excludes federal government, agricultural and household workers and the self-employed.

Source: National Compensation Survey, BLS.

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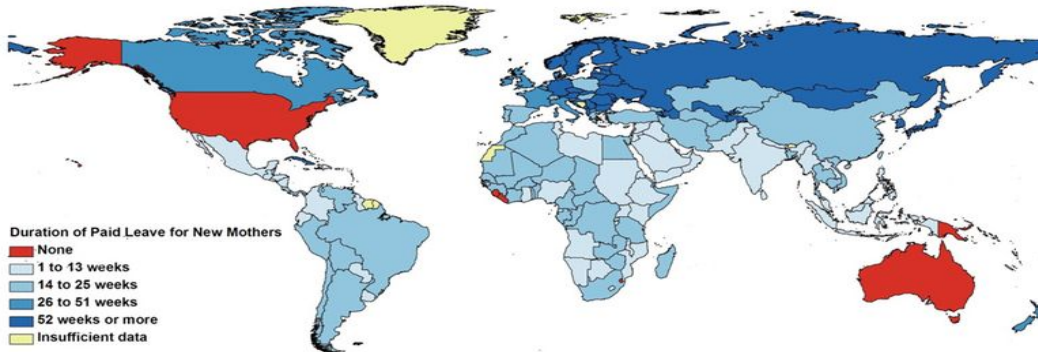
Paid Parental Leave on a global scale

- U.S. ranks last out of 41 developed nations in government supported time off for new parents.
- U.S. is the only industrialized nation without paid parental leave.

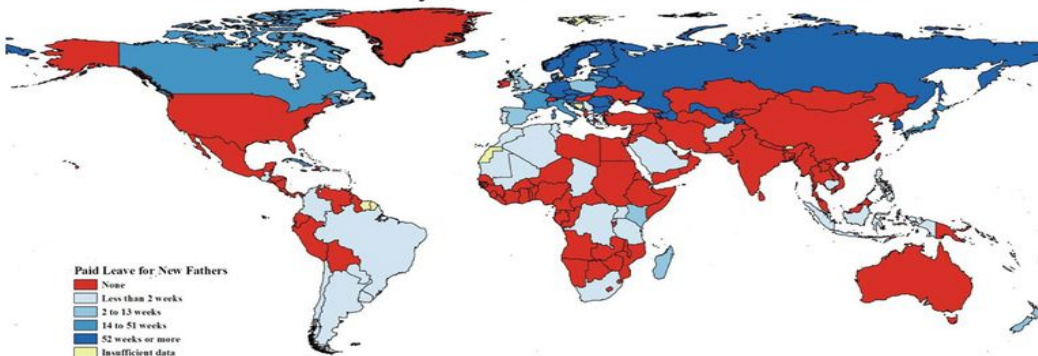


Offers some form of paid parental leave
Offers no form of paid parental leave

Global Availability of Paid Leave for New Mothers

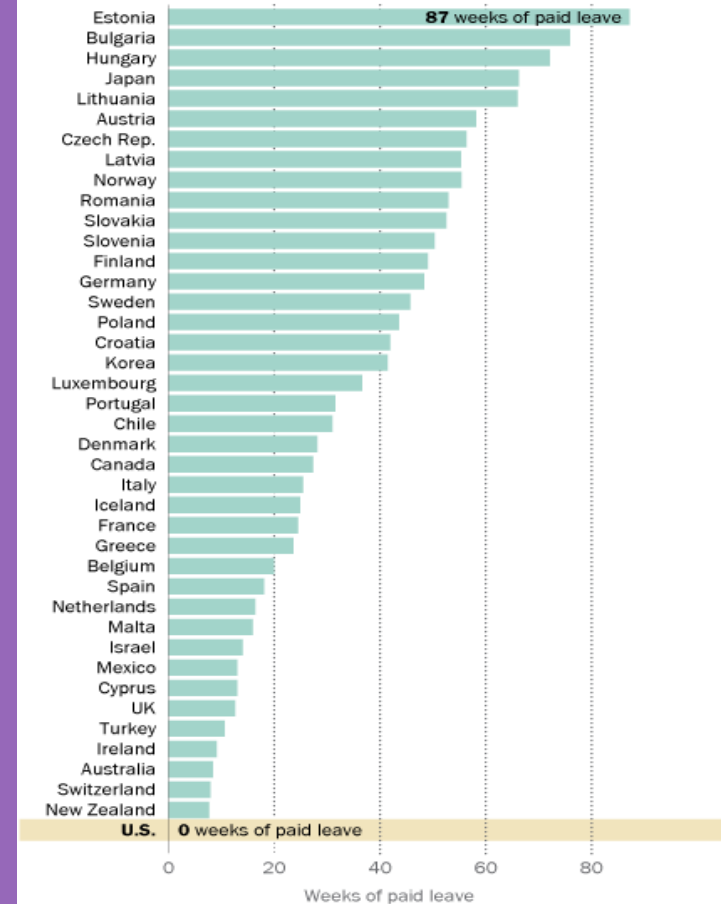


Global Availability of Paid Leave for New Fathers



Of 41 nations, only U.S. lacks paid parental leave

Total weeks of paid leave mandated by national government to new parents



Notes: Includes maternity leave, paternity leave and parental leave entitlements in place as of April 2015. Estimates based on a "full-rate equivalent," calculated as total number of weeks of any paid leave available to a new parent, multiplied by average rate of earnings reimbursement for those weeks of leave.

Source: Organization for Economic Cooperation and Development Family Database

Offering the Benefit

Provide six weeks at 100% regular wage***

Six weeks using the decreasing percentage (2 weeks @ 100%, 2@75% and 2@50)

- Allow/require employees to supplement ***

Develop the benefit to provide the “living wage” as established by the City Commission for six weeks. ***

- Allow/require employees to supplement the base benefit with their own leave

Use the Average Weekly Wage in Florida as established by the State of Florida Agency for Workforce Innovation (\$886/week 2017) for six weeks***

- Allow/require Employees to supplement base benefit with their own leave

Establish a leave borrowing system – allow employees to borrow against future accruals

- Let them pay back over time (example might be pay back @ 50% of future)

Allow for Leave Bank usage for Paid Parental Leave including intermittent leave for bonding

***substitute for six weeks the allotted number of weeks agreed upon by Commission.

Discussion and recommendations?

