



Legislation Details (With Text)

File #: 170195. **Version:** 1 **Name:** Paid Parental Leave
Type: Staff Recommendation **Status:** Passed
File created: 7/6/2017 **In control:** City Manager
On agenda: 5/3/2018 **Final action:** 5/3/2018
Title: General Leave Policies/Paid Parental Leave (B)

This is a request to amend the following polices in regards to the City of Gainesville’s Leave System: L-2 General Leave Polices, including Paid Parental Leave; L-3 Paid Time Off Leave System; and L-5 Leave of Absence with or Without Pay. (B)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Paid Parental Leave2.pdf, 2. 170195A_L-2 General Leave Policies (Paid Parental Leave)_20171102.pdf, 3. 170195B_L-3 Paid Time Off Leave System_20171102.pdf, 4. 170195C_L5 Leave of absence with or without pay_20171102.pdf, 5. 170195D_Policy Update Matrix_20171102.pdf, 6. 170195A_L-2 General Leave Policies - Paid Parental Leave_20180503.pdf, 7. 170195B_L-3 Paid Time Off Leave System_20180503.pdf, 8. 170195C_L5 Leave of absence with or without pay_20180503.pdf

Date	Ver.	Action By	Action	Result
5/3/2018	4	City Commission	Approved as Recommended	
11/2/2017	3	City Commission	Approved as Recommended	Pass
7/27/2017	2	General Policy Committee	Heard	
7/6/2017	1	City Commission	Referred	Pass

Paid Parental Leave

This is a request for the General Policy Committee to hear a presentation from staff and to discuss Paid Parental Leave options.

Presently, the City’s leave benefits do not include a Paid Parental Leave component. Paid Parental Leave has been a topic of discussion at all levels of government, and many states, counties and cities have either discussed implementation of a paid parental leave benefit, or have implemented such a benefit.

In the course of recent policy meetings, Charter Officers discussed a number of options around Paid Parental Leave. The output from those discussions is included in the attached staff presentation.

There is no immediate fiscal impact.

The City Commission hear a presentation from staff and discuss Paid Parental Leave options.