



Alachua County Paid Parental Leave

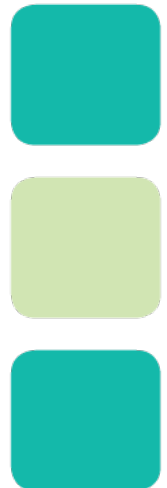




ALACHUA COUNTY

Certified Public Manager Graduates

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The Paid Parental Leave Opportunity

- Alachua County does not currently provide for paid parental leave.
- Potential employees are increasingly seeking social benefits such as paid leave to care for a new family member.
- Alachua County values supporting the well-being of all employees and their families.



Alachua County Can Consider This Opportunity

Review and adopt a policy for **paid parental leave** that:

1. Applies to all employees who have met eligibility
2. Supports healthy outcomes for families
3. Promotes employee wellness
4. Improves opportunities for attracting and retaining employees
5. Ensures the continued mission of the County



What is Paid Parental Leave?

Parental Leave is paid leave that is available to all qualifying employees within 6 months of the event (birth, adoption, fostering).



How do we compare with other local employers?

University of Florida

Up to 8 weeks of paid leave, upon hire.

City of Gainesville

Up to 12 weeks of paid leave. Employed for 12 months, 1250 hours worked, regular employee

City of Newberry

6 weeks paid for the primary caregiver, 2 weeks for the secondary caregiver. Employed for 12 months, worked at least 1,250 hours, regular employee



How do we compare with other Cities?

- Jacksonville - 6 weeks
- St. Petersburg – 8 weeks
- Wellington – 6 weeks
- Tampa – 10 weeks
- Doral – 4 weeks
- Tallahassee – 6 weeks
- West Palm Beach – 6 weeks

Most have stipulations for 12 months prior employment and 1,250 hours worked over the previous 12 months.

All that have Unions stipulate that the benefit must be bargained.





How do we compare with other Counties?

- Hillsborough – 6 weeks
- Leon – 6 weeks
- Miami Dade – 6 weeks
- Wakulla – 4 weeks

Most have stipulations for 12 months prior employment and 1,250 hours worked over the previous 12 months.

All that have Unions stipulate that the benefit must be bargained.

Positives Associated with Parental Leave

- Employees can take care of their family while maintaining financial security.
- Improves health outcomes for mothers and babies.
- Can promote parent-child bonding.
- Increases gender equity at home and the workplace.
- Improves likelihood of retention & productivity with the agency.



Potential Positive Outcomes

- Happier families generate more productive employees.
- Increased equity in the workplace.
- Decreased turnover.
- Better health outcomes for families.
- Improved Employee retention/recruitment.



How much will it cost

- **In most cases this is a soft cost as the FTE is already budgeted.**
 - In Fire Rescue there will be additional hard cost as employees must be replaced on shifts.
 - Other departments may need to pay Out Of Class pay to cover the employee on leave.
- **Productivity loss**



Recommendation

- Provide 6 weeks paid parental leave for all eligible employees.
 - * Must be bargained with Unions.



Policy Statement

The Board will provide paid leave to eligible employees to be used to care for and bond with the newborn, foster/legal guardian or adopted child of that employee after the birth or placement of the child.

