

CITY OF SACRAMENTO, CALIFORNIA

Pursuant to the City's Parental Leave Policy, employees who have completed at least 3 years of full-time career City service from the most recent date of hire are eligible for **parental pay of up to 160 hours of continuous time off**. Part-time employees who have completed at least 3 years of career City service from the most recent date of hire are eligible for parental pay of up to 80 hours of continuous time off.

- (1) Eligible employees may be **entitled to parental pay for**:
 - a. **The birth of a Child** who resides with the employee and for whom the employee has physical and legal custody, or
 - b. **The adoption of a Child under the age of 4** who resides with the employee and for whom the employee has physical and legal custody.
 - c. The eligibility requirements and number of hours entitled for eligible employees shall be outlined in the applicable labor agreement or the Unrepresented Resolution.
- (2) The employee must **initiate use of parental pay within 4 months of the birth or adoption** of the Child.
- (3) Parental pay **must be exhausted within 1 year following the birth or adoption** of the Child. All parental pay remaining after 1 year shall be forfeited.
- (4) An eligible employee is entitled to parental pay only once for each birth or adoption regardless of the number of children involved (e.g., twins).
- (5) Parental pay must be used continuously. Upon the request of the employee, the department may grant parental pay on an intermittent or reduced schedule.
- (6) Parental pay may not begin until the date of the birth or adoption of the Child.
- (7) Eligible employees must request parental pay at least 30 days prior to the first day their parental pay entitlement is to be utilized.

BOULDER COUNTY, COLORADO

In January 2016, the Boulder County Commissioners approved a new compensation package for 2016. Specifically, the Commissioners approved **one month of fully paid parental leave for all Boulder County staff**, a significant improvement from the previous policy (short-term disability). The Boulder County Commissioners understood that there was still room for improvement and returned to the conversation later in 2016 for additional family-friendly policy changes, like the Infants-at-Work policy.

Actions that have contributed to success in Boulder County:

1. **Start with breastfeeding**-friendly environments (lactation rooms on every campus, etc.)
 - An easy win—and already the law!
2. **Engage the commissioners** and department heads in discussions from the beginning
3. **Pull FMLA data** and estimate the actual cost of paid parental leave per year based on prior year trends
 - Boulder County pulled data on how many individuals (parental leave = both sexes) accessed parental leave in the past three years, averaged, then estimated cost based on median wage at Boulder County
 - The actual cost was much lower than anyone expected and very affordable compared to other benefits
4. **Continuous communication** and encouragement from HR Director
 - Communication is conversational, developmental and positive
 - A great working relationship was developed through breastfeeding friendly environments
 - The Kansas City implementation of extended family leave is an impactful resource
5. **Frequently Asked Questions**
 - How many employees does Boulder County have?
Boulder County has about 2,500 employees
 - Is the paid parental leave compensation county-wide?
Yes, all Boulder County employees may participate
 - How long do employees have to be in service before they can participate in paid parental leave?
Employees are eligible after an introductory period, which is 9 months
 - Does paid parental leave apply to part-time employees?
Part time employees receive a percentage of paid parental leave based on their FTE

PRESS: **“Boulder County applauded for breastfeeding, parental leave policies”**

Longmont TimesCall (January 5, 2016)

KANSAS CITY, MISSOURI

On May 1, 2015 Kansas City, Missouri established a paid parental leave policy for eligible employees to go into effect one year later (on May 1, 2016).

PAID PARENTAL LEAVE POLICY

All regular and appointed employees who are eligible to take leave under the City's FMLA Policy shall be granted paid parental leave due to the birth of the employee's child or the placement within the employee's home of an adopted child in accordance with the following provisions:

1. An eligible employee will receive **up to 6 continuous weeks of pay at 100% of the employee's base pay** per birth or adoption.
2. An eligible employee who is **the birthing mother may receive an additional 2 weeks of leave at 100% of base pay if it is deemed medically necessary** for the birthing mother to recover from a cesarean section delivery and/or other documented medical complications associated with the birth.
3. **If both parents are eligible employees, each parent will receive leave under this section.**
4. Leave will be **based on the employee's certified normal rate of pay**, not including premiums or overtime.
5. Leave will **run concurrently with FMLA** under the City's FMLA Policy and **must be utilized within 12 weeks following the birth or adoption of a child**. Paid Parental Leave will not reduce eligibility for other types of paid and unpaid leaves such as sick leave, vacation, personal leave, holiday, and short-term disability.
6. An eligible employee must submit a completed Employee Request for FMLA Form, requesting FMLA leave to the Human Resources Benefits Office at least 30 days prior to the anticipated date of the leave. To the extent the 30 day notice is not possible, the employee must submit a completed Employee Request for FMLA Form to the Human Resources Benefits Office as soon as possible.
7. Multiple births or adoptions do not increase the length of leave granted for the birth or adoption event.
8. An eligible employee will be required to furnish appropriate medical documentation for the birth of a child. If applicable, the medical certification requirements for FMLA leave will govern. The medical documentation must be completed and signed by the individual's health care provider.
9. An eligible employee will be required to furnish appropriate adoption documentation, such as a letter from an adoption agency, or from the attorney in cases of private adoption.
10. Surrogate mothers and sperm donors are excluded from coverage under this policy, as are parents, who elect to place their newborn child/children for adoption.
11. A fraudulent request for Paid Parental Leave shall be grounds for serious disciplinary action, up to and including termination of employment.
12. This policy is in effect for childbirths or adoptions occurring on or after May 1, 2016.

PRESS:

"KC to offer city employees paid maternity, paternity leave"

"New provision will soon entitle city employees to paid parental leave"

"Here's one way to keep new parents"

www.kmbc.com (8/26/2015)

www.fox4kc.com (8/25/2015)

Kansas City Star (10/30/2015)

THE DEPARTMENT OF DEFENSE, UNITED STATES

On January 1, 2016 the Department of Defense (DoD) announced a set of reforms focused on improving the quality of life of military parents so they may better balance commitments they make to serve in uniform and start and support a family. The stresses of military service in families are heavy and well known and it is one of the top reasons people transition out of the military. The comprehensive package of family benefits enables the Department to attract, incentivize, and retain the best talent today and in the future while improving overall mission effectiveness. Some of the reforms include:

Establish a DoD-wide Standard for Paid Maternity Leave of 12 Weeks

Across the Department, women service members receive 12 continuous weeks of fully paid maternity leave as the standard across the Joint Force. This benefit is offered to the over 200,000 women in uniform today who comprise 14.8 percent of enlisted personnel and 17.4 percent of the officer corps. The percentage of women in the military has increased significantly over the last few decades. This benefit applies to all service members in the active duty component, and those Reserve component service members serving in a full time status or on definite active duty recall or mobilization orders in excess of 12 months.

Expand Paternity Leave to 14 Days

The Department expanded paternity leave benefits offered to service members to a 14 day (two week) non-continuous leave (originally 10 days). The Secretary of the DoD encourages men to take the leave that is available to support their new families.

Expand Adoption Leave

The Department provides 3 weeks of adoptive leave to one parent. In the case of dual military couples, the DoD expanded benefits to provide 2 weeks of leave to the second parent as well. There are approximately 84,000 military to military marriages that may take advantage of this new benefit.

Provide egg and sperm cryopreservation

The Department covers the cost for active duty service members to freeze their sperm or eggs. This benefit applies only to active duty service members through a pilot mechanism. One purpose of the two-year pilot is to understand the costs and potential recruiting and retention benefits for providing this medical service.

Extend Childcare Development Center Hours to a 14 Hour Minimum

The Department extended hours of Childcare Development Centers (CDCs) to overlap the normal working shifts of service members by at least 2 hours to ensure hours of operation consistent with the work patterns of the majority of service members at each specific installation. For example, for a normal workday of 7:00am to 5:00pm, CDCs remain continuously open from 5:00am to 7:00pm, providing a minimum of 14 hours of continuous coverage. Each child receives up to 12 hours of subsidized care per day.

PRESS:

“The Pentagon’s New Parental Leave”

The New York Times (2/2/2016)

“Pentagon extends maternity and paternity leave for military families”

The Washington Post (1/28/2016)

“A Salute to Paid Leave”

U.S. News & World Report (2/10/2016)

“The Pentagon’s New Family Policies Are an Important Step”

Time Magazine (2/5/2016)