

October 2016

Paid Parental Leave

County's existing policy

- Federal Family Medical Leave Act (FMLA) requires employers to provide 12 weeks of **unpaid** leave for birth, serious health condition, military exigency and caregiver leave
- Wake allows parental leave that may be **paid or unpaid** depending on employee's accrued leave availability

Paid Parental Leave Defined

The period of time in which an employee may receive **paid** leave for parental care of a newborn, a child placed for adoption, foster care, or guardianship within one year of the qualifying life event.

Such leave would be in addition to any annual leave, sick leave or other leave provided by Wake County.

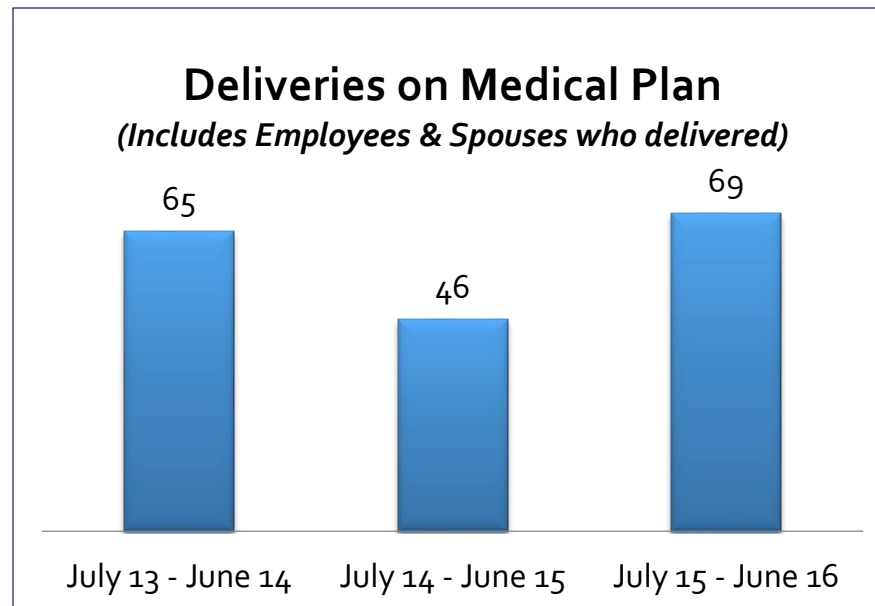


Public Sector Paid Parental Leave

Municipality	Paid Leave Amount
Boston, MA	6 weeks
Greensboro, NC	6 weeks
Minneapolis, MN	3 weeks
San Francisco, CA	12 weeks
Seattle, WA	4 weeks
Washington DC	8 weeks

Wake's workforce

- 3,820 regular employees
 - 62% women & 38% men
 - Average workforce age is 43.56
- 49% of women are in child bearing years



FMLA Usage

- 440 employees used FMLA since 12/1/2015
- 50 cases for birth, adoption or placement (excludes Sheriff's Office)
 - 85% for maternity and 15% paternity
 - Total FMLA Hours Used
 - FMLA leave used ranged from 31.75 to 480 hours
 - Average FMLA leave used was 280.56 hours (7 weeks)
 - 17 of these FMLA cases coded as Leave without pay (LWOP)
 - FMLA LWOP used ranged from 16 to 400 hours
 - Average FMLA LWOP hours taken was 203.12 (under 6 weeks)



FMLA Usage Considerations

Service Delivery:

Maintain service delivery especially
for 24/7/365 operations

Staffing:

Costs to temporarily
backfill, reassign
responsibilities or pay
overtime to cover absence

Benefits:

Costs to continue
employer benefits
including health
insurance and paid
accruals

Budgetary Impact

50 emps x 6 wks of parental leave x avg hrly rate =
\$275,000

No Additional Budgetary Appropriation

Since an employee's full salary is budgeted for the year, paid parental leave **will not** require additional budget appropriations.

As Parental Leave already occurs, costs to cover the absence is already factored into departmental budgets

Considerations

- Supports the Goal of Great Government
- Aligns with Living Great @ Wake mission
- Serves as a recruitment tool for top talent
- Provides a retention tool for existing talent
- Supplements other existing benefits



Recommended Policy Provisions

- **Eligibility:** Employee must be a regular, full time or part time benefits eligible employee who is eligible for Family Medical Leave under the FMLA.
- **Qualifying reasons:** Birth of a child, legal placement of child for adoption, foster care or guardianship or placement of a child whom the employee permanently assumes and discharges parental responsibilities (*in loco parentis*).
- **Amount:** Shall not exceed six (6) weeks in a rolling twelve (12) month period; eight (8) weeks may be approved with complications or cesarean.
- **Other leave:** Runs concurrent to FMLA

Next Steps

10/17/2016

Receive
feedback
from BOC

12/31/2016:

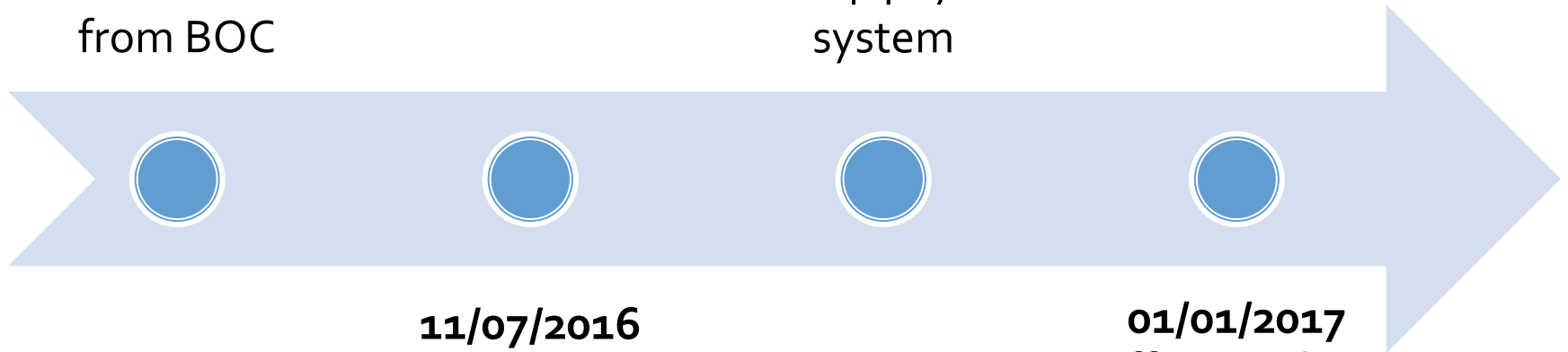
Educate
employees &
set-up payroll
system

11/07/2016

Place on
agenda for
consideration
of approval

01/01/2017

Effective date
of policy



Questions?