

Item Title: Paid Leave for the Care of a Family Member with a Serious Health Condition

Specific Action Requested:

That the Board of Commissioners adopts a resolution to amend Section 31.08 of the Personnel Ordinance to establish paid family illness leave and grants the County Manager administrative authority to establish and administer this leave benefit.

Item Summary:

Purpose: The Board of Commissioners approves all amendments to the County's personnel ordinance. This Board action would amend the ordinance to create an additional category of paid leave for employees.

Background: In Fall 2019, Commissioner Jessica Holmes asked staff to research a potential new category of paid leave for employees caring for a seriously ill family member. Commissioner Holmes brought a request to consider such a policy to the full Board at the November 12, 2019 work session. The full Board expressed support to consider the policy and commit additional staff resources to its development.

The proposed policy provides three (3) weeks of paid leave for an employee caring for a seriously family member. Family member as defined in county leave policy includes:

spouse, parent, guardian, children, sister, brother, grandparents, grandchildren plus the various combinations of half, step, in-law, and adopted relationships that can be derived from those named.

This new leave will run concurrent with Family Medical Leave Act leave (FMLA) at the employee's discretion. Employees will not be required to use any annual or sick leave prior to using this new leave category. Paid family illness leave may run consecutively or intermittently. The amount of three (3) weeks is based on staff analysis of actual employee leave usage over the past two years. The new leave category will be available to employees January 1, 2020 and the amount of paid family illness leave for any one person shall not exceed three (3) weeks in a rolling twelve (12) month period.

Board Goal: This action complements the Board's Great Government initiatives.

Fiscal Impact: The FMLA Benefits Administration Vendor will charge approximately \$4,000 for managing this new benefit. The amount can be absorbed within the current benefits budget. No additional budgetary increases are needed to implement and sustain. Some additional expenditures will be made, within the available budget, as employees take advantage of the leave option.

Additional Information:

The resolution will add the following text to the personnel ordinance.

(L) Paid Family Illness Leave.

Wake County offers paid family illness leave to employees for the care of a family member with a serious health condition. The purpose of paid family medical leave is to allow up to three (3) weeks of paid leave for regular, full-time or part-time benefits eligible employees of the County for a family member, as defined by county administrative policy, undergoing recovery from or treatment of a serious health condition as defined under the Family Medical Leave Act (FMLA).

Attachments:

1. Presentation
2. Resolution to amend 31.08 of the Personnel Ordinance to Establish Paid Family Illness Leave
3. Leave Data – Accruals and Usage