

**W&M** - Your Committee, having under consideration a recommendation from the Executive Committee to establish a Paid Parental Leave Policy, now recommends the following:


- a) Approval of a Paid Parental Leave policy that will provide up to three weeks (120 hours) of paid parental leave to eligible employees following the birth or adoption of a child, as more fully set forth in Petition No. 278326 on file in the Office of the City Clerk.
- b) Direct the Human Resources Department to develop and put into place the necessary procedures that will support the implementation of a Paid Parental Leave Policy, to be effective January 1, 2015. Further, staff is directed to identify and provide a mechanism to make whole those employees that claim a qualifying event that occurred after January 1, 2015.
- c) Direct the Human Resources Department to place the policy and procedures in the City's Policy Library.

Certified as an official action of the City Council:



RECORD OF COUNCIL VOTE (X INDICATES VOTE)													
COUNCIL MEMBER	AYE	NAY	ABSTAIN	ABSENT	VOTE TO OVERRIDE	VOTE TO SUSTAIN	COUNCIL MEMBER	AYE	NAY	ABSTAIN	ABSENT	VOTE TO OVERRIDE	VOTE TO SUSTAIN
Reich				X			Glidden	X					
Gordon	X						Cano	X					
Frey	X						Bender	X					
B Johnson				X			Quincy	X					
Yang	X						A Johnson	X					
Warsame				X			Palmisano	X					
Goodman	X												

ADOPTED MAY 01 2015  
DATE

ATTEST   
CITY CLERK

APPROVED  NOT APPROVED  VETOED

 MAY 05 2015  
MAYOR HODGES DATE