

RESOLUTION

By Johnson, Wonsley, Ellison, and Koski

Approving revisions to the City's Paid Parental Leave Policy to allow for 12 weeks of paid leave for eligible City employees.

Whereas, the City of Minneapolis adopted a Paid Parental Leave Policy on May 9, 2015, which was last revised on October 13, 2018, by Council Action 2018A-0806; and

Whereas, the City requires competitive benefits in order to attract and retain a qualified and diverse workforce and to be an employer of choice; and

Whereas, providing 12 weeks of paid parental leave supports the City's goal to be an employer of choice and allows the City to continue to attract and retain a qualified, engaged and diverse workforce; and

Whereas, 12 weeks of paid parental leave recognizes family and work-life balance as important and vital to the success of the City of Minneapolis.

Now, Therefore, Be It Resolved by The City Council of The City of Minneapolis:

That the following revised Paid Parental Leave Policy be approved and shall apply to eligible employees following the birth or placement for adoption of a child.

The City of Minneapolis is committed to providing competitive benefits that are flexible, and when possible, responsive to the needs of our employees. Providing these types of benefits enables the City to continue to attract and retain a qualified, engaged and diverse workforce. Moreover, the City of Minneapolis recognizes the need to support employees as they balance their career and family life. A Paid Parental Leave Policy recognizes family and work-life balance as important and vital to the success of the City of Minneapolis.

It is the policy of the City of Minneapolis to provide eligible employees with up to twelve weeks of paid parental leave. The paid parental leave will run concurrently with any other leaves available under existing federal and state laws. The entire paid parental leave allotment must be requested and used within twelve months of the qualifying event, otherwise the opportunity to request and/or use the leave will be forfeited.

The Chief Human Resources Officer or designee is responsible for the development, establishment, and maintenance of procedures to implement and support this policy, and to ensure the policy is in compliance with applicable laws, City ordinances, policies and rules.

Be It Further Resolved that Human Resources is authorized to take such steps as necessary to ensure otherwise eligible employees with qualifying events in the 12 weeks prior to the effective date of this resolution receive the full paid parental leave benefits stated in the amended Policy.