

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

RESOLUTION NO. _____

Supporting Paid Parental Leave to Employees Following the Birth, Adoption, or Foster Care Placement of a Child.

The Multnomah County Board of Commissioners Finds:

- a. All industrialized nations with the exception of the United States and one other country offer some amount of paid parental leave.
- b. Several public agencies throughout the region offer paid parental leave including the City of Seattle and City/County of San Francisco. In addition, a number of private sector companies provide this benefit to employees.
- c. Offering paid parental leave to eligible Multnomah County employees will give parents time to bond with their new child and adjust to their new family situation.
- d. Experts believe that paid parental leave will help reduce the stress that mothers experience during and after pregnancy, and may have an effect on reducing poor health outcomes for both moms and babies.
- e. Paid parental leave gives women the time they need to establish a healthy bond with the child and to establish and maintain breastfeeding patterns that can give babies the healthiest start possible and allows fathers to take a more active child-rearing role.
- f. When parents take parental leave, children are more likely to get their well-baby checks and vaccinations and those with special needs and their parents are better supported.
- g. Paid parental leave supports Multnomah County's recruitment and retention efforts.

The Multnomah County Board of Commissioners Resolves:

That it fully supports the Chair's adoption of an Executive Rule providing paid parental leave to employees following the birth, adoption, or foster care placement of a child to give parents time to bond with their new child, adjust to their new family situation, balance personal and professional obligations and to provide base salary continuation.

ADOPTED this 8th day of October, 2015.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Deborah Kafoury, Chair

REVIEWED:
JENNY M. MADKOUR, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By

 Jenny M. Madkour, County Attorney

SUBMITTED BY:
Travis Graves, Director, Human Resources