



# MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 6/9/2014)

## Board Clerk Use Only

**Meeting Date:** 10/8/15  
**Agenda Item #:** R.1  
**Est. Start Time:** 9:30 am  
**Date Submitted:** 9/30/15

**Agenda Title:** Resolution Supporting Paid Parental Leave to Employees Following the Birth, Adoption, or Foster Care Placement of a Child

### Requested

**Meeting Date:** October 8, 2015 **Time Needed:** 30 minutes

**Department:** County Management **Division:** Central HR

**Contact(s):** James Opoka

**Phone:** 988-7605 **Ext.:** 87605 **I/O Address:** 503/3/300

**Presenter Name(s) & Title(s):**

Travis Graves, Central HR Director; Jason Heilbrun, AFSCME Vice President & Sr Business Systems Analyst; Veronica Lopez Ericksen, RN, Community Health Nurse with Nurse Family Partnership and FAM ERG Co-Chair; and, Emilie Schulhoff, CPPB, Sr. Contracts Compliance Specialist-Purchasing & FAM ERG Co-Chair

## General Information

### 1. What action are you requesting from the Board?

Briefing on proposed Executive Rule and approval of Resolution of support to provide paid parental leave of up to a maximum of 240 hours (6 weeks) to eligible employees for the birth, adoption, or foster care placement of a child.

### 2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

All industrialized nations with the exception of the United States and one other country offer some amount of paid parental leave. 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 for employees. Offering paid parental leave to eligible Multnomah County employees will give parents time to bond with their new child, adjust to their new family situation, balance personal and professional obligations, and provide base salary continuation.

It will also support equity within the County. Highly paid employees have greater means to experience bonding time with their new child. The creation of paid parental leave will particularly benefit lower-paid employees with less means, such as single parents.

**3. Explain the fiscal impact (current year and ongoing).**

Based on the last 3 years of new child dependents being enrolled in County benefit plans and FMLA utilization for the birth, adoption, or foster care placements, roughly 104 employees would utilize paid parental leave each year. Actual costs will be highly dependent on utilization of the paid leave benefit and whether or not an individual's job must be backfilled (i.e., 24 x 7 operations). Over the long-term, savings from improved recruitment and retention may help offset some costs.

**4. Explain any legal and/or policy issues involved.**

There are no legal or policy issues involved.

**5. Explain any citizen and/or other government participation that has or will take place.**

This is not applicable to this action.

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**Required Signature**

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**Elected  
Official or  
Department**

**Director:** Travis Graves, Director /s/

**Date:** 9/30/15