

Paid Parental Leave

City Council Work Session

May 21, 2019



Total Compensation Philosophy

- 50th percentile of our comparison cities
 - General Employees
 - Meet & Confer (sworn public safety)
- We use the compensation philosophy to guide our pay and benefits policies to recruit and maintain a talented workforce.



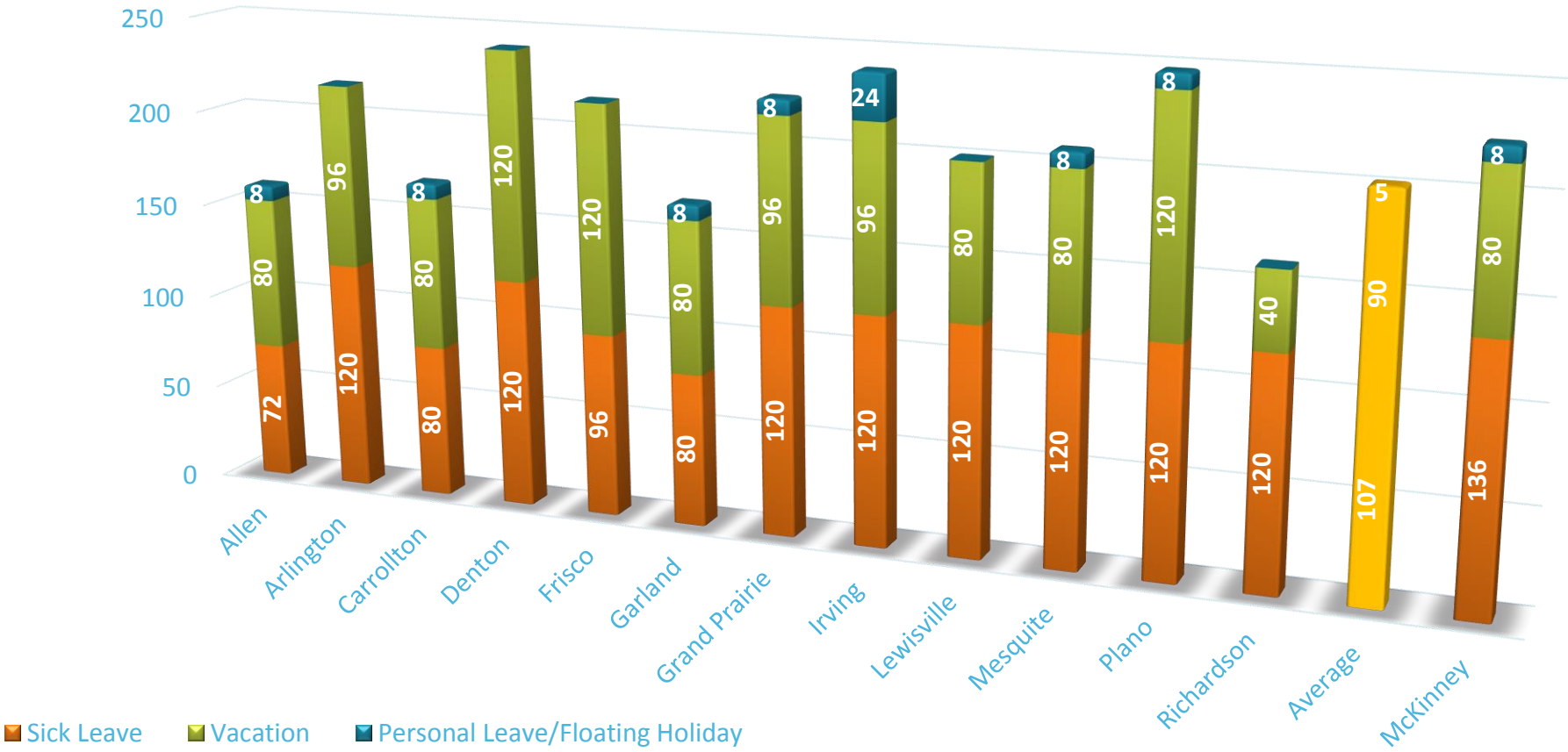
Paid Leave Briefing

- Benchmark cities' paid leave programs
 - Sick Leave
 - Vacation
 - Personal leave / Floating Holiday
- Paid parental leave trends in public and private sectors
- Cost considerations
- Conclusions

Benchmark Cities' Paid Leave Policies

Paid Leave Benefit	Allen	Arlington	Carrollton	Denton	Frisco	Garland	Grand Prairie	Irving	Lewisville	Mesquite	Plano	Richardson	McKinney
Sick Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Vacation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Personal Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
A Separate Parental Leave	No	No	No	No	No	No	No	No	No	No	No	No	No

Annual Paid Leave Hours Accrued (One Year of Service)

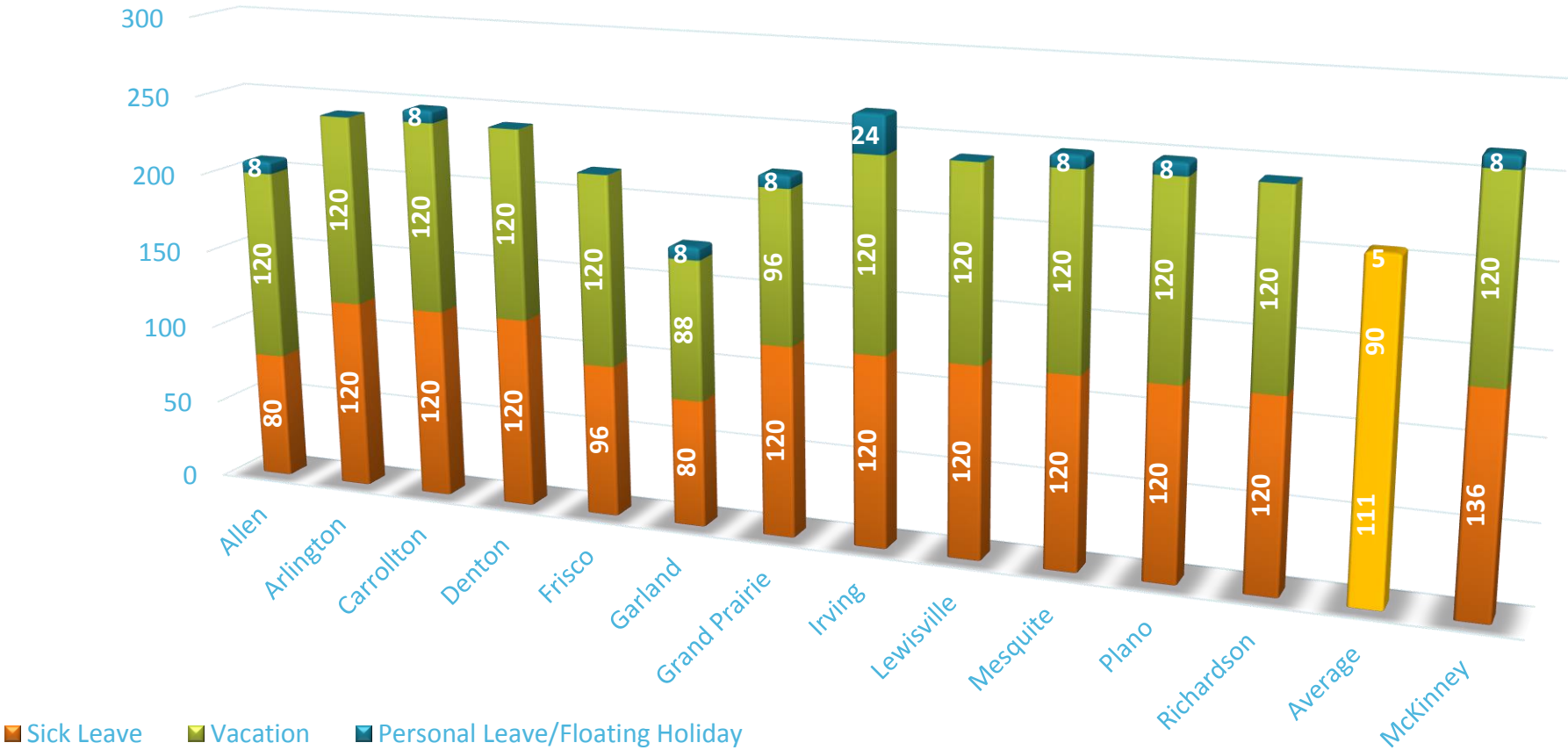


Average: 5.05 Weeks of Paid Leave

McKinney: 5.6 Weeks of Paid Leave



Annual Paid Leave Hours Accrued (Five Years of Service)

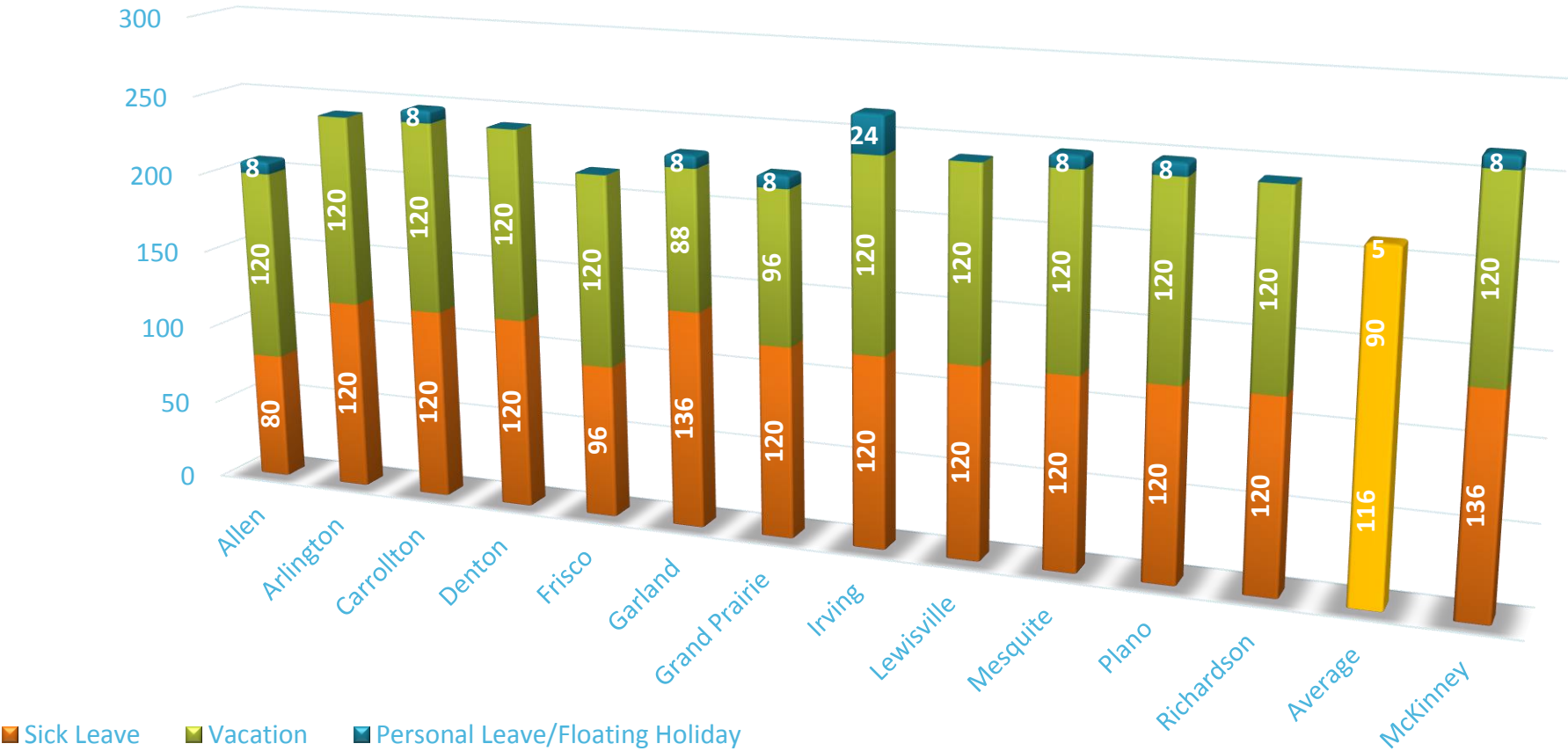


Average: 5.15 Weeks of Paid Leave

McKinney: 6.6 Weeks of Paid Leave



Annual Paid Leave Hours Accrued (Ten Years of Service)



Average: 5.27 Weeks of Paid Leave

McKinney: 6.6 Weeks of Paid Leave



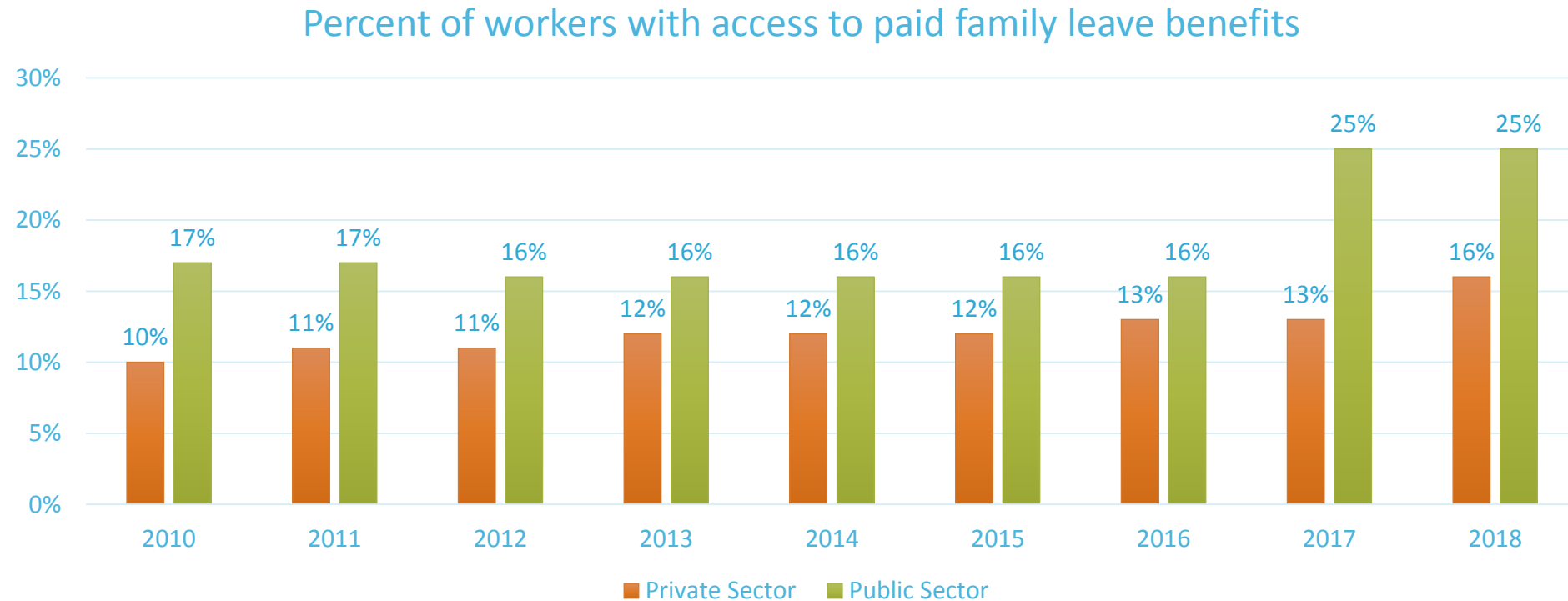
Paid Parental Leave Used 2016 - 2018

Year	Employees Who Used Leave	Average Leave Hours Used	Average Leave Hours Leftover in their Banks
2016	36	237 (6 Weeks)	628 (15.7 Weeks)
2017	34	228 (5.7 Weeks)	533 (13 Weeks)
2018	32	234 (6 Weeks)	530 (13 Weeks)

Paid Parental Leave Costs

3 Weeks		4 Weeks		6 Weeks	
2016 Paid Leave	\$119,602	2016 Paid Leave	\$159,469	2016 Paid Leave	\$239,204
OT Cost Fire/Police	\$99,473	OT Cost Fire/Police	\$132,630	OT Cost Fire/Police	\$198,946
Total Cost	\$219,075	Total Cost	\$292,099	Total Cost	\$438,150
2017 Paid Leave	\$122,190	2017 Paid Leave	\$162,921	2017 Paid Leave	\$244,381
OT Cost Fire/Police	\$122,512	OT Cost Fire/Police	\$163,349	OT Cost Fire/Police	\$245,023
Total Cost	\$244,702	Total Cost	\$326,270	Total Cost	\$489,404
2018 Paid Leave	\$121,709	2018 Paid Leave	\$162,278	2018 Paid Leave	\$243,417
OT Cost Fire/Police	\$108,735	OT Cost Fire/Police	\$144,980	OT Cost Fire/Police	\$217,470
Total Cost	\$230,444	Total Cost	\$307,258	Total Cost	\$460,887
Three Year Cost	\$694,221	Three Year Cost	\$925,627	Three Year Cost	\$1,388,441

Paid Family Leave Trends in Public and Private Sectors



Source: DOL's Bureau of Labor Statistics

Conclusions

- McKinney is above average in comparison of our benchmark cities in regards to paid time off.
- Over the past three years, employees are taking over 5 weeks of paid leave for time off specifically for birth or adoption of a child.
- These employees are still left with over 13 weeks of paid leave in their leave banks to be used for paid time off.
- In general, employees are provided with adequate leave benefits through vacation and sick benefits to continue to have paid time off for family needs.



Discussion



Sources/Resources

- <https://www.bls.gov/opub/ted/2019/access-to-paid-and-unpaid-family-leave-in-2018.htm>
- <https://www.bls.gov/ncs/ebs/factsheet/family-leave-benefits-factsheet.htm>
- <https://www.bls.gov/ncs/ebs/factsheet/family-leave-benefits-factsheet.htm>
- <https://www.bls.gov/opub/ted/2018/private-industry-workers-received-average-of-15-paid-vacation-days-after-5-years-of-service-in-2017.htm>
- <https://www.workingmother.com/estee-lauder-settles-after-lawsuit-over-granting-more-parental-leave-to-women-than-men>

