



19-0429

TITLE: Discuss Paid Parental Leave Benefits

Staff was asked to brief the City Council on paid leave benefits currently provided to City employees under the City's paid leave programs, and how the benefits compare to those provided by our benchmark cities

COUNCIL GOAL: Fiscally Sound Government

MEETING DATE: May 21, 2019

DEPARTMENT: Human Resources and Risk Management

CONTACT: Ike Obi, Director of Human Resources & Risk Management

RECOMMENDED CITY COUNCIL ACTION:

- None. This item is for the purpose of discussion

ITEM SUMMARY:

- City Council requested of staff a briefing on paid parental leave benefits available to City employees, and how our paid leave benefits compare to paid leave benefits offered by our benchmark cities

BACKGROUND INFORMATION:

- City Council requested a briefing, following the authorization of a stand-alone paid parental leave benefit by a city in north Texas. This presentation includes data on how the City of McKinney compares amongst its benchmark cities and the potential cost of offering an additional leave program designated as paid parental leave

FINANCIAL SUMMARY:

- Using data from paid leave costs that accrued from leaves designated as parental leave in 2018, we estimate that the program cost could range from \$230,000 for three weeks of leave to \$460,000 for six weeks of leave, annually

BOARD OR COMMISSION RECOMMENDATION:

- N/A

SUPPORTING MATERIALS:

[Presentation](#)