



MEMORANDUM

Date: December 15, 2021

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Leshner 
Acting County Administrator

Re: **Revisions to Parental Leave Pay**

The County provides eligible employees up to six continuous work weeks of parental leave within the first 12 weeks after the birth or adoption of a child. Employees on parental leave are currently paid at 66 ⅔ percent of their regular rate of pay. This revision would increase it to 100 percent of their regular rate of pay.

A review of local governments across the State, as well as major private employers in Pima County, show a diversity of parental leave pay scales, ranging from no paid leave to 18 weeks of fully paid leave. The private employers surveyed generally provided more generous paid parental leave than local governments. The City of Tucson provides 6 weeks at 100 percent pay.

Considering the dramatic change in the labor market during the pandemic, this is one change of many that I am reviewing with our Deputy County Administrators and Human Resources to improve recruitment.

JL/anc

c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,
Health and Community Services
Cathy Bohland, Director, Human Resources
Nicole Fyffe, Executive Assistant to the County Administrator