



Board of Supervisors Memorandum

January 18, 2022

**Pima County Personnel Policy 8-107, Special Leaves of Absence with Pay
F. - Parental Leave –Twelve Weeks**

Background

At the Supervisors meeting of December 21, 2021, the Board of Supervisors approved an amendment to Pima County Personnel Policy 8-107, Special Leaves of Absence with Pay, F. Parental Leave, which increases the rate of pay at which the employee will be paid from 66 percent to 100 percent. Section 1 of that policy now reads:

1. Upon approval of the Human Resources Department, eligible employees may be granted up to six (6) continuous work weeks of parental leave within the first twelve (12) weeks after the birth or adoption of a child. Parental leave will be paid at one hundred (100) percent of the employee's regular rate of pay in effect at the time the leave commences. Employees may request additional leave (beyond the six (6) weeks of parental leave) by applying earned sick leave, compensatory time, or annual leave in accordance with Family and Medical Leave policy guidelines.

Discussion

During the discussion, there was also a question asked about the cost of increasing the regular rate paid to eligible employees from the current six (6) weeks provided for Parental Leave to twelve (12) weeks. As noted in December 27, 2021 Memorandum to the Board, I reported that, based on historical use of Parental Leave, the estimated cost to increase the period during which Parental Leave is paid to employees from six (6) to twelve (12) weeks would be approximately \$900,000 per year.

Recommendation

I recommend an additional adjustment from six (6) weeks to twelve (12) weeks of pay. Pima County continues to see dramatic changes in the labor market as a result of the pandemic. As noted when the increase of pay to 100 percent compensation was approved by the Board of Supervisors this past December, this can help make Pima County more competitive as an employer.

Sincerely,

A handwritten signature in black ink, appearing to read "Jan Lesher".

Jan Lesher
Acting County Administrator

CHH/anc – January 11, 2022

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
Michelle Campagne, Director, Finance and Risk Management