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# MEMORANDUM

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Date: February 29, 2016

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

From: C.H. Huckelberry  
County Administrator *CHH*

**Re: Parental Leave Proposal – Revenue Neutral Discussions with Employee Groups**

As directed by the Board of Supervisors at the meeting of February 16, 2016 staff has met with representatives from Service Employees International Union (SEIU) as well as other employee groups to review the Parent Leave Proposal. The goal as stated by the Board, was to develop a Parental Leave proposal that is "revenue neutral as possible".

The employee groups and staff have met once but were not able to come to any definitive proposal to present that would be fiscally responsible without reducing other benefits already provided to the Pima County workforce.

Staff has recommended we reach out to our Pima County workforce as a whole, by means of a survey, to ascertain the support for a Parental Leave Program and what benefits our employees would be willing to reduce or eliminate in order to establish overall support for a paid Parental Leave program.

### Recommendation

Staff requests your approval to proceed with the attached survey to be sent out to our Pima County workforce to ascertain the support for a Parental Leave benefit that could possibly be achieved by reducing current benefits and possible pay rate increases in order to pay for the additional benefit being considered.

CHH/lab

Attachment

The County is considering a proposal to add Parental Leave as an additional paid benefit. Paid Parental Leave, utilized in conjunction with FMLA, would provide mothers and fathers with up to six (6) weeks of paid time off for bonding with a newborn or adoption of a child without having to use their sick or annual leave banks.

The cost to fund a six (6) week paid Parental Leave benefit has been estimated at \$1.6 million per year. The Board of Supervisors directed, at the February 16, 2016 Board meeting, that if the County were to provide this benefit, it would need to be as close to revenue neutral as possible.

Because paid Parental Leave would be a County benefit available only to a specific group of employees, but could potentially impact all employees, your input is being sought in determining how to proceed.

We would appreciate your taking the time to complete the following survey. Your responses will be completely anonymous and confidential.

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Would you be in favor of the County providing paid Parental Leave as an additional benefit?

Yes       No

If you answered "Yes", please select which benefit(s) below that you would recommend be modified or eliminated in order to offset the cost of paid Parental Leave:

- Pay raises – *reduced in amount and/or frequency*
- Bereavement Leave – *reduced or eliminated*
- Medical premiums – *increased up to \$10 per pay period*
- Health Savings Account (HSA) contributions – *reduced*

Comments (Optional):

Thank you for your participation.

Submit