



MEMORANDUM

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**DATE:** March 13, 2023  
**TO:** Honorable Mayor and City Councilmembers  
**FROM:** Dave Perrault, City Administrator  
**SUBJECT:** Paid Parenting Leave Language

Budgeted Amount:	Actual Amount:	Funding Source:
N/A	N/A	N/A

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**Council Should Consider**

Motions to approve, table, or deny the following:

- Paid Parenting Leave Language

**Background**

The Personnel Committee recently discussed adding Paid Parenting Leave to the City’s Personnel Policy. The draft language would allow for eighty hours of paid leave to be provided to parents upon the birth or adoption of a child assuming they met certain criteria. A draft of the policy can be found under Attachment A.

As part of the research for this draft policy change, City Staff looked at what nearby cities offer to set a baseline. Cities vary from offering no Paid Parental Leave to more than the eighty hours being proposed; for example, White Bear Township offers no paid leave, while Vadnais Heights offers up to 200 hours depending on the type of birth and other circumstances.

It should be noted that for mothers, they also have available the City paid Short Term Disability insurance, which offers four to six weeks of disability pay upon the birth of a child. When combined with this leave it would offer approximately six to eight weeks of paid leave.

Should Council approve this language it will be incorporated into the City’s Personnel Policy.

**Budget Impact**

This item is not expected to have significant budget impacts as the positions are already budgeted. If the City were to hire a temporary worker to fill in while someone is on leave or if this causes another employee to incur overtime, it would affect the budget, but it is not anticipated this will occur often.

**Attachments**

Attachment A: Draft Paid Parenting Leave Language