



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
CONFERENCE MEETING

#22-0615

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Greg Chavarria, City Manager

DATE: September 22, 2022

TITLE: Parental Leave Discussion - **(Commission Districts 1, 2, 3 and 4)**

In 2021, Broward County increased paid parental leave for its employees from 180 hours to 240 hours (six weeks) of paid leave. At the May 4, 2021, Conference Meeting (CAM #21-0212), the City Commission discussed adding paid parental leave as an additional benefit available to City employees and requested research on the feasibility and budgetary impact of paid parental leave. Based on an average of two years of historical data, the estimated fiscal impact of six weeks of paid parental leave, if available to all employee groups, would be approximately \$1.1 million. Staff will be available to discuss further during the conference meeting.

Resource Impact

There is no fiscal impact associated with this action.

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2024* Strategic Plan, specifically advancing:

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees
- Objective: Establish an organizational culture that fosters rewarding, professional careers

Prepared by: Janeen Richard, Employee Relations Manager, Human Resources

Acting Department Director: Jerome Post, Acting Human Resources Director