

CITY OF CLARKSTON

ITEM NO: F3

CLARKSTON CITY COUNCIL MEETING

HEARING TYPE:
Council Meeting

BUSINESS AGENDA / MINUTES

ACTION TYPE:
Resolution

MEETING DATE: November 1, 2016

SUBJECT: A Resolution by the Clarkston City Council to Adopt a Paid Family/Parenting Leave Policy to Provide Paid Leave For Certain Qualified Employees

DEPARTMENT: City Council

PUBLIC HEARING: YES NO

ATTACHMENT: YES NO
Pages: 2

INFORMATION CONTACT: Council Woman
Beverly Burks PHONE NUMBER: 404-292-9465

PURPOSE: To Approve a Resolution by the Clarkston City Council to Adopt a Paid Family/Parenting Leave Policy to Provide Paid Leave For Certain Qualified Employees

NEED/ IMPACT: The Family and Medical Leave Act, which was passed in 1993, only guarantees that qualifying workers can take up to 12 weeks of unpaid leave in one year to care for seriously ill family members, their dire health needs, or newborns, without loss of employment upon return. The United States is the only industrialized nation that doesn't provide universal leave to accommodate new parents and those with ill family members who temporarily leave jobs to become caregivers. Providing workers with paid time off to attend to the health and needs of their new family members will ensure a healthier and more productive personnel in Clarkston. This policy will have a positive effect on the public health of the City of Clarkston Employees by increasing employee retention and better recruitment of candidates for City positions.

The financial impact of this policy change is negligible in that salaries are funded in each fiscal year budget.

RECOMMENDATIONS:

Staff recommends that the Council vote to approve a Resolution by the Clarkston City Council to Adopt a Paid Family/Parenting Leave Policy to Provide Paid Leave For Certain Qualified Employees.