FORM GEN. 160

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: December 3, 2020

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: **PAID PARENTAL TIME (PPT) PILOT PROGRAM FOR UNREPRESENTED EMPLOYEES**

RECOMMENDATIONS

It is recommended that the City Council, subject to the approval of the Mayor:

1. Adopt the attached ordinance, approved as to form and legality by the City Attorney, amending Section 4.129 of the Los Angeles Administrative Code, to add a Paid Parental Time (PPT) Pilot Program to be effective for the period of January 1, 2021, through June 30, 2025, for all eligible, unrepresented non-DWP, civilian City of Los Angeles (City) employees.

2. That the City Council authorize the Controller and the City Administrative Officer to correct any clerical errors, or, if approved by the City Attorney, any technical errors in the above ordinance.

SUMMARY

The concept of a paid parental leave policy has been under discussion for some time. In February 2016, Council adopted a Krekorian/Martinez-Koretz et. al. motion (Council File No. 15-1033) instructing City staff to report on the average time off taken by City employees for pregnancy and bonding purposes as well as the feasibility and budgetary impacts of a paid parental leave program. The report back indicated that the City currently does not track the information needed for a complete operational and financial analysis of a paid parental leave policy and the development of a civilian-only policy as a pilot would provide better data to create a citywide policy for all employees.

At its meeting of November 8, 2019, the Executive Employee Relations Committee authorized the CAO to negotiate a Paid Parental Leave Program for all non-DWP, civilian City employees as a pilot program. Tentative agreements with the affected labor organizations were transmitted to Council and are pending approval. The attached ordinance affords the same benefit to unrepresented employees. The key terms of the pilot program are as follows:

- Six (6) weeks (up to 240 hours) of 100% paid time
- Birthing and non-birthing parents eligible
- Effective pilot period from January 1, 2021, through June 30, 2025

Currently, the City provides eligible employees with up to 18 weeks (up to 720 hours) of protected leave for family and medical purposes, including childbirth, recovery from childbirth, child placement, and child bonding. This protected leave is either unpaid or paid using the employees' available sick, vacation, and/or other accumulated compensatory time. This pilot program will enhance the City's Family and Medical Leave policy by providing an additional balance of paid time for qualifying employees.

The PPT Pilot Program is expected to yield concrete data, including operational and staffing impacts. At the conclusion of the pilot program, the CAO in collaboration with other involved City entities, will gather and analyze the results and report the findings.

FISCAL IMPACT

No significant budgetary impact is anticipated, however, there may be operational and/or service impacts.

RHL:DB:IA:0721060

Attachments