



# PAID FAMILY LEAVE

*Presented by*

Sharon Burke, Director of Human Resources



# REQUESTED DATA

Of the Counties in NC that offer Paid Parental Leave:

- ❖ Do they offer Family Care Leave in addition to Parental Leave
- ❖ Number of weeks offered for both leave types
- ❖ Do they follow the FMLA combined leave practices
- ❖ Budget implications or considerations
- ❖ Are they looking to increase the number of weeks offered



# RESPONSES

County/Town	Parental	Family	Wks Offered	Couples	#used	Add'l Budget Identified	Plans to increase weeks?
New Hanover	Yes	No	6	FMLA	48	No	No
Wake	Yes	No	8	FMLA	N/A	No	No
Mecklenburg	Yes	Yes	6	FMLA	266	No	No
Durham	yes	No	12	FMLA	N/A	No	No



# NOTABLE FINDINGS

- ❖ All reporting Counties follow the Federal FMLA combined leave provision (Shared leave benefit amongst married employees)
- ❖ Three of the four counties chose 8 weeks or less for parental leave
- ❖ Most do not offer the family care benefit
- ❖ All reported they did not budget for replacement personnel
  - ❖ Acknowledged some overtime costs were incurred



# RECOMMENDATION

- ❖ Offer both Parental & Family Care Leave
- ❖ Benefit duration:
  - ❖ 8-weeks for parental care
  - ❖ 6-weeks for family care
- ❖ Federal FMLA regulation - Combined leave provision
  - ❖ Enhance benefit allowing same benefit to married couples



# FOR YOUR CONSIDERATION

- ❖ Decision is needed – What will the benefit be:
  - ❖ Mirrored or Staggered
  - ❖ Number of Weeks
  - ❖ Shared Leave for Both Married Employees



# NEXT STEPS?

- ❖ Public Hearing – November 17th
- ❖ Vote to adopt the benefit and to amend the current Family Medical Leave (Personnel Ordinance)



# Questions?

