

Falcon Heights City Council Workshop

**City Hall
2077 W Larpenteur Ave.
6:30 p.m.**

AGENDA Wednesday, February 4, 2015

- 1) Update from City Forester Andy Hovland**
- 2) Discussion on next steps for Curtiss Field**
- 3) Discussion on a possible Paid Parental Leave Policy
(attachments)**
- 4) Discussion on possible Cable Commission Appointees**
- 5) Discussion on City Administrator Replacement Process**

If you have a disability and need accommodation in order to attend this meeting, please notify City Hall 48 hours in advance between the hours of 8:00 a.m. and 4:30 p.m. at 651-792-7600. We will be happy to help.



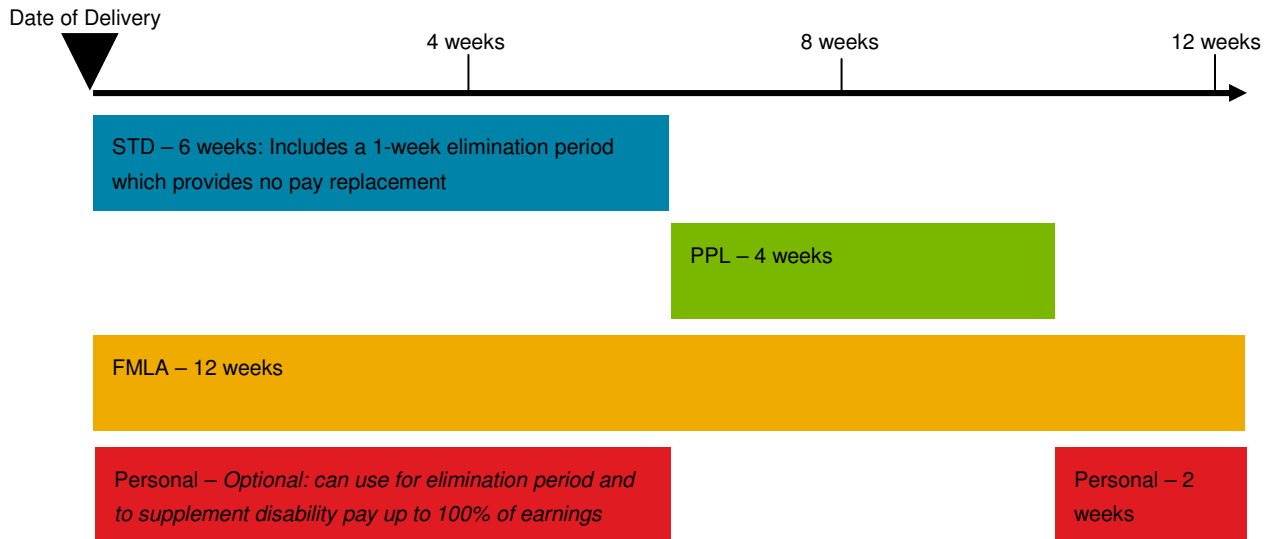
Using Paid Parental Leave with Other Types of Leaves

Effective January 1, 2015 City of Saint Paul employees will have the option of taking 2 or 4 weeks of paid parental leave for the birth or adoption of a child (2 weeks for non-birthing parent; 4 weeks for birthing parent.) This is in addition to other leave options already available to employees.

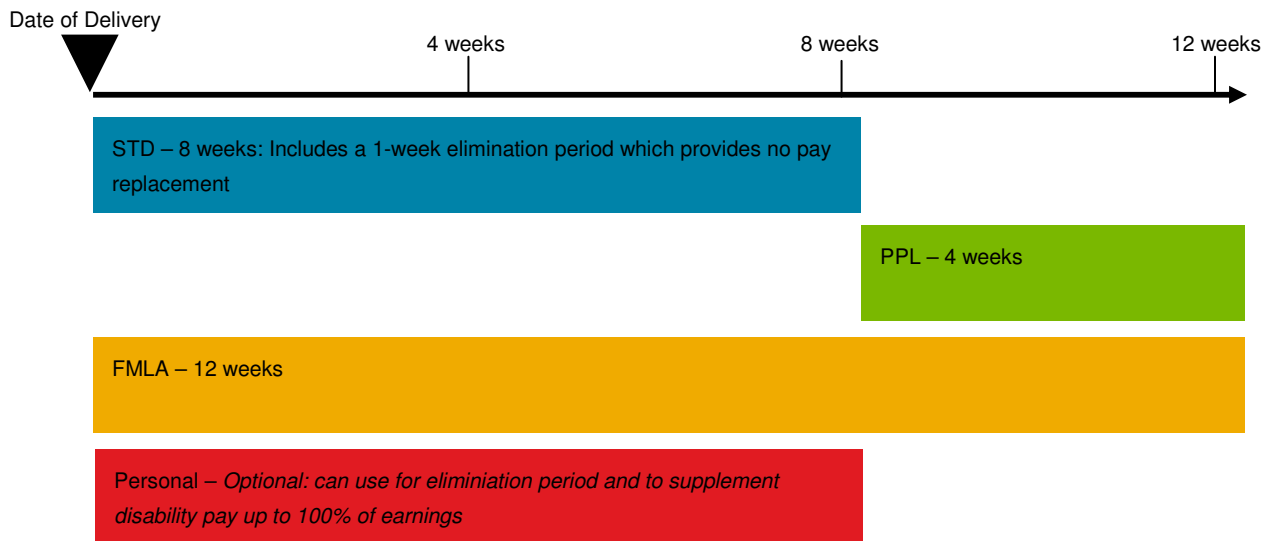
Type of Leave	Employee Eligibility	Duration	Purpose
Sick, Vacation, Comp, Unpaid Time (Personal)	Varies by employee	Varies by employee	To provide pay while not working.
Family Medical Leave Act (FMLA)	Employed with the City of Saint Paul for at least twelve (12) months and has worked a minimum of 1,250 hours during the 12-month period prior to the leave.	Up to 12 weeks	Protects your job and ensures access to benefits while on leave, including health insurance.
Short-Term Disability (STD)	Optional employee-paid benefit that must be elected during annual enrollment.	Normal delivery – 6 weeks Cesarean delivery – 8 weeks Additional time may be approved depending on the facts and circumstances.	Provides up to \$2,000 or 66 2/3% whichever is less of your monthly salary while you are away from work due to an illness or injury.
Paid Parental Leave (PPL)	Any employee eligible for FMLA.	4 consecutive weeks (birthing parent) 2 consecutive weeks (non-birthing parent)	Provides normal rate of pay to give parents additional flexibility and time to bond with their new child, adjust to their new family situation, and balance their work obligations.

The following charts illustrate common scenarios for the birthing parent, assuming the employee has enrolled in or has access to all types of these leaves due to the birth of a child:

Normal Delivery

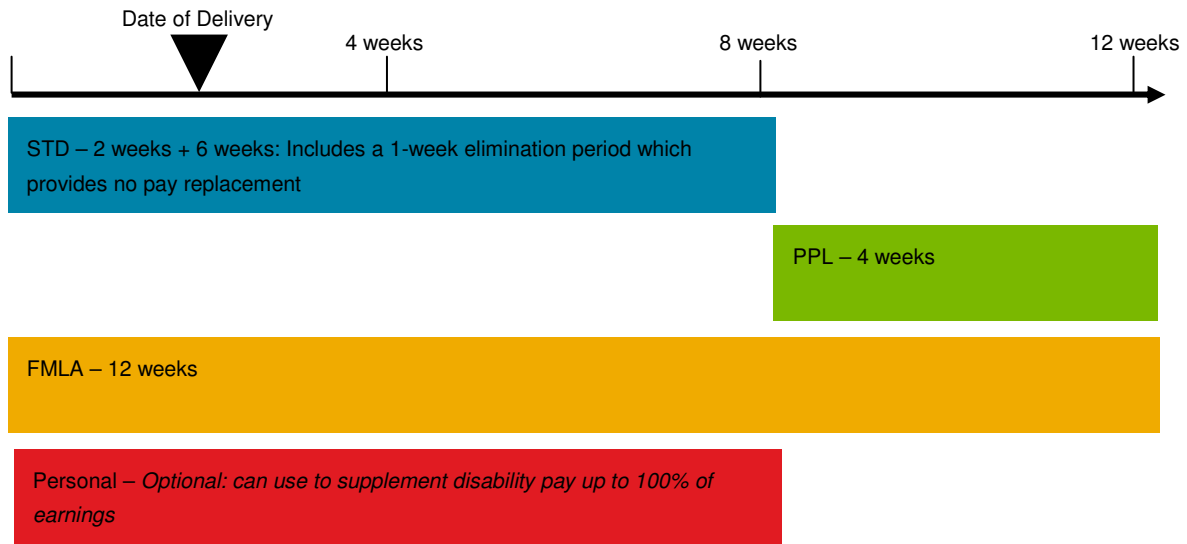


Cesarean Delivery



Disability Starts Prior to Normal Delivery

Disability starts 2 weeks prior to birth (e.g., doctor prescribed bed rest, unable to perform job functions due to pregnancy)



City of Brooklyn Park Parental Leave Policy

10.10 PARENTAL LEAVE

State and federal law provide for parental leave. In addition, the City provides its employees with two weeks (maximum of eighty (80) hours) of paid parental leave under the following conditions.

If the employee becomes a biological or adoptive parent after working for the City for the preceding six (6) consecutive months for twenty (20) hours per week or more, the City will provide:

Week One: Five (5) consecutive business days of paid parental leave. A maximum of forty (40) hours will be paid to a regular full-time employee; for a regular part-time employee, hours paid will be determined by the employee's regular weekly work schedule, provided that:

- The leave shall be taken concurrently with FMLA and within twelve (12) calendar weeks of the birth or placement of the child; and
- The leave shall be aside from and not intended to affect any state or federal law provision of parental leave to which the employee may be entitled.

Week Two: After the employee has used **Week One** of the City's paid parental leave for the birth or placement of a child, the employee may utilize: Five (5) consecutive business days of paid parental leave. A maximum of forty (40) hours will be paid to a regular full-time employee; for a regular part-time employee, hours paid will be determined by the employee's regular weekly work schedule, provided that:

- The employee has first taken 12 weeks of FMLA parental leave under the City's FMLA policy or 12 weeks of leave under the state parental leave law;
 - Per the City's Leave of Absence policy, the leave will require that the employee use accumulated sick leave but shall not require that the employee deplete accumulated vacation leave below forty (40) hours of accumulation.
- The employee utilizes **Week Two** of paid parental leave immediately after twelve (12) consecutive weeks of parental leave taken by the employee under state or federal law; and
- The employee utilizes **Week Two** of paid parental leave within twenty-four (24) consecutive weeks of the birth or placement of the child.

This Policy does not apply to independent contractors. The Parental Leave Policy will take effect October 28, 2014.