

BUDGET AND FINANCE COMMITTEE REPORT and ORDINANCE FIRST CONSIDERATION relative to the Paid Parental Time (PPT) Pilot Program.

Recommendations for Council action:

1. PRESENT and ADOPT the accompanying Ordinance dated November 20, 2020, amending Section 4.129 of the Los Angeles Administrative Code pertaining to Family and Medical Leave, to provide PPT for non-represented employees for the pilot period of January 1, 2021, through June 30, 2025.
2. APPROVE the PPT Pilot Program to be effective for the period of January 1, 2021, through June 30, 2025, for all eligible, non-Department of Water and Power, civilian City of Los Angeles employees.
3. APPROVE the accompanying PPT Pilot Program Letters of Agreement, attached to Council file No. 15-1033, approved as to form and legality by the City Attorney, for Memorandums of Understanding 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 26, 29, 31, 32, 34, 36, 37, 61, 63, and 64.
4. INSTRUCT the City Administrative Officer (CAO) to report to the Executive Employee Relations Committee (EERC) with the results of the PPT Pilot Program analysis.
5. AUTHORIZE the Controller and the CAO to correct any clerical errors, or, if approved by the City Attorney, any technical errors in the above ordinance.

Fiscal Impact Statement: None submitted by the City Attorney. The CAO reports that no significant budgetary impact is anticipated, however, there may be operational and/or service impacts.

Community Impact Statement: None submitted.

**(The Personnel, Audits, and Animal Welfare Committee waived consideration of the above matter)**

### SUMMARY

At its regular meeting held on February 8, 2021, the Budget and Finance Committee considered a City Attorney report dated December 7, 2020, an Ordinance dated November 20, 2020, a CAO report dated December 7, 2020, and a CAO report dated November 20, 2020, relative to the Paid Parental Time (PPT) Pilot Program.

The CAO reports that the concept of a paid parental leave policy has been under discussion for sometime. The EERC authorized the CAO to negotiate a Paid Parental Leave Program for all non-DWP, civilian City employees as a pilot program. 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.

After consideration, and having provided an opportunity for public comment, the Budget and Finance Committee recommended to approve the Ordinance and recommendations in the CAO reports dated November 20, 2020 and December 7, 2020. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

BUDGET AND FINANCE COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
KREKORIAN:	YES
BLUMENFIELD:	YES
DE LEON:	YES
RODRIGUEZ:	YES
PRICE:	YES

MM2-08-21 Council file No. 15-1033

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**