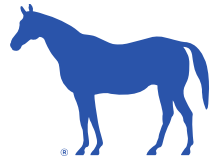


PAID PARENTAL LEAVE UPDATE

General Government and Planning Committee

September 10, 2024



LEXINGTON

Background

- Council passed Ordinance 21-7.3 on November 17, 2022

- Retroactive to July 1, 2022

- Benefits of adding Paid Parental Leave
 - Child growth and development
 - Mental health and family economic security
 - Retention and Recruitment

Eligibility

- Full-time and part-time employees must meet the following requirements:
 - Worked for LFUCG for the previous 12 months
 - Worked a total of 1,250 hours
- PPL runs concurrently with FML and an employee must complete the FML paperwork to apply for PPL
- Upon approval, PPL is to be taken consecutively within 6 months of the birth, adoption, or placement of a child.
 - Four (4) weeks for birth or adoption
 - Two (2) weeks for foster care or kinship placement



PPL Request Breakdown July 1, 2022 – June 30, 2024

- Requests - 215
 - 2022: 56
 - 54 births, 1 adoption, 1 placement
 - 2023:111
 - 106 births, 3 adoptions, 2 placements
 - 2024: 51
 - 49 births, 1 adoption, 1 placement

- Approved - 202

- Denied - 13
 - No proof submitted: 3
 - Did not meet length of service requirement: 8
 - Not a covered person: 2



Department Utilization Breakdown

DEPARTMENTS	2022	2023	2024
Chief Administrative Officer (CAO)	0	1	1
Chief Information Officer	0	1	1
Environmental Quality & Public Works (EQPW)	3	7	6
Finance	0	1	0
General Services	3	3	3
Housing Advocacy & Community Development	0	0	0
Law	0	0	1
Mayor's Office	0	0	0
Planning & Preservation	0	0	1
Public Safety *	41	81	46
Social Services	0	2	1
Urban County Council	1	1	0
	48	97	60

- Corrections: 2 (2022), 1 (2023), 6 (2024)
- Police: 18 (2022), 47 (2023), 21 (2024)
- Fire: 19 (2022), 43 (2023), 21 (2024)

Cost Breakdown

- **January 1, 2023 - June 30, 2024**
 - General cost not including backfill or OT for Fire/Police \$894,604.93
 - Police Backfill/OT total Cost \$453,563.08
 - Backfill OT \$425,805.10
 - Acting Assignments \$5,242.50
 - Acting backfill OT \$22,515.448
 - Fire Cost
 - Backfill \$729,300
 - Total Cost **\$2,077,468.01**

Challenges

- Reporting – Divisions reporting PPL incorrectly
- Use – Employees communicating with the division when ready to use PPL within the 6 month timeframe (last minute notifications, save to use during holidays, etc.), employees/divisions understanding PPL is not for intermittent use
- Unique situations – adoption of stepchildren, stillborn babies, birth prior to eligibility

Recommendations

- Offer four (4) weeks of PPL for birth, adoption, and placement of a foster child instead of the current four (4) weeks for birth or adoption and two (2) weeks for placement of a foster child.
- Give flexibility to HR Director with approval from the CAO to make exceptions in unique circumstances.

Questions?



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