HOW TO BE FAMILY FRIENDLY
IN THE WORKPLACE

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How to Be Family Friendly in the Workplace

Opening questions to consider:

• Why are YOU at this session?
  ➢ Workforce attraction/retention challenges?
  ➢ Market competition?
  ➢ It's the right thing to do?

• How do we define “family” to focus our efforts?
Palo Alto’s Recently Added Paid Parental Leave

- 6 weeks at 100% pay
- All employees included – regardless of gender or employment type (hourlies, full-time)
- Cost: Salaries and benefits for employees who take parental leave are already budgeted. Additional costs are incurred only where backfill required
- Leave can be used within the first 12 months following birth, adoption or placement of a child
- Runs concurrently with state and federal laws (FMLA, CFRA, PDL)
Considerations

- “Pain point” of limited prior benefits
- Meeting with Unions on proposal – generational issues
- Retro application for employees who had a baby within 12 months
- Coming up with a meaningful program with no funding – supporting employees on parental leave while still achieving service expectations
- Building in implementation time
Other Strategies

- Flexible/alternative work schedules

- Citywide 9/80 schedule (extended normal hours and closed every other Friday)

- Family medical benefits, relatively “generous” compared to other agencies

- Job sharing (e.g. 3 people sharing 2 FTE positions)

- Nursing rooms
FOR FURTHER INFORMATION:

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