

HOW TO BE FAMILY FRIENDLY IN THE WORKPLACE

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How to Be Family Friendly in the Workplace

Opening questions to consider:

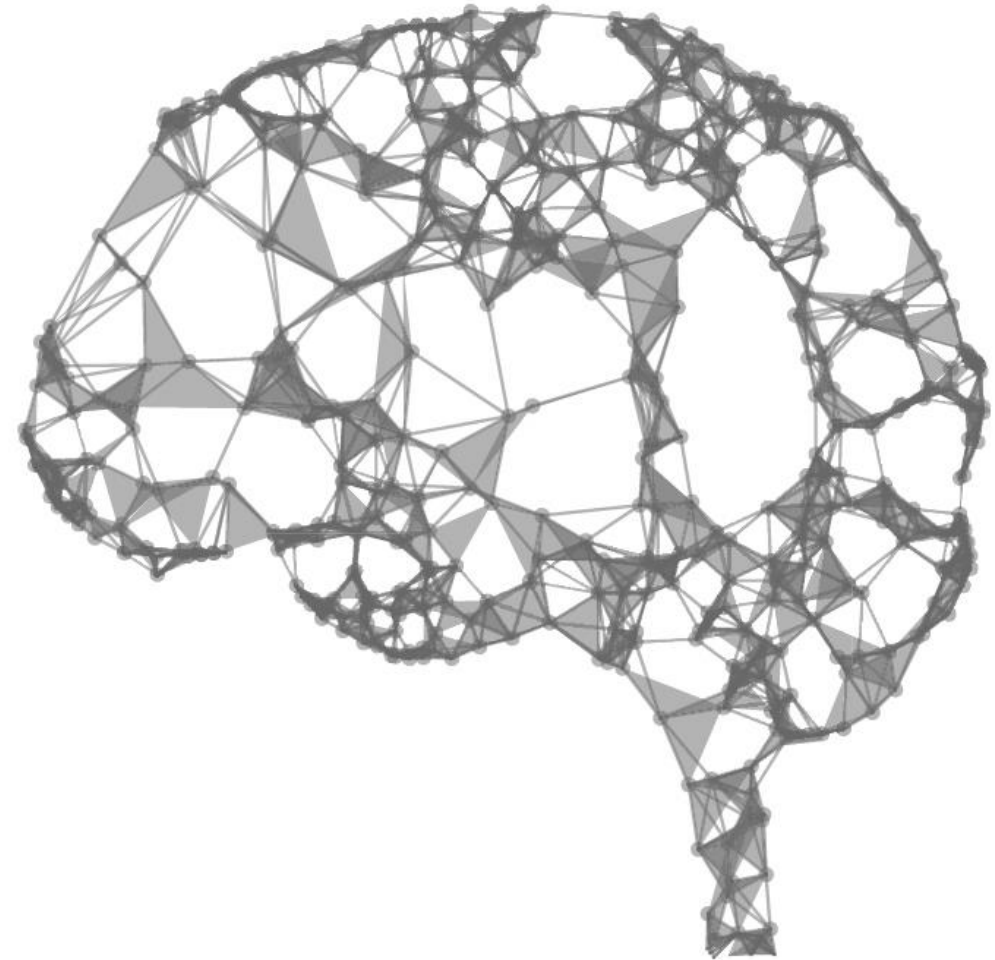
- Why are YOU at this session?
 - Workforce attraction/retention challenges?
 - Market competition?
 - It's the right thing to do?
- How do we define “family” to focus our efforts?

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)

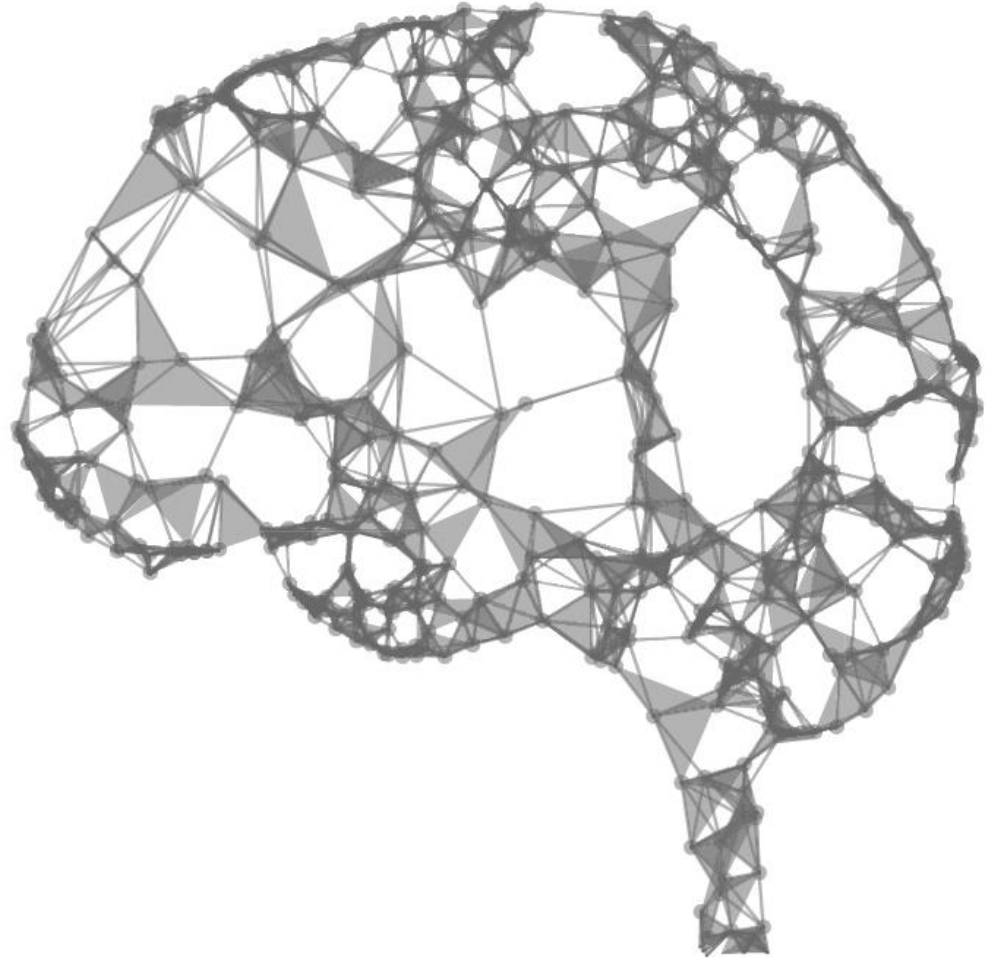
Considerations

- “Pain point” of limited prior benefits
- Meeting with Unions on proposal – generatio issues
- Retro application for employees who had a ba 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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