



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: December 4, 2023

Re: Amending Chapter 19, Personnel Policies to add Paid Family and Medical Leave (PFML) as a benefit and to remove 30 day wait period for new employees to use sick leave.

Executive Summary

Amendments to Chapter 19 to establish paid family and medical leave (PFML) as an employee benefit and to remove the 30 day wait period for new employees to use sick leave.

Discussion

The City of Columbia is committed to a culture that helps our employees meet the demands of family and employment responsibilities. Therefore, amendments to Chapter 19 are proposed to establish PFML as an employee benefit and to remove the 30 day wait period for new employees to use sick leave. The proposed policy provides up to six (6) weeks of PFML for eligible employees in a 12-month period.

The policy is attached, and if approved, will be effective January 7, 2024.

Fiscal Impact

Short-Term Impact: Estimated \$1.3 million the first full year.

Long-Term Impact: Unknown

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
	None.

Suggested Council Action

If City Council approves of adding this employee benefit; approve amendments to Chapter 19.