Introduced by _____ Council Bill No. PR 68-22

A POLICY RESOLUTION

establishing a city council parental leave policy.

WHEREAS, Sec. 2-43 of the City Code provides that no member of council shall be absent unless such member has leave or is sick and unable to attend the meeting or is otherwise prevented by circumstances beyond such member's control; and

WHEREAS, in an effort to encourage individuals who are interested in becoming an elected council member and who may wish to become a new parent during the term of office and to otherwise ensure such council member is assured leave will be granted for such purposes, the City Council of the City of Columbia desires to adopt a family-friendly policy to ensure that council members are granted leave to coincide with the birth or adoption of a child.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. **Establishment.** The City Council of the City of Columbia, Missouri, hereby establishes the following city council parental leave policy.

SECTION 2. **Eligibility.** A council member who gives birth or adopts a child during their term of office is eligible for the parental leave benefits under this leave policy. A council member who is the spouse/domestic partner/co-parent of a person giving birth or adopting a child during their term of office is eligible for parental leave benefits under this policy, regardless of family status or gender.

SECTION 3. **Leave provisions:**

1. Any eligible council member is entitled to paid parental leave for up to twelve (12) weeks following the birth or adoption of a child and will continue to receive the full applicable council stipend during such leave.

2. Parental leave entitlements may not be combined, shall not exceed a total of twelve (12) weeks per leave without consent of a majority of the city council as provided herein, and will not extend beyond the end of the council member's term of office, unless re-elected.

3. A council member may request an extension to the twelve (12) week leave entitlement by submitting a request to the mayor with a copy of such request to the city manager and city clerk. The city council shall take up such additional leave request at its next scheduled meeting and may, by motion, approve or deny the additional leave.

SECTION 4. **Benefits.** A council member will continue to receive the same additional benefits, if any, while on parental leave under the same cost share arrangement.

SECTION 5. **Appointments and designations.** Despite being on parental leave, a council member may attend any city council, board, commission, and committee meeting and reserves the right to participate as an active member of the city council at any time during such leave. A council member on parental leave will maintain and resume all appointments and designations, including mayor pro tem or appointments representing the city on any board, commission, committee or other similar organization upon return from leave. The city council may designate an alternate council member to temporarily represent the council with regard to such duties while the council member is on parental leave.

SECTION 6. **Notice.** To ensure that the city may make the necessary arrangements to accommodate a council member taking parental leave, the council member taking such leave should notify the mayor, city clerk and city manager in writing at least four (4) weeks prior to the anticipated commencement of the leave indicating the expected start and end dates of the leave. The notice requirement may be less than four (4) weeks or waived by the mayor in the event of extraordinary circumstances. The expected start and end dates shall be flexible to accommodate changed circumstances. The council member shall keep the mayor, city clerk and city manager informed of any updates to the start and end dates of the leave as soon as reasonably practicable under the circumstances. The mayor will provide notice to the remaining members of the city council once such leave commences.

ADOPTED this _____ day of _____, 2022.

ATTEST:

_____ _____

City Clerk Mayor and Presiding Officer

APPROVED AS TO FORM:

_____

City Counselor