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As part of the City's work on gender equity, the City is exploring the feasibility of providing a paid parental leave benefit to city employees. . Creating a paid parental leave benefit for City employees was a recommendation of the Gender Equity in Pay Taskforce, which was convened in 2013 to provide recommendations to City leaders about how to address the City's wage gap.

The Seattle Department of Human Resources (SDHR) has contracted with a consultant to review the City's existing parental leave policies and devise potential options. The study will also examine what other public and private jurisdictions do in this regard. The consultant's work is expected to be completed by the end of November 2014.

Once the consultant's work is completed Executive and Council staff will work on developing next steps to explore potential options that will be brought to the Mayor and Council for consideration. Any change in city benefits would be negotiated with the appropriate labor unions.

How a potential benefit would be structured and what it would cost is currently under development. The \$250,000 would allow the City the flexibility and capacity to implement a potential benefit in 2015 and 2016.

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**Budget Action Transactions**

**Budget Action Title:** Add \$250,000 GSF in 2015 and \$250,000 GSF in 2016 to Finance General for potential paid parental leave benefit.

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add reserve for potential Paid Parental Leave benefit				FG	Reserves	2QD00	00100	2015		\$250,000
2	Add reserve for potential Paid Parental Leave benefit				FG	Reserves	2QD00	00100	2016		\$250,000