

FY 2023-2024 BUDGET QUESTION
Response to Request for Information

DEPARTMENT(S): Human Resources Department

CBQ NO.: 236

REQUESTED BY: Qadri

DATE REQUESTED: 08/04/2023

DATE POSTED: 08/08/2023

REQUEST: What is the estimated fiscal cost to include stillbirths as a qualifying event to utilize paid parental leave?

RESPONSE:

The Human Resources Department is drafting a new procedure that would allow for Employees who experience a stillbirth, or any death of a child, to have access to an expanded leave program. As with any additional leave program, there may be backfill costs in certain departments and loss of productivity. However, the budget is developed based on an employee's full-year salary. Departments currently account for employees taking time off in their operations.