

AN ORDINANCE TO AMEND CHAPTER 40, SECTION 40-341(A) OF THE CITY CODE TO MIRROR THE STATE CODE'S POLICY REGARDING PAID PARENTAL LEAVE

#0165

Sponsor:

Council
Member
Darby

WHEREAS, Section 40-341(a) of the Wilmington City Code allows for 4 weeks of paid parental leave for full-time City employees of more than 1 year;

WHEREAS, 29 Del. C. § 5120 allows for up to 12 weeks of paid parental leave for full-time State employees of more than one year;

WHEREAS, the City recognizes the importance of maintaining a healthy workforce and providing economic stability for employees during initial caring for and bonding with children; and

WHEREAS, in light of the foregoing, City Council deems it necessary and appropriate to amend Chapter 40 of the City Code to bring it into accordance with the state code provisions regarding paid parental leave.

NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON HEREBY ORDAINS:

SECTION 1. Chapter 40, Article V, Division 1 of the City Code is hereby amended by deleting the stricken language and adding the underlined language as follows:

Sec. 40-341(a)-Paid parental leave

- (a) Any regular employee as defined in section 40-6, who has completed one year of service with the city, shall be entitled to take up to ~~20 days~~ 60 days of paid leave, without use of the employee's accumulated combined leave or vacation, within the first ~~four~~ calendar weeks immediately following the birth of his or her child or upon the adoption by the employee of a minor child who is six years of age or younger. The benefit shall commence with the first scheduled work day on or after the birth or adoption.

SECTION 2. This Ordinance shall become effective upon its passage by City Council and approval by the Mayor.

First Reading..... June 16, 2022
Second Reading..... June 16, 2022
Third Reading.....

Passed by City Council,

President of City Council

ATTEST: _____
City Clerk

Approved this ____ day of _____, 2022.

Mayor

SYNOPSIS: This Ordinance amends Chapter 40 of the City Code by eliminating the City’s current four weeks of paid parental leave, and replacing it with twelve weeks of paid parental leave, in accordance with the leave provided by the State of Delaware to its employees.

FISCAL IMPACT STATEMENT: Based on an analysis of the last four audited fiscal years of parental leave usage, an increase to 8 weeks of paid parental leave (from the current 4 weeks) is projected to result in additional Overtime and Acting Out of Classification payments (along with the associated benefits costs) that will total an average of \$158,700 per year (plus or minus \$46,850).

Based on an analysis of the last four audited fiscal years of parental leave usage, an increase to 12 weeks of paid parental leave (from the current 4 weeks) is projected to result in additional Overtime and Acting Out of Classification payments (along with the associated benefits costs) that will total an average of \$317,400 per year (plus or minus \$93,700).