



Recommendation for Paid Family Leave

Board of Supervisors Personnel Committee Meeting

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March 17, 2020



Overview

- Background discussion
- Paid Family Leave Timeline
- Other Jurisdiction Leave Comparison
- Current Utilization of Leave
- Cost Analysis
- Eligibility Requirements
- Recommendations



Background Discussion

The county is committed to a culture that helps our employees meet the demands of family and employment responsibilities. Offering our employees the option of taking Paid Family Leave (PFL) when they or a family member has a serious health condition, aligns with our strategic plan to foster a flexible workplace environment for the current as well as for our future workforce

Paid Family Leave (PFL) would provide up to 6 weeks 240 hours (360 for 24-hour Fire staff) of leave for a medical event as defined by the Family Medical Leave Act (FMLA) of 1993.

Employee's own serious health condition

Birth and care of the eligible employee's child, or placement for adoption or foster care of a child with the employee

Care of a family member (spouse, child, parent and parent in-laws) who has serious health condition

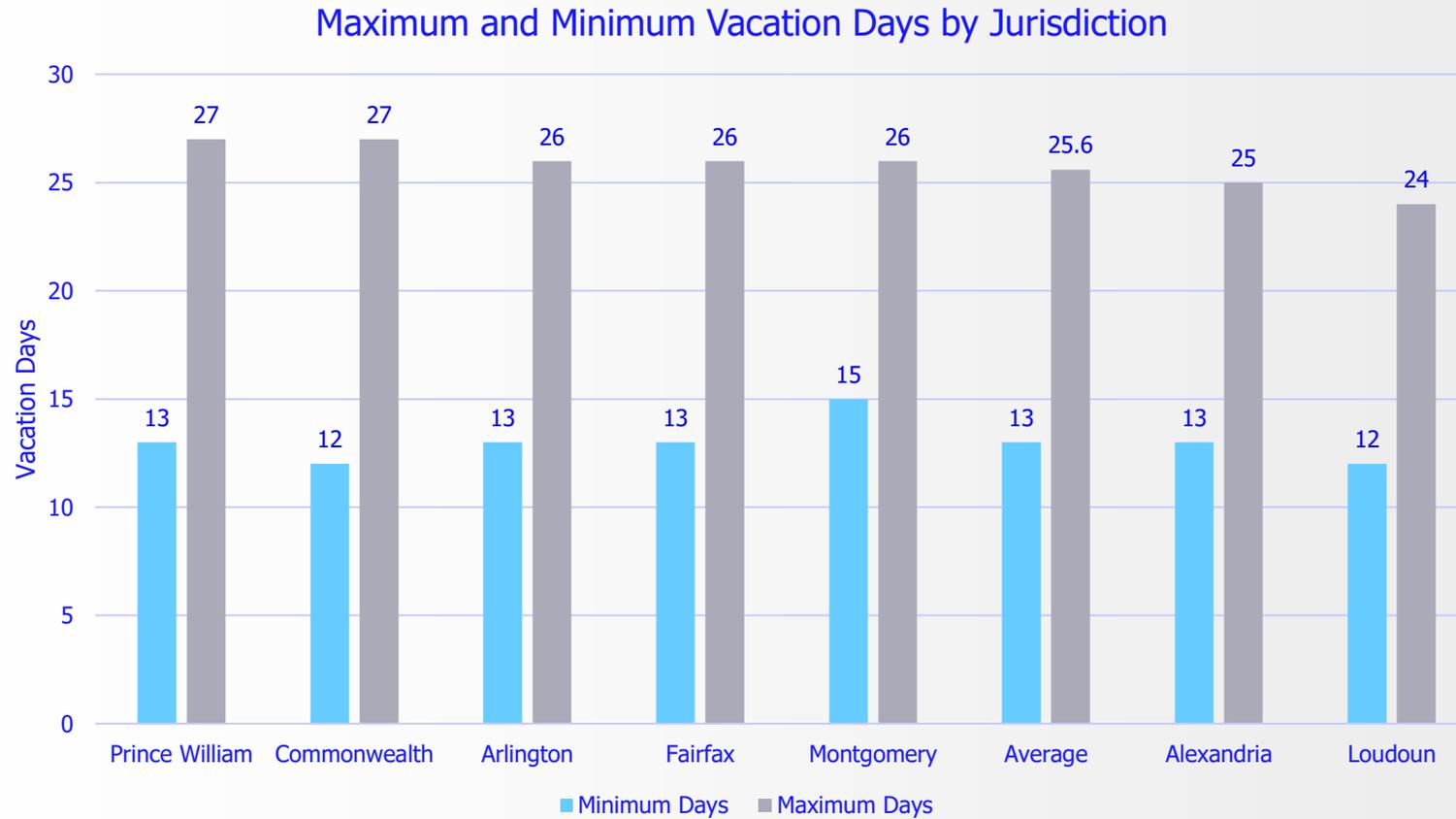


Paid Family Leave Timeline

July 16, 2019	Jeff McKay's Board Matter Presented
July-October 2019	DHR Conducted Leave Study
November 26, 2019	Presented Initial Findings and Recommendations at the Personnel Committee Meeting
December 2019- March 2020	Held Various Meetings with Stakeholders <ul style="list-style-type: none">-Employee group representatives, Executive Leadership, Senior Management Team, HR Managers, Payroll Contacts, and Agency Specific Leadership Meetings-Obtained Feedback, Suggestions, and Edits Incorporated into Final Proposal-Created Draft FAQ Document for Review with Stakeholders-Created a Draft New Procedural Memorandum for Paid Family Leave-Reviewed and Updated the Impacted Existing Personnel Regulations and Procedural Memorandums
March 17, 2020	Present Final Findings and Recommendations
April 27, 2020	Proposed Date for Civil Service Commission hearing
May 19, 2020	Proposed Date for Board of Supervisors adoption
July 18, 2020	Paid Family Leave Available for Use

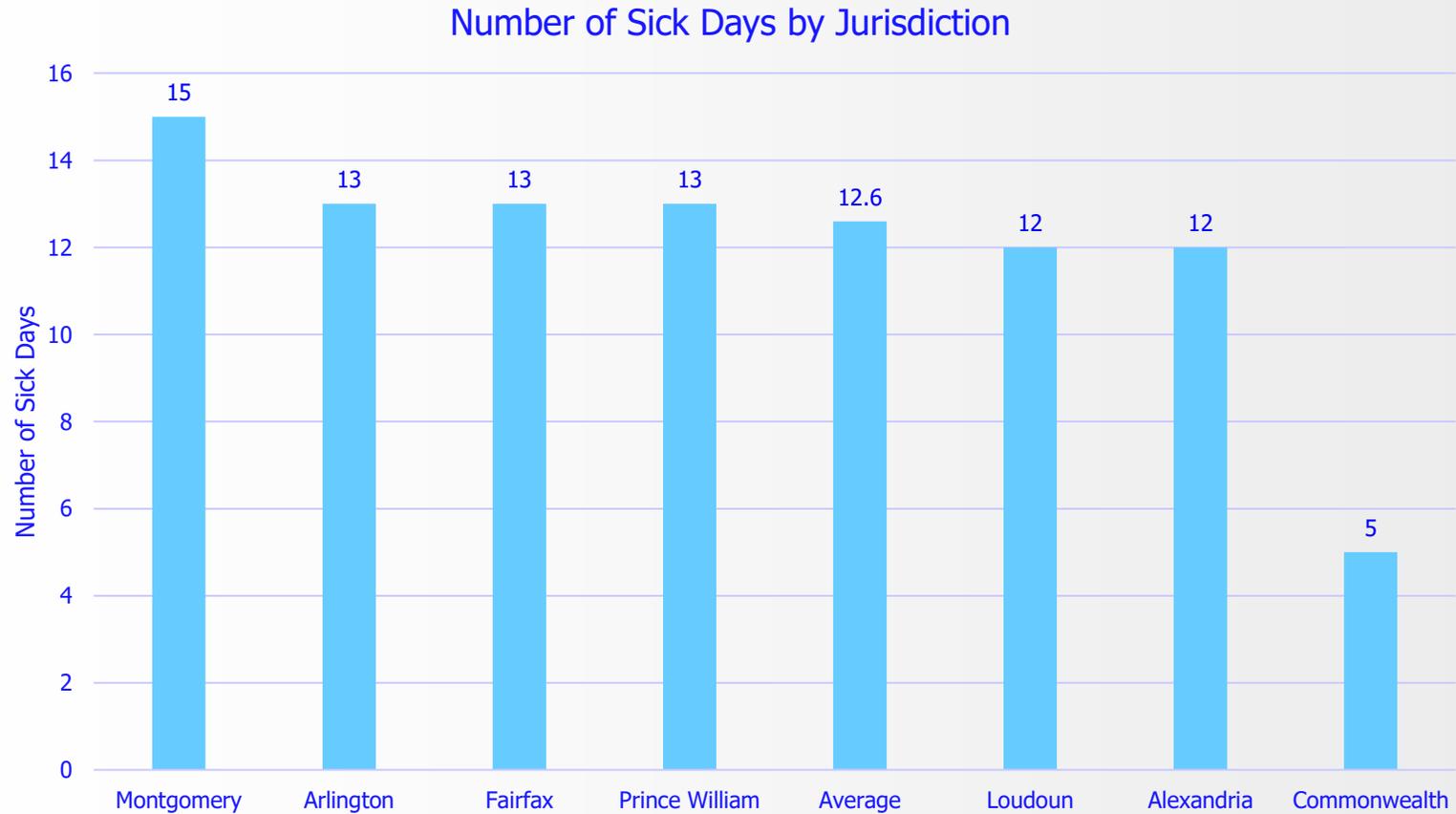


Jurisdiction Comparison





Jurisdiction Comparison





Fairfax County Current Utilization of Paid Parental Leave (PPL)

Categories	2016	2017	2018	Total
Number of new hires using PPL in initial 12-month period	8	27	41	76
Number of employees using PPL after initial 12-month period	438	314	269	1021
Number of employees using PPL	446	341	310	1097
Total number of hours used	33,144.10	30,101.40	30,935.30	94,180.80



Current Cost of Leave Concurrent with FMLA

Leave Types	FY2018	FY2019
Sick Leave, Annual Leave, Compensatory Leave, Donated Leave and Injury Leave.	\$8,111,290	\$11,815,805
Paid Parental Leave	\$927,636	\$1,026,107
Estimated Cost to Maintain Minimum Staffing (Overtime, Additional Staff)	\$1,355,839	\$1,926,287
Total	\$10,394,765	\$14,768,199

Assumptions for Paid Family Leave (PFL) Cost Estimate

Financial analysis was performed to estimate the cost of a proposed The proposed PFL plan allows for 100% paid salary for each Family Medical Leave (FML) approved absence for up to 240 hours

- The 24-hour fire staff will get 360 hours
- Part-time employees receive a pro-rated portion of hours
- Each paid leave begins on the first day of absence
- Replacement costs for minimum staffing positions (critical fire/safety employees) are 100% of salary
- The whole population consists of 12,673 employees
- The Minimum Staffing population consists of 1,607 employees
- There are 481 part-time and 12,192 full-time employees



Projected Cost of Leave Concurrent with FMLA

Leave Types	FY2021
Projected Sick Leave, Annual Leave, Compensatory Leave, Donated Leave and Injury Leave.	\$6,317,378
Paid Family Leave	\$7,510,000
Estimated Cost to Maintain Minimum Staffing (Overtime, Additional Staff)	\$2,403,000
Total	\$16,230,378



Eligibility Requirements

■ Status Position

- An employee in a merit position with a serious medical condition may request up to 240 hours (360 for 24-hour Fire staff) of paid leave for a medical event as defined by the Family Medical Leave Act (FMLA) of 1993, refer to Procedural Memorandum 43A FMLA. Part-time employees will be eligible for Paid Family Leave (PFL) on a pro-rated basis, per assigned weekly scheduled hours.

■ Service Requirement

- An employee will be eligible for Paid Family Leave (PFL) the first of the month following their date of hire, which aligns with our benefits and health insurance coverage.



Recommendations

Based on our study and input from stakeholders, we are proposing Paid Parental/Family Leave replace current Parental Leave (80 hours) with paid Parental/Family Leave of 240 hours paid leave (360 hours for 24-hour fire staff).

Part-time employees will be eligible for Paid Family Leave (PFL) on a pro-rated basis, per assigned weekly schedule.

Under this proposal Paid Family Leave can be used for medical events as defined by the Family and Medical Leave Act (FMLA) 1993.

Paid Family Leave would run concurrent with Family Medical Leave, if applicable.



Questions?