



AGENDA REPORT

Human Resources

DATE:	January 28, 2025
TO:	Mayor Martinez and Members of the City Council
FROM:	Shasa Curl, City Manager Nickie Mastay, Deputy City Manager – Internal Services Sharrone Taylor, Director of Human Resources
Subject:	Parental Leave Enhancement for all Bargaining Groups
FINANCIAL IMPACT:	The fiscal impact for all bargaining groups based on the past five-year average usage is approxiamtely \$465,660.
PREVIOUS COUNCIL ACTION:	n/a
STATEMENT OF THE ISSUE:	City Council approval is required for side letters with all bargaining groups to increase parental leave for all bargaining groups.
RECOMMENDED ACTION:	ADOPT a resolution approving side letters with all bargaining groups increasing Parental Leave from one week to four weeks for 37.5-hour/week and 40-hour/week employees and eight shifts for 56-hour/week employees – City Manager’s Office/Human Resources Department (Shasa Curl 510-620-6512/Nickie Mastay/Sharrone Taylor 510-620-6803).

DISCUSSION:

The City of Richmond continues to ensure that we remain an employer of choice. Expanding parental leave is a significant policy change as well as a crucial recruitment and retention strategy. By demonstrating our support for employees during significant life events, we convey a message that the City of Richmond prioritizes the well-being of its workforce. This approach reaffirms our dedication to supporting employees through all phases of their personal and professional lives, ultimately reflecting our core values as an organization while continuing to operationalize Health in All Policies.

In 2023, negotiations with the Local 188 Firefighters Union highlighted the critical need for expanding parental leave. The City agreed to meet and confer to explore establishing a parental leave policy to ensure employees have adequate paid time for baby bonding and support once they return to work.

The City Council acknowledged the necessity of enhancing parental leave policies for the entire workforce. As such, the Human Resources department conducted thorough research and analysis to assess the feasibility and financial implications of extending parental leave across all bargaining groups. Human Resources proceeded to present detailed proposals regarding the expansion of parental leave to all the Unions, allowing each Union the opportunity to meet and confer on the proposals. There was a consensus among all Unions regarding the benefits of expanding parental leave, leading to the signing of side letters that formalized their agreement. As a result, Human Resources is presenting these proposals to the City Council for ratification.

This step marks a significant improvement in our commitment to creating a supportive and equitable workplace for everyone in the City of Richmond.

DOCUMENTS ATTACHED:

Attachment 1 – Resolution

Resolution Attachment A – Parental Leave Side Letter – SEIU Local 1021 General

Resolution Attachment B – Parental Leave Side Letter – SEIU Local 1021 Part-Time

Resolution Attachment C – Parental Leave Side Letter – IFPTE Local 21 Mid-
Management

Resolution Attachment D – Parental Leave Side Letter – IFPTE Local 21 Executive
Management

Resolution Attachment E – Parental Leave Side Letter – Local 188 Firefighters

Resolution Attachment F – Parental Leave Side Letter – RFMA

Resolution Attachment G – Parental Leave Side Letter – RPOA

Resolution Attachment H – Parental Leave Side Letter – RPMA