



Legislation Text

File #: 23-0249, **Version:** 1

REPORT

Department: Department of Finance and Administration

Request: Receive and File

Report Title: Twelve-Week Paid Parental Leave Policy Financial Impact Analysis

Report Period: Two (2) years, 1/1/2021 - 12/31/2022

Resolution 22-0551 was approved by the Forest Preserves of Cook County Board of Commissioners on January 24, 2023. The resolution called for the Forest Preserves of Cook County to submit a report providing the analysis and financial impact of a blanket 12-week paid parental leave policy for full-time Forest Preserves of Cook County employees.

As background, the current paid parental leave is concurrent with FMLA and consists of two (2) weeks paid leave for non-birthing parents, four (4) weeks paid leave for birthing parents with a non-surgical birth and six (6) weeks paid leave for birthing parents of a surgical birth. Alternatively, new parents can take up to six (6) months of unpaid leave, foregoing paid leave.

The Forest Preserves of Cook County reviewed data over a two-year period (January 2021 to December 2022). During that time eighteen (18) full time employees took parental leave, and two (2) employees took unpaid leave. The analysis shows that the Forest Preserves of Cook County would incur additional overtime costs for job duties that require coverage. In addition, the value of this unpaid leave benefit is calculated at approximately \$103,875 annually. Not captured in this analysis is any non-monetary impact to the employee and employer through such a policy.