Multnomah County				
Program #60030B - Corr	ection Division Admin B	- Parental Leave		2/18/2016
Department:	Sheriff	Program Contact:	Michael Shults	
Program Offer Type:	Administration	Program Offer Stage:	As Requested	
Related Programs:				
Program Characteristics	: Out of Target			

Executive Summary

Multhomah County implemented a paid parental leave program on November 1, 2015 which provides up to 6 weeks of leave for a parent to spend time bonding with their newborn, adopted or foster child. The effect of this new benefit is to add additional leave cost to a 24/7 operation as the majority of staff on leave positions must be back filled. This program offer provides the funding for this new benefit.

Program Summary

The County's Paid Parental Leave Program has expanded the hours that the majority of Corrections and Law Enforcement sworn staff are away from their posts. This is a very positive benefit for staff, but contributes to overtime costs as staff on leave must be filled behind in their posts. This leave use has been carefully monitored during FY 2016 with the determination made that this has added significant cost to 24/7 operations. This program offer provides funding for those costs going forward.

Measure Type	Primary Measure	FY15 Actual	FY16 Purchased	FY16 Estimate	FY17 Offer
Output	Parental Leave Hours	N/A	N/A	10,969	18,804
Outcome	Parental Leave overtime backfill cost	N/A	N/A	600,000	1,000,000

Per Michelle Rader, Fiscal Unit

Multnomah County Personnel Rule 2-57 dated 10-7-2015

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds	
Program Expenses	2016	2016	2017	2017	
Personnel	\$0	\$0	\$600,000	\$0	
Total GF/non-GF	\$0	\$0	\$600,000	\$0	
Program Total:	\$0		\$600,000		
Program FTE	0.00	0.00	0.00	0.00	
Program Revenues					
Total Revenue	\$0	\$0	\$0	\$0	

Significant Program Changes

Last Year this program was: