



DeKalb County Government

Manuel J. Maloof Center
1300 Commerce Drive
Decatur, Georgia 30030

Agenda Item

File #: 2024-
File Status:

8/20/2024

Public Hearing: YES NO

Department: Board of Commissioners - District 6

SUBJECT:

Commission District(s): All Commission Districts

A Resolution Requesting CEO Michael Thurmon to Enact an HR Policy in Alignment with the Federal Paid Maternity, Parental, and Elder Care Leave Initiatives Championed by Vice President Kamala Harris and Governor Tim Walz

Information Contact: Commissioner Edward C. "Ted" Terry

Phone Number: 404-371-4909

PURPOSE:

To request CEO Michael Thurmon to enact an HR Policy in alignment with the federal paid maternity, parental, and elder care leave initiatives championed by Vice President Kamala Harris and Governor Tim Walz

NEED/IMPACT:

The current DeKalb County HR policy allows employees to take parental leave; however, this leave must be taken at the expense of their accrued sick days and Paid Time Off (PTO), which is often insufficient to cover a reasonable leave period of at least 12 weeks, thereby placing undue financial and emotional stress on new parents, caregivers, and those caring for elderly family members. Vice President Kamala Harris and Governor Tim Walz, in their official capacities, have championed federal initiatives aimed at ensuring that all workers have access to at least 12 weeks of paid family and medical leave, covering time off for the birth or adoption of a child, as well as other essential caregiving responsibilities, including elder care. Many countries internationally recognize the importance of supporting families through equitable and comprehensive paid maternity, parental, and elder care leave policies.

FISCAL IMPACT:

Unknown at this time.

RECOMMENDATION:

To approve and request the County CEO, Michael Thurmond, to direct the Department of Human Resources to develop and implement a paid leave policy that aligns with the standards outlined by Vice President Kamala Harris and Governor Tim Walz

