



CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller
Todd Rydstrom
Deputy Controller

July 7, 2015

Ms. Angela Calvillo
Clerk of the Board of Supervisors
1 Dr. Carlton B. Goodlett Place Room 244
San Francisco, CA 94102-4689

RE: File 150524 – Charter amendment enhancing paid parental leave for City employees

Dear Ms. Calvillo,

Should the proposed charter amendment be approved by the voters, in my opinion, there would be an increase in the cost of government of between \$570,000 and \$1.1 million annually.

The amendment allows City employees whose spouse or partner is also a City employee to receive paid leave for up to 12 weeks upon the birth or adoption of a child. The cost to the City depends on the number of employees whose spouse or partner is a City employee, the amount of City parental leave taken, pay rates, and other factors.

Based upon historical parental leave usage patterns, we estimate a cost of \$100,000 to \$160,000 to pay overtime or hire temporary replacements for employees taking additional parental leave who work in 24-hour operations. If these new users took the full 12-week benefit, the cost to backfill positions would range from \$270,000 to \$410,000 annually. This does not include the cost of replacing employees who are not in 24-hour operations, where a given employee's absence does not reflect an increase in cost but rather a loss of productivity.

Additionally, the amendment allows employees to retain 40 hours of sick leave rather than being required to use those hours prior to using parental leave. The cost to backfill all users of parental leave for the additional 40 hours of leave ranges from \$470,000 to \$700,000 per year. Again, this amount does not include reduced productivity that may result from absences in non-backfilled positions.

Sincerely,


Ben Rosenfield
Controller

Note: This analysis reflects our understanding of the proposal as of the date shown. At times further information is provided to us which may result in revisions being made to this analysis before the final Controller's statement appears in the Voter Information Pamphlet.