

Memorandum



CITY OF DALLAS

DATE May 25, 2021

TO Chairwoman Cara Mendelsohn, Government Performance & Financial Management Committee

SUBJECT City of Dallas Paid Parental Leave

Dear Chairwoman Mendelsohn:

As you have heard, my wife Nikki and I recently welcomed Lela Reece Johnson to our family. And to help Nikki recover and care for Lela Reece and our two boys, William and George, I have had to cancel and reschedule a number of planned meetings and events. Right now, the needs of our young children and growing family take precedence over other obligations and requests.

This wonderful occasion is truly a blessing, and I am overjoyed by the birth of our third child. But the experience of becoming new parents again has also served as yet another reminder of the difficulties faced by working parents in our city.

My understanding is that the City of Dallas does not offer paid parental leave for its employees, instead relying on other forms of leave, such as vacation, compensatory, and sick time. I am uncertain whether this is sufficient for City employees, and as such, I am hereby requesting that the Government Performance & Financial Management Committee discuss the feasibility of offering this benefit to City of Dallas employees.

While this policy would not apply to elected officials such as us, it is important to me, as the first mayor in Dallas history to have a child born while in office, that the City Council have the chance to consider whether to offer such a benefit for our employees. Dallas should strive to be a top city for families, and I believe paid parental leave could contribute to a stronger work environment and set an excellent example for our residents and other employers.

If you have any questions or concerns, please reach out to my staff.

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Johnson'.

Eric Johnson
Mayor

Cc: Casey Thomas, Chairman, Workforce, Education and Equity Committee
T.C. Broadnax, City Manager
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Elizabeth Reich, Chief Financial Officer
Chris Caso, City Attorney