

**TESTIMONY ON BEHALF OF COUNTY EXECUTIVE MARC ELRICH**

**Bill 10-22, Personnel – Paid Parental Leave**

**Before the Montgomery County Council**

**July 12, 2022**

Good afternoon, Councilmembers. My name is Darryl Gorman, and I am the Acting Director of the Office of Human Resources. It is a pleasure for me to appear on behalf of the County Executive to discuss Bill 10-22, which amends Chapter 33 – Personnel and Human Resources of the Montgomery County Code.

County Executive Elrich is pleased to support this Bill. Providing our employees with 6 weeks/240 hours of paid parental leave at full salary demonstrates our strong commitment to our workforce and their families. This new benefit will allow our employees who are new parents with paid time off to care for their newborns or recently adopted children, enhance parental bonding, and increase gender equality when both parents have more time to participate in childcare duties. In addition, paid parental leave will allow our workers to care for themselves, which can in turn improve their physical and mental health, enhance productivity, and enhance retention and labor participation.

Another added benefit will be our ability as an employer to be more competitive with our peer jurisdictions and the private sector.

As a new employee benefit, the County should enter into memoranda of agreement (MOA) with the three employee labor unions and our Office of Labor Relations will begin that work.

We believe additional discussion is required on the need to include Section 33-28 in the County Code at this time. We will reach out to your staff to discuss this ahead of the Committee worksession.

We look forward to working with the Council on this legislation. Thank you and I am pleased to answer any questions you may have.