

**Date:** Tuesday, January 21, 2025  
**To:** Elizabeth Tracy, Chief Administrative Officer  
**From:** Gabrielle Stauber, HR Advisor  
**Subject:** Maternity and Parental Leave for Council Members

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### **PURPOSE**

The purpose of this report is to seek Council's approval of the proposed Maternity and Parental Leave policy for council members.

### **BACKGROUND**

At Regular Council Meeting No. 1563, held Tuesday, June 7, 2022, Council discussed parental leave benefits for council members and passed the following resolution requesting that staff present information on available benefits:

***THAT** Council directs Staff to present a report regarding parental leave benefits available to councilors at a future meeting.*

Subsequently, at Committee of the Whole Meeting No. 233, held Tuesday Sept 20, 2022, HR Advisor Emily White presented a report to the Committee seeking input regarding parental and maternal leave benefits for council members. In her report, Ms. White included policies from the District of Squamish, Squamish-Lillooet Regional District (SLRD) and Resort Municipality of Whistler (RMOW) to guide the development of a maternity and parental leave policy for council members at Village of Pemberton.

The Committee discussed the level of participation while a member is on leave, whether a leave could be extended beyond six months, and the potential for flexibility in the policy, and passed the following resolution:

***THAT** the draft Parental Leave for Elected Officials Policy be supported in principle subject to staff undertaking further review of the District of Squamish Parental Leave Policy;*

***AND THAT** upon completion of the review, the Policy be brought forward for consideration by Council at a future date.*

### **DISCUSSION & COMMENTS**

Following the direction received at Committee of the Whole Meeting No. 233, Emily White conducted an extensive review of the District of Squamish policy. Ms. White revised the VOP draft policy and sent the proposed policy, along with the District of Squamish policy, to the Village's legal counsel for final review. After Ms. White's departure, HR Advisor Gabrielle

Stauber proceeded with revision of the policy, integrating the lawyer's recommendations. The policy is attached as **Appendix A** for Council's review.

### **COMMUNICATIONS**

There are no communications considerations.

### **LEGAL CONSIDERATIONS**

There are no provisions that provide direction specifically related to an elected official's remuneration during maternity leave or parental leave within the *Local Government Act* or *Community Charter*.

### **BUDGET & STAFFING**

Should the direction be to move forward with a proposed policy for the Village of Pemberton there would be no negative impact to the budget or staffing.

### **INTERDEPARTMENTAL IMPACT**

A maternity and parental leave policy will not impact the day-to-day operations of the organization.

### **COMMUNITY CLIMATE ACTION PLAN**

This initiative has no impact on the Community Climate Action Plan strategies.

### **STRATEGIC PRIORITIES**

This matter has no impact on the current strategic priorities.

### **IMPACT ON THE REGION**

This initiative has no impact on other jurisdictions.

### **ALTERNATIVE OPTIONS**

Option 1 (recommended): THAT Council approves Maternity and Parental Leave Policy No. COU-014 as presented.

Option 2: THAT Council approves Maternity and Parental Leave Policy No. COU-014 with the following changes:

- *Council to provide the changes.*

**RECOMMENDATIONS**

**THAT** Council approves Maternity and Parental Leave Policy No. COU-014 as presented.

**ATTACHMENTS:**

**Appendix A:** VOP Maternity and Paternity leave for Council

Prepared by:	Gabrielle Stauber, HR Advisor
CAO approval:	Elizabeth Tracy, Chief Administrative Officer