

RESOLUTION R2025-__

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, GRANTING AUTHORITY TO THE CITY MANAGER TO APPROVE A LIMITED PAID DISABILITY BENEFIT FOR PREGNANT FIRE DEPARTMENT SUPPRESSION PERSONNEL ON PREGNANCY DISABILITY LEAVE

WHEREAS, the fire service is an exceptionally demanding profession, requiring intense physical exertion and exposing personnel to various occupational hazards. Firefighters disabled by pregnancy, childbirth, or related medical condition face unique challenges that necessitate specific workplace measures to safeguard their health and facilitate their return to work and;

WHEREAS, the City has a Pregnancy Disability Leave policy that is compliant with State Law and provides for general Pregnancy Disability Leave for all qualifying employees. A formal Fire Suppression Pregnancy Disability Leave (“PDL”) Benefit policy is specifically designed to address the unique needs of firefighters disabled by pregnancy, childbirth, or related medical condition. Such a policy would enhance the City’s ability to attract and retain talented firefighters by fostering a supportive and equitable workplace environment, as well as facilitating their successful return to work following pregnancy-related disability; and

WHEREAS, the Fire Department wishes to provide a limited paid PDL disability benefit for those disabled by pregnancy, childbirth, or related medical condition; and

WHEREAS, the Fire Department does not have any other form of wage replacement or limited paid disability benefit available for firefighters who experience a pregnancy-related disability, requiring those employees to utilize only their own leave balances or take unpaid leave; and

WHEREAS, many other City employees are eligible for State Disability Insurance (SDI) or other Short Term Disability Benefits that are not available to the City’s firefighters.

WHEREAS, the City Council has considered all information related to this matter, as presented at the public meetings of the City Council identified herein, including any supporting reports by City Staff, and any information provided during public meetings.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Napa, as follows:

1. The City Council hereby finds that the facts set forth in the recitals to this Resolution are true and correct, and establish the factual basis for the City

ATTACHMENT 1

Council's adoption of this Resolution.

2. The City Council hereby grants authority to the City Manager to approve a limited paid disability benefit for Fire Department Suppression Personnel on Pregnancy Disability Leave.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the City Council of the City of Napa at a public meeting of said City Council held on the 18th day of February 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: _____
Tiffany Carranza
City Clerk

Approved as to form:

Christopher Diaz
Interim City Attorney