



**DUPAGE
COUNTY**

HUMAN RESOURCES

630-407-6300
fax: 630-407-6301
dpchumanresources@dupagecounty.gov
www.dupagecounty.gov/hr

Memorandum

Re: Parental Time Policy Proposed Revisions

The new Parental Time Policy was approved by the County Board and put into effect on November 12, 2024. As this policy has now been in place for five months, we have identified some items we are proposing to clarify and modify.

- Clarification of the eligible part-time employees by adding “working a minimum of twenty (20) hours per week” language which is included with other policies.
- Additional language identifying that newly hired employees that are within their probationary period are not eligible for this benefit.
- Modified eligibility rules language to allow for more inclusion regarding hours worked for parental time pay.

Thank you for your consideration of these proposed updates.