



Paid Parental Leave + Parental Support

Congratulations!

San Bernardino Municipal Water Department offers paid child bonding and preparation leave enabled by Parento – the first company dedicated to expanding access to paid parental leave across the United States. Under this new program, through San Bernardino Municipal Water Department, all eligible employees will receive paid time off to prepare for the arrival of, or bond with, a newborn child, newly adopted, or newly fostered child. Eligible employees may also receive parent coaching as outlined below.

Paid Leave and Leave Allotment

San Bernardino Municipal Water Department will pay an eligible employee taking Paid Parental Leave with the portion of the employee's salary or regular hourly rate on their scheduled pay date during Paid Parental Leave, in accordance with the terms and conditions set forth in the Paid Parental Leave policy found in the employee handbook. Please refer to your employee handbook for the full policy.

Parental Leave Allotment

12 weeks at 66.67% of Pay up to \$2,000

+ Parental Support + Guidance

Eligible employees (and their partners) receive access to Parento's parent coaching and support program provided by experienced, caring coaches free of charge. Parento coaches can help with matters related to welcoming a new child and managing the transition to and from leave or providing general support for current parents.

Coaching can support parents with any manner of needs, including:

- Psychological and emotional support
- Parenting advice
- Practical guidance for transitioning to and from leave
- Wellbeing, communication, and logistical support
- Access for employees' partners and current parents

Visit www.parentoleave.com/coaches to learn more and request coaching.

To access coaching include the parental Coaching Code with your request:

526-88-583