

City of Red Bank Offers Paid Parental Leave to Employees

RED BANK, TN (September 18, 2025) – As of July 1, 2025, the City of Red Bank implemented the benefit of paid parental leave to its eligible employees. Designed to support employees during one of life's most important moments – welcoming a new child – an employee may receive up to two weeks (80 hours) of paid parental leave.

The benefit extends to mothers and fathers following a birth, adoption, or placement of a child *in loco parentis* (i.e. assuming parental responsibilities).

Red Bank City Manager Martin Granum said, "Our Director of Human Resources and our City Commission work very hard to keep the City of Red Bank an 'employer of choice'. We understand it's a very competitive market for top talent, and our employees can easily leave for Hamilton County or the City of Chattanooga or any number of top employers close by. So our wages and benefits must keep us competitive."

Regarding paid parental leave, Granum noted that his son, a soldier in the Army, received paid parental leave (12 weeks). When Hamilton County announced paid parental leave last Fall (8 weeks for maternity; 2 weeks for paternity), he knew the expectations of the labor market were changing.

Granum concluded, "So we worked hard to offer a two-week paid parental leave benefit that is valued by our employees and is appropriate for a city of our size to offer."

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