



Wellness  
PLANNING · 2026

# How to Apply

Employees can submit a request using the application below:

Parental Leave Sick  
Leave Bank Application



This enhancement is part of our continued commitment to supporting you and your family during life's most meaningful moments

TOTAL REWARDS  
HUMAN RESOURCES  
CITY OF MEMPHIS

## New Parental Leave Support Through the Sick Leave Bank

Because great people deserve great rewards, we're excited to announce an enhancement to the City of Memphis Sick Leave Bank.

Effective July 1, 2026, employees on approved leave for pregnancy, the birth of a child, adoption, and/or child bonding who do not have at least six weeks of accrued sick leave may be eligible for additional support through the enhanced Sick Leave Bank, providing extra peace of mind during these important life events

1

### What this means

- If you have less than 6 weeks of sick leave, you may request a grant of up to 6 weeks from the Sick Leave Bank to care for and bond with your child.
- Pregnancy, birth of a child and adoption are now recognized as qualifying life events for entry into the Sick Leave Bank.
- You will not be required to exhaust your vacation time before requesting this benefit.
- You will not be required to make the initial 16-hour Sick Leave Bank donation at the time of your request.

2

### Important to Know

A 16-hour contribution to the Sick Leave Bank will be deducted from your sick leave balance after you return to work and begin accruing sick time.

For questions or to learn more about eligibility and how to apply, please contact the Leave of Absence Office at [sickleavebank@memphistn.gov](mailto:sickleavebank@memphistn.gov)