

City of Alexandria, Virginia
FY 2024 Proposed Operating Budget & CIP
Budget Questions & Answers

April 4, 2023

Question:

Is there funding in the budget to support any of the recommendations outlined in my [December 2022 Memo](#) to Council: Opportunities to Promote and Support Breastfeeding?

Response:

Funding budgeted in the CIP will support the creation of lactation rooms in newly-built and -renovated City facilities. For example, the recent renovation at 4850 Mark Center Drive included six (6) designated Mother's Rooms that are now available for use. Other accommodations (such as pods) will be afforded depending on facility type and condition, and the Alexandria Health Department (AHD) and Department of General Services (DGS) are evaluating the state of existing City lactation rooms and confirming points of contact for each.

In addition to the ongoing review of City facilities, AHD and the Department of Human Resources (DHR) are conducting reviews of currently funded programming to identify and consolidate resources that can be advertised to either City employees (e.g. benefits offered as part of an employee's health insurance) or the public (e.g. existing educational and support resources on breastfeeding). DHR is also exploring opportunities to implement a City-wide educational campaign as part of the Work'n Well Program. AHD has developed long-term goals for FY24 including assessing unmet lactation room needs and evaluating evidence-based public health interventions for increasing breastfeeding. Additional fiscal support for such initiatives may be determined necessary following Departmental review and would need to be evaluated during budget deliberations.

Finally, DHR, with the support of the City Attorney's Office, is working to ensure the City's continued compliance with all State and Federal regulations, including the Pregnant Workers Fairness Act which takes effect on June 27, 2023. This includes ongoing review of City ordinances and policies to confirm that they reflect recognized best practices for:

- The appropriateness of all accommodations for lactating employees
- The use of employee breaks and/or leave for expressing breastmilk
- The availability of lactation rooms throughout City facilities
- The storage of expressed breastmilk