

March 12, 2025

To: Mayor and Members of City Council 202500476
From: Sheryl M.M. Long, City Manager
Subject: Current Availability and Quality of Lactation Rooms in City Properties

REFERENCE DOCUMENT #202402435

The City Council at its November 18, 2024 committee, referred the following item for report:

MOTION, submitted by Councilmember Albi, **WE MOVE** that the administration provide a report within sixty days on the current availability and quality of lactation rooms in City-owned or City-maintained properties.

The following report lists all City-owned or City-maintained buildings that include a designated lactation room, including the total number of lactation rooms at each site, if a refrigerator is included in the space, and the approximate date that the lactation room was installed.

Additionally, the report proposes an approximate cost for creating lactation rooms and potential funding sources to make these improvement updates.

BACKGROUND

The Hamilton County Commission on Women and Girls' (HCCWG) Pay Equity Committee is gathering information about lactation accommodations for working mothers throughout Hamilton County. This effort aligns with the City of Cincinnati's commitment to Pay Equity, as established in our signing of the Pay Equity Commitment from the HCCWG in 2022.

Federal and State Guidelines mandate that employers provide private, non-bathroom spaces for breastfeeding employees, as outlined in the Fair Labor Standards Act (FLSA) and Ohio State Law. Federal requirements include ensuring break time and access to a lactation space for one year after a child's birth. The FLSA mandates that spaces must be shielded from view, free from intrusion, functional, available when needed, and not a bathroom. Examples of lactation room options per the FLSA include a private office, conference or break room, a temporary space or storage room.

The following table outlines all City-owned and City-maintained facilities that include a designated lactation room.

Department	City Facilities by Location	Lactation Room Quantity	Refrigerator in Room	Date Installed
Police	Police District 4/ 4150 Reading Road	1	yes	2023
Fire	Fire Station 2/ 18 E Seymour	1	no	2020
	Fire Station 3/ 329 E Ninth Street	1	no	2020
	Fire Station 7/ 2058 Sutton Avenue	1	no	2024
	Fire Station 5/ 8 E McMicken Avenue *	1	no	2025
	Fire Station 8/ 5901 Montgomery Avenue *	1	no	2025
	Fire Station 9/ 4379 Reading Road	1	no	2020
	Fire Station 12/ 3001 Spring Grove Ave	1	yes	2024
	Fire Station 14/ 430 Central Ave	1	no	2020
	Fire Station 17/ 2101 W 8th Street	1	yes	2025
	Fire Station 18/ 478 Wilmer Avenue	1	no	2025
	Fire Station 19/ 2814 Vine Street	1	no	2020
	Fire Station 20/ 1668 Blue Rock Avenue	1	no	2020
	Fire Station 21/ 2131 State Avenue	1	no	2020
	Fire Station 23/ 1623 Madison Avenue	1	no	2020
	Fire Station 24/ 4526 Glenway Avenue	1	no	2025
	Fire Station 29/ 564 Liberty Street	1	no	2020
	Fire Station 31/ 4401 Marburg Avenue *	1	no	2025
	Fire Station 32/ 650 Forest Avenue	1	no	2025
	Fire Station 34/ 301 Ludlow Avenue	1	no	2020
	Fire Station 35/ 2487 Harrison Street	1	no	2020
	Fire Station 37/ 310 Lilienthal Street	1	yes	2025
	Fire Station 38/ 725 Circle Avenue	1	no	2020
	Fire Station 46/ 2729 Erie Avenue	1	no	2025
	Fire Station 49/ 5917 Prentice Street *	1	no	2025
	Fire Station 51/ 5801 Hamilton Avenue	1	no	2025
Public Services	Centennial 2/ 805 Central Avenue	2	yes	2022
	City Hall	2	yes	2022
Parks	Hauck House/ 2625 Reading Road *	1	no	2025
CRC	Hirsch/ 3630 Reading Road	1	yes	2019
	Oakley/ 3950 Paxton Avenue	1	yes	2024
MSD	Waste Treatment Center/ 1600 Gest Street	1	yes	2024

Health	Ambrose Clement/ 3559 Reading Road	1	yes	2019
	Price Hill/ 2136 W 8th Street *	1	yes	2025
GCWW	Chester Park Complex/ 4747 Spring Grove Ave	1	yes	2024
	Richard Miller Treatment/ 5651 Kellogg Ave	1	yes	2024

* These lactation rooms are under construction and will be completed in 2025

The cost estimate to create a designated lactation room with a small refrigerator is going to depend on a variety of factors including the existing conditions.

Existing Condition at Facility	Needs	Estimate of Cost
Private Office	Small fridge, chair, table, privacy lockset	under \$1500
Enclosed Room without electric	Small fridge, chair, table, privacy lockset, plus electric	under \$6,000
No available Room	Small fridge, chair, table, privacy lockset, electric, door, walls, ceiling, HVAC	under \$30,000

There are no identified funds in the Department of Public Services' Budget to add additional designated lactation rooms.

SUMMARY

MSD estimates about 75% of their staff report to the Waste Treatment Center on Gest Street where the lactation room is located. GCWW estimates that about 99% of their staff report to Chester Park and Richard Miller where their lactation rooms are located. Centennial II and City Hall both have multiple rooms available for use.

The Police Department has spaces identified for lactation at Police District 1, Police District 3, and Spinney Field but they are not dedicated spaces. Additionally, Police has recently purchased door hangers with the verbiage "Pumping in Progress- Please Do Not Disturb". These will be utilized to convert spare spaces temporarily to lactation rooms as necessary. All departments will be encouraged to place Vacant/Occupied signs on doors where appropriate.

After checking with various departments, at this time staff feels that current lactation rooms are meeting the needs of employees. If the situation arises at a facility without a dedicated lactation space, it is handled with signage on a private office. In the future it would be beneficial to include dedicated lactation spaces for new construction and major renovations to existing facilities.

cc: Cathy Bailey, Assistant City Manager
 Jerry L. Wilkerson, Jr., Director of Public Services