

RESOLUTION NO. 2016-___

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3 **A RESOLUTION OF THE MAYOR AND VILLAGE COUNCIL OF**
4 **THE VILLAGE OF PALMETTO BAY, FLORIDA; RELATING TO**
5 **PAID PARENTAL LEAVE FOR EMPLOYEES; AUTHORIZING**
6 **THE VILLAGE MANAGER TO ENACT A PAID PARENTAL**
7 **LEAVE POLICY FOR VILLAGE OF PALMETTO BAY**
8 **EMPLOYEES; AND PROVIDING FOR AN EFFECTIVE DATE.**
9 (Sponsored by Councilmember Karyn Cunningham)

10
11 **WHEREAS**, the Mayor and Village Council for the Village of Palmetto Bay (the
12 "Village") share a commitment to improving workplace opportunities for working families in
13 the Village's government, and a Paid Parental Leave policy fortifies this commitment; and
14

15 **WHEREAS**, the Village has outstanding employees working with passion and diligence
16 to ensure that we remain the premiere Village in which to live, work, learn, and play; and
17

18 **WHEREAS**, under federal and state law, eligible employees are entitled to take up to
19 twelve weeks for leave for the birth, adoption or foster placement of a child. During that period,
20 employee's jobs are protected, and they continue to receive employer paid health benefits;
21 however, there is no requirement that employees be paid during the leave; and
22

23 **WHEREAS**, the lack of income during periods of parental leave puts an undue burden
24 on families and causes employees to return to work earlier than they might otherwise choose to;
25 and
26

27 **WHEREAS**, paid leave and workplace flexibility increase productivity, help recruit
28 talented workers, lower worker turnover and replacement costs, reduce absenteeism, and
29 improve job satisfaction; and
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31 **WHEREAS**, the Village finds that this Resolution will provide the Village Manager the
32 ability to implement and manage a competitive benefit that will improve workplace flexibilities
33 and establish greater support for enhancing work-life programs.
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35 **NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND VILLAGE**
36 **COUNCIL OF THE VILLAGE OF PALMETTO BAY, FLORIDA, AS FOLLOWS:**
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38 **Section 1.** The above recitals are true and correct and are incorporated herein by this
39 reference.
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41 **Section 2.** The Village Manager is hereby authorized to develop, implement, and amend
42 as needed, within a reasonable time, a Paid Parental Leave Policy that provides the Village of
43 Palmetto Bay employees a parental leave benefit that compliments current and future Village
44 benefit offerings.
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46 **Section 3.** The Village Manager, Village Clerk, and Village Attorney are hereby
47 authorized to take such further action as may be necessary to implement the purpose and
48 provisions of this Resolution.

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2 **Section 4.** This Resolution shall become effective immediately.
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4 PASSED AND ADOPTED this 7th day of November, 2016.
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6
7 Attest:
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9
10
11 _____
12 Missy Arocha
13 Village Clerk
14

Eugene Flinn
Mayor

15
16 APPROVED AS TO FORM AND LEGAL SUFFICIENCY FOR THE USE
17 AND RELIANCE OF THE VILLAGE OF PALMETTO BAY, FLORIDA ONLY:
18

19
20 _____
21 Dexter W. Lehtinen
22 Village Attorney
23

24
25 FINAL VOTE AT ADOPTION:

26
27 Council Member Karyn Cunningham _____

28 Council Member Tim Schaffer _____

29 Council Member Larissa Siegel Lara _____

30
31 Vice-Mayor John DuBois _____

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33 Mayor Eugene Flinn _____
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