

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48

RESOLUTION NO. 2016-117

A RESOLUTION OF THE MAYOR AND VILLAGE COUNCIL OF THE VILLAGE OF PALMETTO BAY, FLORIDA; RELATING TO PAID PARENTAL LEAVE FOR EMPLOYEES; AUTHORIZING THE VILLAGE MANAGER TO ENACT A PAID PARENTAL LEAVE POLICY FOR VILLAGE OF PALMETTO BAY EMPLOYEES; AND PROVIDING FOR AN EFFECTIVE DATE.

(Sponsored by Councilmember Karyn Cunningham)

WHEREAS, the Mayor and Village Council for the Village of Palmetto Bay (the “Village”) share a commitment to improving workplace opportunities for working families in the Village’s government, and a Paid Parental Leave policy fortifies this commitment; and

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

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

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

WHEREAS, paid leave and workplace flexibility increase productivity, help recruit talented workers, lower worker turnover and replacement costs, reduce absenteeism, and improve job satisfaction.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND VILLAGE COUNCIL OF THE VILLAGE OF PALMETTO BAY, FLORIDA, AS FOLLOWS:

Section 1. The above recitals are true and correct and are incorporated herein by this reference.

Section 2. The Village Manager is hereby directed to develop within a reasonable time, a recommended Paid Parental Leave Policy, including grandparent rights, that provides the Village of Palmetto Bay employees a parental leave benefit that compliments current and future Village benefit offerings, for later consideration by the Village Council.

Section 3. This Resolution shall become effective immediately.

PASSED AND ADOPTED this 7th day of November, 2016.

1 Attest:

2
3
4
5
6
7
8
9



Missy Arocha
Village Clerk



Eugene Flinn
Mayor

10 APPROVED AS TO FORM AND LEGAL SUFFICIENCY FOR THE USE
11 AND RELIANCE OF THE VILLAGE OF PALMETTO BAY, FLORIDA ONLY:

12
13
14
15
16
17



Dexter W. Lehtinen
Village Attorney

18
19 FINAL VOTE AT ADOPTION:

20
21
22
23
24
25
26
27
28
29

- 21 Council Member Karyn Cunningham YES
- 22 Council Member Tim Schaffer YES
- 23 Council Member Larissa Siegel Lara YES
- 24 Vice-Mayor John DuBois YES
- 25 Mayor Eugene Flinn YES