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**RESOLUTION NO. 2017-44**

**A RESOLUTION OF THE MAYOR AND VILLAGE COUNCIL OF THE VILLAGE OF PALMETTO BAY, FLORIDA; RELATING TO PAID PARENTAL LEAVE FOR VILLAGE EMPLOYEES; APPROVING THE PAID PARENTAL AND GRANDPARENT LEAVE POLICY; DIRECTING THE VILLAGE MANAGER TO ENACT SAID POLICY AS OF THE EFFECTIVE DATE ESTABLISHED IN THIS RESOLUTION; PROVIDING AN EFFECTIVE DATE.** (Sponsored by Karyn Cunningham and Co-Sponsored by Mayor Eugene Flinn and Councilmember Larissa Siegel Lara)

**WHEREAS**, the Council previously adopted Resolution No. 2016-117, which directed the Village Manager to enact a paid parental leave policy for later consideration by the Council; and,

**WHEREAS**, following the requirements set forth in Resolution 2016-117 along with survey information gathered to determine the benefit level currently offered by other municipalities, the Village Manager has developed policy recommendations for the Council to consider; and,

**WHEREAS**, the recommendations are provided for the Council to review and revise as deemed necessary before final approval.

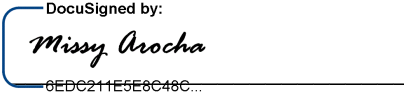
**NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND THE VILLAGE COUNCIL OF THE VILLAGE OF PALMETTO BAY, FLORIDA, AS FOLLOWS:**


**Section 1.** The Paid Parental Leave Policy, hereby attached as Attachment 1, is hereby approved, with the amendment that similar rights shall be granted to grandparents.

**Section 2:** The policy shall become effective immediately and shall be incorporated into the Village of Palmetto Bay Personnel Policies and Procedures Manual and shall also be provided to all full-time employees of the Village upon adoption of this Resolution.

**Section 3.** This Resolution shall take effect immediately upon approval.

PASSED and ADOPTED this 19<sup>th</sup> day of April, 2017.

Attest:   
Missy Arocha  
Village Clerk

  
Eugene Flinn  
Mayor

1 APPROVED AS TO FORM AND LEGAL SUFFICIENCY FOR THE  
2 USE AND RELIANCE OF THE VILLAGE OF PALMETTO BAY ONLY:

3  
4 DocuSigned by:  
5 *Dexter W. Lehtinen*  
6 \_\_\_\_\_  
7 Dexter W. Lehtinen  
8 Village Attorney

9  
10  
11 FINAL VOTE AT ADOPTION:

- 12 Council Member Karyn Cunningham YES  
13 Council Member David Singer YES  
14 Council Member Larissa Siegel Lara YES  
15 Vice-Mayor John DuBois YES  
16 Mayor Eugene Flinn YES

# Parental Paid Leave Policy

## Attachment 1



## Village of Palmetto Bay- Personnel Policies & Procedures Manual

### Personnel Policy & Procedure Update Section 3.7 Parental Leave (new section)

**Effective Date:** This policy shall be consistent with Resolution 2016-117 and shall be in effect for births, adoptions or placement of foster child(ren) occurring on or after \_\_\_\_\_.

#### 3.7 Parental Leave

Full time employees eligible under Section a below, shall be granted up to six (6) weeks of paid parental leave following the birth of the employee's child or the placement of a child with an employee in connection with adoption or foster care. The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly adopted or newly placed child.

- a. To be eligible for parental leave, employees shall:
  1. have been employed with the Village for at least twelve (12) consecutive months; and,
  2. have worked at least one-thousand, two-hundred and fifty (1,250) hours during the twelve (12) consecutive months immediately preceding the first date of the parental leave
- b. Eligible employees may request parental leave under the following conditions:
  1. For the birth of his/her child or grandchild or for the birth of the child or grandchild of his/her committed domestic partner
  2. The placement of a child or grandchild for adoption or foster care in the employee's home (in either case, the child must be seventeen [17] years of age or younger). The adoption of a child of a new spouse or domestic partner is excluded from this policy.
- c. In the event of a multiple birth, adoption or placement in foster care, such as twins or the adoption of siblings, the maximum term of paid benefits of six (6) weeks shall remain the same. In addition, under no circumstances shall an employee receive more than six (6) weeks of paid parental leave in a rolling 12-month period, even if more than one birth, adoption or foster care placement event occurs during that rolling 12-month period.
- d. Approved paid parental leave shall be taken within the six (6)-month period immediately following the birth, adoption or foster placement event. Any unused paid parental leave shall be forfeited at the end of the six (6)-month period.
- e. Paid parental leave may not be taken intermittently and shall therefore be taken in one continuous period of leave.
- f. Employees who separate from the Village shall not be eligible for payment for any unused paid parental leave at the time of separation.



## Village of Palmetto Bay- Personnel Policies & Procedures Manual

### Personnel Policy & Procedure Update Section 3.7 Parental Leave (new section)

- g. Concurrency with FMLA
1. This policy shall run concurrently with (and not in addition to) the Family and Medical Leave Act (FMLA) leave, as applicable.
  2. Any and all qualifying or eligible leave taken under this policy shall be counted as FMLA leave and shall therefore not extend the total leave available under the FMLA. Paid parental leave for grandparents that is not otherwise eligible for or subject to FMLA regulations shall be strictly considered as paid parental leave. All eligibility requirements and provisions of this policy shall apply to paid parental leave granted to eligible grandparents, except that the leave would not be counted as FMLA leave.
  3. An employee who has given birth and receives any short-term disability benefit provided to the employee for her own medical recovery following childbirth shall receive parental leave benefits at the conclusion of said short-term disability benefit.
  4. Once all parental leave has been exhausted, employees shall exhaust all accrued PTO leave before going on unpaid FMLA leave status.
  5. All requirements and provisions under the FMLA applicable to the birth or adoption of a child or placement of a child in foster care apply to this parental leave policy. Please refer to the Family and Medical Leave Policy for further guidance on the FMLA.
- h. To request parental leave, employees shall:
1. submit a parental leave request to his/her supervisor and to the human resources department at least thirty (30) days prior to the proposed start date of the leave or as soon as possible if the leave was not foreseeable
  2. complete the required forms and provide all necessary documentation as required by the Human Resources Department to substantiate such request
- i. Temporary, seasonal, provisional or part-time employees shall not be eligible for parental leave benefits.
- j. The Village has the exclusive right to interpret this policy.

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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.

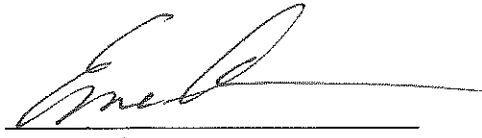
**Section 3.** This Resolution shall become effective immediately.

PASSED AND ADOPTED this 7<sup>th</sup> day of November, 2016.

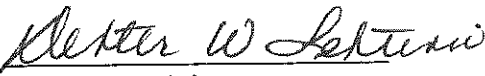
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Attest:

  
Missy Arocha  
Village Clerk

  
Eugene Flinn  
Mayor

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

  
Dexter W. Lehtinen  
Village Attorney

FINAL VOTE AT ADOPTION:

- Council Member Karyn Cunningham YES
- Council Member Tim Schaffer YES
- Council Member Larissa Siegel Lara YES
- Vice-Mayor John DuBois YES
- Mayor Eugene Flinn YES

ORDINANCE NO. 2010-05

1  
2  
3 AN ORDINANCE OF THE MAYOR AND VILLAGE COUNCIL OF THE  
4 VILLAGE OF PALMETTO BAY, FLORIDA, RELATING TO CHAPTER  
5 2, ADMINISTRATION; CREATING DIVISION 3 RELATING TO  
6 DOMESTIC PARTNERSHIPS; PROVIDING FOR EMPLOYEE  
7 BENEFITS; PROVIDING FOR ORDINANCES IN CONFLICT,  
8 CODIFICATION, SEVERABILITY AND AN EFFECTIVE DATE  
9 (Sponsored by Mayor Eugene P. Flinn).  
10

11  
12 WHEREAS, the Mayor and Village Council of the Village of Palmetto Bay pursuant to  
13 section 1.4 of the charter has all available governmental, corporate and proprietary powers and  
14 Home Rule Powers; and,  
15

16 WHEREAS, the Mayor and Village Council create policy and establish laws; and,  
17

18 WHEREAS, pursuant to section 4.3 of the Charter, the Mayor and Council may adopt or  
19 amend administrative regulations; and,  
20

21 WHEREAS, the Village has a small, dedicated employee base and the Village desires to  
22 treat all employees equally, and fairly and desires to recognize domestic partnerships of employees;  
23 and,  
24

25 WHEREAS, the Village desires to provide access to health insurance and benefits to the  
26 domestic partnership of employees and to amend the Village's administrative policies, including  
27 personnel policies to accomplish this goal; and,  
28

29 WHEREAS, the Mayor and Village Council desire to create Division 3 of Chapter 2 of the  
30 Village's Code of Ordinances.  
31

32 BE IT ENACTED BY THE MAYOR AND VILLAGE COUNCIL OF THE  
33 VILLAGE OF PALMETTO BAY, FLORIDA, AS FOLLOWS:  
34

35 Section 1. The Mayor and Village Council hereby amend Chapter 2 entitled  
36 "Administration" by creating Division 3, Sections 2-201, et seq., as provided below:  
37  
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CHAPTER 2 - ADMINISTRATION

\* \* \*

DIVISION 3

DOMESTIC PARTNERSHIPS

Sec. 2-200. Definitions.

*Affidavit of financial reliance* shall mean the document that is filed with the human resources director according to the procedures established in section 2-201.

*Committed relationship* shall mean a family relationship, intended to be of indefinite duration, between two individuals characterized by mutual caring and the sharing of a mutual residence.

*Declaration of domestic partnership* shall mean the document that is filed with the human resources department according to the procedures established in section 2-201.

*Dependent* shall mean one who relies on another for financial support. For purposes of this division, a domestic partner of an employee shall be deemed a dependent of the employee if the domestic partner is supported, in whole or in part, by the employee's earnings and has been for at least the past six (6) months.

*Domestic partnership* shall mean a committed relationship between two (2) persons who consider themselves to be a member of each other's immediate family and have registered their partnership in accordance with section 2-201.

*Employee* shall mean active and retired employees of the Village that are eligible for benefits pursuant to state or municipal law, Village employment policies, if applicable. It shall more specifically mean any member of the Village Council, officer, department head, regularly receiving compensation from the Village for personal services; except, For the purpose of this Division, persons otherwise meeting this definition who are granted leaves of absence under the Village's procedures or by the Village Council and persons otherwise meeting this definition who are injured in line of duty with the Village and who are receiving compensation under the workers' compensation law, shall be considered as regular employees during such periods of absence from active duty with the Village until formally separated from service with the Village; and members who are retired for service or disability under the Village retirement system, subject to such conditions as hereinafter specified, shall be considered employees. In all cases in which the above definition requires interpretation, the Village Manager shall decide who is a regular employee within the intent of this division. This definition shall not include the Village's Police Department, as the Police Department is an independent contractor and division of Miami-Dade County, which services are contracted to the Village, and represented by a collective bargaining unit.

1  
2 Sec. 2-201. Registration, termination and administration procedures.

3  
4 (a) Registration.

5  
6 (1) Declaration of domestic partnership. A declaration of domestic partnership shall be filed with the  
7 human resources department and shall contain the names and addresses of the domestic partners  
8 who shall swear or affirm under penalty of perjury that each partner:  
9

- 10 a. Is at least 18 years old and competent to contract;  
11 b. Is not related by blood;  
12 c. Is the sole domestic partner of the other person;  
13 d. Is not married;  
14 e. Has not been a member of another domestic partnership for the past six (6) months  
15 (unless the prior domestic partnership ended as a result of the death or marriage of one of  
16 the partners);  
17 f. Agrees to share the common necessities of life and to be responsible for each other's  
18 welfare;  
19 g. Shares his or her primary residence with the other;  
20 h. Considers himself or herself to be a member of the immediate family of the other  
21 partner; and  
22 i. Agrees to immediately notify the human resources department, in writing, of any change  
23 in the status of the domestic partnership.  
24

25 (2) Documentation. As further evidence of a domestic partnership, one of the following documents  
26 must be presented to the human resources director along with the declaration of domestic  
27 partnership:  
28

- 29 a. A lease, deed, or mortgage indicating that both parties are jointly responsible;  
30 b. Drivers licenses for both partners showing the same address;  
31 c. Passports for both partners showing the same address; or  
32 d. Any other document that in the opinion of the director of the human resources  
33 department conclusively demonstrates that the partners are living together as a family.  
34

35 (3) Affidavit of financial reliance. An affidavit of financial reliance shall be filed with the human  
36 resources department and shall contain the names and addresses of the domestic partners who shall  
37 swear or affirm under penalty of perjury that:  
38

- 39 a. The domestic partner of the employee is a dependent of the employee as that term is  
40 defined in section 2-200; and  
41 b. The employee agrees to immediately notify the human resources department, in writing,  
42 if the domestic partner ceases to be a dependent of the employee.  
43

1 (b) Termination.

2  
3 (1) Termination statement. An employee may terminate the domestic partnership by filing a  
4 termination statement with the human resources director. The employee filing the termination  
5 statement shall swear or affirm under penalty of perjury that:

6  
7 a. The domestic partnership is to be terminated; and

8 b. If the termination statement is not signed by both domestic partners, a copy of the  
9 termination statement shall be served, by certified or registered mail, on the other domestic  
10 partner, and proof of service shall be filed with the human resources director.

11  
12 (2) Effective date. The termination shall become effective 60 days from the date of filing of the  
13 termination statement signed by both domestic partners or if the termination statement is not signed  
14 by both parties, 60 days from the date proof of service is filed with the human resources director  
15 pursuant to subsection (a)(1)b., above.

16  
17 (3) Automatic termination. A domestic partnership shall automatically terminate in the event that one  
18 of the domestic partners dies or marries.

19  
20 (c) Administration.

21  
22 (1) Forms. The human resources director shall provide forms for the establishment and termination  
23 of domestic partnerships.

24  
25 (2) Certificate of domestic partnership. The human resources director shall issue to the domestic  
26 partners a certificate of domestic partnership no later than ten (10) business days after the  
27 declaration of domestic partnership and affidavit of financial reliance are filed.

28  
29 (3) Maintain records. The human resources department of records shall maintain copies of  
30 certificates of domestic partnership and termination statements filed by domestic partners.

31  
32 Sec. 2-202. Employment benefits.

33  
34 (a) Employees shall be granted bereavement leave with pay for the death of a domestic partner or  
35 immediate family member of a domestic partner as set forth in the Village's administrative policies  
36 and the Village's administrative personnel policies shall be amended accordingly.

37  
38 (b) Employees shall be granted sick leave, family medical leave, or leave without pay to care for a  
39 domestic partner and the Village's policy relating to family medical leave shall be amended  
40 accordingly.

41  
42 (c) Employees' domestic partners shall be allowed to be members of the Village health plan and  
43 the Village's administrative personnel policies shall be amended accordingly.

44  
45 (d) Compliance by the Village with these employment benefits provisions shall occur within a

1 fiscal year of enactment, as the Village currently participates in health and dental plans that may not  
2 offer benefits to domestic partners due to the size of the Village's insurance pool. The Village, upon  
3 open enrollment, shall seek a new provider(s) that will provide benefits coverage for domestic  
4 partners, provided however that the benefits to all employees are of a comparable benefit level and  
5 provided that the cost of insurance to all employees does not materially increase by more than 10  
6 percent.

7  
8 Sec. 2-203. Limited effect.

9  
10 (a) Nothing in this article shall be interpreted to alter, affect, or contravene state or federal law.

11  
12 (b) Nothing in this article shall be construed as recognizing or treating a domestic partnership as a  
13 marriage.

14  
15 (c) The following words, terms and phrases, when used in this article, shall have the meanings  
16 ascribed to them in this section, except where the context clearly indicates a different meaning.

17  
18 \* \* \*

19  
20 **Section 2.** All ordinances or parts of ordinances in conflict with the provisions of this  
21 ordinance are repealed.

22  
23 **Section 3.** This ordinance shall be codified and included in the Code of Ordinances.

24  
25 **Section 4.** If any section, clause, sentence, or phrase of this ordinance is for any reason  
26 held invalid or unconstitutional by a court of competent jurisdiction, the holding shall not affect the  
27 validity of the remaining portions of this ordinance.

28  
29 **Section 5.** This ordinance shall take effect immediately upon enactment.

30  
31 **PASSED AND ENACTED** this 1st day of March, 2010.

32  
33  
34  
35 Attest:

36 Meighan Rader  
37 Meighan Rader  
38 Village Clerk

39 Eugene P. Flinn, Jr.  
40 Eugene P. Flinn, Jr.  
41 Mayor

42  
43 APPROVED AS TO FORM:

44 Eve A. Boutsis  
45 Eve A. Boutsis,  
Village Attorney

1  
2 FINAL VOTE AT ADOPTION:  
3  
4 Council Member Ed Feller YES  
5  
6 Council Member Howard Tendrich YES  
7  
8 Council Member Shelley Stanczyk YES  
9  
10 Vice-Mayor Brian W. Pariser YES  
11  
12 Mayor Eugene P. Flinn, Jr. YES  
13



**Paid Family/Parental Leave Policies for Municipal Employees (Not Exhaustive)<sup>1</sup>: June 2015 – July 2016**  
Updated April 2016

Location (effective date)	Atlanta, Ga. (2015)	Dayton, Ohio (2015)	Multnomah County, Ore. (2015)	New York City, N.Y. (2015)	Cincinnati, Ohio (2016)	King County, Wash. (pilot) (2016)	Portland, Ore. (2016)	Ferrisale, Mich. (2016)	Kansas City, Mo. (2016) <sup>2</sup>	Missoula County, Mont. (2016) <sup>3</sup>
<b>Purpose</b>	Birth, adoption, foster placement	Birth, adoption	Birth (including post-pregnancy disability), adoption, foster placement	Birth, adoption, foster placement	Birth, adoption	Birth, adoption, foster-to-adopt placement	Birth, adoption, foster placement	Birth, adoption	Birth, adoption	Birth, adoption
<b>Covered Workers</b>	City employees; primary caregivers, domestic partners and spouses	Permanent full-time or part-time employees who work at least 35 hours per week; biological parents of new-born or legal guardians of newly adopted child residing in same household	Regular, probationary and limited duration county employees with at least 180 days of employment; parents (including biological, adoptive, foster and step parents, legal guardians, and individuals standing in loco parentis), domestic partners and spouses	Managerial and non-managerial city employees not represented by a union (original jurisdiction workers) in active status; parents	Permanent full-time employees working at least ¼ time <sup>4</sup> ; parents	County employees with at least six months of continuous service that are either non-represented or represented by a union that has signed a paid parental leave memorandum of agreement; parents	Regular, probationary, limited duration and temporary city employees in budgeted positions with 180 consecutive calendar days of employment; Bureau Directors and employees in elected official offices; parents	Permanent full-time employees who work at least 35 hours per week or permanent full-time employees on a leave of absence (incl. but not limited to extended sick leave) who ordinarily work 35+ hours per week; biological parents of a newborn and legal guardians of a newly adopted/placed minor child	Regular and appointed city employees who have been employed by the city for at least 12 months and have worked a minimum of 1,260 hours in the 12 months prior to the leave; parents	Regular or probationary status County employees who have been employed for at least 180 consecutive calendar days; parents and established domestic partners

<sup>1</sup> The policies summarized in this chart are those that have been reported or that the National Partnership is aware of as of April 2016. Some of the information contained herein is from secondary sources.  
<sup>2</sup> This policy will take effect on May 1, 2016.  
<sup>3</sup> This policy will take effect on July 1, 2016.  
<sup>4</sup> The ordinance states that permanent part-time employees are also covered, but the city's personnel policy only mentions coverage for employees working at least ¾ time.



Location	Atlanta, Ga.	Dayton, Ohio	Multnomah County, Ore.	New York City, N.Y.	Cincinnati, Ohio	King County, Wash.	Portland, Ore.	Ferndale, Mich.	Kansas City, Mo.	Missoula County, Mont.
<b>Max. Leave Duration for Mothers</b>	Six weeks for primary caregiver; two weeks for non-primary caregiver who is a domestic partner or spouse	Six weeks (two weeks during which employee may use paid sick, personal or vacation time, followed by four weeks of paid parental leave)	240 hours (six weeks) for full-time employees (pro-rated for part-time employees)	30 work days (pro-rated for part-time employees)	Six weeks (two weeks during which employee may use paid sick or vacation time, followed by four weeks of paid parental leave)	12 weeks, may be used on a part-time basis	Six weeks	12 weeks (six weeks of city paid parental leave, immediately followed by up to three weeks of employee's own accrued, vacation, sick and/or personal time, to be matched by the city for up to three weeks of additional paid parental leave)	Six weeks with an additional 2 weeks for the birthing mother if medically necessary to recover from a C-section delivery and/or other birth complication	Six continuous weeks (based on average hours worked in six weeks preceding leave for part-time employees)
<b>Max. Leave Duration for Fathers/Partners</b>	Six weeks for primary caregiver; two weeks for non-primary caregiver who is a domestic partner or spouse	Six weeks (two weeks during which employee may use paid sick, personal or vacation time, followed by four weeks of paid parental leave)	240 hours (six weeks) for full-time employees (pro-rated for part-time employees)	30 work days (pro-rated for part-time employees)	Six weeks (two weeks during which employee may use paid sick or vacation time, followed by four weeks of paid parental leave)	12 weeks, may be used on a part-time basis	Six weeks	12 weeks (six weeks of city paid parental leave, immediately followed by up to three weeks of employee's own accrued, vacation, sick and/or personal time, to be matched by the city for up to three weeks of additional paid parental leave)	Six weeks	Six continuous weeks (based on average hours worked in six weeks preceding leave for part-time employees)



Location	Atlanta, Ga.	Dayton, Ohio	Multnomah County, Ore.	New York City, N.Y.	Cincinnati, Ohio	King County, Wash.	Portland, Ore.	Ferrdale, Mich.	Kansas City, Mo.	Missoula County, Mont.
Max. Leave Duration for Adoptive Parents/ Other Types of Caregiving	Adoption or foster placement: Six weeks	Adoption: Six weeks (two weeks during which employee may use paid sick, personal or vacation time, followed by four weeks of paid parental leave)	Adoption or foster placement: 240 hours (six weeks) for full-time employees (pro-rated for part-time employees)	Adoption or foster placement: 80 hours (pro-rated for part-time employees)	Adoption: Six weeks (two weeks during which employee may use paid sick or vacation time, followed by four weeks of paid parental leave)	Adoption or foster-to-adopt placement: 12 weeks, may be used on a part-time basis	Adoption or foster placement: Six weeks	Adoption: 12 weeks (six weeks of city paid parental leave, immediately followed by up to three weeks of employee's own accrued, vacation, sick and/or personal time, to be matched by the city for up to three weeks of additional paid parental leave)	Adoption: Six weeks	Adoption: Six continuous weeks (based on average hours worked in six weeks preceding leave for part-time employees)
Amount of Benefit/ Percentage of Pay	Full salary	70 percent of regular rate of pay after unpaid 14-day waiting period.	Regular pay rate, not including overtime	Full salary	70 percent of regular rate of pay after unpaid 14-day waiting period, pro-rated for fewer than 40 hours/week	Full base pay	Full salary	Full salary	Full base pay	Full salary





Location	Atlanta, Ga.	Dayton, Ohio	Multnomah County, Ore.	New York City, N.Y.	Cincinnati, Ohio	King County, Wash.	Portland, Ore.	Ferdale, Mich.	Kansas City, Mo.	Missoula County, Mont.
Mechanism for Payment	Funded from the city budget	Funded from the city budget	Funded from the county budget	Funded from the city budget, to be completely offset by capping the accrual of annual leave for certain employees and eliminating a minor scheduled wage increase for managers	Funded by the city	Funded from county agencies' budgets	City general fund and non-general fund bureaus	Up to nine weeks - six initial weeks of city paid parental leave and three weeks of city matched parental leave - are funded from the city budget and up to three weeks are paid by the employee through banked time	City general fund	Funded by the county
Interaction with Other Forms of Leave	Must run concurrently with FMLA leave	Unpaid or partially paid parental leave counts toward FMLA entitlement if employee is not working; EE can receive full pay during 14-day waiting period and parental leave by supplementing sick, personal or vacation leave or compensatory time balance;	Must run concurrently with FMLA, Oregon Family Leave Act (OFLA) and/or contractual leaves; must be used during the approved FMLA and/or OFLA parental leave; must be used before other accrued leave (sick leave, vacation, compensatory	Must run concurrently with FMLA leave; employee need not use accrued sick or annual leave and will continue to accrue such leave during the period of paid parental leave, but will only be credited with it upon employee's return from paid parental leave	Must run concurrently with FMLA leave; during 14-day waiting period, employee may use accumulated paid sick time, and if insufficient accumulated vacation time and/or up to 80 hours (pro-rated for part-time employees) of future paid sick	Must run concurrently with county, state and federal FMLA; employee must reserve one week of accrued vacation and one week of accrued sick leave, and may use any unreserved accrued paid leave in combination with this policy to reach 12 weeks,	Must run concurrently with FMLA leaves or parental leave under a collective bargaining agreement, and must be used during the approved FMLA and/or OFLA parental leave; must also be exhausted	Must run concurrently with FMLA leave; employee must exhaust banked leave being used for the up to three weeks of employee-paid leave matched by the city	Must run concurrently with family and medical leave under the city's Family and Medical Leave Policy; does not reduce eligibility for other types of paid and unpaid leaves (sick leave, vacation, personal leave, holiday, short-term disability, etc.)	Will count concurrently against family and medical leave for FMLA-eligible employees; employee must exhaust paid parental leave before using other paid or unpaid leave; holidays that occur during leave will be paid as such and not counted as leave



Location	Atlanta, Ga.	Dayton, Ohio	Multnomah County, Ore.	New York City, N.Y.	Cincinnati, Ohio	King County, Wash.	Portland, Ore.	Ferndale, Mich.	Kansas City, Mo.	Missoula County, Mont.
		since parental leave is designated as FMLA leave, employees need not exhaust accrued paid leave prior to going on unpaid leave	time, saved holiday, etc.) or an unpaid leave of absence		time; employee may receive full pay during parental leave period by supplementing accumulated sick or vacation time	but is not so required	prior to use of sick leave, personal holidays, vacation leave, deferred holiday, management leave, compensatory time or unpaid leave during parental leave not covered under this policy			



**Paid Family/Parental Leave Policies for Municipal Employees (Not Exhaustive)<sup>1</sup>: January – May 2015**  
 Updated April 2016

Location (effective date)	Purpose	St. Petersburg, Fla. (2015)	St. Paul, Minn. (2015)	St. Louis Park, Minn. (2015)	Minneapolis, Minn. (2015)	Hopkinton, N.H. (2015)	Pittsburgh, Penn. (2015)	Allegheny County, Penn. (2015)	Hennepin County, Minn. (2015)	Boston, Mass. (2015)	Seattle, Wash. (2015)
		Birth, adoption, foster placement	Birth, adoption	Birth, adoption	Birth, adoption	Birth, adoption	Birth, adoption, foster placement	Birth, adoption, foster placement	Birth, adoption	Birth, adoption, surrogacy, recovery from stillbirth	Birth, adoption, foster placement
<b>Covered Workers</b>		Full-time city employees; parents	Certified, provisional and appointed city employees who are FMLA-eligible; parents (excludes sperm donors and surrogate mothers)	Regular benefit-earning city employees who worked at least 20 hours/week for one continuous year; parents (excludes sperm or egg donors and surrogate mothers)	Regular or seasonal full-time or regular part-time city employees who are eligible to accrue sick leave and have no disciplinary action in the previous two years for tardiness, absenteeism or the misuse of sick leave; parents, domestic partners and spouses	Full- and part-time city employees who work at least 20 hours/week, excluding call/per diem and temporary employees; parents, spouses and partners	Non-union full-time city employees who have worked for at least 12 months and 1,250 hours in the previous year; parents	Non-union, permanent and full-time county employees who have worked for at least 12 months and at least 1,250 hours in the previous year; parents without regard to gender, marital status or sexual orientation	County employees, including those covered by collective bargaining agreements; parents, spouses and domestic partners	Exempt/non-union city employees with at least one year of service and employees covered by a collective bargaining agreement providing for this benefit; parents, spouses and domestic partners	Full- or part-time city employees who have worked at least six months and temporary workers who have been in interim and short-term assignments for 1,040 hours, are in term-limited assignments, or have been converted to a regular position; parents (incl. biological, adoptive, foster and step parents, legal guardians and individuals standing in loco parentis)

<sup>1</sup> The policies summarized in this chart are those that have been reported or that the National Partnership is aware of as of April 2015. Some of the information contained herein is from secondary sources.



Location	St. Petersburg, Fla.	St. Paul, Minn.	St. Louis Park, Minn.	Minneapolis, Minn.	Hopkinton, N.H.	Pittsburgh, Penn.	Allegheny County, Penn.	Hennepin County, Minn.	Boston, Mass.	Seattle, Wash.
Max. Leave Duration for Mothers	Six weeks	Four weeks for birthing mother	21 calendar days	120 hours (three weeks) for regular or seasonal full-time employees 60 hours for regular part-time employees who work 20 hours per week 168.8 hours for sworn fire personnel working a 24-hour shift Prorated leave for eligible employees not described above	Six weeks	Six weeks	Six weeks	120 hours for full-time employees (prorated for part-time employees)	Six weeks	Four weeks (prorated for part-time employees)
Max. Leave Duration for Fathers/Partners	Six weeks	Two weeks	21 calendar days	120 hours (three weeks) for regular or seasonal full-time employees 60 hours for regular part-time employees who work 20 hours per week	Two weeks	Six weeks	Six weeks	120 hours for full-time employees (prorated for part-time employees)	Six weeks	Four weeks (prorated for part-time employees)



Location	St. Petersburg, Fla.	St. Paul, Minn.	St. Louis Park, Minn.	Minneapolis, Minn.	Hopkinton, N.H.	Pittsburgh, Penn.	Allegheny County, Penn.	Hennepin County, Minn.	Boston, Mass.	Seattle, Wash.
Max. Leave Duration for Adoptive Parents/ Other Types of Caregiving	Adoption or foster placement: Six weeks	Adoption: Two weeks	Adoption: 21 calendar days	<p>163.8 hours for sworn fire personnel working a 24-hour shift</p> <p>Prorated leave for eligible employees not described above</p>	<p>Adoption: Two weeks</p>	Adoption or foster placement: Six weeks	Adoption or foster placement: Six weeks	Adoption: 120 hours for full-time employees (prorated for part-time employees)	All others (adoption, surrogacy, stillbirth): Six weeks	Adoption or foster placement: Four weeks (prorated for part-time employees)



Location	St. Petersburg, Fla.	St. Paul, Minn.	St. Louis Park, Minn.	Minneapolis, Minn.	Hopkinton, N.H.	Pittsburgh, Penn.	Allegheny County, Penn.	Hennepin County, Minn.	Boston, Mass.	Seattle, Wash.
Amount of Benefit/ Percentage of Pay	Full pay of regular base salary	Full certified normal rate of pay for full-time employees; part-time employees paid according to average hours worked in past 12 months	Full regular base wage	Wages and fringe benefits	Full base rate of pay for full-time employees; part-time employees paid according to regular weekly work schedule prior to leave	Full base rate at 40 hours/week	Full base rate at 40 hours/week	Full salary	Full base wages for first two weeks; 75 percent for next two weeks; 50 percent for final two weeks	Full straight-time rate of pay
Mechanism for Payment	Funded from the city budget	Funded through the city's general fund, which largely comes from property taxes	Funded by the city	Funded by the city	Funded by the city	Funded by the city	Funded from the county budget	Funded by the county	Funded from the city budget	Funded by the city
Interaction with Other Forms of Leave	Must run concurrently with FMLA	Must be taken concurrently with FMLA leave with vacation and sick time	For birthing parents, must run concurrently with short-term disability coverage and FMLA; ER benefit contribution and leave accrual continues during leave	Must run concurrently with FMLA, Minnesota Pregnancy and Parenting Leave and paid holiday leave; vacation and sick leave continue to accrue while employee is out on paid parental leave	Must run concurrently with FMLA; vacation, personal time and sick time benefits will continue during parental leave	Must be taken concurrently with FMLA leave; can extend leave with available benefitted time	Does not need to be taken concurrently with FMLA leave; can extend leave with vacation time	Must be taken concurrently with FMLA leave; can use short-term disability before leave and vacation donation program after leave	Must run concurrently with FMLA, Massachusetts Parental Leave Act and the city's unpaid childbirth or adoption; Can receive full pay for final four weeks of leave by supplementing with vacation and sick time	Can be used in addition to available unpaid city family medical leave (may run concurrently for library employees, however)



**Paid Family/Parental Leave Policies for Municipal Employees (Not Exhaustive)<sup>1</sup>: 2014 and Older**  
**Updated April 2016**

Location (effective date)	San Francisco, Calif. (2003, amended 2015)	Sacramento County, Calif. (2010)	Chicago, Ill. (2011)	Fairfax County, Va. (2012)	Austin, Texas (2013)	Cook County, Ill. (2013)	Philadelphia, Pa. (2014)	Washington, D.C. (2014)	Brooklyn Park, Minn. (2014)
<b>Purpose</b>	Birth, adoption, foster placement; employees unable to work due to pregnancy, childbirth, related condition	Birth, adoption	Birth, adoption, recovery from childbirth	Birth, adoption, foster placement	Birth, adoption, foster placement	Birth and adoption	Birth, adoption, foster placement of children under 18	Birth, adoption, foster placement, guardianship placement, assumption of parental responsibilities for a child, care for family member with serious health condition	Birth, adoption
<b>Covered Workers</b>	City employees who work 20+ hours/week and have completed either six months of continuous service or worked 1,040 hours in the previous year; parents and spouses or domestic partners	Full- and part-time county employees with at least one year of continuous service; parents	Non-union city employees who are FMLA-eligible (have worked for the city for at least 12 months and for 1,250 hours in the previous year); parents and spouses or domestic partners	"Merit" employees (excludes part-time employees who work less than 20 hours/week and other limited-term employees), full time 24-hour shift fire protection employees; parents	FMLA-eligible city employees in regularly budgeted positions (excludes city safety workers, temporary employees and employees covered by a collective bargaining agreement or meet and confer agreement); parents without regard to marital status or sexual orientation	Full-time, non-union county employees who are FMLA-eligible; parents and spouses of domestic/civil union partners	Non-civil service employees and/or non-represented employees with six months of service; parents and life partners	District government employees who are neither temporary nor working an intermittent schedule); parents, spouses, domestic partners and family members	City employees who have worked an average of 20 hours/week for six consecutive months, excluding independent contractors or employees covered by a collective bargaining agreement; parents

<sup>1</sup> The policies summarized in this chart are those that have been reported or that the National Partnership is aware of as of April 2016. Some of the information contained herein is from secondary sources.



Location	San Francisco, Calif.	Sacramento County, Calif.	Chicago, Ill.	Fairfax County, Va.	Austin, Texas	Cook County, Ill.	Philadelphia, Pa.	Washington, D.C.	Brooklyn Park, Minn.
Max. Leave Duration for Mothers	Leave to care for new child: 12 weeks Pregnancy/childbirth/related disability: additional four weeks	160 hours used within four months (prorated for part-time employees)	Six weeks for employee who gives birth via C-section Four weeks for vaginal birth	80 hours for merit employees (prorated for part-time employees) 120 hours for full time 24-hour shift fire protection employees	240 hours (prorated based on budgeted workweek)	Six weeks for employee who gives birth via C-section Four weeks for vaginal birth	Four weeks	Eight weeks	Two weeks
Max. Leave Duration for Fathers/Partners	12 weeks	160 hours used within four months (prorated for part-time employees)	Two weeks	80 hours for merit employees (prorated for part-time employees) 120 hours for full time 24-hour shift fire protection employees	240 hours (prorated based on budgeted workweek)	Two weeks	Four weeks	Eight weeks	Two weeks
Max. Leave Duration for Adoptive Parents/Other Types of Caregiving	Adoption or foster placement: 12 weeks	Adoption: 160 hours used within four months (prorated for part-time employees)	Adoption: Two weeks	Adoption or foster placement: 80 hours for merit employees (prorated for part-time employees); 120 hours for full time 24-hour shift fire protection employees	Adoption or foster placement: 240 hours (prorated based on budgeted workweek)	Adoption: Two weeks	Adoption or foster placement: Four weeks	All others (adoption, foster, guardianship, medical): Eight weeks	Adoption: Two weeks





Location	San Francisco, Calif.	Sacramento County, Calif.	Chicago, Ill.	Fairfax County, Va.	Austin, Texas	Cook County, Ill.	Philadelphia, Pa.	Washington, D.C.	Brooklyn Park, Minn.
Amount of Benefit/Percentage of Pay	Supplements state benefits up to full amount of employee's salary	Full salary	Full salary	Full salary	Full salary	Full salary	Full salary	Full salary	Full salary
Mechanism for Payment	Funded from the city budget	Funded from the county budget	Funded from the city budget	Funded from the county budget	Funded from the city budget	Funded from the county budget	Funded by the city	Each agency absorbs the cost	Funded from the city budget
Interaction with Other Forms of leave	Must be taken concurrently with FMLA leave; employee must first exhaust all accrued paid leave (but may retain 40 hours) or the compensation amount will be reduced by the amount of accrued paid leave the employee chooses to retain, less 40 hours	Must be used before employee takes unpaid leave to care for a new child; counts toward employee's 12-week entitlement to medical leave for a serious health condition and/or family leave to care for a new child (not including pregnancy leave)	Must be taken concurrently with FMLA leave; can extend leave with other earned paid time off	Must be taken concurrently with FMLA leave; must exhaust vacation and sick time first	Must be taken concurrently with FMLA leave; may be combined with other accrued paid vacation, personal and/or sick time to achieve the maximum paid time off	Must run concurrently with FMLA leave; can be combined with other accrued paid vacation, personal and/or sick time to achieve the maximum paid time off	Must be taken concurrently with FMLA leave; can extend leave with other accrued time; birth mothers may also use up to eight weeks of accrued sick time immediately following the birth of a child	Must be taken concurrently with FMLA and D.C. FMLA leave	One week (five consecutive days) is immediately available, and a second week may be taken immediately after the employee has used 12 weeks of FMLA or state parenting leave, which will also require the employee to use accumulated sick leave until 80 hours remain