

1 EXHIBIT 1
2 RESOLUTION NO. 2021 -
3

4 A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE
5 CITY OF HALLANDALE BEACH, FLORIDA, DIRECTING THE
6 PREPARATION OF AN ORDINANCE ADOPTING AND CODIFYING A
7 PAID PARENTAL LEAVE POLICY FOR CITY EMPLOYEES; AND
8 PROVIDING AN EFFECTIVE DATE.
9

10 WHEREAS, Paid Parental Leave (PPL) is an employee benefit that has been
11 adopted in several states, and many counties, and local municipalities throughout the
12 United States. PPL would provide eligible employees with up to 12 weeks of PPL in
13 connection with the birth of an employee's son or daughter or the placement of a son or
14 daughter with an employee for adoption or foster care; and

15 WHEREAS, the United States has historically lagged behind most of the
16 developed—as well as developing—world with regard to family leave benefits. It was not
17 until 1993 that the United States passed the Family and Medical Leave Act (FMLA),
18 granting certain categories of women and men up to twelve weeks of unpaid job-protected
19 leave; and

20 WHEREAS, currently, employees of the City, having worked at least 1,250 hours
21 in the previous 12 months, also have job protection under the FMLA for up to 12 weeks
22 following the birth, adoption, or fostering of a child; however, the leave is unpaid.
23 Employees may use their accrued leave, if available, to substitute part or the entire 12-
24 week unpaid period; and

25 WHEREAS, workers oftentimes face tension in balancing their roles as parents
26 and workers, especially if there are adverse consequences for missing too much time from
27 work due to the birth, adoption, or foster placement of a child, or if they cannot afford to
28 go unpaid for an extended period of time; and

29 WHEREAS, based on the research findings offering PPL tends to have strategic
30 benefits, including the ability to attract talent, increase employee retention, reduce costly
31 turnover, improve employee health and wellness, and better employee engagement and
32 productivity; and

33 WHEREAS, PPL creates and maintains a work culture that supports employees in
34 their effort to balance their work responsibilities with the demands of personal and family
35 life; and
36

WHEREAS, while no federal laws require us to provide PPL, research findings suggest that it is a valuable benefit to employees as well as to their families. Furthermore, PPL is an attractive tool that is useful in recruitment and retention of talented workers; and

WHEREAS, the Mayor and City Commission of the City of Hallandale Beach find it is in the best interest of the residents to provide a paid parental leave policy to City employees.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND THE CITY COMMISSION OF THE CITY OF HALLANDALE BEACH, FLORIDA:

SECTION 1. The foregoing “Whereas” clauses are incorporated herein.

SECTION 2. The Mayor and City Commission hereby direct the preparation of an ordinance requiring the City to maintain a paid parental leave policy for City employees.

SECTION 3. This Resolution shall take effect immediately upon its passage and adoption.

APPROVED AND ADOPTED this ____ day of _____, 2021.

JOY F. COOPER
MAYOR

SPONSORED BY: COMMISSIONER SABRINA JAVELLANA

ATTEST:

JENORGEN M. GUILLEN, CMC
CITY CLERK

APPROVED AS TO LEGAL SUFFICIENCY
AND FORM

JENNIFER MERINO
CITY ATTORNEY