



Paid Family/Parental Leave Policies for Municipal Employees (*Not Exhaustive*)¹

Updated March 2020

Arizona

Flagstaff

California

Palo Alto
Sacramento County
San Francisco

Colorado

Boulder County
Pitkin County

District of

Columbia

Washington, D.C.†

Florida

Coral Gables
Cutler Bay
Doral
Gainesville
Hillsborough County
Jacksonville
Leon County
Miami Beach
Miami-Dade County
Palm Beach County
St. Petersburg
Tallahassee
Tampa
Wellington
West Palm Beach

Georgia

Atlanta
Clarkston
Fort Valley
Macon-Bibb County
Marietta
Warner Robins

Idaho

Boise
Meridian

Illinois

Chicago
Cook County

Indiana

Allen County
Fort Wayne
Lake County*
South Bend

Iowa

Dubuque
Iowa City

Kansas

Roeland Park
Shawnee

Maryland

Salisbury

Massachusetts

Boston
Cambridge

Michigan

Ferndale

Minnesota

Brooklyn Park
Hennepin County
Minneapolis
Richfield
Saint Paul
St. Louis Park

Missouri

Kansas City

Montana

Helena
Missoula
Missoula County

New Hampshire

Hopkinton

New Jersey

Hoboken
Jersey City

New Mexico

Albuquerque

New York

New York City
Syracuse

North Carolina

Cary
Chapel Hill
Charlotte
Durham
Durham County
Greensboro†
Hillsborough
Mecklenburg County†
Morrisville
Orange County
Rolesville
Wake County

Ohio

Beachwood
Cincinnati
Columbus†
Dayton
Lucas County
Middletown
Newburgh Heights
Oberlin
Summit County
Upper Arlington

Oregon

Multnomah County
Portland

Pennsylvania

Allegheny County
Montgomery County
Philadelphia
Pittsburgh

Rhode Island

Providence

Tennessee

Nashville†

Texas

Austin
DeSoto
Lake Jackson
San Antonio

Utah

Midvale
Salt Lake City
Salt Lake County

Virginia

Fairfax County
Richmond
Virginia Beach

¹The policies summarized in this chart are those that have been reported or that the National Partnership is aware of as of February 2020. Some of the information contained herein is from secondary sources.

* Policy approved, but details not yet available.

† Policy includes coverage for family caregiving and/or military exigency purposes.

Washington

King County

Seattle†

Shoreline†

Wisconsin

Clintonville

Dane County

Sun Prairie

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
Arizona					
Flagstaff, Ariz. (2018)	Birth, adoption, foster placement, recovery from stillbirth or live birth, newly appointed legal guardianship	Benefit eligible employees who have completed six months of employment	All purposes: 160 hours (pro-rated for part-time employees); 224 hours for Fire Suppression Employees; can be used intermittently or as reduced scheduled leave	Full salary	Employee does not need to exhaust paid leave first; can extend leave with accrued leave; other types of leave continue to accrue during paid parental leave; if a city holiday occurs during paid parental leave, the employee receives holiday pay
California					
Palo Alto, Calif. (2018)	Birth, adoption, foster placement	All city employees; parents without regard to marital status or sexual orientation	All purposes: Six weeks	100 percent of regular base pay	Must be taken concurrently with FMLA leave; if a city holiday occurs during paid parental leave, the employee receives holiday pay
San Francisco, Calif. (2003, amended 2015)	Birth, adoption, foster placement; employees unable to work due to pregnancy, childbirth, related condition	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	Leave to care for new child: 12 weeks Pregnancy/childbirth/related disability: Additional four weeks	Supplements state benefits up to full amount of employee's salary	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

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Sacramento County, Calif. (2010)	Birth, adoption	Full- and part-time county employees with at least one year of continuous service; parents	All purposes: 160 hours used within four months (prorated for part-time employees)	Full salary	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)
Colorado					
Boulder County, Co. (2016)	Birth, adoption, foster-to-adopt placement	Full-time employees who have successfully completed initial introductory period; parents, including adoptive foster-to-adopt parents and domestic partners ineligible to adopt and listed as a parent on the child's birth certificate	All purposes: Up to 160 hours (part-time employees will be paid a percentage of the maximum allowed based on time worked)	Regular pay	Must run concurrently with FMLA leave and Short Term Disability for eligible employees; vacation, holiday and medical leave continue to accrue during paid parental leave
Pitkin County, Co. (2019)	Birth, adoption, foster placement	Regular full- or part-time employees who qualify and are approved for FMLA leave	All purposes: 12 weeks	100 percent of regular, straight-time pay	Must be taken concurrently with FMLA leave; may be used in addition to other forms of paid time off; employees continue to accrue PTO; employees maintain regular benefits through leave

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District of Columbia					
Washington, D.C. (2014)†	Birth, adoption, foster placement, guardianship placement, permanent assumption of parental responsibilities for a child, care for family member with serious health condition	District government employees who are neither temporary nor working an intermittent schedule); parents, spouses, domestic partners and family members	All purposes: Eight weeks	Full salary	Must be taken concurrently with FMLA and D.C. FMLA leave
Florida					
Coral Gables, Fla. (2017)	Birth, adoption, foster placement	Full-time, regular city employees who have been employed for at least one year	All purposes: Six consecutive weeks	100 percent of base wages for the first two weeks; 75 percent for the following two weeks and 50 percent for the remaining two weeks; employees may use accrued leave in order to receive 100 percent of base pay for the weeks reimbursed at 75 or 50 percent wages	Must run concurrently with FMLA leave; does not affect the ability to take any other kind of leave; if a city holiday occurs while the employee is on paid parental leave, such day will be charged to holiday leave, such holiday leave will extend the total paid parental leave entitlement by the number of holidays within the parental leave pay period.
Cutler Bay, Fla. (2018)	Birth, adoption, foster placement	Regular, full-time employees who have worked for the city for at least 12 months and	All purposes: Four weeks, to be taken in day or week increments in the	100 percent of regular, straight-time weekly pay	Must run concurrently with FMLA leave; cannot be used concurrently with short-

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		have worked at least 1,250 hours during the 12-months preceding the leave and not covered by a collective bargaining agreement; parents	first 12 weeks after a qualifying event		term disability benefit; if a city holiday or town administrative leave occurs during the period of paid parental leave, such day will be charged to holiday pay but will not extend the total paid parental leave entitlement
Doral, Fla. (2016)	Birth, adoption, foster placement	Full-time regular employees not covered by a collective bargaining agreement; been employed by the city for at least 12 months; have worked at least 1,250 hours during the 12 months preceding the leave; parents	All purposes: Four weeks	100 percent of straight-time, regular pay	Will run concurrently with FMLA leave; after paid parental leave or other short-term disability leave for employees giving birth is exhausted, the balance of FMLA leave (if applicable) will be compensated through the employee's accrued sick, vacation or personal time; once accrued leave is exhausted, any remaining leave will be unpaid; if a city holiday occurs during the period of paid parental leave, such day will be charged to holiday pay but will not extend the total paid parental leave entitlement; if the city offers administrative leave during the period

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					of paid parental leave, that time will be recorded as paid parental leave and the entitlement will not be extended; an employee who takes paid parental leave that does not qualify for FMLA leave will still be afforded the same level of job protection available under the FMLA while on paid parental leave
Gainesville, Fla. (2018)	Birth, adoption, foster placement	All non-represented regular employees who have been employed by the city for at least one year and have worked at least 1,250 hours during the 12 months previous to the leave; parents	All purposes: 12 consecutive weeks immediately following a qualifying event	100 percent regular base pay	Must be used concurrently with FMLA leave
Hillsborough County, Fla. (2018)	Birth, adoption, foster placement	Employees who have at least one year of continuous service and either occupy a full-time position or are a benefits-eligible employee within the classified or unclassified service; parents	All purposes: 240 hours (pro-rated for employees in reduced-hour positions)	100 percent of regular, straight-time weekly pay	Will run concurrently with FMLA leave for employees who qualify for FMLA leave; annual and sick leave continue to accrue during the period of paid parental leave; if a holiday occurs during paid parental leave, the employee will receive holiday pay instead of paid parental leave, but a holiday does

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					not extend the duration of the leave. Employees who are eligible for short-term disability (STD) or long term disability (LTD) benefits must apply for those benefits; if an employee receives STD benefits, the county will compensate the difference in benefit amount to ensure the employee receives a total of 100 percent of regular pay.
Jacksonville, Fla. (2018)	Birth, adoption	Employees who have worked for the village for at least 12 consecutive months and have worked at least 1,250 hours during the 12 months preceding the leave; parents	All purposes: Six weeks immediately following the birth or adoption; may be taken intermittently during the six-week period	100 percent of regular, straight-time pay	Will run concurrently with FMLA and be counted toward 12-week entitlement; if a city holiday occurs during paid parental leave, the employee receives holiday pay and the holiday will not reduce the original six week benefit; other benefits remain the same during the period of paid parental leave
Leon County, Fla. (2017)	Birth, adoption	Regular full-time and part-time employees who meet the hours and service eligibility requirements under	All purposes: Six continuous weeks following the qualifying event. If both employees work for the county,	For Week 1 and 2: 100 percent of base hourly rate of pay; For Week 3 and 4: 75 percent of base	Will run concurrently with FMLA leave; annual and sick leave continue to accrue during the period of paid

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		the Family and Medical Leave Act (FMLA); an employee must have worked for the county for at least 12 months and worked at least 1,250 hours during the 12 month period preceding the leave; parents (incl. birth and adoption)	under FMLA there is a combined 12-week limit. Additionally, each employee is entitled to a six week paid parental leave period; the two six week periods cannot be shared between each spouse; however, spouses are permitted to stagger the start of their continuous six week periods as long as the combined period does not extend past 12 weeks.	hourly rate of pay; For Week 5 and 6: 50 percent of base hourly rate of pay	parental leave; if a holiday occurs during paid parental leave, the employee will receive holiday pay instead of paid parental leave, but a holiday does not extend the duration of the leave
Miami Beach, Fla. (2016)	Birth, adoption, foster placement, recovery from stillbirth	Employees who have worked for the city for one continuous year; parents regardless of gender, same-sex couples Implementation for employees covered by collective bargaining agreements is contingent upon collective bargaining and union approval to the extent that union approval is necessary	All purposes: Six weeks	100 percent of base wages for first two weeks, 75 percent of base wages for following two weeks, 50 percent of base wages for remaining two weeks; employee may use accrued leave to receive compensation up to 100 percent during weeks reimbursed at rates of 75 percent and 50 percent	Will run concurrently with FMLA leave and any other unpaid leave offered by the city for childbirth or adoption
Miami-Dade County, Fla. (2016)	Birth, adoption, foster placement, recovery from	Employees who have worked for the city for at least one year; parents regardless of	All purposes: Six weeks	100 percent of base wages for first two weeks, 75 percent of base wages for	Will run concurrently with FMLA leave and any other unpaid leave

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	stillbirth, surrogacy	gender; same-sex couples Includes employees covered by collective bargaining agreements whose agreement explicitly provides for this benefit		following two weeks, 50 percent of base wages for remaining two weeks; employee may use accrued leave to receive compensation up to 100 percent during weeks reimbursed at rates of 75 percent and 50 percent	offered by the city for childbirth or adoption
Palm Beach County, Fla. (2017)	Birth, adoption or foster placement	Full-time employees with at least one year of service; parents	All purposes: Six weeks	100 percent of base pay	Will run concurrently with FMLA leave; vacation and sick leave continue to accrue during period of paid parental leave
St. Petersburg, Fla. (2015)	Birth, adoption, foster placement	Full-time city employees; parents	All purposes: Six weeks	Full pay of regular base salary	Must run concurrently with FMLA leave
Tallahassee, Fla. (2019)	Birth, adoption	Permanent full or part-time city employees who are FMLA-eligible and not covered by a collective bargaining agreement; parents regardless of gender; does not cover foster parents, surrogate mothers or sperm donors	All purposes: 240 hours, prorated for part-time employees, which must begin in the first 12 weeks following birth or adoption; cannot be used intermittently.	Not specified	Must run concurrently with FMLA leave; personal leave and sick leave continue to accrue during parental leave; health and other insurance benefits will continue at the same level during parental leave; if a paid holiday occurs during parental leave, the employee receives holiday pay, but the holiday does not extend the duration of the parental leave

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Tampa, Fla. (2017)	Birth, adoption, foster placement	Employees who are assigned at least 40 of hours of work per week and who have worked for the city for at least one continuous year	Primary caregivers: Eight consecutive weeks Secondary caregivers: Two consecutive weeks	100 percent of pay	Will run concurrently with FMLA leave; sick and annual leave continue to accrue during the period of paid parental leave; if a holiday occurs during paid parental leave, the employee receives holiday pay
Wellington, Fla. (2016)	Birth, adoption, foster placement	Employees who have worked for the village for at least 12 consecutive months and have worked at least 1,250 hours during the 12 months preceding the leave; parents	All purposes: Six consecutive weeks	100 percent of base wages	Will run concurrently with FMLA leave; Short Term Disability (STD) must be used (as applicable) concurrently with paid parental leave, and paid parental leave will offset any pay not covered by STD
West Palm Beach, Fla. (2016)	Birth, adoption, foster placement	Full-time employees who have worked for the city at least 12 months and worked at least 1,250 hours during the 12 months preceding the leave; parents	All purposes: Six weeks	Base hourly rate of pay	Will run concurrently with FMLA leave
Georgia					
Atlanta, Ga. (2015)	Birth, adoption, foster placement	City employees; primary caregivers, domestic partners and spouses	Primary caregiver: Six weeks Non-primary caregiver who is a domestic partner or spouse: Two weeks	Full salary	Must run concurrently with FMLA leave

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Clarkston, Ga. (2016)	Birth, adoption, foster placement, pregnancy, childbirth recovery	Employees who have worked for the city for at least six consecutive months preceding the leave; biological, adoptive, and foster parents, legal guardians, domestic partners, spouses	All purposes: Eight weeks	67 percent of then-prevailing salary	Will run concurrently with FMLA leave; annual leave and sick leave continue to accrue during the period of paid parental leave, but will only be credited upon return from paid parental leave
Fort Valley, Ga. (2017)	Birth, adoption	Employees of the city who have accrued at least six months of full-time service at the time leave is granted; parents (birth or adoption)	Parent who gives birth: Four weeks (or shift equivalent) Other purposes: One week (or shift equivalent)	Not specified	Will run concurrently with FMLA leave
Macon-Bibb County, Ga. (2017)	Birth, adoption	Employees who have accrued at least one year of full-time service; biological and adoptive parents	Parent who gives birth: Four weeks Other purposes: One week	Not specified	Will run concurrently with FMLA leave
Marietta, Ga. (2016)	Birth	Full-time employees who have worked for the city for at least one year; parents who have given birth	Parent who gives birth: Four weeks	Full salary, provided the employee has at least four weeks of FMLA remaining	Will run concurrently with FMLA leave; employees must have at least 21 hours of accruals used during a weekly pay period in order to continue accruing vacation and sick leave
Warner Robins, Ga. (2017)	Birth, adoption	Employees who have accrued at least one year of full-time service; biological and adoptive parents	Parent who gives birth: Four weeks (or shift equivalent) Other purposes: One week	Full salary	Will run concurrently with FMLA leave; annual and sick leave continue to accrue during period of paid parental leave

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Idaho					
Boise, Idaho (2016)	Birth, adoption	Regular full and part-time employees who have been employed for 60 days; employees covered by a collective bargaining agreement not included; parents regardless of gender	All purposes: Six continuous work weeks	Not specified	Must run concurrently with FMLA leave
Meridian, Idaho (2019)	Birth, adoption	Regular, full-time employees who are FMLA-eligible; parents regardless of gender	All purposes: Two consecutive calendar weeks	Not specified	Not specified
Illinois					
Chicago, Ill. (2011)	Birth, adoption, recovery from childbirth	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	Parent who gives birth: Six weeks for employee who gives birth via C-section; Four weeks for vaginal birth Other purposes: Two weeks	Full salary	Must be taken concurrently with FMLA leave; can extend leave with other earned paid time off
Cook County, Ill. (2013)	Birth, adoption	Full-time, non-union county employees who are FMLA-eligible; parents and spouses of domestic/civil union partners	Parent who gives birth: Six weeks for employee who gives birth via C-section; Four weeks for vaginal birth Other purposes: Two weeks	Full salary	Must run concurrently with FMLA leave; may be combined with other accrued paid vacation, personal and/or sick time to achieve the maximum paid time off
Indiana					
Allen County, Ind. (2019)	Birth, adoption	Full-time, regular employees who have worked for the city for	All purposes: Three weeks, which must be	Full salary	Must run concurrently with FMLA leave

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		at least 12 months; parents	taken within six weeks of birth or adoption		
Fort Wayne, Ind. (2018)	Birth, adoption	Employees who have worked for the city for at least 12 months and worked at least 1,250 hours during the 12-month period preceding leave; birth mothers, biological fathers, and adoptive mothers or fathers; does not cover individuals who adopt a spouse's child	<p>All purposes: 120 hours during the first 12 weeks following a birth or adoption, not to be taken intermittently</p> <p>For employees with short-term disability benefits associated with childbirth, the 120 hours will cover the one week waiting period before benefits pay, then will cover 40 percent of salary not covered by short-term disability for the following five weeks</p>	Full salary	Must run concurrently with FMLA leave; runs in addition to but concurrent with short-term disability benefit; if a city holiday occurs during paid parental leave, the employee receives holiday pay but length of parental leave is not extended; vacation continues to accrue during the period of paid parental leave
South Bend, Ind. (2018)	Birth, adoption	Full-time and benefit-eligible employees who have worked for the city for at least 12 months and have worked at least 1,250 hours during 12-month period preceding the leave; parents who are primary caregivers, which may be both parents; does not cover individuals who adopt a spouse's child	<p>All purposes: Six weeks; may be taken continuously or in one-week increments within the first six months following birth or adoption</p>	100 percent of regular, straight-time weekly pay	Will run concurrently with FMLA and be counted toward 12-week entitlement; if a city holiday occurs during paid parental leave, the employee receives holiday pay but length of parental leave is not extended; vacation and sick leave continue to accrue during the period of paid parental leave

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Iowa					
Dubuque, Iowa (2019)	Birth, adoption, foster-to-adopt placement	Full-time, non-bargaining unit employees; parents; does not cover foster parents, legal guardians, surrogate mothers or biological parents with no parental rights, miscarriage or the death of a child, or individuals who adopt a spouse's child	All purposes: 12 weeks, can be used intermittently	Regular base pay plus longevity	Use of parental leave will not reduce eligibility for other types of leave
Iowa City, Iowa.† (2018)	Birth, adoption; spouse, parent or child diagnosed with a serious health condition	Employees who have been employed for one year in a permanent position who are not covered by a collective bargaining agreement; parents, individuals with a spouse, parent or child with a serious health condition	All purposes: Four weeks, available after two weeks of leave during which employees must use other accrued leave or go unpaid	70 percent of regular rate of pay; employee may use other leave or accrue additional paid work hours to supplement remaining pay	Must run concurrently with FMLA leave
Kansas					
Roeland Park, Kan. (2020)	Birth, adoption, foster placement	Full time regular and appointed employees who have worked for the city for at least 12 months and at least 2,080 hours; does not cover surrogate mothers, sperm donors, individuals who adopt a spouse's	All purposes: Six continuous weeks, must be used within 12 weeks of birth, adoption or foster placement	Employee's certified normal rate of pay	Eligible employees must apply for short-term disability benefits as a condition of receiving paid parental leave, and short-term disability benefits will offset salary continuation through paid parental leave; vacation and sick

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		child, or respite placement (temporary care for a foster child of another foster family)			leave continue to accrue during the period of paid parental leave; if a holiday occurs during the period of paid parental leave, the employee will receive holiday pay in lieu of paid parental leave but length of parental leave is not extended
Shawnee, Kan. (2019)	Birth, adoption, foster placement	Regular full time and part-time employees; parents (incl. birth, adoption and foster), does not cover individuals who adopt a spouse's child	<p>Parent who gives birth: For 40 hour/week employees, 240 hours; for fire department 24-hour shift employees, 336 hours; for part-time employees classified as three-quarter time, up to 180 hours; for part-time employees classified as half-time, up to 120 hours</p> <p>Other parents: For 40 hour/week employees, 120 hours; for fire department 24-hour shift employees, 168 hours; for part-time employees classified as three-quarter time, 90 hours; for part-time employees classified as half-time, 60 hours</p>	Not specified	Must run concurrently with FMLA leave; if a city holiday occurs during the period of paid parental leave, the day will be charged to holiday pay and will extend the total paid parental leave entitlement; an employee who takes paid parental leave but does not qualify for FMLA will be afforded the same level of job protection for the paid parental leave as if they were on FMLA-qualifying leave

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Maryland					
Salisbury, Md. (2018)	Birth, adoption	Employees who have worked for the city for at least 12 months and for at least 1,250 hours during the previous 12 months; parents	All purposes: Six weeks; can be non-consecutive. If both parents are employed by the city, six weeks is the maximum combined total available.	Not specified	Must run concurrently with FMLA leave; may exhaust paid parental leave before using other accrued sick or leave time; use of accrued sick time and leave time will not extend or delay the 12 week family/medical leave period
Massachusetts					
Boston, Mass. (2015)	Birth, adoption, surrogacy, recovery from stillbirth	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	All purposes: Six weeks	Full base wages for first two weeks; 75 percent for next two weeks; 50 percent for final two weeks	Must run concurrently with leaves under FMLA, Massachusetts Parental Leave Act and the city's unpaid leave due to childbirth or adoption; can receive full pay for final four weeks of leave by supplementing with vacation and sick time
Cambridge, Mass. (2015)	Birth, adoption, foster placement, surrogacy, stillbirth	Non-union employees in regular, benefitted positions who have worked for the city for at least three continuous months in a regular, non-union position budgeted to work at least 20 hours per week; union employees are covered only if specifically	All purposes: Eight weeks	Not specified	Must run concurrently with leaves under FMLA and Massachusetts Parental Leave Act; policy provides for up to 24 weeks of leave with first eight weeks paid through paid parental leave policy; In addition, women who have given birth may use up to eight weeks of

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		provided for in collective bargaining agreements; parents regardless of gender			accumulated sick time immediately following birth; all new parents may use up to four weeks of accumulated sick time to bond with new child; employees can also use accrued vacation, personal, compensatory and/or administrative time; service credit, sick leave, vacation leave and personal time continue to accrue during paid portion of leave
Michigan					
Ferndale, Mich. (2016)	Birth, adoption	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	All purposes: 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)	Full salary; 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	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

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Minnesota					
Brooklyn Park, Minn. (2014)	Birth, adoption	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	All purposes: Two weeks	Full salary	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
Hennepin County, Minn. (2015)	Birth, adoption	County employees, including those covered by collective bargaining agreements; parents, spouses and domestic partners	All purposes: 120 hours for full-time employees (prorated for part-time employees)	Full salary	Must be taken concurrently with FMLA leave; can use sick time and short-term disability before leave and vacation donation program after leave
Minneapolis, Minn. (2015)	Birth, adoption	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	All purposes: 120 hours (three weeks) for regular or seasonal full-time employees 60 hours for regular part-time employees who work 20 hours per week 163.8 hours for sworn fire personnel working a 24-hour shift	Wages and fringe benefits	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

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
			Prorated leave for eligible employees not described above		
Richfield, Minn. (2016)	Birth, adoption	Regular benefit-earning employees who have been employed by the city and are benefit earning for a minimum of one continuous year (12 months); adoptive or biological parents regardless of gender; does not cover foster parents, surrogate mothers or sperm or egg donors	All purposes: Ten consecutive working days (80 hours; prorated hours for part-time employees)	100 percent of regular base wage	Holidays count as regularly scheduled work days and are included in the 10 days; must run concurrently with FMLA leave, Minnesota Parental Leave and/or Short Term Disability (STD); other leave continues to accrue during paid parental leave
St. Louis Park, Minn. (2015)	Birth, adoption	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)	All purposes: 21 calendar days	Full regular base wage	For birthing parents, must run concurrently with short-term disability coverage and FMLA; ER benefit contribution and leave accrual continues during leave
Saint Paul, Minn. (2015)	Birth, adoption	Certified, provisional and appointed city employees who are FMLA-eligible; parents (excludes sperm donors and surrogate mothers)	Parent who gives birth: Four weeks Other purposes: Two weeks	Full certified normal rate of pay for full-time employees; part-time employees paid according to average hours worked in past 12 months	Must be taken concurrently with FMLA leave; can extend leave with vacation and sick time

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
Missouri					
Kansas City, Mo. (2016)	Birth, adoption	Regular and appointed city employees who have been employed by the city for at least 12 months and have worked a minimum of 1,250 hours in the 12 months prior to the leave; parents	All purposes: Six weeks Parent who gives birth: Additional two weeks if medically necessary to recover from a C-section delivery and/or other birth complication	Full base pay	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.)
Montana					
Helena, Mont. (2017)	Birth, adoption, foster care	Regular full and part-time employees who have been employed for at least 12 consecutive months and who have successfully completed their probationary period; parents, including established domestic partners	All purposes: Four weeks (160 hours) immediately following the birth, adoption or foster placement	Current hourly rate of pay; part-time employee's pay is prorated based on average weekly hours that their position is budgeted for during the current fiscal year	Will run concurrently with FMLA leave; must exhaust paid parental leave before using other paid or unpaid leave; sick and vacation leave continue to accrue during parental leave; if a holiday occurs during paid parental leave, the employee receives holiday pay, but a holiday does not extend the duration of leave
Missoula, Mont. (2016)	Pregnancy, childbirth	Full- and part-time employees who have worked for the city for at least 90 days; individuals with physical limitations imposed by pregnancy or childbirth	Parent who gives birth: Six continuous weeks	Current hourly rate of pay; part-time employees' pay is prorated based on average weekly hours worked during six weeks before leave	Will run concurrently with FMLA leave; sick and vacation leave continue to accrue during period of pregnancy-related medical leave (PRML); if a holiday occurs during

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
					paid parental leave, the employee receives holiday pay in lieu of PRML pay, but a holiday does not extend the duration of PRML
Missoula County, Mont. (2016)	Birth, adoption	Regular or probationary status county employees who have been employed for at least 180 consecutive calendar days; parents and established domestic partners	All purposes: Six continuous weeks (based on average hours worked in six weeks preceding leave for part-time employees)	Full salary	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
New Hampshire					
Hopkinton, N.H. (2015)	Birth, adoption	Full- and part-time city employees who work at least 20 hours/week, excluding call/per diem and temporary employees; parents, spouses and partners	Parent who gives birth: Six weeks for employee who gives birth via C-section or vaginal birth Other parents: Two weeks	Full base rate of pay for full-time employees; part-time employees paid according to regular weekly work schedule prior to leave	Must run concurrently with FMLA; vacation, personal time and sick time benefits will continue during parental leave
New Jersey					
Hoboken, N.J. (2018)	Birth, adoption	City employees who have one year of full-time service at the time of application for leave, are approved for parental leave under	All purposes: Six weeks, increasing to 12 weeks on July 1, 2020	City will supplement weekly wages provided to the employee through New Jersey Family Leave	Information not available

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		the FMLA and/or New Jersey Family Leave Act, and for leave under the Family Leave Insurance provision of the New Jersey Temporary Disability Benefits Law; parents		Insurance to bring the employee to full weekly wages	
Jersey City, N.J. (2018)	Birth, adoption	City employees who have one year of full-time service at the time of application for leave, are approved for parental leave under the FMLA and/or New Jersey Family Leave Act, and are approved for leave under the Family Leave Insurance provision of the New Jersey Temporary Disability Benefits Law; parents	All purposes: Six weeks, increasing to 12 weeks on July 1, 2020	City will supplement weekly wages provided to the employee through New Jersey Family Leave Insurance to bring the employee to full weekly wages	Information not available
New Mexico					
Albuquerque, N.M. (2018)	Birth, adoption, foster placement	Benefits eligible employees who have worked for the city for at least 12 months and have worked at least 1,250 hours in those 12 months; parents, including domestic partners; does not cover individuals who adopt a spouse's or	All purposes: 12 weeks within 6 months after the birth, adoption or foster placement	Full pay	Must run concurrently with FMLA leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		domestic partner's child			
New York					
New York City, N.Y. (2015; United Federation of Teachers (UFT) agreement 2018)	<p>City employees: Birth, adoption, foster placement</p> <p>UFT-represented employees: Birth, adoption or foster placement of a child or children under the age of six</p>	<p>City employees: Managerial and non-managerial city employees not represented by a union (original jurisdiction workers) in active status; parents</p> <p>UFT-represented employees: Eligible employees represented by the United Federation of Teachers, including full time employees, non-pedagogical and adult education employees who work a regular schedule of 20 hours per week or more, and hearing officers who worked more than 960 hours in the 12 calendar months prior, who have been employed for at least 12 months; parents, regardless of gender; does not cover surrogate mothers</p>	<p>City employees: 30 work days (pro-rated for part-time employees)</p> <p>UFT-represented employees: Six continuous weeks, not to extend beyond the end of the school year for employees who work a school year</p>	<p>City employees: Full salary</p> <p>UFT-represented employees: Full salary provided through the UFT Welfare Fund</p>	<p>City employees: 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</p> <p>UFT-represented employees: Must run concurrently with FMLA leave; employees have multiple options for coordinating paid parental leave with other accrued leave</p>

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
Syracuse, N.Y. (2018)	Birth, adoption, foster placement	Employees who are not covered by a collective bargaining agreement; other eligibility requirements not specified	All purposes: 12 weeks; can be used intermittently in one-week increments or to create a part-time schedule	Not specified	Not specified
North Carolina					
Cary, N.C. (2017)	Birth, adoption, foster or guardianship placement	Regular employees who have worked for the city for at least 12 months and are eligible for FMLA leave	All purposes: Six weeks	Regular salary	Not required to run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental leave
Chapel Hill, N.C. (2017)	Birth, adoption or foster placement	Regular full or part-time employees who have been in pay status for the prior 12 month period; parents (incl. birth parent, spouse, qualifying domestic partner, adoptive and foster parents; excl. those adopting a stepchild or partner's child)	All purposes: Six continuous weeks; must be taken immediately following the qualifying event. If both parents are employed by the town, each parent will receive six weeks of paid parental leave and must use it at the same time.	Full regular salary	Will run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental leave
Charlotte, N.C. (2017)	Birth, adoption, foster or guardianship placement	Employees who have completed a total of 12 months of employment (does not have to be concurrent) and 1,250 compensable hours during the 12-month period preceding leave; parents (incl. birth,	All purposes: Six weeks	Information not provided	Will run concurrently with FMLA leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		adoptive, foster and legal guardian)			
Durham, N.C. (2017)	Birth, adoption or guardianship placement	Non-probationary, full-time and temporary with benefits employees who have completed one year of service and who qualify under the Family and Medical Leave Act (FMLA); parents (incl. birth, adoptive or legal guardian; excl. adoption of a spouse's or certified dependent's children)	All purposes: Twelve consecutive weeks within 12 months of the qualifying event. If both parents are employed by the town and are FMLA-eligible they will be eligible for a combined total of 12 weeks of paid parental leave	Full salary	Will run concurrently with FMLA leave; vacation and sick leave continue to accrue during the period of paid parental leave
Durham County, N.C. (2016)	Birth, adoption, foster or <i>in loco parentis</i> placement	County employees who accrue and use sick leave covered by the Personnel Ordinance and those pursuant to a Memorandum of Understanding; biological, adoptive, step-, and foster parents, and those standing <i>in loco parentis</i> to a child	All purposes: 12 weeks	Full pay	Will not run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental leave
Greensboro, N.C. (2016)[†]	Birth; adoption, foster, <i>in loco parentis</i> or guardianship placement, or care of adult child incapable	Benefit-eligible full- and part-time employees who have worked for the city for at least 12 months; parents (including biological parents,	All purposes: Six consecutive weeks	Full salary	Will run concurrently with FMLA leave; employee may exhaust all available Planned Leave Without Pay, Fair Labor Standards Act compensatory time,

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
	of self-care due to physical or mental disability	legal custodians, persons acting as a child's guardian regardless of legal status, aunts, uncles and grandparents); and spouses of any of the foregoing			holiday leave, other compensatory time, annual leave or sick leave after Paid Parental Leave has been exhausted; annual leave and sick leave continue to accrue during the period of paid parental leave
Hillsborough, N.C. (2016)	Birth, adoption, foster, guardianship or <i>in loco parentis</i> placement	Regular full-time or part-time, benefit-eligible employees who qualify under the Family and Medical Leave Act (FMLA); parents (incl. birth, adoptive, foster, legal guardian and those standing <i>in loco parentis</i> to a child)	All purposes: Six continuous weeks within 12 months of the qualifying event. If both parents are employed by the town and have one qualifying event, each parent is eligible for the six weeks of paid parental leave, either consecutively or intermittently.	Full salary	Will run concurrently with FMLA leave; vacation and sick leave continue to accrue during the period of paid parental leave
Mecklenburg County, N.C. (2017)†	Birth, adoption or foster care placement or to care for a spouse, son, daughter or parent who has a serious health condition	Full-time benefit-eligible employees who are qualified under the Family and Medical Leave Act (FMLA) and on approved FMLA leave for qualifying leave purposes Parental leave: Parents (incl. birth, adoption and foster)	All purposes: Six continuous weeks within 12 months of the qualifying event. If both parents are employed by the county, each parent is eligible for the six weeks of paid leave.	100 percent of employee's salary	Will run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental or family leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		Family care leave: Employees providing care for a spouse, son, daughter or parent who has a serious health condition			
Morrisville, N.C. (2017)	Birth, adoption, foster or guardianship placement	Regular, full-time employees who have worked for the town for at least 12 months and have worked at least 1,250 hours over the previous 12 months; parents and legal guardians	All purposes: Six weeks. If both parents and/or legal guardians work for the town, the combined maximum amount of paid parental leave is six weeks.	100 percent of regular, straight-time pay	Will run concurrently with FMLA leave; employees who are enrolled in a voluntary short-term disability benefit associated with childbirth may use paid parental leave during the waiting period and short-term disability for the qualifying medical period for recovery after childbirth, and may request to use any remaining paid parental leave at the conclusion of short-term disability leave; paid parental leave may be taken in weekly increments
Orange County, N.C. (2017)	Birth, adoption, guardianship or foster care placement	Full-time and part-time benefit-eligible employees who qualify for family medical leave under the Family Medical Leave Act; parents (incl. birth, adoption, guardian and foster)	All purposes: Six consecutive weeks. If both parents are employed by the county, each parent is eligible for the six weeks of paid leave.	Information not provided	Will run concurrently with FMLA leave; vacation and sick leave continue to accrue during the period of paid parental leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
Rolesville, N.C. (2017)	Birth, adoption, foster, guardianship or <i>in loco parentis</i> placement	Regular full-time or part-time employees who have worked for the town for at least 12 months and who qualify for family and medical leave; parents (incl. biological, adoptive, foster, legal guardian and those standing <i>in loco parentis</i> to a child)	All purposes: Six weeks within 12 months of the date of the qualifying event. If both parents are employed by the town and have one qualifying event, each parent is eligible for six weeks of paid parental leave, either consecutively or intermittently.	Normal rate of pay	Will run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental leave
Wake County, N.C. (2016)	Birth, adoption, foster, <i>in loco parentis</i> or guardianship placement	Employees who have worked for the county for at least 12 months and qualify for FMLA leave; parents, legal guardians, individuals who permanently assume and discharge parental responsibilities (<i>in loco parentis</i>)	All purposes: Six weeks Medical complications or cesarean delivery: Additional two weeks	Not specified	Will run concurrently with FMLA leave; annual leave and sick leave continue to accrue during the period of paid parental leave; employees who have elected Short Term Disability (STD) may choose to use STD first before receiving paid parental leave Employees who are not eligible for FMLA leave may be approved for a leave of absence to use other paid leave or leave without pay
Ohio					
Beachwood, Ohio (2018)	Birth, adoption, stillbirth, adopted child's death	Employees who have worked for the city for at least 12 months and have worked at least	Birth or adoption: Four continuous weeks; beginning on the date of the qualifying event. An	Full salary	Will run concurrently with FMLA leave; other leave benefits continue to accrue during the

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		1,250 hours the 12 months preceding the leave; biological parents, legal guardians of newly adopted children, individuals who lose a pregnancy during the third trimester, or whose newborn or adopted child dies during the period of paid parental leave	employee may elect to take intermittent leave, in which case the leave shall not extend beyond six calendar months from the qualifying event. Third-trimester miscarriage, stillbirth or new child's death: Three weeks		period of paid parental leave; employee must exhaust paid parental leave before using accrued leave time; holidays that occur during leave will be paid as such and not counted as leave
Cincinnati, Ohio (2016)	Birth, adoption	Permanent full-time employees working at least three-quarter time ¹ ; parents	All purposes: Six weeks (two weeks during which employee may use paid sick or vacation time, followed by four weeks of paid parental leave)	70 percent of regular rate of pay after unpaid 14-day waiting period, pro-rated for fewer than 40 hours/week	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 time; employee may receive full pay during parental leave period by supplementing accumulated sick or vacation time
Columbus, Ohio (2017)[†]	Birth, adoption, care for a family	Employees who have worked for the city for	Parental leave: Up to a total of six weeks,	70 percent of current salary;	Will run concurrently with FMLA leave; paid

¹ 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 three-quarter time.

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
	member with a serious health condition	<p>at least 12 months, who have worked for at least 1,250 hours over the 12 months preceding the leave, and who have requested and received FMLA leave.</p> <p>Parental leave: Parents (incl. biological parent, adoptive parent, spouse or domestic partner of biological or adoptive parent, or legal guardian; must reside in the same household as the child); must not have taken paid parental leave in the preceding 12 months</p> <p>Caregiver leave: Employees providing care for a parent, spouse, son or daughter with a serious health condition; must not have taken paid caregiver leave in the preceding 12 months</p>	<p>including an initial two weeks of leave for which employee may use accrued leave time or take unpaid, followed by four weeks of paid parental leave</p> <p>Caregiver leave: Up to a total of four weeks, including an initial two weeks of leave for which employee may use accrued leave time or take unpaid, followed by two weeks of paid caregiver leave</p>	employee may use accrued leave to supplement income up to 100 percent of current salary	parental leave is in addition to, but runs concurrent with, any short-term disability benefit associated with childbirth; during leave, employee may not accrue additional leave or receive pay or credit for unworked holidays
Dayton, Ohio (2015)	Birth, adoption	Permanent full-time or part-time employees who work at least 35	All purposes: Six weeks (two weeks during which employee may use paid	70 percent of regular rate of pay	Unpaid or partially paid parental leave counts toward FMLA

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		hours per week; biological parents of newborn or legal guardians of newly adopted child residing in same household	sick, personal or vacation time, followed by four weeks of paid parental leave)	after unpaid 14-day waiting period	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; since parental leave is designated as FMLA leave, employees need not exhaust accrued paid leave prior to going on unpaid leave
Lucas County, Ohio (2017)	Birth, adoption	An employee who has completed 180 days of work for Lucas County; parents (including birth and adoptive parents and same-sex domestic partners of birth and adoptive parents)	All purposes: Twelve weeks (480 hours) during the first 12 weeks following birth or adoption. If both parents work for the county, each may receive up to 240 hours of paid parental leave.	75 percent of straight-time, regular pay (based on full-time equivalency); employee may use accrued paid time off to supplement the remaining 25 percent	Will run concurrently with FMLA leave, if the employee meets eligibility requirements of the FMLA; if a holiday occurs during paid parental leave, the employee receives holiday pay in lieu of paid parental leave pay; paid parental leave may be taken on an intermittent or reduced schedule basis with supervisory approval
Middletown, Ohio (2020)	Birth, adoption, foster placement	Full-time employees, including employees on probation; parents (incl. birth, adoption and foster)	All purposes: Six weeks	For employees with less than one year of service, 25 percent of hourly pay; for one to four years, 50 percent; for five or	Must run concurrently with the first six weeks of FMLA leave; employees may use other forms of accrued leave to supplement

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
				more years of experience, 75 percent	paid parental leave up to their regular hours
Newburgh Heights, Ohio (2016)	Birth, adoption	Full-time employees who have been employed by the village for at least one continuous year and are not elected officials; biological or adoptive parents, same-sex domestic partners	All purposes: Six months	100 percent of straight-time, regular pay	Will run concurrently with FMLA leave if employee is eligible; if an official holiday occurs during paid parental leave, the employee receives holiday pay in lieu of a paid parental leave day
Oberlin, Ohio (2019)	Birth, adoption, foster placement	Full or part-time regular employees who have been employed by the city for at least 12 months (which do not need to be consecutive) and have worked at least 1,250 hours in the preceding 12 months; parents (incl. birth, adoptive and foster parents, committed partners of birth mothers, and parents by surrogacy arrangements); does not cover individuals who adopt a spouse's child	All purposes: Eight weeks in the three months following a qualifying event; can be taken intermittently or on a reduced schedule basis	75 percent of regular, straight-time weekly pay	Must run concurrently with FMLA leave; for a woman who gives birth, parental leave commences after any pregnancy-related short-term disability leave; employees are able to supplement remaining 25 percent of parental leave pay with accrued paid leave
Summit County, Ohio (2016)	Birth, adoption, recovery from stillbirth or late-term miscarriage	Employees who have worked for the county for at least 12 months and have worked at	Birth or adoption: Six consecutive weeks	100 percent of straight-time, regular pay	Will run concurrently with FMLA leave; if a holiday occurs during paid parental leave, the

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		least 1,250 hours during the 12 months preceding the leave; biological and adoptive parents who reside in the same residence as the child	Stillbirth or death during third trimester of pregnancy: Three weeks		employee receives holiday pay in lieu of a paid parental leave day, but a holiday does not extend the duration of paid parental leave; all other forms of paid leave continue to accrue during the period of paid parental leave
Upper Arlington, Ohio (2018)	Birth, adoption	Full-time, non-bargaining unit employees with at least one year of service and who have worked for at least 1,250 hours during the 12 months preceding the leave; biological parents and legal guardians who reside in the same household as a newly adopted child	All purposes: Four continuous weeks (160 hours), following a 14-day unpaid waiting period that begins on day of event	70 percent of base rate of pay	Employees may work or utilize other forms of accrued leave during 14-day waiting period and to supplement the paid leave benefit to 100 percent of base rate; other forms of paid leave continue to accrue during the period of paid parental leave; ineligible to receive holiday or overtime pay while on paid parental leave
Oregon					
Multnomah County, Ore. (2015)	Birth (including post-pregnancy disability), adoption, foster placement	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),	All purposes: Six weeks (240 hours) for full-time employees (prorated for part-time employees)	Regular pay rate, not including overtime	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,

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		domestic partners and spouses			compensatory time, saved holiday, etc.) or an unpaid leave of absence
Portland, Ore. (2016)	Birth, adoption, foster placement	Regular, probationary, limited duration and temporary city employees in budgeted positions with 180 consecutive calendar days of employment; Bureau Directors and “at will” employees in elected official offices; parents	All purposes: Six weeks	Full salary	Must run concurrently with FMLA and/or OFLA 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 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
Pennsylvania					
Allegheny County, Pa. (2015)	Birth, adoption, foster placement	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	All purposes: Six weeks	Full base rate at 40 hours/week	Does not need to be taken concurrently with FMLA leave; can extend leave with vacation time

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
Montgomery County, Pa. (2019)	Birth, adoption, guardianship or foster placement	Full-time employees not represented by a union or bargaining unit; parents regardless of gender (incl. birth, adoption, foster and legal guardians)	All purposes: Six weeks, can be used intermittently	Not specified	Must be taken concurrently with FMLA leave
Philadelphia, Pa. (2014)	Birth, adoption, foster placement of children under 18	Non-civil service employees and/or non-represented employees with six months of service; parents and life partners	All purposes: Four weeks	Full salary	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
Pittsburgh, Pa. (2015)	Birth, adoption, foster placement	Non-union full-time city employees who have worked for at least 12 months and 1,250 hours in the previous year; parents	All purposes: Six weeks	Full base rate at 40 hours/week	Must be taken concurrently with FMLA leave; can extend leave with available benefitted time
Rhode Island					
Providence, R.I. (2017)	Birth, adoption, foster placement	Regular, full-time employees who have worked for the city for at least 12 continuous months, and who are not covered by a collective bargaining agreement; parents	All purposes: Six weeks; can be used intermittently	Not specified	Must be taken concurrently with FMLA leave; employee must use all but two weeks of accrued paid time off prior to receiving paid parental leave; other forms of leave continue to accrue during the period of paid parental leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
Tennessee					
Nashville, Tenn. (2017)†	Birth, adoption placement, care for a spouse, son, daughter or parent who has a serious health condition	<p>Full-time employees (32 hours per week or more) who have worked for the city for six continuous months</p> <p>Parental leave: Parents (incl. birth and adoption)</p> <p>Family care leave: Employees providing care for a spouse, son, daughter or parent who has a serious health condition</p>	All purposes: Thirty work days within 12 months of the qualifying event. For spouses who are both employed by the city, each spouse shall be entitled to 30 days of paid leave	Full salary	<p>Will run concurrently with FMLA leave if the employee is eligible for FMLA leave; other forms of leave continue to accrue during the period of paid parental leave</p> <p>The Tennessee Maternity Leave Act shall apply to paid family leave. An employee may begin childbirth or bonding leave by using paid family leave for 30 days and may follow such leave by using regular FMLA leave for a combined total not exceeding 12 weeks pursuant to the FMLA; the employee may then use an additional four weeks of paid or unpaid leave, provided they are determined eligible to take leave under the Tennessee Maternity Leave Act</p>

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
Texas					
Austin, Texas (2013)	Birth, adoption, foster placement	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	All purposes: 240 hours (prorated based on budgeted workweek)	Full salary	Must be taken concurrently with FMLA leave; must exhaust vacation and sick time first
DeSoto, Texas (2019)	Birth, adoption, foster placement	Employees who have been employed full time for at least one year and are FMLA-eligible; parents; does not cover surrogate mothers or sperm donors	Non-firefighter employees: 120 contiguous, uninterrupted hours Firefighters: 180 contiguous, uninterrupted hours	100 percent of base pay rate	Concurrent use of paid parental leave and FMLA leave does not increase the amount of either available to the employee; paid parental leave must be exhausted before using other forms of paid or unpaid leave under the FMLA; use of parental leave does not reduce any accrued vacation or sick leave balances; holidays that occur during the period of paid parental leave do not increase paid parental leave time
Lake Jackson, Texas (2016)	Birth, adoption, foster placement	Employees who have worked for the city for at least 12 months and have worked at least	Employees who are pregnant with a child: Six	Regular pay	Will run concurrently with FMLA leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		1,250 hours for the city in the 12 months preceding the leave; parents without regard to the marital status or sexual orientation of the parenting individual	consecutive weeks (240 hours) All other employees who qualify for parental leave: Three consecutive weeks (120 hours)		
San Antonio, Texas (2016)	Birth, adoption, foster placement	Full-time civilian employees are eligible upon hire; does not apply to uniformed employees covered by a collective bargaining agreement or trainees attending the police or fire academies; birthing and non-birthing parents	All purposes: Six consecutive weeks	100 percent of compensation	Will run concurrently with FMLA leave; annual and personal leave continue to accrue; the employee receives holiday pay where eligible
Utah					
Midvale, Utah (2018)	Birth, adoption, foster placement	FMLA-eligible city employees	All purposes: Two consecutive weeks (80 hours), starting on the date of birth, adoption or foster placement	Full salary	Will run concurrently with FMLA leave and Short Term Disability (if applicable).
Salt Lake City, Utah (2017)	Birth, adoption, foster placement	All full-time employees	All purposes: Six weeks	100 percent of regular salary	Will run concurrently with FMLA leave; Short Term Disability (STD) must be used (as applicable) concurrently with paid parental leave; other forms of leave continue to accrue during the period of paid parental leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
Salt Lake County, Utah (2017)	Birth, adoption, recovery from pregnancy and childbirth	All employees who are approved for FMLA leave due to birth or adoption, including time-limited employees; parents	<p>Parental leave: Six consecutive weeks (prorated for employees who work less than 40 hours per week)</p> <p>Recovery from pregnancy and childbirth: Additional six consecutive weeks. Birth mothers are eligible for six weeks of recovery leave in the event of a stillbirth</p>	Not specified	Will run concurrently with FMLA leave; employees who qualify for short-term disability may receive those payments while receiving paid parental leave
Virginia					
Fairfax County, Va. (2012)	Birth, adoption, foster placement	"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	All purposes: 80 hours for merit employees (prorated for part-time employees); 120 hours for full time 24-hour shift fire protection employees	Full salary	Must be taken concurrently with FMLA leave; however, if FMLA leave has been exhausted, paid parental leave can still be used
Richmond, Va. (2018)	Birth, adoption, foster care placement, care for parent with serious health condition	Parental leave: Employees who have worked for the city for at least 12 months and have worked a minimum of 1,250 hours during the 12 months preceding the leave; parents (incl. biological, adoptive,	Birthing parent: Eight weeks (320 hours, or 448 hours for firefighters who work 112 hours biweekly) within the 12 weeks following the birth; cannot be taken intermittently	Base salary	Must be taken concurrently with FMLA leave and available duration of paid parental leave will be based on employee's FMLA eligibility balance; must exhaust paid parental leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
		and foster parents); individuals providing care for a parent with a serious health condition (incl. biological, adoptive, foster and step parents, legal guardians and individuals standing <i>in loco parentis</i> to the employee)	<p>Non-birthing parent (incl. adoption or foster placement): Eight weeks, may be taken intermittently</p> <p>Family care leave: Four weeks, may be taken intermittently</p> <p>For eligible part-time employees, leave duration for all leave types is prorated based upon average hours worked per week. If two married city employees are both eligible for paid parental leave under FMLA, they are eligible for a combined total of eight workweeks of paid parental leave or four workweeks of paid leave to care for a sick parent.</p>		before using other accrued paid leave;
Virginia Beach, Va. (2018)	Birth, adoption, care for parent with a serious health condition	Full-time or part-time city employees; parents (incl. birthing, non-birthing); does not cover surrogate mothers, sperm donors or foster placement; individuals caring for a parents with a serious health condition (incl. biological parents and	Birthing parent: Three consecutive weeks (120 hours) immediately following the birth, cannot be used intermittently	Base salary	Will run concurrently with FMLA leave; maternity paid leave must be used immediately after event and cannot be used intermittently; paid parental leave must be used within 12 weeks following event and may be taken intermittently;

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		individuals standing <i>in loco parentis</i> to the employee)	<p>Non-birthing parent (incl. adoption or foster placement): Two weeks (three weeks (168 hours) for firefighters who work a 56 hour workweek); must be taken within 12 weeks following the birth or adoption; may be taken intermittently</p> <p>Family care leave: One week</p>		employees can donate sick leave to provide another employee with paid leave for a FMLA-qualified serious personal or family medical illness or injury
Washington					
King County, Wash. (2016)	Birth, adoption, foster-to-adopt placement	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	All purposes: Up to 12 weeks (pro-rated for part-time employees), may be used on a part-time or intermittent basis. The city will supplement the employee's accrued paid vacation and sick leave balances so that total available paid parental, vacation and sick leave is 12 weeks. One week of paid vacation and one week of sick leave are set aside.	Full base pay	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 paid leave under this policy to reach 12 weeks, but is not so required
Seattle, Wash. (2015, expanded 2017)†	Birth, adoption, foster placement, care for a family member with a	Full- or part-time city employees who have worked at least six months and temporary workers who: have	Parental leave (birth, adoption or foster placement): Twelve weeks, including eight weeks of paid parental	Full straight-time rate of pay	Parental leave: Can be used in addition to available unpaid city family medical leave (may run concurrently

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	serious health condition	<p>been in interim and short-term assignments for 1,040 hours, are in term-limited assignments, or have been converted to a regular position;</p> <p>Parental leave: Parents (incl. biological, adoptive, foster and step parents, legal guardians and individuals standing in loco parentis)</p> <p>Family care leave: Employees providing care for a parent, spouse/domestic partner, son or daughter</p>	<p>leave (prorated for part-time employees), after which the city will supplement the employee's accrued paid vacation and sick leave balances so that total available paid parental, vacation and sick leave is 12 weeks. One week of paid vacation and two weeks of sick leave are set aside.</p> <p>Family care leave: Four weeks. Employee must reduce paid sick leave to two weeks and paid vacation leave to one week prior to taking paid family care leave.</p>		<p>for library employees, however)</p> <p>Family care leave: Runs concurrently with employee's family medical leave entitlement</p>
Shoreline, Wash. (2017)[†]	Birth, adoption, foster placement, care for a family member with a serious health condition, military exigency (as defined by the FMLA), employee's own serious health condition, qualifying event	Regular employees who have worked for the city continuously for at least 12 months and for 1,250 hours over the previous 12 months, and who lack enough accrued leave to pay for a leave of absence of up to 12 weeks while maintaining a balance of two weeks	<p>All purposes: Up to a total of 12 weeks of supplemental paid leave, when combined with employee's accrued leave (vacation, sick leave, personal holiday, compensatory time and management leave) while maintaining two weeks of accrued leave.</p> <p>Parental leave: If both parents work for the city,</p>	Full salary; regular part-time employees will receive the benefit on a pro-rate basis relative to their normal work week	Will run concurrently with FMLA leave, state family and medical leave and city family and medical leave; vacation and sick leave continue to accrue during period of supplemental paid family leave; supplemental paid leave is limited to a maximum of 12 weeks per year; supplemental paid leave may be taken on an

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	under the Victims of Domestic Violence policy	<p>Parental leave: Parents (incl. biological, adoptive and foster parents)</p> <p>Family care leave: Employees providing care for a parent, spouse/domestic partner, son or daughter</p>	the total supplemental paid leave available to them is 12 weeks and the city may grant leave to only one parent at a time.		intermittent or part-time basis if certain conditions are met
Wisconsin					
Clintonville, Wis. (2019)	Birth, adoption	Full-time employees who have been employed for 12 consecutive months; parents; does not cover sperm donors, surrogate mothers or stillbirths.	<p>Parent who gives birth: 240 hours in the first 12 weeks after birth</p> <p>Other parents: 80 hours in the first 12 weeks after birth, adoption or placement. For adoptive parents, leave may be split between post-adoption and post-placement.</p>	100 percent of pay	Must run concurrently with FMLA
Dane County, Wis. (2016)	Birth, adoption	County employees who are entitled to accrue leave balances and have a qualifying event, not including limited term employees; parents	All purposes: 240 hours (prorated for part-time employees), may be used intermittently. If both parents are county employees, each employee receives a paid parental leave benefit	Full regular pay	Must run concurrently with FMLA leave if an employee is eligible for FMLA; non-salary fringe benefits continue to accrue while an employee is on paid parental leave; if a county holiday occurs while the employee is on paid parental leave, the

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount	Interaction with Other Forms of Leave
					employee will receive holiday pay and the holiday does not count against approved paid parental leave
Sun Prairie, Wis. (2018)	Birth, adoption, foster placement (once a year)	City employees who are entitled to accrue leave balances and have a qualifying event, not including limited term and seasonal employees; parents (incl. biological, adoptive and foster); does not cover individuals serving as surrogates or sperm donors	All purposes: 240 hours (pro-rated for part-time employees), may be used intermittently	Full salary	Must run concurrently with FMLA leave; vacation and sick leave continue to accrue while an employee is on paid parental leave; if a city holiday occurs while the employee is on paid parental leave, the employee will receive holiday pay and the holiday does not count against approved paid parental leave

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org.

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