



**Hallandale Beach**  
PROGRESS. INNOVATION. OPPORTUNITY.

---

# Paid Parental Leave



# Paid Parental Leave (PPL)

## What is Paid Parental Leave (PPL)?

---

- ✓ PPL helps create and maintain a work culture that supports employees balance work responsibilities with personal and family life;
- ✓ PPL provides employees with paid time off for the birth/adoption of a child, or placement of foster children;
- ✓ Allows new parents additional flexibility and paid time to bond with their new child, adjust to their new family situation, and balance their professional and financial obligations.

# Paid Parental Leave (PPL)

## Who would be eligible for PPL?

- Employees that have a part-time or full-time work schedule (does not include temporary/seasonal or relief status)
- Have completed at least 12 months of continuous service
- Applies equally to parents regardless of gender, as well as to same-sex couples and single parents



# Paid Parental Leave (PPL)

## Policy Highlights

- The leave period shall not exceed twelve (12) weeks per birth, adoption of foster care placement regardless of the number of children born, adopted by the employee, or placed in the employee's home through foster care
- This leave shall occur concurrently with, count against, and not be added to periods of unpaid or job protected leave for which the employee may also be eligible, including the federally-mandated 12 weeks of FMLA leave, and/or any other unpaid leave;
- Applies equally to parents regardless of gender, as well as to same-sex couples and single parents
- Under paid parental leave, an employee may not use any paid parental leave unless the employee agrees in writing, before commencement of the leave, to subsequently work for the City for at least 12 weeks.
  - ✓ Failure to meet the 12 week work obligation will require the employee to reimburse the City the total amount of any Employer contribution the City paid to maintain the employee's health insurance coverage during the period that paid parental leave was used.
  - ✓ The City Manager may waive the work obligation if an employee is unable to return to work because of the continuation, recurrence, or onset of a serious health condition of the employee or the newly born/placed child.

# Paid Parental Leave (PPL)

## Rights and Protections

---

- Offers employees **Job Protection**
- Employees get to keep their **health insurance** and **retirement benefits** while on leave
- Protects employees from discrimination and/or retaliation
- Employees do not have to exhaust their sick and vacation leave accruals

# Paid Parental Leave (PPL)

## Economic/Fiscal Impact

---

- The value of this benefit to an employee is estimated to be \$14,900
- Additional costs associated with temporary Assignment Pay are estimated to be \$1,136 per event



Hallandale Beach  
PROGRESS. INNOVATION. OPPORTUNITY.



Thank you!