

1 EXHIBIT 1
2 ORDINANCE 2021 -

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4 AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF
5 THE CITY OF HALLANDALE BEACH, FLORIDA, CREATING
6 CHAPTER 2, "ADMINISTRATION," SECTION 2-7 ADOPTING
7 AND CODIFYING THE PROVISION OF PAID PARENTAL LEAVE
8 FOR CITY EMPLOYEES; PROVIDING FOR CONFLICT;
9 PROVIDING FOR CODIFICATION; PROVIDING FOR
10 SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.
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13 **WHEREAS**, Paid Parental Leave (PPL) is an employee benefit that has been adopted in
14 several states, and many counties, and local municipalities throughout the United States. PPL
15 would provide eligible employees with up to 12 weeks of PPL in connection with the birth of an
16 employee's son or daughter or the placement of a son or daughter with an employee for adoption
17 or foster care; and

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

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

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

30 **WHEREAS**, PPL creates and maintains a work culture that supports employees in their
31 effort to balance their work responsibilities with the demands of personal and family life; and
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33 **WHEREAS**, while no federal laws require us to provide PPL, research findings suggest
34 that it is a valuable benefit to employees as well as to their families. Furthermore, PPL is an
35 attractive tool that is useful in recruitment and retention of talented workers; and

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

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39 **NOW, THEREFORE BE IT ORDAINED BY THE MAYOR AND CITY COMMISSION OF**
40 **HALLANDALE BEACH, FLORIDA:**

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

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44 **SECTION 2.** Chapter 2, Administration; Section 2-7, Paid Parental Leave; is created to
45 read as follows:

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47 **Sec. 23-8. - Paid parental leave.**

48 (a) Purpose. The city recognizes that the period of time following the birth, adoption or foster
49 placement of a child is a special time of family bonding and that paid leave and workplace
50 flexibility increases productivity, helps recruit talented workers, lowers worker turnover and
51 replacement costs, reduces absenteeism, and improves job satisfaction. Therefore, the city
52 shall provide employees with paid parental leave.

53 (b) Definitions:

54 (1) City employee means any full-time employee

55 (2) Parental leave means leave with pay for the purpose of caring for a newborn,
56 newly-adopted child, or newly-placed foster child or children.

57 (c) The City Manager will create and maintain a policy for the provision of twelve (12) weeks of
58 paid parental leave to city employees.

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60 **SECTION 3. Conflict.** All ordinances or portions of the Code of Ordinances of the City of
61 Hallandale Beach in conflict with the provisions of this ordinance shall be repealed to the extent
62 of such conflict.

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