1	EXHIBIT 1
2	ORDINANCE 2021 -
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4 5 7 8 9 10 11 12	AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF HALLANDALE BEACH, FLORIDA, CREATING CHAPTER 2, "ADMINISTRATION," SECTION 2-7 ADOPTING AND CODIFYING THE PROVISION OF PAID PARENTAL LEAVE FOR CITY EMPLOYEES; PROVIDING FOR CONFLICT; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.
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 31 32	WHEREAS, PPL creates and maintains a work culture that supports employees in their effort to balance their work responsibilities with the demands of personal and family life; and

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
	flexibility increases productivity, helps recruit talented workers, lowers worker turnover and
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50 51 52	replacement costs, reduces absenteeism, and improves job satisfaction. Therefore, the city shall provide employees with paid parental leave.
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51 52 53 54 55 56 57 58 59 60	replacement costs, reduces absenteeism, and improves job satisfaction. Therefore, the city shall provide employees with paid parental leave. (b) Definitions: (1) City employee means any full-time employee (2) Parental leave means leave with pay for the purpose of caring for a newborn, newly-adopted child, or newly-placed foster child or children. (c) The City Manager will create and maintain a policy for the provision of twelve (12) weeks of paid parental leave to city employees. SECTION 3. Conflict. All ordinances or portions of the Code of Ordinances of the City of
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64	SECTION 4. Codification. It is the intention of the Mayor and City Commission that the
65	provisions of this ordinance be incorporated into the Code of Ordinances; to effect such intention
66 67	the words "ordinance" or "section" may be changed to other appropriate words.
68	SECTION 5. Severability. Should any provision of this ordinance be declared by a court
69	of competent jurisdiction to be invalid, the same shall not affect the validity of the ordinance as a
70	whole, or any part thereof, other than the part declared to be invalid.
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72	SECTION 6. Effective Date. This Ordinance shall take effect immediately upon
73	adoption.
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75	PASSED AND ADOPTED on 1 st reading on August 18, 2021.
76	PASSED AND ADOPTED on 2 nd reading on, 2021.
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79	JOY F. COOPER
80 81	MAYOR
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82	SPONSORED BY: COMMISSIONER SABRINA JAVELLANA
83	ATTEST:
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86	JENORGEN GUILLEN
87 88	CITY CLERK
89	APPROVED AS TO LEGAL SUFFICIENCY AND
90	FORM
91 92	
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93 94	JENNIFER MERINO
95	CITY ATTORNEY