

CITY OF CORAL GABLES, FLORIDA

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY COMMISSION OF CORAL GABLES, FLORIDA, AMENDING THE CITY OF CORAL GABLES CODE BY ADDING ARTICLE XII, PARENTAL LEAVE, TO CHAPTER 2, ADMINISTRATION OF THE CITY CODE; PROVIDING FOR REPEALER, SEVERABILITY, CODIFICATION, AND AN EFFECTIVE DATE.

WHEREAS, the City of Coral Gables is committed to providing a compassionate, caring and balanced working environment; and

WHEREAS, the City acknowledges that the period of time immediately after the birth, adoption or foster placement of a child is a special time of family bonding; and

WHEREAS, a lack or reduction of income during periods of parental leave puts an undue burden on families and causes employees to return to work earlier than they might otherwise have chosen to; and

WHEREAS, the City believes that employees should not have to choose between staying home with their new child and working during this important period, due to financial concerns; and

WHEREAS, paid parental leave and workplace flexibility increases productivity, helps recruit talented workers, lowers worker turnover and replacement costs, reduces absenteeism, and improves job satisfaction.

NOW THEREFORE, BE IT ORDAINED BY THE COMMISSION OF THE CITY OF CORAL GABLES, FLORIDA:

SECTION 1. The foregoing “**WHEREAS**” clauses are hereby ratified and confirmed as being true and correct and are hereby made a specific part of this Ordinance upon adoption hereof.

SECTION 2. Article XII “Parental Leave” of the Code of the City of Coral Gables, Florida, under Chapter 2, is hereby created to read as follows:

Chapter 2 – Administration

Article XII. – Parental Leave

Sec. 2-2142 – Paid Parental Leave

(a) Purpose

The city recognizes that the period of time immediately following the birth, adoption or foster 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 replacement costs, reduces absenteeism, and improves job satisfaction and believes that City employees should be provided with paid parental leave.

(b) Definitions:

- (1) *City employee* means any full-time employee who is not included in a bargaining unit for collective bargaining purposes and any employee who is included in a bargaining unit whose collective bargaining representative has agreed to paid parental leave through the bargaining process;
- (2) *Parental leave* is means leave with pay for the purpose of caring for a newborn, newly-adopted child, or newly-placed foster child or children.

(c) City employees who have worked for the City for a minimum of one-year are eligible for paid parental leave for six (6) weeks during the first 12 weeks after the birth, adoption, or foster care placement of a child or children. This establishes the minimum length of the parental leave period and said period can be increased by resolution or administrative order.

(d) The leave period is fixed, regardless of the number of children born, adopted by the employee, or placed in the employee's home through foster care in a single instance and must be taken as one (1) block.

(e) During parental leave, a City employee shall be paid 100 percent of his or her base wages for the first two (2) weeks, 75 percent for the following two (2) weeks and 50 percent of base wages for the remaining two (2) weeks. City employees shall be eligible to use any accrued leave in order to receive compensation up to 100 of base pay during the weeks reimbursed at the rate of 75 or 50 percent.

(f) Parental leave shall occur concurrently with and not be added to periods of unpaid or job protected leave for which the employee may also be eligible, including the 12-week period under the Family Medical Leave Act (FMLA) and/or any other unpaid leave offered by the City. The taking of parental leave shall not impact the employee's ability to take any other type of leave for which the employee is eligible. Parental leave may only be taken once during a 12-month unless otherwise authorized by the City Manager for exceptional circumstances.

(g) If both parents work for the City, each is entitled to take a six-week leave period, and may take the parental leave concurrently, subsequently, or in any other combination they wish.

(h) Parental leave shall be requested with at least thirty (30) days advanced notice or if thirty (30) days is not practicable, notice must be given as soon as practicable. Notice shall be provided to the Human Resources Department.

SECTION 3. The Personnel Rules shall be amended to recognize these benefits and to establish the processes and procedures by which such benefits shall be received.

SECTION 4. All ordinances or parts of ordinances inconsistent or in conflict with the provisions of this Ordinance are hereby repealed.

SECTION 5. If any section, part of section, paragraph, clause, phrase, or word of this Ordinance is declared invalid, the remaining provisions of this Ordinance shall not be affected.

SECTION 6. It is the intention of the City Commission that the provisions of this Ordinance shall become and be made a part of the City Code, which provisions may be renumbered or re-lettered and the word ordinance be changed to “section”, “article”, or other appropriate word to accomplish such intention.

SECTION 7. If the City Code’s Tables of Contents, Supplemental History Table, or other reference portions are affected by these provisions, then changes are approved as a part of this Ordinance.

SECTION 8. This ordinance shall become effective upon adoption.

PASSED AND ADOPTED THIS _____ DAY OF MAY, A.D. 2017.

APPROVED:

RAUL VALDES-FAULI
MAYOR

ATTEST:

WALTER FOEMAN
CITY CLERK

APPROVED AS TO FORM

AND LEGAL SUFFICIENCY:

CRAIG E. LEEN
CITY ATTORNEY