



## Legislation Text

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**File #:** 17-6108, **Version:** 2

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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, entitled "Administration," of the City of Coral Gables Code; providing for a repealer provision; severability clause; codification, and providing for an effective date.

(Sponsored by Commissioner Mena)

Miami-Dade County and several local municipalities, along with many counties and cities throughout the country have adopted paid parental leave policies in order to provide for new parents to spend quality time with their child without having to worry about not being paid during that period of time or exhausting all their available leave.

This Ordinance helps to further the City's compassionate, caring and balanced working environment and acknowledges that the period of time immediately after the birth, adoption or foster placement of a child is a special time of family bonding. It also acknowledges that 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. Believing 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 knowing that paid parental leave and workplace flexibility increases productivity, helps recruit talented workers, lowers worker turnover and replacement costs, reduces absenteeism, and improves job satisfaction, the Ordinance establishes paid parental leave for full-time City employees in the event of the birth, adoption or foster placement of a child.

The anticipated cost of this benefit will be provided by the Finance Department.