

**ITEM #45**

**ADDITIONAL MATERIAL**

**Regular Meeting  
JANUARY 12, 2021**

**SUBMITTED AT THE REQUEST OF  
COMMISSIONER  
BARBARA SHARIEF**

1 (b) Definitions.

2 (1) *Eligible Employee* means a parent, stepparent, adoptive parent, legal  
3 guardian, a foster parent, or County employee who is the spouse or  
4 registered domestic partner of such person at the time of the Qualifying  
5 Event, who has worked for the County in a benefit-eligible position for at  
6 least ~~12~~ 9 ~~12~~ months and who has worked at least ~~1,250~~ 938 ~~1,250~~ hours  
7 during the ~~12-month~~ 9-month ~~12-month~~ period preceding the taking of any  
8 leave being provided herein.

9 . . .

10 (c) Leave Entitlement. Eligible Employees shall receive a maximum of  
11 ~~180~~ 240 hours of paid parental leave for the purpose of caring for and bonding with the  
12 child or minor. The total amount of paid parental leave granted for the Qualifying Event  
13 shall remain the same regardless of the number of children or minors at issue in the  
14 Qualifying Event. An eligible employee who is the biological birth mother shall receive an  
15 additional two (2) weeks of paid parental leave if it is deemed medically necessary for the  
16 biological birth mother to recover, as documented by medical certification from the  
17 applicable health care provider. In no event shall an Eligible Employee receive more than  
18 ~~180~~ 240 hours of paid parental leave (plus an additional two (2) weeks, if medically  
19 required for a birthing mother as provided herein) in a rolling 12-month period, regardless  
20 of whether more than one (1) Qualifying Event occurs within that rolling 12-month period.  
21 To the extent an Eligible Employee does not use all paid parental leave hours by the end  
22 of the rolling 12-month period or prior to separation from County employment, any  
23 remaining leave shall be deemed abandoned and the Eligible Employee shall not be  
24 entitled to payment for any unused leave. Employees covered by a collective bargaining

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underscored type are additions.

1 agreement shall be entitled to only those paid parental leave benefits expressly provided  
2 for under the applicable collective bargaining agreement. Part-time Eligible Employees  
3 are entitled to a prorated benefit.

4 (d) Procedures. Paid parental leave shall run concurrently with the Family  
5 Medical Leave Act (FMLA). Annual leave and sick leave shall continue to accrue during  
6 the period of paid parental leave, and the employee's benefits and regular payroll  
7 deductions shall continue during the duration of paid parental leave. Paid parental leave  
8 hours shall not qualify toward any cash-out policy. In addition, the following procedures  
9 shall govern:

10 . . .

11 (10) Surrogate mothers and egg and sperm donors who do not otherwise fall  
12 within the definition of Eligible Employee, ~~and biological parents who place~~  
13 ~~the newborn child/children for adoption,~~ shall be excluded from coverage  
14 under this policy.

15 (11) Any employee who voluntarily terminates employment with the County with  
16 an effective termination date within the six (6) months immediately following  
17 the last day of a period of paid parental leave shall be required to reimburse  
18 the County in an amount equivalent to the value of the paid parental leave  
19 taken based upon the employee's rate of pay during the period of paid  
20 parental leave. The amount due shall be, at the County's option, deducted  
21 from the employee's remaining paycheck(s), reimbursed directly by the  
22 employee, or a combination thereof.

23 Section 2. Severability.

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