



# Broward County

## Legislation Text

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File #: 20-2382, Version: 1

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### **Broward County Commission Regular Meeting**

**Director's Name:** Barbara Sharief

**Department:** County Commission

### **Information**

#### **Requested Action**

**MOTION TO ADOPT** Resolution No. 2021-017 directing the County Administrator to publish Notice of Public Hearing to be held on Tuesday, January 26, 2021, at 10:00 a.m., in Room 422 of the Governmental Center to consider adoption of a proposed Resolution Amending the Broward County Administrative Code, the title of which is as follows:

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA, PERTAINING TO THE PAID PARENTAL LEAVE POLICY; AMENDING SECTION 14.232 OF THE BROWARD COUNTY ADMINISTRATIVE CODE ("ADMINISTRATIVE CODE"); AND PROVIDING FOR SEVERABILITY, INCLUSION IN THE ADMINISTRATIVE CODE, AND AN EFFECTIVE DATE.

(Sponsored by Commissioner Barbara Sharief)

#### **Why Action is Necessary**

The Broward County Charter requires the posting of notice and a public hearing for adoption of amendments to the Broward County Administrative Code.

#### **What Action Accomplishes**

Directs the County Administrator to publish Notice of Public Hearing for the Board to consider adopting a Resolution amending the Administrative Code to modify the paid parental leave policy.

#### **Is this Action Goal Related**

No

#### **Previous Action Taken**

#### **Summary Explanation/Background**

Broward County currently provides its employee prospective parents up to 180 hours of paid parental leave for qualifying events, including the birth of a biological child, the placement of a child with the employee for adoption or foster care, or the appointment as guardian of a minor child pursuant to court order. In order to qualify for the paid parental leave benefit, the employee must have worked in a benefit-eligible position for at least twelve (12) months and worked at least 1,250 hours during the twelve (12) month period preceding the qualifying event.

Miami-Dade County provides its employees 180 hours of paid parental leave, allotted over a period

of six (6) weeks. Palm Beach County provides its employees 240 hours of paid parental leave, plus an additional two (2) weeks to birthing mothers if the additional time is required for medical reasons.

The proposed Resolution, if adopted, would increase the maximum paid parental leave period from 180 hours to 240 hours, would reduce the required work period preceding the qualifying event from twelve (12) months to nine (9) months, and would provide an additional two (2) weeks to birthing mothers if medically necessary. The proposed Resolution would also require that the employee repay the monetary value of the paid parental leave if the employee voluntarily terminates County employment within the six (6) months following the period of paid parental leave. The proposed Resolution would also exclude any employee who places the newborn child up for adoption from the benefits of the paid parental leave policy.

**Source of Additional Information**

Adam Katzman, Assistant County Attorney, 954-357-7600

**Fiscal Impact**

**Fiscal Impact/Cost Summary**

A Fiscal Impact Statement by the Office of Management and Budget for the Proposed Resolution will be distributed at the time of the public hearing.