



# Broward County

## Legislation Text

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File #: 21-032, Version: 1

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

**Director's Name:** Andrew J. Meyers

**Department:** County Attorney

### **Information**

#### **Requested Action**

**MOTION TO ADOPT** Resolution No. 2021-031 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, and Cosponsored by Mayor Steve Geller, Vice-Mayor Michael Udine, Senator Nan H. Rich, Commissioner Mark D. Bogen, Commissioner Lamar P. Fisher, Commissioner Beam Furr, Commissioner Tim Ryan, and Commissioner Dale V.C. Holness)

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

A Resolution directing the County Administrator to publish notice of public hearing to consider adoption of the Resolution Amending the Broward County Administrative Code was adopted by the Board of County Commissioners at its meeting of January 12, 2021.

#### **What Action Accomplishes**

Permits 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 paid parental leave period from 180 hours to 240 hours, 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.

At the Board meeting of January 12, 2021, the sponsor's proposed amendments to the Resolution were approved for inclusion in the item for consideration at the public hearing. Accordingly, the proposed Resolution before the Board has been revised to incorporate those amendments.

**Source of Additional Information**

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

**Fiscal Impact**

**Fiscal Impact/Cost Summary**

A Fiscal Impact Statement dated January 7, 2021, by the Office of Management and Budget for the Proposed Resolution was provided as additional material at the January 12, 2021 (Item #45(2)).