

RESOLUTION NO. R2022-

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF NORTH MIAMI BEACH, FLORIDA, AUTHORIZING THE CITY MANAGER OR DESIGNEE TO ESTABLISH A PAID PARENTAL LEAVE POLICY OF SIX (6) WEEKS FOR EMPLOYEES OF THE CITY OF NORTH MIAMI BEACH; PROVIDING THE CITY MANAGER AND CITY ATTORNEY WITH THE AUTHORITY TO DO ALL THINGS NECESSARY TO EFFECTUATE THIS RESOLUTION; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the Mayor and City Commission share a commitment to improving the quality of life of employees of the City of North Miami Beach, and a Paid Parental Leave policy will enhance the quality of life of employees of the City; and

WHEREAS, under federal and state law, eligible employees are entitled to take up to twelve weeks of leave for the birth, adoption or foster placement of a child; however, the law does not require employers to pay employees during such leave; and

WHEREAS, the lack of income during periods of parental leave creates an undue burden on families and causes employees to return to work earlier than they might otherwise choose to the detriment of their families; and

WHEREAS, paid parental leave and workplace flexibility increase productivity, help recruit talented workers, lower worker turnover and replacement costs, reduce absenteeism, and improve job satisfaction; and

WHEREAS, several local governments in South Florida, including the City of Hallandale, are now offering up to twelve (12) weeks of paid parental leave for childbirth, adoption, or fostering a child.

WHEREAS, the Mayor and City Commission finds that a six (6) Paid Parental Leave Policy is the best interest of the City and its employees and direct the City Manager to implement

a six (6) paid parental leave policy for child birth, adoption, and fostering a child that will improve workplace flexibilities and establish greater support for enhancing work-life programs.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF NORTH MIAMI BEACH, AS FOLLOWS:

Section 1. The foregoing recitals are confirmed, adopted, and incorporated herein and made a part hereof by this reference.

Section 2. The Mayor and City Commission hereby authorize the City Manager or Designee to develop, implement, and amend as needed, a Paid Parental Leave Policy of six (6) weeks that provides City of North Miami Beach employees a parental leave benefit that compliments current and future City benefit offerings.

Section 3. The City Manager and the City Attorney are hereby authorized to do all things necessary to effectuate this resolution.

Section 4. This Resolution shall become effective immediately upon approval.

APPROVED AND ADOPTED by the Mayor and City Commission of the City of North Miami Beach at the regular meeting assembled this 18th day of January, 2022.

ATTEST:

ANDRISE BERNARD
CITY CLERK

(CITY SEAL)

ANTHONY D. DEFILLIPO
MAYOR

APPROVED AS TO FORM &
LANGUAGE & FOR EXECUTION

HANS OTTINOT
CITY ATTORNEY

Sponsored: Commissioner Daniela Jean and Vice Mayor Fortuna Smukler