

RESOLUTION NO. 18-____

**A RESOLUTION OF THE MAYOR AND TOWN COUNCIL
OF THE TOWN OF CUTLER BAY, FLORIDA, ADOPTING
A PAID PARENTAL LEAVE POLICY FOR THE TOWN OF
CUTLER BAY'S EMPLOYEES; PROVIDING FOR
IMPLEMENTATION; AND PROVIDING FOR AN
EFFECTIVE DATE.**

WHEREAS, the Town of Cutler Bay (the "Town") is committed to improving workplace opportunities for working families in the Town and seeks to fortify this commitment by adopting a Paid Parental Leave Policy; and

WHEREAS, the Town has outstanding employees working with passion and diligence to ensure that the Town remains an excellent place to live, work and play; and

WHEREAS, under federal and state law, eligible employees are entitled to take up to twelve (12) weeks of leave for the birth, adoption or foster placement of a child ("Parental Leave"), during which their jobs are protected and they continue to receive employer paid health benefits; however, there is no requirement that employers pay employees during Parental Leave; and

WHEREAS, the lack 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 choose to; and

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

WHEREAS, the Town Council desires to adopt the Paid Parental Leave Policy (the "Policy"), which is attached hereto as Exhibit "A" and made part hereof; and

WHEREAS, the Town Council finds that this Policy will provide a competitive benefit that will improve workplace flexibility and establish greater support for enhancing work-life balance programs; and

WHEREAS, the Town Council finds that the adoption of this Resolution is in the best interest and welfare of the residents of the Town.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND TOWN COUNCIL OF THE TOWN OF CUTLER BAY, FLORIDA, AS FOLLOWS:

Section 1. Recitals. The above Recitals are true and correct and are incorporated herein by this reference.

Section 2. Adopting Policy. The Town Council hereby adopts the Paid Parental Leave Policy for Town of Cutler Bay employees as provided in Exhibit "A," attached hereto.

Section 3. Implementation. The Town Manager is authorized to take any and all actions necessary to implement the Policy for eligible Town Of Cutler Bay employees.

Section 4. Effective Date. This Resolution shall become effective immediately upon adoption.

PASSED and ADOPTED this ____ day of February, 2018.

Attest:

PEGGY R. BELL
Mayor

DEBRA E. EASTMAN, MMC
Town Clerk

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY FOR THE
SOLE USE OF THE TOWN OF CUTLER BAY:

WEISS SEROTA HELFMAN
COLE & BIERMAN, P.L.
Town Attorney

Moved By: _____
Seconded By: _____

FINAL VOTE AT ADOPTION:

Mayor Peggy R. Bell	_____
Vice Mayor Sue Ellen Loyzelle	_____
Councilmember Mary Ann Mixon	_____
Councilmember Michael P. Callahan	_____
Councilmember Roger Coriat	_____