



# Town of Cutler Bay

Town Hall  
10720 Caribbean Blvd  
Cutler Bay, FL 33189

## Memorandum

---

**File #:** Item # 2018-042, **Version:** 1

---

## MEMORANDUM

**To:** Honorable Mayor and Town Council

**From:** Rafael G. Casals, Town Manager

**Date:** February 21, 2018

**Re:** Paid Parental Leave Policy

### REQUEST

**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.**

### BACKGROUND AND ANALYSIS

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 employees' jobs are protected and they continue to receive employer paid health benefits. However, there is no requirement that employers pay employees during their leave. 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.

Upon review of applicable laws, current Town of Cutler Bay (the "Town") employee benefit offerings, and Parental Leave benefits currently offered in both the public and private sector, the attached Parental Leave Policy has been established (*Attachment "A"*).

It is our belief that this policy compliments the Town's current employee benefit offering and addresses the Town's objective of improving workplace opportunities for working families in Cutler Bay.

### RECOMMENDATION

It is recommended that the Town Council adopt the attached resolution, adopting the Paid Parental Leave Policy that provides Town of Cutler Bay's employees a parental leave benefit that compliments current and future Town benefit offerings.

### ATTACHMENTS

- Attachment "A" - Paid Parental Leave Policy