

RESOLUTION No. 16-154

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, AUTHORIZING THE CITY MANAGER TO ENACT A PAID PARENTAL LEAVE POLICY FOR CITY OF DORAL EMPLOYEES; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the Mayor and City Council for the City of Doral (the “City”) share a commitment to improving workplace opportunities for working families in the City’s government, and a Paid Parental Leave policy fortifies this commitment; and

WHEREAS, the City has outstanding employees working with passion and diligence to ensure that we remain the premiere City in which to Live, Work, Learn and Play; 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. During that period, employees' jobs are protected, and they continue to receive employer paid health benefits; however, there is no requirement that employees be paid during the 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 City finds that this Resolution will provide the City Manager the ability to implement and manage a competitive benefit that will improve workplace flexibilities and establish greater support for enhancing work-life programs.

**NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL
OF THE CITY OF DORAL, FLORIDA, AS FOLLOWS:**

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

Section 2. Approval. The City Manager is hereby authorized to develop, implement, and amend as needed, a Paid Parental Leave Policy that provides City of Doral employees a parental leave benefit that compliments current and future City benefit offerings.

Section 3. Authorization. The City Manager, the City Clerk, and the City Attorney are hereby authorized to take such further action as may be necessary to implement the purpose and provisions of this Resolution.

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

The foregoing Resolution was offered by Councilmember Rodriguez who moved its adoption. The motion was seconded by Councilmember Ruiz and upon being put to a vote, the vote was as follows:

Mayor Luigi Boria	Yes
Vice Mayor Christi Fraga	Yes
Councilman Pete Cabrera	Yes
Councilwoman Ana Maria Rodriguez	Yes
Councilwoman Sandra Ruiz	Yes

PASSED AND ADOPTED this 10 day of August, 2016.




LUIGI BORIA, MAYOR

ATTEST:



CONNIE DIAZ, CMC
CITY CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY
FOR THE USE AND RELIANCE OF THE CITY OF DORAL ONLY:



WEISS, SEROTA, HELFMAN, COLE, & BIERMANN, PL
CITY ATTORNEY