

Ordinance
of the
City of Cartersville, Georgia

Ordinance No.

NOW BE IT AND IT IS HEREBY ORDAINED by the Mayor and City Council of the City of Cartersville, Georgia, that the Code of Ordinances City of Cartersville, Georgia CHAPTER 16 PERSONNEL. ARTICLE II. Employee Benefits. Section 16-38 Parental Leave is hereby added in its entirety as follows:

1.

Section 16-38. Parental Leave.

- (a.) Regular full-time female employees who have been employed full-time with the City for at least one year and give birth to a child/children or adopt a child age 17 or younger shall be entitled to paid maternity leave at 100 percent of the employee's regular, straight-time weekly pay, to be paid on City of Cartersville's regularly scheduled pay dates for up to four weeks.
- (b.) Regular full-time male employees who have been employed full-time with the City for at least one year and their spouse gives birth to a child/children or adopt a child age 17 or younger shall be entitled to paid paternity leave at 100 percent of the employee's regular, straight-time weekly pay, to be paid on City of Cartersville's regularly scheduled pay dates for up to two weeks.
- (c.) Employees shall provide documentation of the basis for any leave requested under this section.
- (d.) Parental leave provided in this section shall run concurrently with the Family and Medical Leave Act and must be concluded within 6 months of the birth or placement of a child.

2.

The effective date for this ordinance is October 29, 2022.

BE IT AND IT IS HEREBY ORDAINED.

ADOPTED this the 6th day of October 2022. First Reading.

ADOPTED this the 20th day of October 2022. Second Reading.

/s/ _____
Matthew J. Santini
Mayor

ATTEST:

/s/ _____
Julia Drake
City Clerk