

RESOLUTION NO. 38-2025 OF THE CITY OF LAKE WORTH BEACH, FLORIDA,
AMENDING THE EMPLOYEE PERSONNEL POLICIES HANDBOOK TO
INCLUDE A PAID PARENTAL LEAVE POLICY; PROVIDING FOR
SEVERABILITY, CONFLICTS AND AN EFFECTIVE DATE

WHEREAS, Chapter 2, Article III, of the Code of Ordinances establishes the merit service personnel program of the City of Lake Worth, Florida; and

WHEREAS, Section 2-32(b)(6) of the Code of Ordinances provides for the City Manager to recommend regulations which cover the policies, practices and procedures for the merit service personnel program, for consideration by the City Commission via resolution; and

WHEREAS, the City Manager recommends that the Employee Personnel Policies Handbook adopted by Resolution 18-2017 on April 4, 2017, be amended to include a Paid Parental Leave Policy, attached hereto as Exhibit A and incorporated herein, be adopted as a new policy located in Chapter 9, Leave, new Section J, Paid Parental Leave, for the merit service personnel program; and

WHEREAS, the City Commission finds adopting the Paid Parental Leave policy to be incorporated into the Employee Personnel Policies Handbook as set forth herein serves a valid public purpose.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF LAKE WORTH BEACH, FLORIDA, that:

SECTION 1: The foregoing recitals are incorporated into this resolution as true and correct statements.

SECTION 2: Upon the effective date of this Resolution, any employee who meets the eligibility criteria for such leave who has had a newborn child, or newly placed adoptive child or foster child within the twelve (12) weeks prior to adoption of this Resolution will be eligible for a pro-rated balance of paid parental leave to run concurrently with the remaining balance of FMLA leave due to that employee.

SECTION 3: If any provision of this Resolution, or the application thereof to any person or circumstance is held invalid, the invalidity shall not affect other provisions or applications of the Resolution which can be given effect without the invalid provision or application, and to this end the provisions of this Resolution are declared severable.

SECTION 4: All Resolutions or parts of Resolutions in conflict herewith are hereby repealed.

SECTION 5: This resolution shall become effective upon adoption.

The passage of this resolution was moved by Commissioner _____, seconded by Commissioner _____, and upon being put to a vote, the vote was as follows:

Mayor Betty Resch
Vice Mayor Sarah Malega
Commissioner Christopher McVoy
Commissioner Mimi May
Commissioner Anthony Segrich

The Mayor thereupon declared this resolution duly passed and adopted on the ____ day
of _____, 2025.

LAKE WORTH BEACH CITY COMMISSION

By: _____
Betty Resch, Mayor

ATTEST:

Melissa Ann Coyne, MMC, City Clerk