

STAFF REPORT REGULAR MEETING

AGENDA DATE: August 5, 2025

DEPARTMENT: Human Resources

TITLE:

Resolution No. 38-2025 - Paid Parental Leave Policy

SUMMARY:

Full-time employees who have completed their probationary period and have worked for the City for one full calendar year are eligible for up to twelve (12) consecutive weeks of paid parental leave to bond with the newborn child or newly placed adoptive or foster child. The paid leave shall be calculated using the employees' regular base rate of pay. The leave must be used as a consecutive 12-week block of time and must run concurrently with approved FMLA leave.

Employees must provide 30 days' advance notice, with any exceptions requiring City Manager approval. Such leave must be used within one (1) year of the birth or the placement of the child. Employees are entitled to a maximum of 12 weeks of Parental Leave in any given fiscal year. Parental Leave that is not used shall be forfeited and is not carried over from year to year or payable on separation for any reason. Parental Leave is not considered hours worked for the computation of overtime.

BACKGROUND AND JUSTIFICATION:

The City of Lake Worth Beach currently complies with the Federal Family Medical Leave Act (FMLA) when granting employees twelve weeks of approved leave for qualifying personal and family medical reasons. This leave is currently granted without financial compensation from the city beyond any paid leave balances that the employee may have accrued in their employment tenure with the city. The City understands the need for new parents to physically recover and to emotionally bond with a newborn child or newly placed adoptive or foster child, as well as the financial constraints that are placed on the employee during this time. As part of the Public Employees Union (PEU) bargaining agreement ratified on July 15, 2025 by the City Commission, paid parental leave was approved for PEU employees. The attached resolution will allow non-bargaining employees the same right to paid parental leave as their fellow employees who fall under the PEU umbrella.

MOTION:

Move to approve/disapprove Resolution No. 38-2025 - Paid Parental Leave for employees.

ATTACHMENT(S):

Resolution 38-2025