



**City of Miami Beach**, 1700 Convention Center Drive, Miami Beach, FL 33139, [www.miamibeachfl.gov](http://www.miamibeachfl.gov)

OFFICE OF COMMUNICATIONS, Melissa Berthier  
Tel: 305.673.7575, E-mail: [melissaberthier@miamibeachfl.gov](mailto:melissaberthier@miamibeachfl.gov)

PRESS RELEASE

FOR IMMEDIATE RELEASE  
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**Working for the City of Miami Beach Just Became More Attractive**  
— *City Passes Paid Maternity & Paternity Leave* —

**Miami Beach, FL** –While no federal law requires paid parental leave, it is a valuable benefit to employees, as well as to their families. The City of Miami Beach recognizes this incentive and amended their employee leave ordinance today to include up to six weeks of paid parental leave, for both men and women, following the birth, adoption or foster placement of a child.

“Workers oftentimes face tension in balancing their roles as parents and workers, especially if there are adverse consequences for missing too much time from work due to the birth, adoption or foster placement of a child,” said Miami Beach City Manager Jimmy L. Morales. “We view this as an attractive tool that is useful in recruiting and retaining talented workers.”

During the parental leave period, an employee shall be paid 100 percent of his or her base wages for the first two weeks, 75 percent of his or her base wages for the following two weeks, and 50 percent of base wages for the remaining two weeks. Employees shall be eligible to use any accrued leave in order to receive compensation up to 100 percent of base pay during the weeks reimbursed at the rates of 75 percent and 50 percent.

This leave shall occur concurrently with, count against, and not be added to periods of unpaid or job protected leave for which the employee may also be eligible, including the federally mandated 12 weeks of Family and Medical Leave Act (FMLA) leave, and/or any other unpaid leave offered by the city due to childbirth or adoption. The number of paid parental leave periods an employee may take is unlimited over the duration of his or her employment with the city, but employees are only eligible for one six-week paid leave per birth, adoption, or foster care placement.

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