

**A RESOLUTION BY THE CLARKSTON CITY COUNCIL TO ADOPT A PAID
FAMILY/PARENTING LEAVE POLICY TO PROVIDE PAID LEAVE FOR CERTAIN
QUALIFIED CITY EMPLOYEES**

SPONSORED BY: BEVERLY BURKS

WHEREAS, The Family and Medical Leave Act, which was passed in 1993, only guarantees that qualifying workers can take up to 12 weeks of unpaid leave in one year to care for seriously ill family members, their dire health needs, or newborns, without loss of employment upon return.

WHEREAS, The United States is the only industrialized nation that doesn't provide universal leave to accommodate new parents and those with ill family members who temporarily leave jobs to become caregivers.

WHEREAS, Providing workers with paid time off to attend to the health and needs of their new family members will ensure a healthier and more productive personnel in Clarkston, and

WHEREAS, This policy will have a positive effect on the public health of the City of Clarkston Employees by increasing employee retention and better recruitment of candidates for City positions.

NOW, THEREFORE, BE IT RESOLVED BY THE City Council of the City of Clarkston that:

Section 1: The City's program of Paid Family/Parenting Leave will provide City employees with up to 8 weeks of partial income when they take time off of work upon the birth, adoption or foster placement of a child, and/or for the biological mother's pregnancy and childbirth recovery.

Section 2: The City of Clarkston shall provide paid family/parenting leave to employees meeting the criteria of Section 1, at the rate of 67% of their then-prevailing salary.

Section 3: To be eligible for parenting leave, regular and appointed city employees must have been employed by the City of Clarkston for at least six consecutive months immediately preceding the commencement of the paid parenting leave; eligible employees are parents including biological, adoptive, foster, legal guardians, domestic partners, and spouses.

Section 4: Paid Family/Parenting Leave must run concurrently with Family Medical Leave Act; employee need not use accrued sick or annual leave and will continue to accrue such leave during the period of paid parental leave, but will only be credited with it upon employee's return from paid parental leave.

Section 5: No portion of the paid family/parenting leave shall be transferable, cashable, or eligible to be saved for use at another time.

Section 6: Eligibility for the paid family/parenting leave expires at the end of the twelve-month period beginning on the date of birth or placement.

Section 7: City employees who use paid parenting or family leave shall not be subject to any loss of standing when they return to work. The taking of leave for the purpose of family care shall not result in the loss of any employment benefit accrued prior to the date on which the leave commenced.

BE IT FURTHER RESOLVED that the City Manager is hereby directed to promulgate a formal policy of paid family/parenting leave consistent with this Resolution and the details provided by the attached document entitled "Proposed Paid Family/Parenting Leave Policy for the City of Clarkston" and that such policy shall be included in the Personnel Handbook for City Employees.

SO RESOLVED, this ____ day of _____, 20 ____.

CITY COUNCIL
CITY OF CLARKSTON, GEORGIA

Ted Terry, Mayor

ATTEST:

Tracy Ashby
City Clerk