

## Paid Family/Parental Leave Policies for Municipal Employees (*Not Exhaustive*)<sup>1</sup>

Updated May 2018

### California

San Francisco  
Sacramento County

### Colorado

Boulder County

### District of Columbia

Washington, D.C.<sup>†</sup>

### Florida

Doral  
Miami Beach  
St. Petersburg  
Tampa  
Wellington  
West Palm Beach  
Hillsborough County  
Leon County  
Miami-Dade County  
Palm Beach County

### Georgia

Atlanta  
Clarkston  
Fort Valley  
Marietta  
Warner Robins  
Macon-Bibb County

### Illinois

Chicago  
Cook County

### Indiana

Lake County\*

### Massachusetts

Boston  
Cambridge

### Michigan

Ferndale

### Minnesota

Brooklyn Park  
Minneapolis  
Richfield  
St. Louis Park  
Saint Paul  
Hennepin County

### Missouri

Kansas City

### Montana

Missoula  
Missoula County

### New Hampshire

Hopkinton

### New Jersey

Hoboken\*  
Jersey City

### New York

New York City

### North Carolina

Cary  
Chapel Hill  
Charlotte  
Durham  
Greensboro<sup>†</sup>  
Hillsborough  
Morrisville  
Rolesville  
Durham County  
Mecklenburg County<sup>†</sup>  
Orange County  
Wake County

### Ohio

Cincinnati  
Columbus<sup>†</sup>  
Dayton  
Newburgh Heights  
Lucas County

Summit County

### Oregon

Portland  
Multnomah County

### Pennsylvania

Philadelphia  
Pittsburgh  
Allegheny County

### Tennessee

Nashville<sup>†</sup>

### Texas

Austin  
Lake Jackson  
San Antonio

### Utah

Salt Lake City  
Salt Lake County

### Virginia

Fairfax County

### Washington

Seattle<sup>†</sup>  
Shoreline<sup>†</sup>  
Kings County

### Wisconsin

Dane County

<sup>1</sup>The policies summarized in this chart are those that have been reported or that the National Partnership is aware of as of May 2018. Some of the information contained herein is from secondary sources.

\* Policy approved, but details not yet available.

<sup>†</sup> Policy includes coverage for family caregiving and/or military exigency purposes.

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
<b>California</b>					
<b>San Francisco, Calif. (2003, amended 2015)</b>	Birth, adoption, foster placement; employees unable to work due to pregnancy, childbirth, related condition	City employees who work 20+ hours/week and have completed either six months of continuous service or worked 1,040 hours in the previous year; parents and spouses or domestic partners	<b>Leave to care for new child:</b> 12 weeks  <b>Pregnancy/childbirth/related disability:</b> Additional four weeks	Supplements state benefits up to full amount of employee's salary; funded from the city budget	Must be taken concurrently with FMLA leave; employee must first exhaust all accrued paid leave (but may retain 40 hours) or the compensation amount will be reduced by the amount of accrued paid leave the employee chooses to retain, less 40 hours
<b>Sacramento County, Calif. (2010)</b>	Birth, adoption	Full- and part-time county employees with at least one year of continuous service; parents	<b>All purposes:</b> 160 hours used within four months (prorated for part-time employees)	Full salary; funded from the county budget	Must be used before employee takes unpaid leave to care for a new child; counts toward employee's 12-week entitlement to medical leave for a serious health condition and/or family leave to care for a new child (not including pregnancy leave)
<b>Colorado</b>					
<b>Boulder County, Co. (2016)</b>	Birth, adoption, foster-to-adopt placement	Full-time employees who have successfully completed initial introductory period; parents, including adoptive foster-to-adopt parents and domestic partners ineligible to adopt and listed as a parent on the child's birth certificate	<b>All purposes:</b> Up to 160 hours (part-time employees will be paid a percentage of the maximum allowed based on time worked)	Regular pay; funded by the county	Must run concurrently with FMLA leave and Short Term Disability for eligible employees; vacation, holiday and medical leave continue to accrue during paid parental leave

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<b>District of Columbia</b>					
<b>Washington, D.C. (2014)<sup>†</sup></b>	Birth, adoption, foster placement, guardianship placement, permanent assumption of parental responsibilities for a child, care for family member with serious health condition	District government employees who are neither temporary nor working an intermittent schedule); parents, spouses, domestic partners and family members	<b>All purposes:</b> Eight weeks	Full salary; each agency absorbs the cost	Must be taken concurrently with FMLA and D.C. FMLA leave
<b>Florida</b>					
<b>Doral, Fla. (2016)</b>	Birth, adoption, foster placement	Full-time regular employees not covered by a collective bargaining agreement; been employed by the city for at least 12 months; have worked at least 1,250 hours during the 12 months preceding the leave; parents	<b>All purposes:</b> Four weeks	100 percent of straight-time, regular pay; funded by the city	Will run concurrently with FMLA leave; after paid parental leave or other short-term disability leave for employees giving birth is exhausted, the balance of FMLA leave (if applicable) will be compensated through the employee's accrued sick, vacation or personal time; once accrued leave is exhausted, any remaining leave will be unpaid; if a city holiday occurs during the period of paid parental leave, such day will be charged to holiday pay but will not extend the total paid parental leave entitlement;

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					if the city offers administrative leave during the period of paid parental leave, that time will be recorded as paid parental leave and the entitlement will not be extended; an employee who takes paid parental leave that does not qualify for FMLA leave will still be afforded the same level of job protection available under the FMLA while on paid parental leave
<b>Miami Beach, Fla. (2016)</b>	Birth, adoption, foster placement, recovery from stillbirth	<p>Employees who have worked for the city for one continuous year; parents regardless of gender, same-sex couples</p> <p>Implementation for employees covered by collective bargaining agreements is contingent upon collective bargaining and union approval to the extent that union approval is necessary</p>	<b>All purposes:</b> Six weeks	100 percent of base wages for first two weeks, 75 percent of base wages for following two weeks, 50 percent of base wages for remaining two weeks; employee may use accrued leave to receive compensation up to 100 percent during weeks reimbursed at rates of 75 percent and 50 percent; funded by the city	Will run concurrently with FMLA leave and any other unpaid leave offered by the city for childbirth or adoption
<b>St. Petersburg, Fla. (2015)</b>	Birth, adoption, foster placement	Full-time city employees; parents	<b>All purposes:</b> Six weeks	Full pay of regular base salary; funded from the city budget	Must run concurrently with FMLA

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<b>Tampa, Fla. (2017)</b>	Birth, adoption, foster placement	Employees who are assigned at least 40 of hours of work per week and who have worked for the city for at least one continuous year	<b>Primary caregivers:</b> Eight consecutive weeks  <b>Secondary caregivers:</b> Two consecutive weeks	100 percent of pay; funded by the city	Will run concurrently with FMLA leave; sick and annual leave continue to accrue during the period of paid parental leave; if a holiday occurs during paid parental leave, the employee receives holiday pay
<b>Wellington, Fla. (2016)</b>	Birth, adoption, foster placement	Employees who have worked for the village for at least 12 consecutive months and have worked at least 1,250 hours during the 12 months preceding the leave; parents	<b>All purposes:</b> Six consecutive weeks	100 percent of base wages; funding not specified	Will run concurrently with FMLA leave; Short Term Disability (STD) must be used (as applicable) concurrently with paid parental leave, and paid parental leave will offset any pay not covered by STD
<b>West Palm Beach, Fla. (2016)</b>	Birth, adoption, foster placement	Full-time employees who have worked for the city at least 12 months and worked at least 1,250 hours during the 12 months preceding the leave; parents	<b>All purposes:</b> Six weeks	Base hourly rate of pay; funded by the city	Will run concurrently with FMLA leave
<b>Hillsborough County, Fla. (2018)</b>	Birth, adoption, foster placement	Employees who have at least one year of continuous service and either occupy a full-time position or are a benefits-eligible employee within the classified or unclassified service; parents	<b>All purposes:</b> 240 hours (pro-rated for employees in reduced-hour positions)	100 percent of regular, straight-time weekly pay; funded by the county	Will run concurrently with FMLA leave for employees who qualify for FMLA leave; annual and sick leave continue to accrue during the period of paid parental leave; if a holiday occurs during paid parental leave, the employee will receive holiday pay instead

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					<p>of paid parental leave, but a holiday does not extend the duration of the leave.</p> <p>Employees who are eligible for short term disability (STD) or long term disability (LTD) benefits must apply for those benefits; if an employee receives STD benefits, the county will compensate the difference in benefit amount to ensure the employee receives a total of 100 percent of regular pay.</p>
<b>Leon County, Fla. (2017)</b>	Birth, adoption	Regular full-time and part-time employees who meet the hours and service eligibility requirements under the Family and Medical Leave Act (FMLA); an employee must have worked for the county for at least 12 months and worked at least 1,250 hours during the 12 month period preceding the leave; parents (incl. birth and adoption)	<b>All purposes:</b> Six continuous weeks following the qualifying event. If both employees work for the county, under FMLA there is a combined 12 week limit. Additionally, each employee is entitled to a six week paid parental leave period; the two six week periods cannot be shared between each spouse; however, spouses are permitted to stagger the start of their	For Week 1 and 2: 100 percent of base hourly rate of pay; For Week 3 and 4: 75 percent of base hourly rate of pay; For Week 5 and 6: 50 percent of base hourly rate of pay; funded by the city	Will run concurrently with FMLA leave; annual and sick leave continue to accrue during the period of paid parental leave; if a holiday occurs during paid parental leave, the employee will receive holiday pay instead of paid parental leave, but a holiday does not extend the duration of the leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
			continuous six week periods as long as the combined period does not extend past 12 weeks.		
<b>Miami-Dade County, Fla. (2016)</b>	Birth, adoption, foster placement, recovery from stillbirth, surrogacy	Employees who have worked for the city for at least one year; parents regardless of gender; same-sex couples  Includes employees covered by collective bargaining agreements whose agreement explicitly provides for this benefit	<b>All purposes:</b> Six weeks	100 percent of base wages for first two weeks, 75 percent of base wages for following two weeks, 50 percent of base wages for remaining two weeks; employee may use accrued leave to receive compensation up to 100 percent during weeks reimbursed at rates of 75 percent and 50 percent; funded by the city	Will run concurrently with FMLA leave and any other unpaid leave offered by the city for childbirth or adoption
<b>Palm Beach County, Fla. (2017)</b>	Birth, adoption or foster placement	Full-time employees with at least one year of service; parents	<b>All purposes:</b> Six weeks	100 percent of base pay; funded by the city	Will run concurrently with FMLA leave; vacation and sick leave continue to accrue during period of paid parental leave
<b>Georgia</b>					
<b>Atlanta, Ga. (2015)</b>	Birth, adoption, foster placement	City employees; primary caregivers, domestic partners and spouses	<b>Primary caregiver:</b> Six weeks  <b>Non-primary caregiver who is a domestic partner or spouse:</b> Two weeks	Full salary; funded from the city budget	Must run concurrently with FMLA leave

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<b>Clarkston, Ga. (2016)</b>	Birth, adoption, foster placement, pregnancy, childbirth recovery	Employees who have worked for the city for at least six consecutive months preceding the leave; biological, adoptive, and foster parents, legal guardians, domestic partners, spouses	<b>All purposes:</b> Eight weeks	67 percent of then-prevailing salary; funded by the city	Will run concurrently with FMLA leave; annual leave and sick leave continue to accrue during the period of paid parental leave, but will only be credited upon return from paid parental leave
<b>Fort Valley, Ga. (2017)</b>	Birth, adoption	Employees of the city who have accrued at least six months of full-time service at the time leave is granted; parents (birth or adoption)	<b>Parent who gives birth:</b> Four weeks (or shift equivalent)  <b>Other purposes:</b> One week (or shift equivalent)	Not specified; funded by the city	Will run concurrently with FMLA leave
<b>Marietta, Ga. (2016)</b>	Birth	Full-time employees who have worked for the city for at least one year; parents who have given birth	<b>Parent who gives birth:</b> Four weeks	Full salary, provided the employee has at least four weeks of FMLA remaining; funded by the city	Will run concurrently with FMLA leave; employees must have at least 21 hours of accruals used during a weekly pay period in order to continue accruing vacation and sick leave
<b>Warner Robins, Ga. (2017)</b>	Birth, adoption	Employees who have accrued at least one year of full-time service; biological and adoptive parents	<b>Parent who gives birth:</b> Four weeks (or shift equivalent)  <b>Other purposes:</b> One week	Full salary; funded by the city	Will run concurrently with FMLA leave; annual and sick leave continue to accrue during period of paid parental leave
<b>Macon-Bibb County, Ga. (2017)</b>	Birth, adoption	Employees who have accrued at least one year of full-time service; biological and adoptive parents	<b>Parent who gives birth:</b> Four weeks  <b>Other purposes:</b> One week	Not specified; funded by the city	Will run concurrently with FMLA leave



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<b>Illinois</b>					
<b>Chicago, Ill. (2011)</b>	Birth, adoption, recovery from childbirth	Non-union city employees who are FMLA-eligible (have worked for the city for at least 12 months and for 1,250 hours in the previous year); parents and spouses or domestic partners	<b>Parent who gives birth:</b> Six weeks for employee who gives birth via C-section; Four weeks for vaginal birth  <b>Other purposes:</b> Two weeks	Full salary; funded from the city budget	Must be taken concurrently with FMLA leave; can extend leave with other earned paid time off
<b>Cook County, Ill. (2013)</b>	Birth, adoption	Full-time, non-union county employees who are FMLA-eligible; parents and spouses of domestic/civil union partners	<b>Parent who gives birth:</b> Six weeks for employee who gives birth via C-section; Four weeks for vaginal birth  <b>Other purposes:</b> Two weeks	Full salary; funded from the county budget	Must run concurrently with FMLA leave; may be combined with other accrued paid vacation, personal and/or sick time to achieve the maximum paid time off
<b>Massachusetts</b>					
<b>Boston, Mass. (2015)</b>	Birth, adoption, surrogacy, recovery from stillbirth	Exempt/non-union city employees with at least one year of service and employees covered by a collective bargaining agreement providing for this benefit; parents, spouses and domestic partners	<b>All purposes:</b> Six weeks	Full base wages for first two weeks; 75 percent for next two weeks; 50 percent for final two weeks; funded from the city budget	Must run concurrently with leaves under FMLA, Massachusetts Parental Leave Act and the city's unpaid leave due to childbirth or adoption; can receive full pay for final four weeks of leave by supplementing with vacation and sick time
<b>Cambridge, Mass. (2015)</b>	Birth, adoption, foster placement, surrogacy, stillbirth	Non-union employees in regular, benefitted positions who have worked for the city for at least three	<b>All purposes:</b> Eight weeks	Not specified; not specified	Must run concurrently with leaves under FMLA and Massachusetts Parental Leave Act; policy provides for up to 24 weeks of leave

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		continuous months in a regular, non-union position budgeted to work at least 20 hours per week; union employees are covered only if specifically provided for in collective bargaining agreements; parents regardless of gender			with first eight weeks paid through paid parental leave policy; In addition, women who have given birth may use up to eight weeks of accumulated sick time immediately following birth; all new parents may use up to four weeks of accumulated sick time to bond with new child; employees can also use accrued vacation, personal, compensatory and/or administrative time; service credit, sick leave, vacation leave and personal time continue to accrue during paid portion of leave
<b>Michigan</b>					
<b>Ferndale, Mich. (2016)</b>	Birth, adoption	Permanent full-time employees who work at least 35 hours per week or permanent full-time employees on a leave of absence (incl. but not limited to extended sick leave) who ordinarily work 35+ hours per week; biological parents of a newborn and legal guardians of a newly adopted/placed minor child	<b>All purposes:</b> 12 weeks (six weeks of city paid parental leave, immediately followed by up to three weeks of employee's own accrued, vacation, sick and/or personal time, to be matched by the city for up to three weeks of additional paid parental leave)	Full salary; up to nine weeks – six initial weeks of city paid parental leave and three weeks of city matched parental leave – are funded from the city budget and up to three weeks are paid by the employee through banked time	Must run concurrently with FMLA leave; employee must exhaust banked leave being used for the up to three weeks of employee-paid leave matched by the city

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<b>Minnesota</b>					
<b>Brooklyn Park, Minn. (2014)</b>	Birth, adoption	City employees who have worked an average of 20 hours/week for six consecutive months, excluding independent contractors or employees covered by a collective bargaining agreement; parents	<b>All purposes:</b> Two weeks	Full salary; funded from the city budget	One week (five consecutive days) is immediately available, and a second week may be taken immediately after the employee has used 12 weeks of FMLA or state parenting leave, which will also require the employee to use accumulated sick leave until 80 hours remain
<b>Minneapolis, Minn. (2015)</b>	Birth, adoption	Regular or seasonal full-time or regular part-time city employees who are eligible to accrue sick leave and have no disciplinary action in the previous two years for tardiness, absenteeism or the misuse of sick leave; parents, domestic partners and spouses	<b>All purposes:</b> 120 hours (three weeks) for regular or seasonal full-time employees  60 hours for regular part-time employees who work 20 hours per week  163.8 hours for sworn fire personnel working a 24-hour shift  Prorated leave for eligible employees not described above	Wages and fringe benefits; funded by the city	Must run concurrently with FMLA, Minnesota Pregnancy and Parenting Leave and paid holiday leave; vacation and sick leave continue to accrue while employee is out on paid parental leave
<b>Richfield, Minn. (2016)</b>	Birth, adoption	Regular benefit-earning employees who have been employed by the city and are benefit earning for a minimum	<b>All purposes:</b> Ten consecutive working days (80 hours; prorated hours for	100 percent of regular base wage; funded by the city	Holidays count as regularly scheduled work days and are included in the 10 days; must run concurrently with FMLA leave, Minnesota

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		of one continuous year (12 months); adoptive or biological parents regardless of gender; does not cover foster parents, surrogate mothers or sperm or egg donors	part-time employees)		Parental Leave and/or Short Term Disability (STD); other leave continues to accrue during paid parental leave
<b>St. Louis Park, Minn. (2015)</b>	Birth, adoption	Regular benefit-earning city employees who worked at least 20 hours/week for one continuous year; parents (excludes sperm or egg donors and surrogate mothers)	<b>All purposes:</b> 21 calendar days	Full regular base wage; funded by the city	For birthing parents, must run concurrently with short-term disability coverage and FMLA; ER benefit contribution and leave accrual continues during leave
<b>Saint Paul, Minn. (2015)</b>	Birth, adoption	Certified, provisional and appointed city employees who are FMLA-eligible; parents (excludes sperm donors and surrogate mothers)	<b>Parent who gives birth:</b> Four weeks  <b>Other purposes:</b> Two weeks	Full certified normal rate of pay for full-time employees; part-time employees paid according to average hours worked in past 12 months; funded through the city's general fund, which largely comes from property taxes	Must be taken concurrently with FMLA leave; can extend leave with vacation and sick time
<b>Hennepin County, Minn. (2015)</b>	Birth, adoption	County employees, including those covered by collective bargaining agreements; parents, spouses and domestic partners	<b>All purposes:</b> 120 hours for full-time employees (prorated for part-time employees)	Full salary; funded by the county	Must be taken concurrently with FMLA leave; can use sick time and short-term disability before leave and vacation donation program after leave

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<b>Missouri</b>					
<b>Kansas City, Mo. (2016)</b>	Birth, adoption	Regular and appointed city employees who have been employed by the city for at least 12 months and have worked a minimum of 1,250 hours in the 12 months prior to the leave; parents	<p><b>All purposes:</b> Six weeks</p> <p><b>Parent who gives birth:</b> Additional two weeks if medically necessary to recover from a C-section delivery and/or other birth complication</p>	Full base pay; city general fund	Must run concurrently with family and medical leave under the city's Family and Medical Leave Policy; does not reduce eligibility for other types of paid and unpaid leaves (sick leave, vacation, personal leave, holiday, short-term disability, etc.)
<b>Montana</b>					
<b>Missoula, Mont. (2016)</b>	Pregnancy, childbirth	Full- and part-time employees who have worked for the city for at least 90 days; individuals with physical limitations imposed by pregnancy or childbirth	<p><b>Parent who gives birth:</b> Six continuous weeks</p>	Current hourly rate of pay; part-time employees' pay is prorated based on average weekly hours worked during six weeks before leave; funded by the city	Will run concurrently with FMLA leave; sick and vacation leave continue to accrue during period of pregnancy-related medical leave (PRML); if a holiday occurs during paid parental leave, the employee receives holiday pay in lieu of PRML pay, but a holiday does not extend the duration of PRML
<b>Missoula County, Mont. (2016)</b>	Birth, adoption	Regular or probationary status county employees who have been employed for at least 180 consecutive calendar days; parents and established domestic partners	<p><b>All purposes:</b> Six continuous weeks (based on average hours worked in six weeks preceding leave for part-time employees)</p>	Full salary; funded by the county	Will count concurrently against family and medical leave for FMLA-eligible employees; employee must exhaust paid parental leave before using other paid or unpaid leave; holidays that occur during leave will be paid as such and not counted as leave

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<b>New Hampshire</b>					
<b>Hopkinton, N.H. (2015)</b>	Birth, adoption	Full- and part-time city employees who work at least 20 hours/week, excluding call/per diem and temporary employees; parents, spouses and partners	<b>Parent who gives birth:</b> Six weeks for employee who gives birth via C-section or vaginal birth  <b>Other parents:</b> Two weeks	Full base rate of pay for full-time employees; part-time employees paid according to regular weekly work schedule prior to leave; funded by the city	Must run concurrently with FMLA; vacation, personal time and sick time benefits will continue during parental leave
<b>New Jersey</b>					
<b>Jersey City, N.J. (2018)</b>	Birth, adoption	City employees who have one year of full-time service at the time of application for leave, are approved for parental leave under the FMLA and/or New Jersey Family Leave Act, and are approved for leave under the Family Leave Insurance provision of the New Jersey Temporary Disability Benefits Law; parents	Policies to be determined	City will supplement weekly wages provided to the employee through New Jersey Family Leave Insurance to bring the employee to full weekly wages; funded by the city	Policies to be determined
<b>New York</b>					
<b>New York City, N.Y. (2015)</b>	Birth, adoption, foster placement	Managerial and non-managerial city employees not represented by a union (original jurisdiction workers) in active status; parents	<b>All purposes:</b> 30 work days (pro-rated for part-time employees)	Full salary; funded from the city budget, to be completely offset by capping the accrual of annual leave for certain employees and eliminating a minor	Must run concurrently with FMLA leave; 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

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				scheduled wage increase for managers	upon employee's return from paid parental leave
<b>North Carolina</b>					
<b>Cary, N.C. (2017)</b>	Birth, adoption, foster or guardianship placement	Regular employees who have worked for the city for at least 12 months and are eligible for FMLA leave	<b>All purposes:</b> Six weeks	Regular salary; funded by the city	Not required to run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental leave
<b>Chapel Hill, N.C. (2017)</b>	Birth, adoption or foster placement	Regular full or part-time employees who have been in pay status for the prior 12 month period; parents (incl. birth parent, spouse, qualifying domestic partner, adoptive and foster parents; excl. those adopting a stepchild or partner's child)	<b>All purposes:</b> Six continuous weeks; must be taken immediately following the qualifying event. If both parents are employed by the town, each parent will receive six weeks of paid parental leave and must use it at the same time.	Full regular salary; funded by the city	Will run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental leave
<b>Charlotte, N.C. (2017)</b>	Birth, adoption, foster or guardianship placement	Employees who have completed a total of 12 months of employment (does not have to be concurrent) and 1,250 compensable hours during the 12-month period preceding leave; parents (incl. birth, adoptive, foster and legal guardian)	<b>All purposes:</b> Six weeks	Information not provided; funded by the city	Will run concurrently with FMLA leave

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<b>Durham, N.C. (2017)</b>	Birth, adoption or guardianship placement	Non-probationary, full-time and temporary with benefits employees who have completed one year of service and who qualify under the Family and Medical Leave Act (FMLA); parents (incl. birth, adoptive or legal guardian; excl. adoption of a spouse's or certified dependent's children)	<b>All purposes:</b> Twelve consecutive weeks within 12 months of the qualifying event. If both parents are employed by the town and are FMLA-eligible they will be eligible for a combined total of 12 weeks of paid parental leave	Full salary; funded by the city	Will run concurrently with FMLA leave; vacation and sick leave continue to accrue during the period of paid parental leave
<b>Greensboro, N.C. (2016)<sup>†</sup></b>	Birth; adoption, foster, <i>in loco parentis</i> or guardianship placement, or care of adult child incapable of self-care due to physical or mental disability	Benefit-eligible full- and part-time employees who have worked for the city for at least 12 months; parents (including biological parents, legal custodians, persons acting as a child's guardian regardless of legal status, aunts, uncles and grandparents); and spouses of any of the foregoing	<b>All purposes:</b> Six consecutive weeks	Full salary; funded by the city	Will run concurrently with FMLA leave; employee may exhaust all available Planned Leave Without Pay, Fair Labor Standards Act compensatory time, holiday leave, other compensatory time, annual leave or sick leave after Paid Parental Leave has been exhausted; annual leave and sick leave continue to accrue during the period of paid parental leave
<b>Hillsborough, N.C. (2016)</b>	Birth, adoption, foster, guardianship or <i>in loco parentis</i> placement	Regular full-time or part-time, benefit-eligible employees who qualify under the Family and Medical Leave Act (FMLA); parents (incl. birth,	<b>All purposes:</b> Six continuous weeks within 12 months of the qualifying event. If both parents are employed by the town and have one	Full salary; funded by the city	Will run concurrently with FMLA leave; vacation and sick leave continue to accrue during the period of paid parental leave



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		adoptive, foster, legal guardian and those standing <i>in loco parentis</i> to a child)	qualifying event, each parent is eligible for the six weeks of paid parental leave, either consecutively or intermittently.		
<b>Morrisville, N.C. (2017)</b>	Birth, adoption, foster or guardianship placement	Regular, full-time employees who have worked for the town for at least 12 months and have worked at least 1,250 hours over the previous 12 months; parents and legal guardians	<b>All purposes:</b> Six weeks. If both parents and/or legal guardians work for the town, the combined maximum amount of paid parental leave is six weeks.	100 percent of regular, straight-time pay; funded by the city	Will run concurrently with FMLA leave; employees who are enrolled in a voluntary short-term disability benefit associated with childbirth may use paid parental leave during the waiting period and short-term disability for the qualifying medical period for recovery after childbirth, and may request to use any remaining paid parental leave at the conclusion of short-term disability leave; paid parental leave may be taken in weekly increments
<b>Rolesville, N.C. (2017)</b>	Birth, adoption, foster, guardianship or <i>in loco parentis</i> placement	Regular full-time or part-time employees who have worked for the town for at least 12 months and who qualify for family and medical leave; parents (incl. biological, adoptive, foster, legal guardian and those	<b>All purposes:</b> Six weeks within 12 months of the date of the qualifying event. If both parents are employed by the town and have one qualifying event, each parent is eligible for six weeks	Normal rate of pay; funded by the city	Will run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
		standing <i>in loco parentis</i> to a child)	of paid parental leave, either consecutively or intermittently.		
<b>Durham County, N.C. (2016)</b>	Birth, adoption, foster or <i>in loco parentis</i> placement	County employees who accrue and use sick leave covered by the Personnel Ordinance and those pursuant to a Memorandum of Understanding; biological, adoptive, step-, and foster parents, and those standing <i>in loco parentis</i> to a child	<b>All purposes:</b> 12 weeks	Full pay; funded by the county	Will not run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental leave
<b>Mecklenburg County, N.C. (2017)<sup>†</sup></b>	Birth, adoption or foster care placement or to care for a spouse, son, daughter or parent who has a serious health condition	<p>Full-time benefit-eligible employees who are qualified under the Family and Medical Leave Act (FMLA) and on approved FMLA leave for qualifying leave purposes</p> <p><b>Parental leave:</b> Parents (incl. birth, adoption and foster)</p> <p><b>Family care leave:</b> Employees providing care for a spouse, son, daughter or parent who has a serious health condition</p>	<b>All purposes:</b> Six continuous weeks within 12 months of the qualifying event. If both parents are employed by the county, each parent is eligible for the six weeks of paid leave.	100 percent of employee's salary; funded by the city	Will run concurrently with FMLA leave; other forms of leave continue to accrue during the period of paid parental or family leave

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
<b>Orange County, N.C. (2017)</b>	Birth, adoption, guardianship or foster care placement	Full-time and part-time benefit-eligible employees who qualify for family medical leave under the Family Medical Leave Act; parents (incl. birth, adoption, guardian and foster)	<b>All purposes:</b> Six consecutive weeks. If both parents are employed by the county, each parent is eligible for the six weeks of paid leave.	Information not provided; funded by the city	Will run concurrently with FMLA leave; vacation and sick leave continue to accrue during the period of paid parental leave
<b>Wake County, N.C. (2016)</b>	Birth, adoption, foster, <i>in loco parentis</i> or guardianship placement	Employees who have worked for the county for at least 12 months and qualify for FMLA leave; parents, legal guardians, individuals who permanently assume and discharge parental responsibilities ( <i>in loco parentis</i> )	<b>All purposes:</b> Six weeks  <b>Medical complications or cesarean delivery:</b> Additional two weeks	Not specified; funded by the city	Will run concurrently with FMLA leave; annual leave and sick leave continue to accrue during the period of paid parental leave; employees who have elected Short Term Disability (STD) may choose to use STD first before receiving paid parental leave  Employees who are not eligible for FMLA leave may be approved for a leave of absence to use other paid leave or leave without pay
<b>Ohio</b>					
<b>Cincinnati, Ohio (2016)</b>	Birth, adoption	Permanent full-time employees working at least $\frac{3}{4}$ time <sup>1</sup> ; parents	<b>All purposes:</b> Six weeks (two weeks during which employee may use paid sick or vacation time, followed by four weeks of paid parental leave)	70 percent of regular rate of pay after unpaid 14-day waiting period, pro-rated for fewer than 40 hours/week; funded by the city	Must run concurrently with FMLA leave; during 14-day waiting period, employee may use accumulated paid sick time, and if insufficient, accumulated vacation time and/or up to 80 hours (pro-rated for

<sup>1</sup> The ordinance states that permanent part-time employees are also covered, but the city's personnel policy only mentions coverage for employees working at least  $\frac{3}{4}$  time.

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
					part-time employees) of future paid sick time; employee may receive full pay during parental leave period by supplementing accumulated sick or vacation time
<b>Columbus, Ohio (2017)<sup>†</sup></b>	Birth, adoption, care for a family member with a serious health condition	<p>Employees who have worked for the city for at least 12 months, who have worked for at least 1,250 hours over the 12 months preceding the leave, and who have requested and received FMLA leave.</p> <p><b>Parental leave:</b> Parents (incl. biological parent, adoptive parent, spouse or domestic partner of biological or adoptive parent, or legal guardian; must reside in the same household as the child); must not have taken paid parental leave in the preceding 12 months</p> <p><b>Caregiver leave:</b> Employees providing care for a parent, spouse, son or daughter with a serious health</p>	<p><b>Parental leave:</b> Up to a total of six weeks, including an initial two weeks of leave for which employee may use accrued leave time or take unpaid, followed by four weeks of paid parental leave</p> <p><b>Caregiver leave:</b> Up to a total of four weeks, including an initial two weeks of leave for which employee may use accrued leave time or take unpaid, followed by two weeks of paid caregiver leave</p>	70 percent of current salary; employee may use accrued leave to supplement income up to 100 percent of current salary; funded by the city	Will run concurrently with FMLA leave; paid parental leave is in addition to, but runs concurrent with, any short-term disability benefit associated with childbirth; during leave, employee may not accrue additional leave or receive pay or credit for unworked holidays

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
		condition; must not have taken paid caregiver leave in the preceding 12 months			
<b>Dayton, Ohio (2015)</b>	Birth, adoption	Permanent full-time or part-time employees who work at least 35 hours per week; biological parents of newborn or legal guardians of newly adopted child residing in same household	<b>All purposes:</b> Six weeks (two weeks during which employee may use paid sick, personal or vacation time, followed by four weeks of paid parental leave)	70 percent of regular rate of pay after unpaid 14-day waiting period; funded from the city budget	Unpaid or partially paid parental leave counts toward FMLA entitlement if employee is not working; EE can receive full pay during 14-day waiting period and parental leave by supplementing sick, personal or vacation leave or compensatory time balance; since parental leave is designated as FMLA leave, employees need not exhaust accrued paid leave prior to going on unpaid leave
<b>Newburgh Heights, Ohio (2016)</b>	Birth, adoption	Full-time employees who have been employed by the village for at least one continuous year and are not elected officials; biological or adoptive parents, same-sex domestic partners	<b>All purposes:</b> Six months	100 percent of straight-time, regular pay; funded by the village	Will run concurrently with FMLA leave if employee is eligible; if an official holiday occurs during paid parental leave, the employee receives holiday pay in lieu of a paid parental leave day
<b>Lucas County, Ohio (2017)</b>	Birth, adoption	An employee who has completed 180 days of work for Lucas County; parents (including birth and adoptive parents and same-sex	<b>All purposes:</b> Twelve weeks (480 hours) during the first 12 weeks following birth or adoption. If both parents work	75 percent of straight-time, regular pay (based on full-time equivalency); employee may use	Will run concurrently with FMLA leave, if the employee meets eligibility requirements of the FMLA; if a holiday occurs during paid parental leave, the

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
		domestic partners of birth and adoptive parents)	for the county, each may receive up to 240 hours of paid parental leave.	accrued paid time off to supplement the remaining 25 percent; funded by the city	employee receives holiday pay in lieu of paid parental leave pay; paid parental leave may be taken on an intermittent or reduced schedule basis with supervisory approval
<b>Summit County, Ohio (2016)</b>	Birth, adoption, recovery from stillbirth or late-term miscarriage	Employees who have worked for the county for at least 12 months and have worked at least 1,250 hours during the 12 months preceding the leave; biological and adoptive parents that reside in the same residence as the child	<b>Birth or adoption:</b> Six consecutive weeks  <b>Stillbirth or death during third trimester of pregnancy:</b> Three weeks	100 percent of straight-time, regular pay; funding not specified	Will run concurrently with FMLA leave; if a holiday occurs during paid parental leave, the employee receives holiday pay in lieu of a paid parental leave day, but a holiday does not extend the duration of paid parental leave; all other forms of paid leave continue to accrue during the period of paid parental leave
<b>Oregon</b>					
<b>Portland, Ore. (2016)</b>	Birth, adoption, foster placement	Regular, probationary, limited duration and temporary city employees in budgeted positions with 180 consecutive calendar days of employment; Bureau Directors and “at will” employees in elected official offices; parents	<b>All purposes:</b> Six weeks	Full salary; city general fund and non-general fund bureaus	Must run concurrently with FMLA and/or OFLA Leaves or parental leave under a collective bargaining agreement, and must be used during the approved FMLA and/or OFLA parental leave; must also be exhausted prior to use of sick leave, personal holidays, vacation leave, deferred holiday, management leave, compensatory time or unpaid leave during

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
					parental leave not covered under this policy
<b>Multnomah County, Ore. (2015)</b>	Birth (including post-pregnancy disability), adoption, foster placement	Regular, probationary and limited duration county employees with at least 180 days of employment; parents (including biological, adoptive, foster and step parents, legal guardians, and individuals standing in loco parentis), domestic partners and spouses	<b>All purposes:</b> 240 hours (six weeks) for full-time employees (prorated for part-time employees)	Regular pay rate, not including overtime; funded from the county budget	Must run concurrently with FMLA, Oregon Family Leave Act (OFLA) and/or contractual leaves; must be used during the approved FMLA and/or OFLA parental leave; must be used before other accrued leave (sick leave, vacation, compensatory time, saved holiday, etc.) or an unpaid leave of absence
<b>Pennsylvania</b>					
<b>Philadelphia, Pa. (2014)</b>	Birth, adoption, foster placement of children under 18	Non-civil service employees and/or non-represented employees with six months of service; parents and life partners	<b>All purposes:</b> Four weeks	Full salary; funded by the city	Must be taken concurrently with FMLA leave; can extend leave with other accrued time; birth mothers may also use up to eight weeks of accrued sick time immediately following the birth of a child
<b>Pittsburgh, Pa. (2015)</b>	Birth, adoption, foster placement	Non-union full-time city employees who have worked for at least 12 months and 1,250 hours in the previous year; parents	<b>All purposes:</b> Six weeks	Full base rate at 40 hours/week; funded by the city	Must be taken concurrently with FMLA leave; can extend leave with available benefitted time
<b>Allegheny County, Pa. (2015)</b>	Birth, adoption, foster placement	Non-union, permanent and full-time county employees who have worked for at least 12 months and at least 1,250 hours in the previous year; parents	<b>All purposes:</b> Six weeks	Full base rate at 40 hours/week; funded from the county budget	Does not need to be taken concurrently with FMLA leave; can extend leave with vacation time

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
		without regard to gender, marital status or sexual orientation			
<b>Tennessee</b>					
<b>Nashville, Tenn. (2017)<sup>†</sup></b>	Birth or adoption placement or to care for a spouse, son, daughter or parent who has a serious health condition	<p>Full-time employees (32 hours per week or more) who have worked for the city for six continuous months</p> <p><b>Parental leave:</b> Parents (incl. birth and adoption)</p> <p><b>Family care leave:</b> Employees providing care for a spouse, son, daughter or parent who has a serious health condition</p>	<b>All purposes:</b> Thirty work days within 12 months of the qualifying event. For spouses who are both employed by the city, each spouse shall be entitled to 30 days of paid leave	Full salary; funded by the city	<p>Will run concurrently with FMLA leave if the employee is eligible for FMLA leave; other forms of leave continue to accrue during the period of paid parental leave</p> <p>The Tennessee Maternity Leave Act shall apply to paid family leave. An employee may begin childbirth or bonding leave by using paid family leave for 30 days and may follow such leave by using regular FMLA leave for a combined total not exceeding 12 weeks pursuant to the FMLA; the employee may then use an additional four weeks of paid or unpaid leave, provided they are determined eligible to take leave under the Tennessee Maternity Leave Act</p>
<b>Texas</b>					
<b>Austin, Texas (2013)</b>	Birth, adoption, foster placement	FMLA-eligible city employees in regularly budgeted positions (excludes city safety	<b>All purposes:</b> 240 hours (prorated based on budgeted workweek)	Full salary; funded from the city budget	Must be taken concurrently with FMLA leave; must exhaust vacation and sick time first



Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
		workers, temporary employees and employees covered by a collective bargaining agreement or meet and confer agreement); parents without regard to marital status or sexual orientation			
<b>Lake Jackson, Texas (2016)</b>	Birth, adoption, foster placement	Employees who have worked for the city for at least 12 months and have worked at least 1,250 hours for the city in the 12 months preceding the leave; parents without regard to the marital status or sexual orientation of the parenting individual	<b>Employees who are pregnant with a child:</b> Six consecutive weeks (240 hours)  <b>All other employees who qualify for parental leave:</b> Three consecutive weeks (120 hours)	Regular pay; funded by the city	Will run concurrently with FMLA leave
<b>San Antonio, Texas (2016)</b>	Birth, adoption, foster placement	Full-time civilian employees are eligible upon hire; does not apply to uniformed employees covered by a collective bargaining agreement or trainees attending the police or fire academies; birthing and non-birthing parents	<b>All purposes:</b> Six consecutive weeks	100 percent of compensation; funded by the city	Will run concurrently with FMLA leave; annual and personal leave continue to accrue; the employee receives holiday pay where eligible
<b>Utah</b>					
<b>Salt Lake City, Utah (2017)</b>	Birth, adoption, foster placement	All full-time employees	<b>All purposes:</b> Six weeks	100 percent of regular salary; funded by the city	Will run concurrently with FMLA leave; Short Term Disability (STD) must be

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
					used (as applicable) concurrently with paid parental leave; other forms of leave continue to accrue during the period of paid parental leave
<b>Salt Lake County, Utah (2017)</b>	Birth, adoption, recovery from pregnancy and childbirth	All employees who are approved for FMLA leave due to birth or adoption, including time-limited employees; parents	<p><b>Parental leave:</b> Six consecutive weeks (prorated for employees who work less than 40 hours per week)</p> <p><b>Recovery from pregnancy and childbirth:</b> Additional six consecutive weeks. Birth mothers are eligible for six weeks of recovery leave in the event of a stillbirth</p>	Not specified; funded by the city	Will run concurrently with FMLA leave; employees who qualify for short term disability may receive those payments while receiving paid parental leave
<b>Virginia</b>					
<b>Fairfax County, Va. (2012)</b>	Birth, adoption, foster placement	"Merit" employees (excludes part-time employees who work less than 20 hours/week and other limited-term employees), full time 24-hour shift fire protection employees; parents	<b>All purposes:</b> 80 hours for merit employees (prorated for part-time employees); 120 hours for full time 24-hour shift fire protection employees	Full salary; funded from the county budget	Must be taken concurrently with FMLA leave; however, if FMLA leave has been exhausted, paid parental leave can still be used

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
<b>Washington</b>					
<b>Seattle, Wash. (2015, expanded 2017)†</b>	Birth, adoption, foster placement, care for a family member with a serious health condition	<p>Full- or part-time city employees who have worked at least six months and temporary workers who: have been in interim and short-term assignments for 1,040 hours, are in term-limited assignments, or have been converted to a regular position;</p> <p><b>Parental leave:</b> Parents (incl. biological, adoptive, foster and step parents, legal guardians and individuals standing in loco parentis)</p> <p><b>Family care leave:</b> Employees providing care for a parent, spouse/domestic partner, son or daughter</p>	<p><b>Parental leave (birth, adoption or foster placement):</b> Twelve weeks, including eight weeks of paid parental leave (prorated for part-time employees), after which the city will supplement the employee's accrued paid vacation and sick leave balances so that total available paid parental, vacation and sick leave is 12 weeks. One week of paid vacation and two weeks of sick leave are set aside.</p> <p><b>Family care leave:</b> Four weeks. Employee must reduce paid sick leave to two weeks and paid vacation leave to one week prior to taking paid family care leave.</p>	Full straight-time rate of pay; funded by the city	<p><b>Parental leave:</b> Can be used in addition to available unpaid city family medical leave (may run concurrently for library employees, however)</p> <p><b>Family care leave:</b> Runs concurrently with employee's family medical leave entitlement</p>
<b>Shoreline, Wash. (2017)†</b>	Birth, adoption, foster placement,	Regular employees who have worked for the	<b>All purposes:</b> Up to a total of 12 weeks of	Full salary; regular part-time employees	Will run concurrently with FMLA leave, state family

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
	care for a family member with a serious health condition, military exigency (as defined by the FMLA), employee's own serious health condition, qualifying event under the Victims of Domestic Violence policy	city continuously for at least 12 months and for 1,250 hours over the previous 12 months, and who lack enough accrued leave to pay for a leave of absence of up to 12 weeks while maintaining a balance of two weeks  <b>Parental leave:</b> Parents (incl. biological, adoptive and foster parents)  <b>Family care leave:</b> Employees providing care for a parent, spouse/domestic partner, son or daughter	supplemental paid leave, when combined with employee's accrued leave (vacation, sick leave, personal holiday, compensatory time and management leave) while maintaining two weeks of accrued leave.  <b>Parental leave:</b> If both parents work for the city, the total supplemental paid leave available to them is 12 weeks and the city may grant leave to only one parent at a time.	will receive the benefit on a pro-rate basis relative to their normal work week; funded by the city	and medical leave and city family and medical leave; vacation and sick leave continue to accrue during period of supplemental paid family leave; supplemental paid leave is limited to a maximum of 12 weeks per year; supplemental paid leave may be taken on an intermittent or part-time basis if certain conditions are met
<b>King County, Wash. (pilot) (2016)</b>	Birth, adoption, foster-to-adopt placement	County employees with at least six months of continuous service that are either non-represented or represented by a union that has signed a paid parental leave memorandum of agreement; parents	<b>All purposes:</b> 12 weeks, may be used on a part-time basis	Full base pay; funded from county agencies' budgets	Must run concurrently with county, state and federal FMLA; employee must reserve one week of accrued vacation and one week of accrued sick leave, and may use any unreserved accrued paid leave in combination with paid leave under this policy to reach 12 weeks, but is not so required

Location (appx. effective date)	Purpose	Covered Workers	Max. Leave Duration	Benefit Amount and Funding Source	Interaction with Other Forms of Leave
<b>Wisconsin</b>					
<b>Dane County, Wis. (2016)</b>	Birth, adoption	County employees who are entitled to accrue leave balances and have a qualifying event, not including limited term employees; parents	<b>All purposes:</b> 240 hours (prorated for part-time employees), may be used intermittently. If both parents are county employees, each employee receives a paid parental leave benefit	Full regular pay; funded by the county	Must run concurrently with FMLA leave if an employee is eligible for FMLA; non-salary fringe benefits continue to accrue while an employee is on paid parental leave; if a county holiday occurs while the employee is on paid parental leave, the employee will receive holiday pay and the holiday does not count against approved paid parental leave