

1 **A RESOLUTION AMENDING PERSONNEL PROCEDURE 205-16 REGARDING PAID**  
2 **PARENTAL LEAVE TO PROVIDE UP TO TWELVE (12) WORKWEEKS OF PAID**  
3 **PARENTAL LEAVE TO ELIGIBLE EMPLOYEES; AND FOR OTHER PURPOSES.**  
4

5 **WHEREAS**, the Fulton County Board of Commissioners is responsible for  
6 establishing and maintaining personnel policies governing County employees; and

7 **WHEREAS**, the County seeks to maintain a competitive and supportive  
8 workplace that promotes employee well-being, recruitment, and retention; and

9 **WHEREAS**, paid parental leave polices support employees during significant life  
10 events, including the birth, adoption, or placement of a child, and contribute to workforce  
11 stability and productivity; and

12 **WHEREAS**, the Fulton County Board of Commissioners recognizes that  
13 enhancing paid parental leave benefits may improve employee morale, reduce turnover,  
14 and support the County's ability to attract and retain a qualified workforce; and

15 **WHEREAS**, the Fulton County Board of Commissioner also recognizes the  
16 importance of allowing parents a paid parental leave to care for and bond with a  
17 newborn during a critical period of family development; and

18 **WHEREAS**, Personnel Procedure 205-16 currently governs paid parental leave  
19 and provides up to eight (8) workweeks of paid parental leave to eligible employees;  
20 and

21 **WHEREAS**, the Board of Commissioners recognizes that a growing number of  
22 public-sector employers have adopted policies providing up to twelve (12) weeks of paid  
23 parental leave, including the federal government pursuant to the Federal Employee Paid  
24 Leave Act, as well as state and local jurisdictions such as the States of New York,  
25 Michigan, and Arizona; King County, Washington; the City of Cleveland, Ohio; the City

26 of Louisville, Kentucky; and certain large county governments including Cook County,  
27 Illinois, Montgomery County, Pennsylvania, and Harris County, Texas, thereby reflecting  
28 an emerging national standard for competitive employee benefits; and

29 **WHEREAS**, the Board further recognizes that the State of Georgia currently  
30 provides six (6) weeks of paid parental leave to eligible employees, and that increasing  
31 Fulton County's paid parental leave benefit to twelve (12) weeks would position the  
32 County as a leader within the State of Georgia and the southeastern United States,  
33 enhancing its ability to recruit and retain a high-performing workforce;

34 **WHEREAS**, the Board finds it appropriate to amend Personnel Procedure 205-  
35 16 to increase the amount of paid parental leave available to eligible employees to up to  
36 twelve (12) workweeks.

37 **NOW, THEREFORE, BE IT RESOLVED**, that the Fulton County Board of  
38 Commissioners hereby amends Personnel Procedure 205-16 to provide up to twelve  
39 (12) workweeks of paid parental leave for eligible employees, subject to the terms and  
40 conditions set forth in the policy; and

41 **BE IT FURTHER RESOLVED**, that the Human Resources Department is hereby  
42 directed to revise and update Personnel Procedure 205-16 to reflect the changes  
43 authorized by this Resolution and to ensure consistency with applicable County policies;  
44 and

45 **BE IT FURTHER RESOLVED**, that the County Manager, in coordination with the  
46 Department of Finance, shall identify any necessary funding or budgetary adjustments  
47 associated with the implementation of the amended parental leave policy; and

48           **BE IT FINALLY RESOLVED**, that this Resolution shall become effective upon  
49 adoption by the Fulton County Board of Commissioners, and that all resolutions and  
50 parts of resolutions in conflict with Resolution are hereby repealed to the extent of the  
51 conflict.

52           **PASSED AND ADOPTED** by the Board of Commissioners of Fulton County,  
53 Georgia this \_\_\_\_\_ day of \_\_\_\_\_, 2026.

54  
55  
56

**FULTON COUNTY BOARD OF  
COMMISSIONERS**

**SPONSORED BY:**

57  
58  
59  
60  
61  
62  
63  
64  
65  
66  
67  
68

\_\_\_\_\_  
Robb Pitts, Chairman  
(At-Large)

69  
70  
71

**ATTEST:**

72  
73

\_\_\_\_\_  
Tonya R. Grier, Clerk to the Commission

74  
75

**APPROVED AS TO FORM:**

76  
77  
78

\_\_\_\_\_  
Y. Soo Jo, County Attorney

79