

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 workplace  
8 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 Commissioners also recognizes the  
16 importance of allowing parents a paid parental leave to care for and bond with a newborn  
17 during a critical period of family development; and

18 **WHEREAS**, on October 19, 2016, via Agenda Item 16-0956, the Fulton County  
19 Board of Commissioners adopted the Paid Parental Leave Personnel Policy (205-16)  
20 effective January 1, 2017 and authorized the County Manager to adopt an accompanying  
21 procedure; and

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

24 **WHEREAS**, the Fulton County Board of Commissioners recognizes that a growing  
25 number of public-sector employers have adopted policies providing up to twelve (12)

26 weeks of paid parental leave, including the federal government pursuant to the Federal  
27 Employee Paid Leave Act, as well as state and local jurisdictions such as the States of  
28 New York, Michigan, and Arizona; King County, Washington; the City of Cleveland, Ohio;  
29 the City of Louisville, Kentucky; and certain large county governments including Cook  
30 County, Illinois, Montgomery County, Pennsylvania, and Harris County, Texas, thereby  
31 reflecting an emerging national standard for competitive employee benefits; and

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

38 **WHEREAS**, the Fulton County Board of Commissioners finds it appropriate to  
39 amend Personnel Procedure 205-16 to increase the amount of paid parental leave  
40 available to eligible employees to up to twelve (12) workweeks.

41 **NOW, THEREFORE, BE IT RESOLVED**, that the Fulton County Board of  
42 Commissioners hereby amends Personnel Procedure 205-16 to provide up to twelve (12)  
43 workweeks of paid parental leave for eligible employees, subject to the terms and  
44 conditions set forth in Personnel Policy and Procedure 205-16.

45 **BE IT FURTHER RESOLVED**, that the Department of Human Resources  
46 Management is hereby directed to revise and update Personnel Procedure 205-16 to  
47 reflect the changes authorized by this Resolution and to ensure consistency with  
48 applicable County policies.

49           **BE IT FURTHER RESOLVED**, that the County Manager, in coordination with the  
50 Department of Finance, shall identify any necessary funding or budgetary adjustments  
51 associated with the implementation of the amended Paid Parental Leave Procedure.

52           **BE IT FURTHER RESOLVED**, that an employee who starts paid parental leave  
53 after this resolution becomes effective may not use any paid parental leave unless the  
54 employee agrees, in writing, before commencement of the leave, to subsequently work  
55 for the applicable employing agency for at least twelve (12) weeks, in which the obligation  
56 begins on the employee's first scheduled workday after such paid parental leave  
57 concludes.

58           **BE IT FURTHER RESOLVED**, that this Resolution, once adopted, shall apply to  
59 employees who are currently on paid parental leave or has currently applied for paid  
60 parental leave but any paid parental leave beyond eight (8) workweeks will not be granted  
61 unless the employee agrees, in writing, to subsequently work for the applicable employing  
62 agency for at least twelve (12) weeks, in which the obligation begins on the employee's  
63 first scheduled workday after such paid parental leave concludes.

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

67           **PASSED AND ADOPTED** by the Board of Commissioners of Fulton County,  
68 Georgia this 15th day of April, 2026.

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FULTON COUNTY BOARD OF  
COMMISSIONERS

SPONSORED BY:

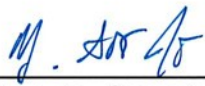


Robb Pitts, Chairman  
(At-Large)



Tom Grier, Clerk to the Commission

APPROVED AS TO FORM:



Y. Soo Jo, County Attorney

ITEM # 200223 SRM 04 / 15 / 24  
SECOND REGULAR MEETING