

ORDINANCE 4611

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SCOTTSDALE, MARICOPA COUNTY, ARIZONA, AMENDING CHAPTER 14, HUMAN RESOURCES MANAGEMENT, OF THE SCOTTSDALE REVISED CODE BY ADDING SECTION 14-91 TO PROVIDE FOR PAID PARENTAL LEAVE.

WHEREAS, the City wishes to amend the Scottsdale Revised Code to provide paid parental leave for eligible employees.

NOW THEREFORE, BE IT ORDAINED by the Council of the City of Scottsdale as follows:

Section 1. Section 14-91 is a new section and shall read as follows:

14-91 – Paid parental leave.

- (a) An employee who is eligible for leave under the Family and Medical Leave Act (FMLA) is entitled to leave with pay for four (4) weeks for the birth of a child or placement of a child with the employee for adoption or foster care.
- (b) If both parents are employees of the City and eligible for paid parental leave, each parent is eligible for four (4) weeks of paid parental leave.
- (c) Paid parental leave runs concurrent with FMLA leave.

Section 2. This leave benefit is effective September 24, 2023. Paid parental leave is not available for a birth, adoption or placement of a child that occurs prior to September 24, 2023.

PASSED AND ADOPTED by the Council of the City of Scottsdale this 24 day of October, 2023.

ATTEST:

Ben Lane
Ben Lane, City Clerk

CITY OF SCOTTSDALE, an Arizona
municipal corporation

David D. Ortega
David D. Ortega, Mayor

APPROVED AS TO FORM:

William Hylen
Sherry R. Scott, City Attorney
By: William Hylen
Senior Assistant City Attorney