

## EXHIBIT 1

## PAID PARENTAL LEAVE POLICY COMPARISON

	<b>BROWARD COUNTY PAID PARENTAL LEAVE POLICY</b>	<b>PALM BEACH COUNTY</b>	<b>MIAMI DADE COUNTY</b>
Eligibility	EE and spouse/DP, unrepresented unless provided for under CBA	Same	Same
Eligibility Period	1 year employment, 1250 hours concurrent with FMLA	Same	Same
Length of Leave & Compensation	180 hours at 100% of base pay, (180 hours is the equivalent of two weeks at 100%, two weeks at 75%, and two weeks at 50% of base pay)	6 weeks + 2 for C-section at 100% of base salary	6 weeks Paid at 100% of base salary for weeks one and two, 75% for weeks three and four, and 50% for weeks five and six.
Limitations	One period of parental leave in a rolling 12 month period, regardless of whether more than 1 birth, adoption or qualified placement event occurs within that 12 month time frame	Same	One six week paid leave per birth or adoption
Use of Time	Provides intermittent leave	Consecutive; no intermittent leave	Provides intermittent leave by day/week
Dependents Eligible	Newborns, newly adopted, newly placed foster child, newly placed in employee's legalized guardianship	Newborns, newly adopted, newly placed foster child, newly placed in employee's guardianship	Newborns, newly adopted, newly placed foster child