

1 [Police Code - Existing Exemption to Paid Parental Leave Ordinance]

2

3 **Ordinance amending the Police Code to make an existing exemption to the Paid**  
4 **Parental Leave Ordinance for employers with fully paid family leave policies consistent**  
5 **with recent changes to state law.**

6 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
7 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
8 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
9 **Board amendment additions** are in double-underlined Arial font.  
10 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
11 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
12 subsections or parts of tables.

13 Be it ordained by the People of the City and County of San Francisco:

14

15 Section 1. Article 33H of the Police Code is hereby amended by revising Section  
16 3300H.4, to read as follows:

17 **SEC. 3300H.4. SUPPLEMENTAL PAID PARENTAL LEAVE.**

18 \* \* \* \*

19 (d) **Existing Paid Parental Leave Policies.** This Article 33H does not require a  
20 Covered Employer to provide Supplemental Compensation under Section 3300H.4 to a  
21 Covered Employee if the employer’s existing policy provides the employee with ~~at least six~~  
22 ~~weeks~~ fully paid parental leave for at least the number of weeks paid leave is required by the  
23 California Paid Family Leave law, as amended from time to time, within any twelve-month period  
24 for purposes of New Child Bonding, whether or not such paid leave includes California Paid  
25 Family Leave benefits. Unless the Employee elects otherwise, the ~~six weeks~~ fully paid parental  
leave referenced in the prior sentence must be provided as ~~six~~ consecutive weeks.

1           Section 2. Effective Date. This ordinance shall become effective 30 days after  
2 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the  
3 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board  
4 of Supervisors overrides the Mayor’s veto of the ordinance.

5  
6           Section 3. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors  
7 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,  
8 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal  
9 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment  
10 additions, and Board amendment deletions in accordance with the “Note” that appears under  
11 the official title of the ordinance.

12  
13 APPROVED AS TO FORM:  
14 DENNIS J. HERRERA, City Attorney

15 By: \_\_\_\_\_  
16       BRADLEY A. RUSSI  
17       Deputy City Attorney

18  
19  
20  
21  
22  
23  
24  
25  
n:\legana\as2019\2000181\01411614.docx