



THE STATE OF FLORIDA  
**JUSTICE ADMINISTRATIVE COMMISSION**

227 North Bronough Street, Suite 2100  
Tallahassee, Florida 32301



**Alton L. "Rip" Colvin, Jr.**  
Executive Director

(850) 488-2415  
FAX (850) 488-8944

[www.justiceadmin.org](http://www.justiceadmin.org)

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**MEMORANDUM HR01-2024**

To: Agency Administrators  
From: Andy Snuggs, Director of Human Resources  
Subject: Paid Parental Leave for State Personnel System (SPS) Employees  
Date: January 5, 2024

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We are sharing guidance from the Department of Management Services regarding Paid Parental Leave for State Personnel System (SPS) Employees. This new benefit went into effect December 11, 2023, and is not for agencies that are not part of the Executive Branch, but we believe that the guidance would be beneficial to provide if it is something you may implement in the future.

Please find attached:

- Management Advisory HRMA #2023-013 – Amendment of Chapter 60L-34- Parental Leave Benefits for SPS Employees
- Florida Administrative Code (F.A.C.) 60L-34.00421 – Paid Parental Leave Following the Birth or Adoption of a Child
- Administration of Parental Leave Benefits for State Personnel System (SPS) Employees Following the Birth or Adoption of a Child Policy Guideline
- Parental Leave Benefits for State Personnel System Employees – Overview and Matrix

Thank you.