

# ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS

## AGENDA COMMUNICATION FORM

<b>ITEM DATE:</b> May 30, 2022	<b>ITEM TIME:</b>

<b>FROM:</b>	Kathy Nelson, Human Resources Director
<b>TODAY'S DATE:</b>	May 16, 2022
<b>AGENDA TITLE:</b>	Paid Family and Medical Leave (PFML) 2 <sup>nd</sup> Draft Policy

<b>CHECK ONE THAT APPLIES TO YOUR ITEM:</b>	
<input checked="" type="checkbox"/> <b>ACTION ITEM</b>	
<input type="checkbox"/> <b>DIRECTION</b>	
<input type="checkbox"/> <b>INFORMATION</b>	

**I. DESCRIBE THE REQUEST OR ISSUE:**

Review, Discuss, and Provide Feedback on the Paid Family and Medical Leave Draft Policy.

**II. RECOMMENDED ACTION:**

Review, Discuss, and Provide Feedback on the Paid Family and Medical Leave Policy Draft Policy.

**III. DESCRIBE FISCAL IMPACTS (VARIATION TO BUDGET):**

**PROPOSED REVENUE:** None Known.

**PROPOSED EXPENDITURE:** Unknown. Policy proposes 12 weeks of paid family and medical leave to eligible employees; paid at 90% of their base compensation.

**FUNDING SOURCE:** Individual departments.

**IV. IMPACTS OF A REGIONAL NATURE OR ON OTHER JURISDICTIONS (IDENTIFY ANY COMMUNICATIONS ON THIS ITEM):**

**V. BACKGROUND INFORMATION:**

Routt County would like to institute a paid family and medical leave program for their staff. This program may replace the existing Sick Leave Transfer program and the need for a short-term disability policy. The BCC reviewed the 1<sup>st</sup> draft of this policy on April 18<sup>th</sup>, 2022 and provided direction. This 2<sup>nd</sup> draft includes those modifications.

In addition, on November 3, 2020, Colorado voters passed Proposition 118, the Paid Family Medical Leave Initiative which creates a state-run paid leave insurance benefit for Colorado employees. While local governments may decline participation in the Colorado Paid Medical and Family Leave program, Routt County wanted to, at a minimum, meet the Colorado Paid Family Medical Leave Insurance Act requirements to provide employees a substitute for the state benefits. Currently, the proposed policy exceeds the state program benefits. The Attorneys have reviewed this policy and their edits are included in the document before you today.

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**VI. LEGAL ISSUES:**

Employers and employees do not start paying into the program until January 1, 2023, and Covered Individuals are not eligible to take PFML under the new proposition until January 1, 2024. Local government employers are permitted to decline to participate in the FAML I program after a written notice has been delivered to the FAML I Division memorializing the decision by an affirmative vote of the local government's governing body to decline participation in the program.

**VII. CONFLICTS OR ENVIRONMENTAL ISSUES:**

None known.

**VIII. SUMMARY AND OTHER OPTIONS:**

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