

ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS

AGENDA COMMUNICATION FORM

ITEM DATE: May 31, 2022	ITEM TIME:

FROM:	Kathy Nelson, Human Resources Director
TODAY'S DATE:	May 16, 2022
AGENDA TITLE:	Consideration to Approve the Paid Family and Medical Leave Policy.

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

I. DESCRIBE THE REQUEST OR ISSUE:

Consideration to Approve the Paid Family and Medical Leave Policy.

II. RECOMMENDED ACTION:

Motion to Approve the Paid Family and Medical Leave 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 has already reviewed a two different drafts of this policy and provided direction.

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.

VI. LEGAL ISSUES:

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VII. CONFLICTS OR ENVIRONMENTAL ISSUES:

None known.

VIII. SUMMARY AND OTHER OPTIONS:

The BCC can approve the policy, deny the policy, or provide modifications.