

# ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS

## AGENDA COMMUNICATION FORM

<b>ITEM DATE: June 28, 2022</b>	<b>ITEM TIME:</b>

<b>FROM:</b>	Stephanie Pearce, Human Resources Generalist
<b>TODAY'S DATE:</b>	June 28, 2022
<b>AGENDA TITLE:</b>	Paid Family and Medical Leave (PFML) Policy Amendment

<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>	

<b>I. DESCRIBE THE REQUEST OR ISSUE:</b>
Consideration to Approve an Amendment to the PFML Policy

<b>II. RECOMMENDED ACTION:</b>
Recommend approval of the Amendment to the PFML Policy

<b>III. DESCRIBE FISCAL IMPACTS (VARIATION TO BUDGET):</b>
<b>PROPOSED REVENUE:</b> None Known.
<b>PROPOSED EXPENDITURE:</b> Unknown. Policy allows for up to 12 weeks of paid family and medical leave to eligible employees within a rolling 12 month period to be paid at 90% of their base hourly wage.
<b>FUNDING SOURCE:</b> Individual departments.

<b>IV. IMPACTS OF A REGIONAL NATURE OR ON OTHER JURISDICTIONS (IDENTIFY ANY COMMUNICATIONS ON THIS ITEM):</b>

<b>V. BACKGROUND INFORMATION:</b>
<p>On May 31, 2022, Routt County Commissioners voted to implement a Paid Family and Medical Leave program for eligible staff. The PFML policy will be effective July 1, 2022 and compensate eligible staff with PFML at 90% of their hourly wage.</p> <p>The proposed amendment includes language to clarify the methodology that will be used to calculate an employee's "average" pay and hourly rate equivalent. It also clarifies the Measuring Period in which the employee is eligible for this benefit by adding the phrase "also known as a rolling twelve month period." The Attorneys have reviewed this amendment to the policy and their edits are included in the document before you today.</p>

<b>VI. LEGAL ISSUES:</b>
None known.

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**VII. CONFLICTS OR ENVIRONMENTAL ISSUES:**

None known.

**VIII. SUMMARY AND OTHER OPTIONS:**

The BCC can approve the recommended edits, deny them, or provide their own modifications.