

ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS

AGENDA COMMUNICATION FORM

ITEM DATE: June 28, 2022	ITEM TIME:

FROM:	Stephanie Pearce, Human Resources Generalist
TODAY'S DATE:	June 28, 2022
AGENDA TITLE:	Consideration to Approve Rescinding the Sick Transfer 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 Rescinding the Sick Transfer Policy.

II. RECOMMENDED ACTION:

Recommend Approval of Rescinding the Sick Transfer Policy.

III. DESCRIBE FISCAL IMPACTS (VARIATION TO BUDGET):

PROPOSED REVENUE: None

PROPOSED EXPENDITURE: None

FUNDING SOURCE: None

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

None Known.

V. BACKGROUND INFORMATION:

The Sick Transfer Policy in the Employee Handbook Section 8.4.8.3 (attached), allowed for an employee to request sick hours from other Routt County Employees when they had exhausted all of their own paid time off. With the approval of the Paid Family Medical Leave Policy, it has been suggested that the Sick Transfer Policy will no longer be necessary and should be rescinded effective July 1, 2022 when the PFML goes into effect. If the policy is rescinded, any individuals currently using Sick Transfer time will be eligible to take advantage of the Paid Family Medical Leave on July 1, 2022.

VI. LEGAL ISSUES:

None known.

VII. CONFLICTS OR ENVIRONMENTAL ISSUES:

None known.

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VIII. SUMMARY AND OTHER OPTIONS:

The BCC can approve rescinding the policy, deny rescinding the policy, ask for more information and/or provide direction.