Be a part of the city that you love.

Paid Family Leave

Office of Human Resources
Agenda

➢ Know your *Paid Family Leave* options
  ▪ State Plan: *FAMILI*
  ▪ Current Plan: *Family Medical Leave*
  ▪ Proposed Plan: *Care Bank*

➢ Benefits comparison

➢ Next steps

➢ Questions
FAMLI (State Plan)

- FAMLI: “Family and Medical Leave Insurance Program”
- Begins January 1, 2024
- Start collecting 0.9% contributions January 1, 2023
- Ensures workers have access to paid leave to take care of themselves/their families during certain life events

As an employer, the city must decide if we want to participate.
FAMLI
(State Plan)

- Eligible employees receive up to 12 weeks of paid leave.
- $1,100/week max benefit, so 70% of City Employees will receive less than a 70% wage replacement
- Those with pregnancy or childbirth complications will receive an additional four weeks.

We have options!

- **Opt IN** - both employee and the city pay into the fund
- **Opt OUT** - create a different plan
Family Medical Leave
(Your current plan)

- 12 weeks (480 hours) of unpaid job-protected leave after one (1) year of service
- 1,250 hours to care for yourself or a family member
- Must use accumulated sick/vacation or PTO to be paid
- Salary may be off-set by short-term disability (STD) if leave is for your own health condition
Family Medical Leave
(Your current plan)

Employees with PTO
- 400 hours maximum accrual

Employees without PTO
- 960 hours max sick accrual
- 336 hours max vacation accrual

Short-term Disability
- Extends the amount of leave available
- City-paid for employees with PTO
“Care Bank”

OHR Proposed Plan

- Decline participation in State FAMLI Plan
- 8 week (320 hour) **PAID** leave bank
- Available for Career Service employees who are eligible for Family Medical Leave
- Benefit would be in **addition to** current PTO/Vacation/Sick and STD
- Starts in **2023**, not 2024
“Care Bank”

Approved Reasons for Leave

- Caring for a child during the first year after a birth, adoption or foster care placement
- Caring for a family member* with a serious health condition
- Employee’s own serious health condition
- Safe leave for domestic violence, stalking, sexual assault or abuse issues

* familial relationship affidavit required if not related by family
“Care Bank”

Eligible Family Members

- **Children** (including biological, adopted, foster, stepchildren, legal wards, and children of a domestic partner)
- **Parents** (including biological, adoptive, foster, stepparents, legal guardians, and parents of the employee’s spouse or domestic partner)
- Spouses and domestic partners
- Familial relationship with affidavit
## Benefit Comparison

<table>
<thead>
<tr>
<th></th>
<th>Current Plan</th>
<th>State FAML</th>
<th>Care Bank</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cost to Employees</strong></td>
<td>No cost</td>
<td>0.45% of all earnings</td>
<td>No cost</td>
</tr>
<tr>
<td><strong>Leave length</strong></td>
<td>Up to 12 weeks with FML</td>
<td>Up to 12, but could be 16 weeks*</td>
<td>Up to 12 weeks with FML</td>
</tr>
<tr>
<td><strong>Pay Replacement</strong></td>
<td>Varies, PTO and STD may be available</td>
<td>Up to $1,100/week or about 70% of salary</td>
<td>8 weeks paid via care bank plus Sick/Vacation/PTO/STD</td>
</tr>
</tbody>
</table>

*If employees use FAML first, can take 12 weeks of leave for non-FMLA reasons, then still qualify for 12 weeks of FMLA leave.
Next Steps

If City Council votes to **OPT-OUT**:

- OHR recommends this option
- OHR creates Care Bank under career service rules.

If City Council decides to **OPT-IN**:

- Employees will begin paying into FAMLI January 1, 2023
- No Care Bank benefits
- Benefits from the State Plan can be claimed starting January 1, 2024
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QUESTIONS?

DENVER
THE MILE HIGH CITY