

From: [Rachel Vagts](#)
To: [dencc - City Council](#)
Subject: [EXTERNAL] CARE bank program
Date: Tuesday, August 16, 2022 5:33:42 PM

I would like to express my support for the proposed CARE bank program. As a city employee and a supervisor, I believe that providing this kind of paid leave is critical to support our employees. Whether it is a personal health crisis or providing care for a child or parent, I see so many of our employees who have a great deal of stress over how they will balance their job and providing this critical care.

The state program will provide many of the same benefits, but this program has a great deal of value and will be an important sign of the value we put on our city and county employees.

I appreciate your consideration of this plan.

All my best,
Rachel Vagts
755 E. 19th Ave
Denver, CO 80203


From: [Ward, Diana L. - DPD Operational Supv I](#)
To: [dencc - City Council](#)
Subject: "Care Bank"
Date: Monday, August 22, 2022 2:52:34 AM
Attachments: [image001.png](#)

Good morning, City Council,

Please consider approving the free "Care Bank" for City employees instead of making City employees pay into the FAMLI program. I am NOT in favor of paying into a state fund for paid medical leave.

Thank you for your consideration.

With Respect,

 DENVER THE MILE HIGH CITY	Diana L. Ward Operational Supervisor, ID Unit Police Department City and County of Denver Pronouns She/Her/Hers phone:(720) 913-6373 311 pocketgov.com denvergov.org Denver 8 TV Facebook Twitter Instagram
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From: [Sandoval, Lovvie M. - DHS CA2668 Outreach Case Coordinator](#)
To: [dence - City Council](#)
Subject: 2023 FAMILI Options
Date: Wednesday, August 17, 2022 9:31:16 AM
Attachments: [image001.png](#)

Hello,

Thank you for taking the time to read this email. I am writing regarding the upcoming city council meeting regarding the options for the FAMILI leave. My preference would be to have the City Care Bank option and not have to incur another expense because of state mandates. I believe the option will make employees feel valued and an increase in morale. I have been with the City of Denver as an employee for going on 25 years and have been apart of the benefit changes throughout my tenure. The benefits for City of Denver employees has dwindled and we have had benefit fee raises and adjustments that typically incur a cost. It will be great to have one new benefit that we do not have to expend more finances to gain the benefit.

Thank you,



Lovvie Sandoval | Outreach Case Coordinator
RTD LiVE | Division of Economic Resilience
Denver Department of Human Services | City and County of Denver
Pronouns | She/Her/Hers
Phone: (720)944-2750 | Cell: (303)981-1876
Email: DHS_RTD_LIVE@denvergov.org

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From: [Dowds, Lauren - DFD CC1503 Administrative Support Assistant IV](#)
To: [dencc - City Council](#)
Subject: Care Bank Vote
Date: Wednesday, August 17, 2022 7:18:30 AM

Good morning,

I am writing to voice my opinion on the Care Bank for the City and County of Denver Employees. I am in full support of the Care Bank. I would rather have the Care Bank option than the state's FAMILI option. The Care bank would cost me less and pay my normal salary for the time off. Please vote for the Care Bank.

Thank you,
Lauren Dowds



Lauren Dowds | Conveyance Program Specialist
Denver Fire | Fire Prevention | City and County of
Denver
720.913.4182 Office | 303.842.6428 Cell
lauren.dowds@denvergov.org
[DFD Conveyance Website Link](#)

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From: [Kortman, Pamela K. - DHS Business Operations Administrator](#)
To: [dencc - City Council](#)
Subject: Care Bank vs FAML I
Date: Wednesday, August 17, 2022 12:37:13 PM
Attachments: [image001.png](#)
[image002.png](#)

Good afternoon,

I am a current City and County of Denver employee at Denver Human Services. After reading the impacts of both FAML I and the Care Bank, I hope that as a city, we opt out of the State's FAML I plan, primarily due to the rising inflation and the lack of pay increases for employees to keep up with increased costs of living. Another cost to employees would be devastating. The Care Bank also helps out employees who need time off, but do not have a PTO bank. Life happens, and we can't always rely on donated time from others. Also, the fact the Care Bank would pay our full pay, whereas the State's plan does not, is a better deal for city employees. I truly hope you consider opting out of the State's plan. It's not a winning situation for city employees.

Thank you for your time.



Pamela Kortman | Burial Operations Administrator
Denver Human Services | City and County of Denver
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phone: (720) 944-2170 | cell: (720) 693-1937

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From: [Johnson, Nicole L. - DHS CA3096 Human Services Operations Supervisor](#)
To: [denc - City Council](#)
Subject: Care Bank vs FAMLI
Date: Friday, August 19, 2022 12:01:11 PM
Attachments: [image001.png](#)

Hello –

I wanted to send my thoughts around the proposed changes. I feel that the FAMLI will create a hardship for many of us. I think specifically that fact that folks will not have access to the benefits for an entire year when we are still dealing with a pandemic, long COVID, and the other health crisis that are hitting us. I also think that adding another paycheck deduction to folks that are already stretched to the max is not responsible.

I am in support of the -Care Bank.

Thanks for your time.

Nicole Johnson | Human Services Operations Supervisor I
Family and Adult Assistance Division, Department of Human Services | City and County of Denver
p: (720) 944-5501 – nicole.johnson@denvergov.org



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From: [Gena L. Netwal](#)
To: [denc - City Council](#)
Subject: Care Bank VS FAMILI
Date: Friday, August 19, 2022 9:55:41 AM

Good morning,

I'd like to cast my "vote" for the city's Care Bank instead of the state FAMILI fund. Even though the tax increase is a relative small amount, many folks can't afford any tax increase and chances are, they won't even use the fund. Like me, I'll pay for it, but I save my leave so I'll use that but I'll still have to pay for other employees to use it and I'd rather not have to. If I want to donate leave, I will but to be forced into it, no thanks. I'd rather it be paid for by the city.

Thanks for your time.
Gena

From: [Damore, Brandon - C&R Data Architect](#)
To: [dencc - City Council](#)
Subject: Care Bank vs Famili
Date: Friday, August 19, 2022 9:03:45 AM
Attachments: [image001.png](#)

I would like to voice support for the city's Care Bank plan! My wife and I are planning to have a kid in the next year, and would love the flexibility that the Care Bank would allow for.

Brandon Damore

Data Architect

Mobile: 720-584-5914

brandon.damore@denvergov.org

www.denverclerkandrecorder.org

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From: [Jordan, Jennifer - DSD CN2163 Diversion and Criminal Justice Officer](#)
To: [dencc - City Council](#)
Subject: Care Bank vs. FAMLI
Date: Monday, August 22, 2022 7:04:39 AM
Attachments: [image001.png](#)

Good morning,

I have been a City/County of Denver employee for five years with the DSD. I am concerned how the proposed Family and Medical Leave Insurance program will impact my income. Medical Insurance is expensive on its own and I have very little wiggle room to deduct any more from my checks. I do not want to be forced to participate in this program that I may never need. The care bank seems like a great plan, particularly for those people that have already had their families and live healthy lives and will not be forced to pay into something they will probably never use. I hope the Council considers how implementation of FAMLI will negatively affect CCD employees and will opt out of FAMLI as an organization.

Respectfully,



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Jennifer Jordan | Reentry Case Manager
Denver Sheriff Department | Denver County Jail

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p: (720) 913-3954 | Hours: Monday-Thursday 6AM-4PM

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From: [Haven, Chad D. - DPR CA2925 Recreation Program Coordinator](#)
To: [dencc - City Council](#)
Subject: Care Bank YES! NO FAML I
Date: Wednesday, August 17, 2022 8:48:11 AM
Attachments: [Outlook-t1xxqph1.png](#)

Hi, Yes please for the CARE BANK!

Thank you so much!



Chad Haven | Fitness Program Coordinator

Parks and Recreation | City and County of Denver

[Pronouns](#) | He/Him/His

p: (720) 865.3408 | Chad.Haven@denvergov.org

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From: [Gargaro, Katie R. - DOTI CE0431 Engineer Senior](#)
To: [dencc - City Council](#)
Subject: Care Bank
Date: Friday, August 19, 2022 4:28:36 PM

Denver City Council,

Thank you for your consideration of the Care Bank alternative plan in lieu of FAMILI. I am in support of the Care Bank plan for many reasons.

First of all, as a working mother with aging parents, I think it is important to recognize the importance of family care. A workplace that supports family leave often retains employees that are not burnt out and still highly productive.

Additionally, the Care Bank would make the City and County of Denver more competitive with private industry in terms of leave benefits.

Finally, choosing the Care Bank over FAMILY is an efficient use of City funding and tax payer dollars. I believe it is a win for all involved.

Thank you again for your consideration.

Katie

From: [McEachran, Kirstin B. - DPHE Environmental Public Health Program Supervisor](#)
To: [dencc - City Council](#)
Subject: Care Bank
Date: Friday, August 19, 2022 12:50:50 PM

Good afternoon,

I would like to express my support and excitement for the Care Bank benefit. I would like City Council to vote “yes” on this benefit.

Thank you very much,

Kirstin McEachran MPH, CPH, CP-FS
Environmental Public Health Program Supervisor
[Department of Public Health & Environment](#)
Public Health Investigations | City and County of Denver
[Pronouns](#) | She/Her/Hers
PHONE: 720-865-5360
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From: [Griego, Yvette - DHS Lead Eligibility Tech](#)
To: [dencc - City Council](#)
Subject: Care Bank
Date: Wednesday, August 17, 2022 12:19:38 PM
Attachments: [image001.png](#)
[image002.png](#)

Hello,

I am a current employee of almost 10 years, I am in FAVOR of the Care Bank overriding the state option.

Thank you



DENVER
HUMAN SERVICES

Yvette Griego | Lead Eligibility Technician
Denver Human Services | City and County of Denver
[Pronouns](#) | She/Her/Hers
phone: (720) 944-3312 | fax: 720-944-3330

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From: [Moore, Susan E. - DEN](#)
To: [dence - City Council](#)
Subject: Care Bank
Date: Wednesday, August 17, 2022 10:04:52 AM
Attachments: [image001.png](#)

Good Morning,

I would like to express my support for the Care Bank benefit for City Employees. Please vote in favor of this program.



Susan E. Moore

Senior Airline Affairs Manager
Denver International Airport
Revenue Management | Airline Affairs
Airport Office Building | 8th Floor
8500 Peña Boulevard | Denver, CO 80249-6340
Cell (303) 513-6273
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From: [Nelson, Brittany K. - DHS Program Quality Assurance Technician](#)
To: [dencc - City Council](#)
Subject: Care Bank
Date: Wednesday, August 17, 2022 7:04:42 AM
Attachments: [image001.png](#)

Good Morning,

I am in favor for the Care Bank. As a person who had to take FMLA this year, I unfortunately had to exhaust all of my PTO and be in a position to take care of myself and my family and face being unpaid as well. If City and County employees can receive the Care bank we can utilize this starting in 2023 and it will be cheaper overall for employees and the city. Employees can not afford to have another deduction from their paycheck with FAMLI, as costs are rising everywhere but our salaries are not rising to keep up with the rising costs of gas, food, housing, etc.

Thank you for your time,



Brittany Nelson | Program Quality Assurance Technician
Denver Human Services- PIAD | City and County of
Denver
[Pronouns](#) | She/Her/Hers
phone: (720) 944-2882

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From: [York, Earl - DEN](#)
To: [denc - City Council](#)
Subject: Care Bank
Date: Wednesday, August 17, 2022 7:03:51 AM

Dear city council. Please vote for the City Care Bank as it will be the most beneficial to the employees and our families.

Thank you for taking the time to read this and decide our future.

Earl

From: [Herrera, Lorenzo - DEN](#)
To: [denc - City Council](#)
Subject: Care Bank
Date: Monday, August 22, 2022 4:58:41 AM
Attachments: [image001.png](#)

I like the Care Bank option.



LORENZO HERRERA
PLUMBING SUPERVISOR
Denver International Airport
List your Division Here
Airport Office Building (or Maintenance Center, etc.) | Your Floor
8500 Peña Boulevard | Denver, CO 80249-6340
(303) 342-2813 | (720)505-6722
LORENZO.HERRERA@FLYDENVER.COM | WWW.FLYDENVER.COM
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From: [Lopez, John M. - DOTI CJ2609 Traffic Signal Technician II](#)
To: [dencc - City Council](#)
Subject: city bank
Date: Wednesday, August 17, 2022 6:21:48 AM

yes please i would like to continue family leave with the citys plan!!!

From: [Herrera, Lorenzo - DHS CA2658 Eligibility Technician II](#)
To: [dencc - City Council](#)
Subject: City Care Bank
Date: Wednesday, August 17, 2022 4:38:28 PM
Attachments: [image001.png](#)
[image002.png](#)

Hello City Council,

As a city employee it is clear to me the proposed City Care Bank benefit is clearly a better option for me over FAMLI State option and I would like to express my strong support for the CITY CARE BANK.

Please let me know if there is anything additional you may need and thank you so much for all you do!



DENVER
HUMAN SERVICES

Lorenzo Herrera | Eligibility Tech II
Property Tax Relief
Denver Human Services | City and County of Denver
phone: (720) 944-2239

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From: [Mendez, Raquel - DCC](#)
To: [dencc - City Council](#)
Subject: City Care Bank
Date: Friday, August 19, 2022 3:43:15 PM
Attachments: [image001.png](#)

Good afternoon,

I am emailing you about the proposal of the city care bank that has been presented for city employees. I want to share that the care bank would be very beneficial and would have a huge impact for me and my family. If the city care bank was to be accepted and provided to us, it would bring me a sense of safety that would definitely be an incentive to continue being a city employee for years to come.

Thank you for your time.

Raquel Mendez | Judicial Assistant III to The Honorable Judge Renee Goble
Denver County Court | City and County of Denver
raquel.mendez@denvercountycourt.org



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From: [Knapik, Natalie B. - DPHE CO2829 Animal Care Supervisor](#)
To: [dencc - City Council](#)
Subject: City care bank benefit.
Date: Friday, August 19, 2022 10:17:49 AM
Attachments: [image001.png](#)

To Whom it may concern,

I am an employee of the city and county of Denver and I just wanted to voice my opinion that I believe the care bank benefit would be an amazing add on to our benefit program and a much better resource than the state provided resource.

Thank you,

Natalie Knapik
Animal Care Supervisor
Department of Public Health & Environment
Denver Animal Protection | Denver Animal Shelter
City and County of Denver
OFFICE: 720-337-1832
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From: [Feese, Aaron P. - DOS Contract Administrator](#)
To: [denc - City Council](#)
Subject: City Care Bank For City Employees Please
Date: Wednesday, August 17, 2022 8:26:34 AM
Attachments: [image001.png](#)

As a City employee the City Care Bank that requires no employee costs whatsoever is the superior choice. It is nice to see that they have closed the gap that resulted in a negative leave impact for mothers and the City stepping up and saying we can do better than the State program.

I find it extremely concerning that Council would consider input from outside sources that have a vested interest in supporting the new state because they were the major supporters of the legislation.

Please support City employees with the City Care Bank. Thank you.



Aaron Feese | Contract Administrator
Department of Safety | City and County of Denver
Pronouns | He/Him/His

aaron.feese@denvergov.org | phone: (720) 913-7470

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From: [Perea, Jordan - DPHE Animal Care Attendant](#)
To: [dencc - City Council](#)
Subject: City care bank proposed plan thoughts
Date: Thursday, August 18, 2022 6:35:57 PM

Hello,

My name is Jordan Perea and I work at the Denver Animal shelter. I think the city bank plan instead of FAMLI is a great idea. I have a few questions about it though. It says starting January 1, we will have hours available in our care bank but, how many hours would that be. How does it accumulate? Also, what situations/illnesses/injuries are covered by the care bank? Based on the information about it in the newsletter though, I am for the care bank because having to use PTO/ not getting paid fully through FMLA/FAMLI for sick time/ injuries off is not viable for a lot of workers.

Kind regards,

Jordan

From: [Anderson, Courtney - CASR Administrator, Net Zero Energy New Buildings and Homes](#)
To: [dencc - City Council](#)
Subject: City Care Bank Support
Date: Wednesday, August 17, 2022 10:02:58 AM

Good morning,

I fully support the City Care Bank proposal. It provides families with resources necessary during difficult times and large transitions. This isn't just for maternity leave, but for all employees and their family needs. If this were not to pass, this would be a big detriment to families being able to provide for their families. I wish this was available last year when my mother was in a coma for months and passed away. It was an incredible hardship for my family and I during the time I travelled across country to visit her in the hospital, upon her death, and dealing with the aftermath as an only child.

One modification I would suggest is that an employee should not have to qualify for FMLA in order to receive these benefits. I wouldn't have qualified in the above situation when my mom passed away. An employee shouldn't be penalized for a tragedy that happens shortly after switching jobs. This also discourages highly qualified females in their childbearing years from starting a job at the City.

Thank you for your time,



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SUSTAINABILITY &
RESILIENCY

Courtney Anderson | Net Zero Energy New Buildings and Homes Administrator
[Climate Action, Sustainability & Resiliency](#) | City and County of Denver
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cell: (219) 671-1336

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From: [Quinn, John - C&R Elections IT Senior Business Analyst](#)
To: [dencc - City Council](#)
Subject: City Care Bank Support
Date: Thursday, August 18, 2022 9:48:50 AM
Attachments: [image001.png](#)

Hello,

As a city employee, I wanted to voice my support for the City Care Bank plan. I also would like to take the opportunity to express my appreciation for the city's OHR and their taking initiative to watch out for our best interests in this matter.

Thanks.

John Quinn

IT Senior Business Analyst

Elections Division of the Clerk & Recorder

Pronouns: He/Him

Desk: 720-865-4964

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From: [Mitchell, Chad A. - TS Chief Applications Officer](#)
To: [dencc - City Council](#)
Subject: City Care Bank vs FAML I
Date: Thursday, August 18, 2022 8:12:14 AM
Attachments: [image001.png](#)

The best option for City Employees is the Care Bank system.

Thank you!



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Chad Mitchell | Chief Applications Officer
Technology Services | City and County of Denver
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p: (720) 913-4953 | cell: (303) 915-2642

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From: [Aidinovich, Justin D. - DOT/CE1778 Surveying Technician II](#)
To: [dencc - City Council](#)
Subject: City Care Bank vs FAMILI
Date: Wednesday, August 17, 2022 2:24:33 PM
Attachments: [image001.png](#)

Dear Denver City Council,

As a city employee and a new parent of an infant, the City Care Bank would be a lifechanging benefit. Voting yes on the City Care Bank would truly give me peace of mind that I can take care of my family if something serious were to happen to their health. This benefit is long overdue and after comparing the City Care Bank to the FAMILI, I believe the City Care Bank would be the best option for city employees.

Thank you,

Justin Aidinovich | Surveying Technician II
City & County of Denver
Department of Transportation & Infrastructure | Right-of-Way Services - Survey
Cell Phone: 708-476-0676
justin.aidinovich@denvergov.org



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From: [Barber, Hannah - DPHE Animal Care Attendant](#)
To: [dence - City Council](#)
Subject: City Care Bank vs FAMILI
Date: Thursday, August 18, 2022 6:55:29 PM

Good evening,

I am for the City Care Bank. Many employees barely make ends meet as is and requiring them to potentially go unpaid, paying into a bank they cannot access until 2024 or using what little PTO is not feasible. I believe having access to the Care Bank would make life decisions much easier and being able to use PTO for actual vacation is necessary especially for people with high stress/high compassion fatigued jobs.

Kindly,

Hannah Barber

Animal Care Attendant

Denver Animal Shelter

From: [Rather, Lisa - DEDO Contract Administrator](#)
To: [dence - City Council](#)
Subject: CITY CARE BANK VS FAMILI
Date: Monday, August 22, 2022 2:20:43 PM
Attachments: [image001.png](#)
Importance: High

URGING CITY COUNCIL TO **OPT OUT OF FAMILI** (FAMILY AND MEDICAL LEAVE INSURANCE) STATE PROGRAM FOR CITY AND COUNTY OF DENVER AND IT'S EMPLOYEES!!

THERE IS NO BENEFIT TO US FOR THIS PROGRAM!!



Lisa Rather | Contract Administrator
Denver Economic Development & Opportunity | City and County of Denver
p: 720.913.1690 | c: 303.324.6182 lisa.rather@denvergov.org
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From: [Hawkins, Ben B. - TS IT Network Engineer](#)
To: [dencc - City Council](#)
Subject: City Care Bank vs. FAML I
Date: Thursday, August 18, 2022 4:21:31 PM

Hello City Council since I will not be able to attend the public hearing August 22nd regarding this vote for either City Care Bank or FAML I want to cast my vote for City Care Bank. As a City worker that in my opinion would be most beneficial for where we are today.

Thank you,

Ben

Ben Hawkins | Network Engineer
Technology Services | City and County of Denver
p: (720) 913-5292 | ben.hawkins@denvergov.org



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From: [Curtis, Craig - DEN](#)
To: [dence - City Council](#)
Subject: City Care Bank vs. FAMILI
Date: Wednesday, August 17, 2022 11:04:55 AM
Attachments: [image001.png](#)

After reading all the information posted on Denver's SharePoint site, I hope City Council will approve City Care Bank.



Craig Curtis

IT Systems Architect

Business Technologies

Concourse A | 3rd Floor

8500 Peña Boulevard | Denver, CO 80249-6340

(303) 342-2031 | Cell (720) 440-4587

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From: [Maschka, Tom C. - DOTI CA1002 Staff Assistant](#)
To: [dencc - City Council](#)
Subject: City Care Bank vs. FMLI
Date: Wednesday, August 17, 2022 9:27:08 AM
Attachments: [image003.png](#)

Dear Denver City Council,

I'd like to thank the City and all Council Members for making the City Care Bank a possibility. I am only one person, but I hope my circumstances can provide some support for the City Care Bank.

My wife has had two children, both while I have been with the City. Her pregnancies were not easy and recovery took longer than typical. I had saved enough PTO to be able to be with her for 4 weeks for our first and 3 weeks for our second. I would have liked to have been there longer but I simply couldn't afford to take additional PTO. We now have our third child due in December of this year. Although I will need to take some PTO to cover the time between birth and the new year, I am so grateful to see there may be an opportunity for me to take additional time off with pay to be with my wife and newborn girl. The bonding period after birth is so essential to early development, I am happy to see the City giving dads an opportunity to be with their spouses and newborn kids. Many thanks for all your efforts!

Thomas Maschka | Staff Assistant
City & County of Denver
Department of Transportation & Infrastructure | Right-of-Way Services
[Pronouns](#) | He/Him/His
Phone: 720-865-3041
Thomas.Maschka@denvergov.org



From: [Palutke, Dawn - DCC](#)
To: [dencc - City Council](#)
Subject: City Care Bank vs. FAMILI
Date: Wednesday, August 17, 2022 9:14:00 AM
Attachments: [image001.png](#)

The City Care Bank is a much better plan for our employees. It creates an additional benefit for employees to have access to paid leave to address medical needs without having to dip into their own leave banks. The FAMILI reduces employees' pay, many of whom will never use the benefits of FAMILI and whose income is already stretched thin with the rising cost of living. The Care Bank will come with much less red tape to administer and is more equitable for employees that earn more than the thresholds established under FAMILI.

Dawn Palutke | Human Resources Director
Denver County Court | City and County of Denver
p: (720) 865-7803 | dawn.palutke@denvercountycourt.org



From: [Stein, Eric - DOTI CE0397 Engineer](#)
To: [dencc - City Council](#)
Subject: City Care Bank vs. FAMILI
Date: Wednesday, August 17, 2022 8:06:49 AM
Attachments: [image001.png](#)

Good morning!

I would like to support Care Bank as opposed to FAMILI. No response required.

Thanks!

Eric Stein, P.E. | Engineer

City & County of Denver

Department of Transportation & Infrastructure | Transportation & Mobility Engineering

Phone: (720) 865-3270

eric.stein@denvergov.org

[Pronouns](#) | He/Him/His



From: [Long, Craig G. - DOTI Project Mgr I](#)
To: [dencc - City Council](#)
Subject: City Care Bank vs. FAMILI
Date: Wednesday, August 17, 2022 7:52:48 AM
Attachments: [image001.png](#)

Hello,

I have read about the upcoming decision between City Care Bank vs FAMILI. I encourage City Council to vote to approve the City Care Back for the health and welfare of City employees.

Thank you for your consideration,

Craig Long | Project Manager
City & County of Denver
Department of Transportation & Infrastructure | Transportation Implementation Division
Phone: 720-913-4519 | Mobile: 720-363-7051
Craig.Long@denvergov.org

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From: [Van Lue, Walter - TS Senior SharePoint Administrator](#)
To: [denc - City Council](#)
Subject: City Care Bank vs. FAML
Date: Monday, August 22, 2022 7:12:54 AM
Attachments: [image001.png](#)

Good Morning Council Members,

I would like to urge you to vote to opt out of the FAML benefit plan and go with the Care Bank. I have evaluated both plans and the Care Bank is the better option by far.

Thank You,



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Walter Van Lue Jr | Senior SharePoint Administrator
Technology Services | City and County of Denver
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From: [Sanderson, Stephen - CPD Green Buildings Plans Review Specialist](#)
To: [denc - City Council](#)
Subject: City Care Bank
Date: Thursday, August 18, 2022 1:33:15 PM
Attachments: [image001.png](#)

I support the City and County of Denver's Care Bank family leave benefit over the state FAMLI fund.

Thank you,



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Stephen Sanderson | Green Buildings Plans Review Specialist
Community Planning & Development | City and County of Denver

[Pronouns](#) | He/Him/His

p: (720) 865-2756 | stephen.sanderson@denvergov.org

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From: [Granado-Nemecek, Kaylene - DOTI CC1508 Administrative Support Supervisor](#)
To: [dencc - City Council](#)
Subject: City Care Bank
Date: Thursday, August 18, 2022 10:25:35 AM
Attachments: [image001.png](#)

Hello,

The City Care Bank is a wonderful idea. If approved, it will be a good benefit for any employee and help with retention. Finally, a solution for all city employees not to have to use their earned PTO for anything other than days off needed. It will help anyone who is out on medical leave, or any other type of leave approved under the plan. What a great relief and peace of mind this would bring to all City workers. The benefits outweigh the FMLI option. I hope all of you will consider the City Care Bank. Thank you for your time.

Regards,

Kaylene Granado-Nemecek | Right of Way Enforcement Dispatch Supervisor

City & County of Denver

Department of Transportation & Infrastructure | Division

Phone: 720-913-1750

Kaylene.Granado@denvergov.org



From: [Niemela, Dana L. - DHS Director](#)
To: [dencc - City Council](#)
Subject: City Care Bank
Date: Wednesday, August 17, 2022 8:06:50 AM

I am an 11 year employee of the City and County of Denver and fully support the proposal of the City Care Bank. City employees have felt an incredible emotional strain over the last couple years and many are economically strained as well. In 2020 no merit increases were offered, understandably so in uncertain economic times. Inflation has greatly increased the cost of living for City employees as well, and with no cost of living adjustments, every additional cost puts additional economic strain on employees. FAMLI is great option, however the contribute that would be required from employees will cause additional strain for our public servants who have really been through enough over the last three years in particular.

I strongly support the City Care Bank and give thanks to City leadership for bringing this proposal to the table.

Thank you for your consideration!

Dana L. Niemela, MSW
Director, Economic Resilience
Denver Human Services

Sent from [Mail](#) for Windows

From: [Babcock, Elizabeth T. - CASR CA3099 Executive Manager](#)
To: [dencc - City Council](#)
Subject: City Care Bank
Date: Tuesday, August 16, 2022 6:49:16 PM
Attachments: [image001.png](#)

Hello,

I fully support the City's proposal to create a Care Bank instead of the state FAMLI program.

Best,
Liz



DENVER
CLIMATE ACTION,
SUSTAINABILITY &
RESILIENCY

Elizabeth Babcock | Manager
Office of Climate Action, Sustainability, and
Resiliency
City and County of Denver
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From: [McKibbin, Matthew - DEN](#)
To: [denc - City Council](#)
Subject: City Care Bank, a "Great" option
Date: Thursday, August 18, 2022 12:44:00 PM
Attachments: [image001.png](#)

Denver City Council,

As the spouse of a cancer survivor and father of a child with Autism, I greatly favor the City Care Bank benefit. I think this additional benefit will help employee's who will endure the various challenges life will throw at them. I also see this benefit as another perk that may help with our recruiting efforts for the many vacant positions the city currently has. I vote "yes," for the City Care Bank.

Regards,



MATTHEW T. MCKIBBIN
FLEET MAINTENANCE
MANAGER

Denver International Airport Fleet
Management Maintenance Center
27500 East 80th Avenue
Denver, CO 80249-6340
(303) 342-2891 | (303) 917-5638

MATTHEW.MCKIBBIN@FLYDENVER.COM

| WWW.FLYDENVER.COM

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From: [Jaramillo, Jeremy M. - DPR Electrical Maintenance Worker](#)
To: [dencc - City Council](#)
Subject: city care bank
Date: Friday, August 19, 2022 6:15:15 AM

Hello and good morning,

My name is Jeremy Jaramillo. I been with the city for 16yrs now. I work for parks and recreation in the maintenance division. I would like to vote for the city care bank. I believe this will suite city employees better than the FAMLl.

Thank you and have a good day,
Jeremy Jaramillo

From: [Root, Melissa D. - DPR Recreational Therapist](#)
To: [dencc - City Council](#)
Subject: City Care Bank
Date: Friday, August 19, 2022 1:20:33 PM
Attachments: [image001.png](#)

Hello, As a long time employee of the City, I strongly encourage City Council to consider the City Care Bank option, in lieu of FAMILI.
Thank you,



Melissa Root,CTRS | Recreation Therapist
Parks and Recreation | City and County of Denver
[Pronouns](#) | She/Her
phone: (720) 865.0824 | cell: (303) 710.8494

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From: [Gamache, Thomas - DHS CV2239 Internal Auditor Senior](#)
To: [dencc - City Council](#)
Subject: City Care Bank/FAMLI
Date: Wednesday, August 17, 2022 9:17:58 AM
Attachments: [image001.png](#)
[image002.png](#)

Hello Denver City Council Members,

This is the 1st time that I've written to the City Council on an issue. I'm writing today in support of Denver opting out of the State's FAMLI program.

I greatly appreciate the effort the State has put into creating this program, however I do believe that the proposal put forth by the City will be superior to the State's plan.

I would encourage you to vote in favor of opting out of the State's plan and adopting the City's proposed alternative plan.

Thank you for your time.



DENVER
HUMAN SERVICES

Tom Gamache | Sr. Internal Auditor
Denver Human Services | City and County of Denver
phone: (720) 944-2001

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From: [Cazares-Romero, Caroline - DSD CN2163 Diversion and Criminal Justice Officer](#)
To: [denc - City Council](#)
Subject: City Care vs FAMLI
Date: Wednesday, August 17, 2022 8:43:33 AM
Attachments: [image001.png](#)

Good morning, my name is Caroline Cazares-Romero. I see that voting will be taking place on Monday, August 22, 2022. I wanted to give my point of view on what I believe would benefit the employees of Denver. In my personal opinion, I believe that the city should have their own plan and not follow FAMLI for the reason being that a lot of employees get a lot of money taken out of their checks for medical, dental, and vision. As well as some employees depending where they work have to be paying for parking at their jobs which makes their pay checks smaller. I know all the board will make the best decision for the city but please I think the best for every employee would be city care bank. I hope all of you have a wonderful day.



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Caroline Cazares-Romero | Case Manger
Sheriff's Department | City and County of Denver
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p: (720) 913-3942 | cell:

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From: [Glavin, James - DEN](#)
To: [denc - City Council](#)
Subject: City of Denver - Care Bank - Support Statement
Date: Friday, August 19, 2022 9:52:16 AM
Attachments: [image001.png](#)

Hello,

I would like to express my support of the City of Denver's proposal to opt out of FAMLI and implement the Care Bank program. In my opinion, the proposed Care Bank represents a better benefit to city employees as well as a more cost effective plan.

Thank you



James T. Glavin, PE, PMP, LEED AP BD+C

Manager of Systems

AIM Development

Airport Office Building | 7th Floor
8500 Peña Boulevard | Denver, CO 80249-6340
(303) 342-2749

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From: [Loth Hill, Jennifer - DPHE CE3350 Environmental Public Health Specialist](#)
To: [denc - City Council](#)
Subject: City of Denver Care Bank
Date: Wednesday, August 17, 2022 2:49:26 PM
Attachments: [image001.png](#)

Dear City Council,

I am writing as an employee and resident of the City & County of Denver. I want to express for the City of Denver's Care Bank rather than asking employees to contribute to the state of Colorado's FAMILI program. The benefits of the Care Bank proposed by the City are far superior to those of FAMILI. I live with three autoimmune conditions resulting in severe arthritis. The Care Bank benefits will provide the coverage I need to have proposed joint reconstructive surgeries and take intermittent leave to treatment my conditions as a disabled worker while maintaining a work-life balance. The Care Bank benefits begin on January 1, 2023 with no cost. The cost of the FAMILI plan is significant to employees and will not be available until January 1, 2024.

Thank you for your consideration of my perspective.

Sincerely,



Jenny Hill | Homeless Health Policy Analyst
Department of Public Health & Environment | City and County of Denver
[Pronouns](#) | She/Her/Hers/Ella/Ellas
Cell Phone : (720) 215-1020

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From: [Sullivan, Meghan - OSE Event Permitting and Policy Specialist](#)
To: [dencc - City Council](#)
Subject: City's Care Bank Plan
Date: Wednesday, August 17, 2022 9:59:19 AM

Hello City Council,

I am a City of Denver employee and a resident of Capitol Hill and District 10. I am writing to encourage you to please opt out of the State FAMLII Plan and instead approve the City's Care Bank Plan. I am fortunate to be a healthy individual with healthy family, but I believe the Care Bank Plan will best serve me if I need time to care for a loved on in the future.

Thank you,
Meghan Sullivan

Meghan Sullivan | Event Permitting & Policy Specialist
Office of Special Events | City and County of Denver
720.913.1598 Phone | 732.859.8623
Meghan.Sullivan2@denvergov.org

From: [Shih, Samantha - TS Senior Cybersecurity Risk Engineer](#)
To: [dence - City Council](#)
Subject: Denver's Proposed Plan for Colorado's Family and Medical Leave Insurance Program (FAMLI)
Date: Friday, August 19, 2022 10:46:15 AM

Hi City Council!

I support CCD **opts out** of the state sponsored Family and Medical Leave Insurance. Thank you!

Samantha (Hui Fang) Shih, CISSP CISA | Senior Cybersecurity Risk Engineer
Technology Services / Information Security | City and County of Denver
P: 720.464.0576 | C: 303.526.0082 | samantha.shih@denvergov.org



From: [Rhiel, Dave R. - TS IT Project Manager III](#)
To: [dencc - City Council](#)
Subject: Denver's FMLI Plan
Date: Wednesday, August 17, 2022 8:52:26 AM
Attachments: [image001.png](#)

Good afternoon,

I think the Denver FMLI Plan is significantly better than the State's FMLI law.

However, if Denver is creating a leave bank to cover 8 weeks of FMLA why not cover the full 12 weeks of FMLA? According to the Town Hall I participated in, it'd be the same cost to the City; especially since I'd probably have to return to work once the Leave Bank runs out.

After all, if the City of Boulder can afford to pay their employees for the full 12 weeks of FMLA the City and County of Denver should be able to as well.

Dave Rhiel



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Dave Rhiel | IT Project Manager III
Technology Services | City and County of Denver

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phone: (720) 913-4914 | cell: (703) 505-6423

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From: [Johnson, Melissa M. - TS Sr IT Tech](#)
To: [dencc - City Council](#)
Subject: Denver's Proposed Plan for CO FAMLJ - YES!
Date: Friday, August 19, 2022 8:01:40 AM

I thank council for being proactive in providing an alternative plan that's of great benefit to city employees with regards to family leave. The City and County of Denver alternative plan:

"would entitle employees to eight weeks, or 320 hours, of leave paid for by the city from a bank of hours called a Care bank. The Care bank could be used for a medically qualifying reason for self-care or care of family members. The hours would be available along with Family Medical Leave and would be free for employees. The city can opt-out of the (State) program and offer its own plan which provides better benefits to most city employees and does not require employees to pay into any fund" which is, in my opinion, a great benefit across all pay grades. In a time where change has been rapid, unpredictable and often costly (financially and emotionally), this is a great opportunity to add a "safety net" and alleviate some of the stress that occurs when family leave is required.

Please OPT OUT of the State plan and proceed with the proposed CCD plan. Thank you.

Respectfully,

Melissa Johnson | Sr. IT Technician
Mobile Device Administration, Technology Services | City and County of Denver
p: (720) 913-4813 | melissa.johnson@denvergov.org




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From: [Bennouna, Chelsea - CPD CE0371 City Planner Associate](#)
To: [denc - City Council](#)
Subject: Denver's Proposed Plan for FAMLI/"Care"
Date: Tuesday, August 16, 2022 10:05:48 AM
Attachments: [image001.png](#)

Hi,

I would like to register my cautious support for Denver's proposed alternative to FAMLI, especially if it begins in 2023 instead of 2024. However, I would also like to see the timeline increased from 8 weeks to 12 weeks of leave, even if that means that we would receive slightly less pay. 8 weeks is not long enough to recover and get back to work after giving birth. I am also unsure how this proposed amendment would handle birth-related complications – while the state law allows an additional 4 weeks for that (making the total 16 weeks of leave), I have not heard that addressed by the City and County of Denver. I do understand that our paychecks will not be deducted under this proposed CCD alternative, and I see that as a great benefit.

Thank you,
Chelsea

 DENVER THE MILE HIGH CITY	<p>Chelsea Bennouna, AICP Associate City Planner Community Planning and Development City and County of Denver Pronouns She/Her/Hers phone: (720) 865-2594 chelsea.bennouna@denvergov.org 311 pocketgov.com denvergov.org/CPD Take Our Survey Facebook Twitter Instagram</p>
---	--

From: [Patterson, Jessica - DSD CA0938 Program Administrator](#)
To: [dence - City Council](#)
Subject: Employee support of Care Bank
Date: Friday, August 19, 2022 9:58:04 AM
Attachments: [image001.png](#)

Good morning,

As an employee of the City and County of Denver, I wanted to write to show my support of the plan created to opt out of the state required family leave plan and in support of the Care Bank Benefit.

After attending the town hall event to explain this benefit and it's advantages over the Colorado plan, I believe it is a better option for the employees of the City and County of Denver. Despite the rising costs of living in the Denver metro, and nationally through inflation, we do not receive a COLA raise each year. As employees, we gave up raises and took furlough days during the height of the pandemic. So I do not support a benefit that would require me to lose more money from my income when another option is available from the CCD. The alternative FAMLI plan not only won't cost employees directly but appears to overcome other challenges to the Colorado plan such as income earning caps and amounts that can be taken.

In summation, I support the City and County of Denver opting out of the Colorado plan and adopting their own Care Bank and hope the City council will also approve.

Thank you



Jessica Patterson, LCSW | Program Administrator
Denver Sheriff Department | City and County of Denver
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phone: (720) 913-3934 | cell: (303) 929-9374

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From: [Eaton Moncayo, Samantha L. - DHS Senior Management Analyst](#)
To: [dencc - City Council](#)
Subject: FAMI & Care Bank
Date: Friday, August 19, 2022 1:23:59 PM
Attachments: [image001.png](#)
[image002.png](#)

Hello,

I am writing to express my interest in the Care Bank and opting out of the FAMI program. I will greatly benefit from this plan when I go on maternity leave in March 2023. This option gives me peace of mind to know I will be able to enjoy time with my baby without worrying about financial implications of exhausting my PTO or depending on others for donations. While I have taken PTO cautiously I still find it difficult to reach the 400 hour cap. I estimate I will only have about 6.5 weeks of leave by March. This is not enough time to bond and adjust to life after my first child. Additionally, I worry that FAMI premium will place an undue burden on some of my colleagues. While I am able to absorb this cost, some of the people in my division are single mothers or only income source for their family. Some already have second jobs in order to make a living wage.

Thank you,



DENVER
HUMAN SERVICES

Samantha Eaton Moncayo | Senior Management Analyst
Denver Human Services | City and County of Denver
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Phone: (720) 944-2757 | Email: Samantha.Eaton@Denvergov.org

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From: [Dickerson, Damione - DOTI CJ1905 Equipment Operator II](#)
To: [dencc - City Council](#)
Subject: FAMLI OR CARE PACKAGE
Date: Wednesday, August 17, 2022 6:40:41 AM

With the rising cost of living in Colorado I can't afford to have more money taken out of my check. I hope that you oppose the FAMLI plan and adopt the care plan.

Thanks

Sent from my T-Mobile 5G Device
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From: [Bockman, Will - DCC](#)
To: [denc - City Council](#)
Subject: FAMILI vs City Care Bank
Date: Thursday, August 18, 2022 3:09:26 PM
Attachments: [image001.png](#)

Dear Council Members,

I'm writing about the upcoming vote for the FAMILI vs City Care Bank proposed employee benefits. I think the City's Care Bank is preferable for the following reasons:

1. Denver remains more competitive when compared to the private sector or other States.
 - a. Appealing to job seekers.
 - b. More employee retention.
2. The employees won't endure another reduction from their own paychecks.
 - a. With inflation every dollar counts.
3. The City controls the plan, instead of the State.
 - a. Less excessive bureaucracy
4. It's easier to manage logistically.
5. It goes into effect sooner.
6. It doesn't penalize certain salary groups and is fair across the board.

I hope these reasons exemplify why the City's Care Bank is the better choice. Vote YES for the employees that make this great city possible.

Thank you,



WILL BOCKMAN | EVENING OPERATIONAL SUPERVISOR
DENVER COUNTY COURT | CITY AND COUNTY OF DENVER
P: (720) 865-7943
Will.Bockman@DENVERCOUNTYCOURT.ORG



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From: [Lucero, Christine Y. - DHS Fiscal Operational Supv I](#)
To: [dencc - City Council](#)
Subject: FAMILI vs. CARE BANK
Date: Wednesday, August 17, 2022 7:33:01 AM

As a long term City employee and have seen many changes to our benefits throughout my tenor. I find this new FAMILI leave benefit as a slap to the face of the employees and the City as a whole. With the economic impact that is currently on the rise by trying to add another burden to the employees and the City is only going to force employees to look for work elsewhere and may cause another deficit for the City like back in 2009.

We are currently already experiencing staff shortages and now asking for employees to pay into another fund that will bring our take home pay even lower, employees will not be able to sustain their current lifestyle and potentially will cause for more FML leave cases, bankruptcies, unemployment and other shortages we already face.

Please vote to opt out of this new state law and support the current employees and the City.

Thank you
Christine Lucero
Sent from [Mail](#) for Windows

From: [Kijowski, Kelsey - DOTI CE0431 Engineer Senior](#)
To: [denc - City Council](#)
Subject: FAMILI vs. City Care Bank - Feedback
Date: Wednesday, August 17, 2022 1:23:07 PM
Attachments: [image001.png](#)

Good Afternoon,

I wanted to provide my feedback relative to Denver's proposal for the City Care Bank vs. FAMILI.

I am in major SUPPORT of the City Care Bank. I've been with the City for about 4.5 years. In that time, I have gone through two pregnancies. My first was a vaginal delivery in 2020 and the second was a c-section for twins in 2022. In both cases, I barely took any vacation time in the year or two leading up to my deliveries in order to bank as much PTO as I possibly could. Even doing this, I still didn't have enough PTO/donated leave/STD to cover the entire 12 weeks that I took off to take care of my babies.

If City Care Bank had been in place prior to these events, not only would I have had full pay while I was on leave, but I would also have had PTO left over when I came back to work to use in the event that one of my kids, or even myself, gets sick.

People shouldn't have to sacrifice vacation/sick time in order to ensure they have enough PTO to cover their medical leave.

There are so many countries that have much better family leave than we offer here in the states. The City Care Bank at least somewhat closes that gap and provides the type of family leave needed, not only for pregnancy, but for other medical situations. It's a MUCH better social program than the proposed FAMILI.

Thank you,



Kelsey Kijowski | Senior Engineer
Department of Transportation and Infrastructure | Right-of-Way Services
Engineering & Regulatory | City and County of Denver
[Pronouns](#) | She/Her/Hers
phone: (720) 913-8834

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From: [Mondragon, Nicole A. - OHR HR Benefits Analyst](#)
To: [dencc - City Council](#)
Subject: FAMILI
Date: Wednesday, August 17, 2022 11:41:55 AM

Hello,

As a City and County of Denver employee, the City Care Bank seems like a better option than the new state FAMILI law.

Best,
Nicole

From: [Michelle Schierburg](#)
To: [dence - City Council](#)
Subject: FAMILI
Date: Monday, August 22, 2022 11:57:42 AM

Hello,

The City of Denver is not living by its values when it does not offer any paid time for medically qualified reasons. The Care bank should be passed and the City of Denver should take a step forward in being leaders of an equitable workplace.

Michelle Schierburg



From: [Barela, Jade - DCC](#)
To: [dence - City Council](#)
Subject: FW: City Care Bank vs. FAML I
Date: Thursday, August 18, 2022 3:18:07 PM
Attachments: [image001.png](#)

Good afternoon,

As a Denver County Court employee, I support the City Care Bank Proposal. A plan like this would help me balance family and work. It is an incentive/ benefit that would keep me working for the City long term.

Please consider my thoughts while making a final decision.

Best,

Jade Barela | Judicial Assistant III
Honorable Reneé Goble | Courtroom 175
Denver County Court | City and County of Denver
720.865.7270 | jade.barela@denvercountycourt.org

From: Palutke, Dawn - DCC <Dawn.Palutke@denvercountycourt.org>
Sent: Thursday, August 18, 2022 2:29 PM
To: #DCC All But Judges <dccallbutjudges@denvercountycourt.org>
Subject: City Care Bank vs. FAML I

Hello DCC Community

Many of you may be aware of legislation that passed in November 2020 which establishes a Family and Medical Leave Insurance Program (“FAML I”) that will be administered by the State Department of Labor and requires *most* employers and employees across the state to participate. Employers and employees are both responsible for funding the program and requires a .45% deduction from employees’ pay beginning January 1, 2023. Benefits of the FAML I program are not available to employees until January 1, 2024.

The legislation allows for municipal entities to opt out of the program. The City has proposed to City Council the option to opt out of FAML I and create an alternate program called the CARE Bank. The CARE Bank would be available to most city employees that have qualifying family and medical leave related events and provides up to 80 hours of paid leave to address those needs. By using CARE Bank hours employees would not need to dip into their own available PTO, Sick Leave or other leave bank accruals.

The City OHR team has put together various communications about the proposed CARE Bank including a flyer of the differences in plans included here:

https://denvercity.sharepoint.com/sites/HR/Shared Documents/Forms/AllItems.aspx?id=%2Fsites%2FHRR%2FShared Documents%2FBenefits_and_Wellness%2FFAML I-CareBank-Scenarios-Internal%2Epdf&parent=%2Fsites%2FHRR%2FShared Documents%2FBenefits_and_Wellness

Please take the time to understand these programs as it may have an impact of reduction to your pay beginning 1/1/23 if City Council does approve the City's request to opt out of FMLI.

City Council is asking for your thoughts on or before the vote that will take place on 8/22/22. You may email City Council at: dencc@denvergov.org

Dawn Palutke | Human Resources Director
Denver County Court | City and County of Denver
p: (720) 865-7803 | dawn.palutke@denvercountycourt.org



From: [Fochi, Amber C. - AVD Marketing and Communications Specialist](#)
To: [dencc - City Council](#)
Subject: I vote Citi Care Bank rather than FAMILI
Date: Tuesday, August 16, 2022 9:16:13 PM

Amber C. Fochi | Marketing & Communications Manager
Arts & Venues | City and County of Denver
Pronouns | She/Her/Hers
p: (720) 865-4228 | c: (720) 209-6577

From: [Saul, Donna L. - DHS Outreach Case Coordinator](#)
To: [denc - City Council](#)
Date: Wednesday, August 17, 2022 9:26:06 AM
Attachments: [image001.png](#)

I am advocating for the City Care bank this way as a employee I am not having to wait a whole year in the case of FAMLl.

I am voting for options of leave if needed in 2023.

Please approve City Care Bank and save my PTO!!!!



Donna Saul | Out Reach Case Coordinator/ Case Manager
Denver Human Services | City and County of Denver
phone: (720) 944-1192 **eligibility: (720)944-4347****

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From: [Clausen, Jessica - DCC](#)
To: [dencc - City Council](#)
Subject: One vote for Care Bank
Date: Thursday, August 18, 2022 3:47:20 PM

Jessica Clausen, M.S. | Probation Officer

Denver County Court Probation | City and County of Denver

303 W. Colfax Ave. 8th Floor Denver, CO 80204

720.913.8442 **Phone** | 720.913.8311 **Fax**

Jessica.Clausen@denvercountycourt.org

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From: [Lyon, Sarah L. - TS Sr IT Tech](#)
To: [dencc - City Council](#)
Subject: OPT OUT ON FAML I LEAVE "BENEFIT"
Date: Monday, August 22, 2022 2:55:53 PM

Good afternoon –

Please, I am begging here to have City Council opt out of this “benefit”. There was not nearly enough exposure for this and many are still scratching their heads over it. At this time I believe it would be best to opt out (at least for now) or allow employees to have the option to utilize this “benefit” for themselves and not inflict it on everyone. Again, please, please, PLEASE OPT OUT ON FAML I LEAVE "BENEFIT".



Sarah Lyon

Technology Services | Sr. IT Technician
Desktop Support Unit

Sarah.Lyon@denvergov.org

720 337-4357 | FAX 720 913-7049

Check out our new [SupportNow](#) portal for all your technology needs!

From: [Lapperre, Eric - DEN](#)
To: [dencc - City Council](#)
Subject: Please Vote for Care Bank
Date: Wednesday, August 17, 2022 10:22:42 AM

Dear Denver City Council,

In a space of time that has the cost of living increasing dramatically and tax increases coming it would be a great opportunity to support it's employees by voting for CARE BANK option. This would help maintain the current workforce and boost moral as the other taxes/inflation are making life already difficult.

Thanks,

Eric

From: [Juhl, Colleen - DOTI Senior Financial Analyst](#)
To: [dencc - City Council](#)
Subject: Please vote for the City Care Bank
Date: Thursday, August 18, 2022 9:46:22 PM
Attachments: [image001.png](#)

Please vote for the City Care Bank!

Thank you kindly,



Colleen Juhl | Senior Financial Analyst
Dept of Transportation & Infrastructure
City and County of Denver
cell: (720) 829-1897

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From: [Eusebio, Jessica - DOTI Business Operations Administrator](#)
To: [dencc - City Council](#)
Subject: State FAMILI program vs. City and County of Denver Care Bank
Date: Wednesday, August 17, 2022 2:56:19 PM
Attachments: [image001.png](#)

Good Afternoon,

First, thank you all for your time and careful consideration in this very important matter. I would like to vote in favor of opting out of the State FAMILI program and instead create the City Care bank. This plan that OHR is proposing makes more sense and will help more than that of the State program. This would be an added benefit to working for the wonderful City and County of Denver. In order for employees to continue to help the amazing citizens in the City, the employees need to also be taken care of and this would help to ensure that we are.

Thank you,



Jessica Eusebio | Business Operations Administrator
Department of Transportation & Infrastructure |
City and County of Denver
[Pronouns](#) | She/Her/Hers
phone: (303) 349-1922

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From: [Steiner, Jonathon - DEDO Director of Data and Technology](#)
To: [dencc - City Council](#)
Subject: Support CareBank
Date: Wednesday, August 17, 2022 8:18:33 AM
Attachments: [image001.png](#)

Denver City Council,

My name is Jonathon Steiner, I work for CCD/DEDO and wanted to take a quick moment to let you know that I am in support of the City's decision to exempt itself from the upcoming state law FAMLI and instead move toward the creation of a Care Bank that would start in 2023 for city employees. I hope when the issue comes before City Council that you will support it as well. Thanks for your time.

Jonathon Steiner



Jonathon Steiner | Director of Data and Technology
Denver Economic Development and Opportunity (DEDO)
City and County of Denver

[Pronouns](#) | He/Him/His
phone: (720) 913-1920

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From: [Rogers, Jonathan - CASR Administrator II](#)
To: [dencc - City Council](#)
Subject: Support for Care Bank Plan
Date: Wednesday, August 17, 2022 9:15:20 AM

Hello,

As a Denver resident, City employee, and father of a newborn, I wanted to write to you to express my support for Denver's proposed Care Bank plan.

Upon my review the two options, the Care Bank proposal appears superior to the State's FMLI program. The Care Bank program can be available to employees more quickly (Jan 1, 2023 vs Jan 1, 2024), is financially superior for employees, and costs the City/employees less to implement.

I hope that you will vote in support of this plan when it is brought before Council on the 22nd.

All the best,
Jonny

Jonathan Rogers
Renewable Energy Specialist
[Office of Climate Action, Sustainability, Resiliency](#)
City and County of Denver
C: 203-912-4664
[@DenverCASR](#) | [@denvercasr](#) | [@SustainableDen](#)

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From: [Cheney, Paige - DPHE Contracts and Grants Manager](#)
To: [dencc - City Council](#)
Subject: Support for Care Bank
Date: Friday, August 19, 2022 10:37:23 AM

Good morning,

I just wanted to write a quick note expressing my support for the Care Bank. I truly hope it gets passed as the benefits and timing are hugely important to us as city employees.

Thank you!

Thanks,
Paige

Paige Cheney

Contracts & Grants Manager

[Department of Public Health & Environment](#)

Administration Division | City and County of Denver

PHONE: 720-865-9601 | MOBILE: 928-242-5249

EMAIL: paige.cheney@denvergov.org | Follow us [@DDPHE](#)



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From: [Baca, Chris - DOTI CE0403 Engineer-Architect Supervisor](#)
To: [dencc - City Council](#)
Subject: Support for City Care Bank
Date: Wednesday, August 17, 2022 7:42:51 AM
Attachments: [image001.png](#)

Good Morning City representatives,

I am writing in support of the upcoming vote to opt out of the State FMLI program and creating the City program proposed as Care Bank. As presented to employees, this is a win-win proposal for both employees and the City. Most notably, this program costs less for both employee and the City with improved coverage. Although reduced weeks in coverage (8 City vs 12 State), we get all of our salary covered rather than a capped benefit as through the State. My entire staff would be impacted negatively by a capped salary should we go through the State program. When this leave is needed, full paid leave is needed most as our employees are navigating a serious health condition or one of the other qualifying events that are also creating additional family expenses.

[Please vote to opt out of State FMLI program and create the City's Care Bank with the same or improved benefits as presented by staff.](#)

Thank you for receiving my feedback.

Sincerely,



Chris Baca, PE | Engineer Supervisor
Engineering & Regulatory | Right of Way Services
Department of Transportation & Infrastructure | City and County of
Denver

[Pronouns](#) | She/Her/Hers

phone: (720) 913-0806 | Christina.Baca@denvergov.org

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From: [Burket, Tori - DPHE CE2271 Environmental Public Health Manager](#)
To: [dence - City Council](#)
Subject: Support for City Care Bank
Date: Saturday, August 20, 2022 10:12:32 AM

City Council,

I am writing today to voice my support for the City's Care Bank as a replacement for Colorado's FMLI Program. The Care Bank will provide more immediately relief to City and County of Denver employees who need to take extended time off for a variety of reasons, such as a new child or medical care for a chronic illness. The last few years have hit many Coloradoans and Denverites hard, with data showing marked increases in those affected by mental health conditions and financial hardship. The COVID-19 pandemic also highlighted stark inequities in access to healthcare and resources for holistic self care.

I read through the details of the state's FMLI program and read the DenverHub page, attended the webinar, and read through FAQs/info graphics for the City's Care Bank and I truly believe the Care Bank is a more valuable resource for employees. It saves employees money not only from the savings of payroll taxes, but because the 8 weeks of leave covers 100% of a person's salary. It allows employees to save their PTO so they can use that paid time off to take care of other needs such as well deserved vacation time or acute illnesses affecting either themselves or a dependent/family member. Given the increasing number of resignations and subsequent vacancies in the City, it is also an opportunity to improve retention and recruiting efforts.

Thank you for your time and consideration,

Tori

Tori Burket, MS
Epidemiology & Disease Intervention Program Manager
Regional Epidemiologist - Denver County
[Department of Public Health & Environment](#)
Public Health Investigations Division | City and County of Denver
PHONE: 303-594-8853 (c)
EMAIL: Tori.Burket@denvergov.org
[Pronouns](#) | She/Her/Hers

From: [Howe, Lauren - DPHE Environmental Public Health Specialist](#)
To: [dencc - City Council](#)
Subject: Support of City Care Bank
Date: Tuesday, August 16, 2022 6:13:20 PM
Attachments: [image001.png](#)

Hi there,

I wanted to extend my support for the proposed City Care Bank employee benefit that Council will be voting on this coming week. As a woman who is considering starting a family in the next couple of years, this proposed employee benefit (as opposed to the FMLI state program) would be a game changer for my husband and I. I am the primary earner in our family and have done my best to save up PTO in preparation for potential parental leave, including sacrificing visits to see my aging parents out of state, vacation plans and working while sick. I sincerely hope that City Council will pass the City Care Bank benefit to allow city employees to care for themselves or their family members without having to sacrifice precious PTO or navigate the struggles of FMLA, short term disability, intermittent leave, begging colleagues to donate PTO, etc.

Thank you for your consideration!



Lauren Howe | Program Administrator, Healthy Food for Denver's Kids
Department of Public Health & Environment | City and County of Denver
[Pronouns](#) | She/Her/Ella
phone: (720) 865-5446 | cell: (413) 539-1009

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From: [Rosty, Chelsea - DEDO Chief of Staff](#)
To: [dencc - City Council](#)
Cc: [Britton, Heather L. - OHR CA2985 HR Benefits and Wellness Director](#)
Subject: Support of Proposed Care Bank
Date: Monday, August 15, 2022 5:01:44 PM
Attachments: [image001.png](#)

Good Evening Denver City Councilors,

I am writing this email as a city employee in support of the city waiving the FAMLI option for medical leave, and instead adopting the Care Bank proposed by OHR. The Care Bank is a simple, yet flexible system for employees to utilize and will be a great attraction tool for recruiting new talent. In addition, and in contrast to FAMLI, the Care Bank option allows employees to maintain their entire salary during leave, making it far more feasible for working parents and removing the age-old issue of parents having to sacrifice pay and career mobility in order to have a family. I hope you will considering waiving FAMLI and support the Care Bank in your upcoming decision.

Sincerely,



DENVER
THE MILE HIGH CITY

Chelsea Rosty | Chief of Staff | Denver Economic
Development & Opportunity | City and County of Denver
[Pronouns](#) | She/Her/Hers
phone: (720) 913-1685 | cell: (970) 250-2189

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From: [Hernandez, Franklin J. - DOF Senior Accountant](#)
To: [dencc - City Council](#)
Subject: Support of the City Care Bank
Date: Wednesday, August 17, 2022 6:56:39 AM
Attachments: [image001.png](#)

Good morning, Council Members—

I wanted to write to show my support for the City's Proposed Care Bank. While I appreciate the State passing FMLI, I feel that Care Bank will be a better option for employees due to several factors, but most importantly that, 1) the coverage starts as of 2023, 2) there is no upfront out of pocket cost to employees, and 3) most of the time taken off will be at our full pay and not a percentage.

I applaud the City's efforts in creating this plan, and hope this is something you will be willing to support on August 22nd.

Thank you for your time and all you do for the City!

Kindly,

Franklin—

Franklin Hernandez | *Senior Accountant*
Controller's Office | Accounting Services
City and County of Denver | (720) 913-5123



From: [Bygrave, Anne E. - DOF Accounting Services Manager](#)
To: [dencc - City Council](#)
Subject: Vote for Care Bank Alternative
Date: Friday, August 19, 2022 10:23:42 AM

Please opt out of the Family and Medical Leave Insurance Program (FAMLI) and offer the Care Bank alternative which provides better benefits to most employees and does not require employees to pay into any fund.

Anne Bygrave CGFM, CPA | Accounting Services Financial Manager
Controller's Office - Financial Services | City and County of Denver
720.913.5181 Phone | 720.913.8801 Fax
Anne.Bygrave@denvergov.org |

From: [Milano, Amanda M. - DPD Operational Supv I](#)
To: [denc - City Council](#)
Subject: Vote YES for the City Care Bank!
Date: Thursday, August 18, 2022 8:49:57 AM
Attachments: [image001.png](#)

Good morning City Council,

I am reaching out to voice my full support for the proposed City Care Bank that is scheduled for your vote on 8/22/2022. I wanted to share a personal perspective that will demonstrate the benefits of the Care Bank for current and future employees.

I've worked for the city since October 2010. Over the years, I've been conservative with my PTO banks, and intentionally built them up so that I could have a time off cushion if I needed it in an emergency. I was also planning my family and hoping to have children. Knowing this, I knew I would have to try to max out my PTO bank (400 hours) to cover as much of maternity leave as possible. I limited my vacations, limited my time off from work almost completely in effort to build my bank. In 2018, I became pregnant with my son. When I sat down with HR and payroll to figure out how my 12 weeks (480 hours) of FMLA time would work, along with having to use my nearly maxed PTO and short term disability, I realized I had to make a hard decision: intentionally short myself pay by not taking all of my PTO, so that I could have a small amount to come back to work with, use all of my PTO and not get paid for 2 full weeks, or come back early from maternity leave. I chose to intentionally short myself on PTO pay so that I could spend as much time with my son as possible, returning to work with some PTO in my bank in April 2019 for emergencies. This took a slight financial strain on my family, but allowed me more time to bond with my son during a critical time in our lives.

I then returned to work and immediately had to use some PTO for some doctor's appointments. After this, I intentionally did not schedule much vacation time, in order to build my bank back up in hopes of getting my PTO bank close to the max point again before deciding to have another child. My husband and I were surprised to learn in 2020 that we were pregnant again. I again started the process of setting up my 12 weeks (480 hours) of FMLA time, and calculating use of short term disability and my PTO to cover as much time paid as I could. This time, I didn't have as much accrued. I again decided to intentionally short myself on paid PTO during my maternity leave with my daughter, so I could return to work in April 2021 with a small PTO cushion in my bank.

In January 2022, I was sick with COVID. Per the city's policy and advisement from a worker's comp doctor, I missed 6 days of work. This was time off I was not expecting to take. Due to building up my PTO bank for my January 2021 maternity leave, in early 2021 I was not granted any Colorado Public Health Emergency Leave. Due to this, some of the COVID illness was covered by workers comp, but most was paid through my PTO. Unfortunately, I contracted COVID again in June 2022. Again, this was time off unexpected, and I had to use PTO to cover these unexpected absences. Per city policy, I could not return to work until 5 days after the positive test (rightfully so), however, this forced me to use my own time off bank.

Had the Care Bank been made available to me in 2019 and 2021, I could have saved and used PTO for work/life balance (vacations, long weekends, special events). I could have also been eligible to accrue CPHE leave for my COVID illnesses, allowing me more flexibility to use PTO at my choosing while complying with City COVID policies. I fear that with the ongoing pandemic, employees will run out of PTO and choose to come to work ill in lieu of taking unpaid leave, which is dangerous in current times. I also fear that other parents in my situation may choose to return to work too soon from maternity/paternity leave, which has significant health and mental health impacts on parents and newborns.

I implore City Council to think about those in my situation and strongly consider voting YES to implementing the Care Bank for CCD employees!



Amanda Milano | Operational Supervisor, ID Section
Denver Police Department | City and County of Denver
[Pronouns](#) | She/Her/Hers
phone: (720) 913-6449

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From: [Betsy L. Brase](#)
To: [dencc - City Council](#)
Subject: Voting on City Care Bank vs FAMLi
Date: Wednesday, August 17, 2022 12:21:03 PM
Attachments: [image001.png](#)

Hello,

I cannot afford to pay into the FAMLi Program and would love to see City Care Bank instead.

Please keep me in mind when you are voting on this.

Thanks!



Betsy Brase | Victim Advocate

Denver District Attorney's Office
201 W. Colfax Avenue, Dept. 801 | Denver, CO 80202
eam@denverda.org | 720-913-9073
www.denverda.org | [Denver DA: Victim Survey](#)