

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team

at MileHighOrdinance@DenverGov.org by **3:00pm on Monday**. Contact the Mayor's Legislative team with questions

Date of Request: July 25, 2022

Please mark one: Bill Request or Resolution Request

1. Type of Request:

- Contract/Grant Agreement Intergovernmental Agreement (IGA) Rezoning/Text Amendment
 Dedication/Vacation Appropriation/Supplemental DRMC Change

Other: Public Hearing

2. Title: (Start with *approves, amends, dedicates*, etc., include name of company or contractor and indicate the type of request: grant acceptance, contract execution, contract amendment, municipal code change, supplemental request, etc.)

Request a public hearing and vote to decline participation in the state-run Family and Medical Leave Insurance Program (FAMLI).

3. Requesting Agency: Office of Human Resources

4. Contact Person:

Contact person with knowledge of proposed ordinance/resolution	Contact person to present item at Mayor-Council and Council
Name: Heather Britton	Name: Heather Britton or Kathy Nesbitt
Email: heather.britton@denvergov.org	Email: Heather.britton@denvergov.org

5. General description or background of proposed request. Attach executive summary if more space needed:

In 2020, Colorado voters passed a new paid family leave insurance program, the Family and Medical Leave Insurance Program (FAMLI). More information about the law can be found [here](#).

FAMLI requires employers and employees to pay a premium of 0.9% of the employees' wage beginning in 2023 with the benefit beginning on *January 1, 2024*. The premium would be split equally between the employer and employees. In exchange for the premium, employees would be entitled to a weekly \$1,100 maximum benefit for up to 12 weeks.

An analysis has shown that FAMLI will cost our employees and the City nearly \$10 million in 2023, with half that cost being absorbed by the City. Additionally, due to the maximum weekly benefit, provide less than a 70% wage replacement for 70% of City employees.

The law gives local governments the option to decline employer participation in FAMLI. Due to the cost and the inadequate coverage for our staff, the Office of Human Resources (OHR) suggests declining employer participation in the state's plan in favor of implementing a city administered alternative plan. The alternative plan would entitle employees to eight weeks or 320 hours of full salary replacement and would be called a 'care bank' and will be established through career service rules effective 1/1/23. Benefits for any collectively bargained groups will be addressed through their respective collective bargaining agreements.

To be completed by Mayor's Legislative Team:

Resolution/Bill Number: _____

Date Entered: _____

FAMLI law requires a public hearing and vote of City Council to decline employer participation.

6. City Attorney assigned to this request (if applicable):

7. City Council District:

8. ****For all contracts, fill out and submit accompanying Key Contract Terms worksheet****

Key Contract Terms

Type of Contract: (e.g. Professional Services > \$500K; IGA/Grant Agreement, Sale or Lease of Real Property):

Vendor/Contractor Name:

Contract control number:

Location:

Is this a new contract? Yes No Is this an Amendment? Yes No If yes, how many? _____

Contract Term/Duration (for amended contracts, include existing term dates and amended dates):

Contract Amount (indicate existing amount, amended amount and new contract total):

<i>Current Contract Amount</i> (A)	<i>Additional Funds</i> (B)	<i>Total Contract Amount</i> (A+B)

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Date Entered: _____

<i>Current Contract Term</i>	<i>Added Time</i>	<i>New Ending Date</i>

Scope of work:

Was this contractor selected by competitive process?

If not, why not?

Has this contractor provided these services to the City before? Yes No

Source of funds:

Is this contract subject to: W/MBE DBE SBE XO101 ACDBE N/A

WBE/MBE/DBE commitments (construction, design, Airport concession contracts):

Who are the subcontractors to this contract?

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