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# Care Leave

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# Overview

- State run, voter approved paid family leave benefit passed November 2020.
- Allows local governments to decline participation (with Council approval)
- OHR began exploring declining participation along with implementing an alternative plan in early 2022
- August 22, 2022, OHR requested City Council decline participation in the State's FAMLI plan
  - OHR will create 8-week (320 hour) Care bank through Career Service Rules effective 1/1/2023 instead.

# Care Bank

- Begins 1/1/23 – one year sooner than FAMLI
- 320 hour paid leave bank to Career Service employees (pro-rated for ½ and ¾ time; 160 and 240)
- Reasons for leave and eligible family *generally* match FMLA. But Care can begin at 6 months of employment
- Rolling yearly allocation (to match FMLA) with no carryover or monetary value
- Would be in addition to current PTO/Vacation/Sick and STD
- Can be used prior to exhausting existing leave banks.
- Not available to employees who individually opt-in to FAMLI

# Request

- Per the Charter (9.1.1 (C)) City Council must grant the Career Service Board (CSB) the authority to create Care Hours in Career Service Rule
- Approve ordinance requesting creation of Care Hours, BR-1356, in Chapter 18 of the DRMC.

# Next Steps

If Approved by City Council

1. Career Service board Public Hearing – December 15, 2022  
Requires updates to CSR 10 Paid Leave (draft ready for posting on December 2, 2022)
2. Rule to be effective January 1, 2023
3. Communication to eligible employees continues before and after effective date.