

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2020

COUNCIL BILL NO. CB20-1233  
COMMITTEE OF REFERENCE:  
Finance & Governance

**A BILL**

**For an ordinance revising Article V of Chapter 18 of the Revised Municipal Code of the City and County of Denver regarding Sick and Vacation Leave, to comply with Colorado Senate Bill 20-205, "Healthy Families and Workplaces Act," C.R.S. 8-13.3-401 et seq.**

**BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

**Section 1.** That a new Subsection (f) of section 18-121 is hereby added as follows:

**Sec. 18-121. Purpose of providing paid time off.**

- (f) To comply with Colorado Senate Bill 20-205, the "Healthy Families and Workplaces Act" as set forth in Colorado Revised Statute 8-13.3-401 et seq.

**Section 2.** That a new Subsection (d) of section 18-123 is hereby added as follows:

**Sec. 18-123. - Eligibility.**

- (d) All on-call and part-time employees who are regularly scheduled to work less than twenty (20) hours per week shall receive sick leave pursuant to the Colorado Healthy Families and Workplaces Act at the rate of one hour of leave per 30 hours worked. Any unused leave accumulated by on call and part-time employees scheduled to work twenty (20) hours per week pursuant to the Colorado Healthy Families and Workplace Act shall not be payable to the employee upon separation, as these employees are not "eligible" for such payout pursuant to Section 18-127.

**Section 3.** That a new Subsection (c) of section 18-131 is hereby added as follows:

**Sec. 18-131. - Eligibility.**

- (c) All on-call and part-time employees who are regularly scheduled to work less than twenty (20) hours per week shall receive sick leave pursuant to the Colorado Healthy Families and Workplaces Act at the rate of one hour of leave per 30 hours worked. Any unused leave accumulated by on call and part-time employees scheduled to work twenty (20) hours per week pursuant to the Colorado Healthy Families and Workplace Act shall not be payable to the employee upon separation, as these employees are not "eligible" for such payout pursuant to Section 18-134.

1 COMMITTEE APPROVAL DATE: November 3, 2020.

2 MAYOR-COUNCIL DATE: November 10, 2020.

3 PASSED BY THE COUNCIL: November 23, 2020

4 *Steve Gilmore* - PRESIDENT

5 APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_

6 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
7 EX-OFFICIO CLERK OF THE  
8 CITY AND COUNTY OF DENVER

9 NOTICE PUBLISHED IN THE DAILY JOURNAL: \_\_\_\_\_; \_\_\_\_\_

10 PREPARED BY: Robert McDermott, Assistant City Attorney DATE: November 12, 2020

11 Pursuant to section 13-12, D.R.M.C., this proposed ordinance has been reviewed by the office of  
12 the City Attorney. We find no irregularity as to form, and have no legal objection to the proposed  
13 ordinance. The proposed ordinance is submitted to the City Council for approval pursuant to § 3.2.6  
14 of the Charter.  
15

16 Kristin M. Bronson, Denver City Attorney

17 BY: *Kristin M. Bronson*, Assistant City Attorney DATE: Nov 12, 2020