



Legislation Details (With Text)

File #:	Res 2021-20	Version:	1	Name:	The Colorado Healthy Families and Workplaces Act (HFWA) Changes to the General Leave Policy
Type:	Resolution	Status:	Passed		
File created:	3/9/2021	In control:	City Council		
On agenda:	3/15/2021	Final action:	3/15/2021		
Title:	A RESOLUTION APPROVING AMENDMENTS TO SECTION 5.2 OF THE CITY OF COMMERCE CITY EMPLOYEE POLICIES REGARDING GENERAL LEAVE				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	1. Council Communication, 2. Resolution, 3. Exhibit A - Amended Section 5.2, 4. Presentation, 5. Employee Guidance - Paid Sick Leave				

Date	Ver.	Action By	Action	Result
3/15/2021	1	City Council	adopted	

A RESOLUTION APPROVING AMENDMENTS TO SECTION 5.2 OF THE CITY OF COMMERCE CITY EMPLOYEE POLICIES REGARDING GENERAL LEAVE

Summary and Background Information:

The City's existing general leave practices have been administratively supplemented to comply with the Colorado Healthy Families and Workplaces Act, SB20-205 (HFWA). The proposed resolution authorizes the permanent modification to Section 5.2 of the Employee Policies to ensure compliance with the HFWA, including making the administration of leave components required by the HFWA applicable to all city employees (as opposed to non-bargaining unit employees). Employees previously ineligible for leave (variable hour employees and employees in the first 6 months of employment) will be eligible for paid sick leave as required by the HFWA. Otherwise, the amount of general leave available to employees is not modified or restricted. These supplements will be reflected in the City's revised General Leave policy and will include additional components and sub-sections for Initial Bank of General Leave, Designated Paid Sick Leave, and Public Health Emergency Leave.

The resolution also modifies the policy to provide for increased hours in general leave banks for all employees otherwise subject to the policy. This increase was previously implemented in accordance with the City's budget.

City Council reviewed this item in study session on February 8, 2021 (<https://commerce.legistar.com/LegislationDetail.aspx?ID=4774185&GUID=FD4BEF24-FEC4-418B-8584-FD676EFD0838&Options=&Search=>).

Staff Responsible (Department Head): Armando Guardiola, Director of Human Resources

Staff Member Presenting: Armando Guardiola, Director of Human Resources

Financial Impact: Compliance with the HFWA requires granting leave to employees not previously

eligible for leave.

Funding Source: General Fund.

Staff Recommendation: Approval.

Suggested Motion: I move to approve Resolution 2021-20.