



**CITY OF BOULDER
CITY COUNCIL ITEM ADDENDUM**

MEETING DATE: November 3, 2022

AGENDA ITEM:

5A – Consideration of a motion to adopt Resolution 1321 declining all participation in the Colorado Family Medical Leave Insurance Program (FAMLI)

PAGE NUMBER/S: N/A

DESCRIPTION:

Supplemental comments/input submitted from City employees regarding the Colorado Family Medical Leave Insurance Program (FAMLI) compiled by the Human Resources Department.

ATTACHMENTS:

B - 20221102 FAMLI Employee Emails- Redacted

From: [HRBenefits](#)
To: [REDACTED]
Subject: FW: Declining Participation in FAMLI Program
Date: Friday, October 28, 2022 2:49:20 PM
Attachments: [image001.png](#)

FAMLI response.

From: [REDACTED]
Sent: Friday, October 28, 2022 2:27 PM
To: HRBenefits <HRBenefits@bouldercolorado.gov>
Subject: Declining Participation in FAMLI Program

Hello,

I wanted to comment on HR's recommendation to decline participation in the FAMLI program. I am a standard employee and have greatly benefited from the parental leave program, which I am grateful for. However temporary and season employees do not get to benefit from this program. Additionally, those groups also do not get the benefit of vacation, or floating holiday time off. Declining participation in this program will deprive those workgroups of resource that they could greatly benefit from at little cost to the city. It seems like HR often overlooks this group of employees and this seems to be another example of that. It appears to many employees that HR does not recognize the crucial work that seasonal and temporary employees perform and to them it seems like HR does value those employees or care about their needs. There are many examples of changes that HR makes to employee programs that only negatively affect temporary employees with little or no harm to standard employees. Participation in the FAMLI program could be an opportunity for the city to make a positive change for those groups of employees. Thank you for considering the implications of declining participation in this program.

Sincerely,

[REDACTED]

[REDACTED]

[REDACTED]

From: [HRBenefits](#)
To: [REDACTED]
Subject: FW: Declining FAMILI for temporary employees
Date: Monday, October 31, 2022 1:24:38 PM
Attachments: [image001.png](#)

From: [REDACTED]
Sent: Monday, October 31, 2022 8:37 AM
To: HRBenefits <HRBenefits@bouldercolorado.gov>
Subject: Declining FAMILI for temporary employees

I am disappointed, though not surprised, that the city is intending to decline from the FAMILI program. In 10 years working for the city of Boulder, I have continually experienced the HR department touting the great benefits the city offers to employees while quietly doing as little as legally possible for the seasonal and temporary employees. Out of all of the benefits listed, temporary employees only have a very limited amount of sick time—and only because of Colorado voters. A week of sick time is not enough to care for a new child (standard employees are given 12 weeks in recognition of this), deal with family emergencies, major illness, etc.

In the case of opting out of FAMILI, HR representatives at the employee town hall gave the reasoning of all of the programs in place for standard employees, while ignoring the temporary employees until directly questioned. Leaving temporary employees out of the program, or at least doubling our cost to participate, seem to be circumventing the entire purpose of the program.

Voters in Colorado recognized that many people are being left behind by current benefits structures. How can the City of Boulder in good faith ignore this for their own employees?

[REDACTED]

To: [REDACTED]
Subject: [REDACTED] :- Feedback on pending council action

From: No Reply <NoReply@bouldercolorado.gov>
Sent: Tuesday, November 1, 2022 8:56 AM
To: Council <council@bouldercolorado.gov>; ContactCoB <ContactCoB@bouldercolorado.gov>
Subject: [REDACTED] :- Feedback on pending council action

Preferred Form Language: English / Inglés

Name: [REDACTED]

Organization (optional): [REDACTED]

Email: [REDACTED]

Phone (optional): [REDACTED]

My question or feedback most closely relates to the following topic (please choose one): Feedback on pending council action

Direct my submission to: Council

Comment, question or feedback: I encourage City Council to NOT decline participation in Colorado Paid Family and Medical Leave Insurance unless the city is prepared to open up full leave benefits to all employees. All of the information given to employees about FAMLI touts the great leave benefits that employees already have, but neglects to emphasize that those benefits are only for standard employees. As a temporary employee (by job designation only, I have been with the city since 2013) the only paid leave I am offered is sick time, and only because Colorado voters recognized that many employees were left behind when sick time was left to employers.

Open Space and Mountain Parks relies heavily on temporary employees to implement work to maintain, improve, and research the nearly 47,000 acres of land owned by the department. These employees often have bachelor's and master's degrees in the field of study in which they work and return year-after-year bringing growing experience to that work. Some work year-round as temporary employees. These employees have no vacation time, no paid holidays, minimal sick time, and no parental leave. These are the employees that Colorado voters recognize needed the FAMLI program.

A person looking at job postings for the City of Boulder, including temporary jobs, reads in the opening description: "Respect is one of our five City Values (including Customer Service, Collaboration, Integrity, and Innovation) and we are committed to equity, diversity, and inclusion." Temporary employees know that the city does not respect them enough to give them the benefits that standard employees receive. We know that equity for the city is about cultural talking points and not about genuine equitable treatment of employees. We know that the city claims liberal values but is not willing to apply those values to a large portion of their own employees. Declining participation in FAMLI is one more way for the city to demonstrate that they do not understand, respect, or care for temporary employees.

I would prefer for the city to open up full benefits to temporary employees and to convert many of those jobs into

standard positions. If the city is unwilling to that, it is only right to participate in the FAMLI program.

Thank you for considering the interests of all of the temporary employees.

Sincerely,

[REDACTED]

[[FSF080521]] Submission ID is #: 1028315735

[Compose a Response to this Email](#)