



# Human Resources Department

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TO: Board of County Commissioners

FROM: Julia K. Larsen, Director of Human Resources

DATE: November 7, 2022

RE: Request to Expand Paid Caregiver Leave

The county currently offers six weeks of paid caregiver leave to parents experiencing childbirth, adoption, or foster adoption placement in their home as well as to employees who are caring for family members with a serious health condition. The Human Resources Department recommendation is that the Board of County Commissioners expand paid caregiver leave from 6 to 12 weeks in order to provide adequate time for parents to recover and/or bond with their babies and also allow more time for employee to provide care for family members.

My recommendation is that you implement the policy change immediately with the following details:

- All new parents who are currently utilizing leave and began that leave within six weeks of the business meeting are eligible to extend their leave by up to six more weeks for a maximum of 12 weeks.
- If that parent has already utilized 12 weeks (by combining paid caregiver leave with their own paid time), we would replenish their leave time but not offer them more time off.
- Parents currently on leave who plan to return to work soon may have already arranged daycare and/or set up a return to work plan with their team. We would offer them and their supervisors the option to continue leave, take intermittent leave over the next year, or replenish their leave time (replenishing medical leave first).
- Employees who are currently utilizing leave for other family members are eligible to extend their leave by up to six more weeks for a maximum of 12 weeks with substantiation by a medical provider.

Your approval of my recommendation is requested.