SB 19-188

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

FISCAL NOTE

Drafting Number:	LLS 19-0511	**Date:**	March 12, 2019
Prime Sponsors:	Sen. Winter; Williams A. Rep. Gray; Duran	**Bill Status:**	Senate Business
		Fiscal Analyst:	Clare Pramuk | 303-866-2677 clare.pramuk@state.co.us

Bill Topic: FAMLI FAMILY MEDICAL LEAVE INSURANCE PROGRAM

Summary of Fiscal Impact:

- ☒ State Revenue
- ☒ State Expenditure
- ☐ State Transfer
- ☐ TABOR Refund
- ☒ Local Government
- ☒ Statutory Public Entity

This bill creates a paid family and medical leave insurance program as an enterprise and a type 2 transfer in the Colorado Department of Labor and Employment. Colorado employees and employers will contribute in equal shares to a monthly premium based on wages. This premium funds a family and medical leave benefit for eligible individuals to care for themselves or family members. The bill will increase state expenditures for the state as an employer beginning in FY 2021-22. The bill will increase state expenditures for the Department of Labor and Employment beginning in FY 2019-20 and will increase state enterprise revenue beginning in FY 2021-22. The bill will also increase expenditures for local governments, school districts, and statutory public entities.

Appropriation Summary: No appropriation is required. FY 2019-20 costs will be paid with proceeds from the issuance of revenue bonds and, potentially, a General Fund loan.

Fiscal Note Status: The fiscal note reflects the introduced bill.

Table 1
State Fiscal Impacts Under SB 19-188

		FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Revenue	Cash Funds	at least $50.0 million in bond revenue		$922.4 million	$956.5 million
	Total			**$922.4 million**	**$956.5 million**
Expenditures	General Fund	-	-	$141,464	$149,291
	FAMLI Fund	$2,774,239	$42,625,670	$368,057,055	$860,537,286
	Various Funds*	-	-	$7,030,217	$7,290,335
	Centrally Appropriated	$305,879	$322,433	$876,071	$2,912,448
	Total	**$3,080,118**	**$42,948,103**	**$376,104,807**	**$870,889,360**
	Total FTE	**13.8 FTE**	**14.4 FTE**	**61.4 FTE**	**206.1 FTE**
Transfers		-	-	-	-
TABOR Refund		-	-	-	-

* *These expenditures represent the employer share of state employee FAMLI premiums and will come from the General Fund, cash funds, and federal funds but these amounts have not been identified for the fiscal note.*

Summary of Legislation

This bill creates the Family and Medical Leave Insurance program and division (FAMLI program and division) as a state enterprise and a type 2 transfer in the Colorado Department of Labor and Employment (CDLE). The purpose of the FAMLI program is to provide partial wage-replacement benefits for up to 12 weeks per year to eligible employees, and employment protection for employees that take leave. The program includes an option for additional weeks of benefits under certain circumstances. Where available, paid leave must be taken concurrently with the unpaid, job-secured leave available through the federal Family and Medical Leave Act (FMLA). An employee may supplement FAMLI benefits through vacation, sick, or other paid time off. Table 2 shows the division's implementation schedule, as outlined in the bill.

Table 2
Implementation Schedule for SB 19-188

Task	Date
Effective date	Upon signature of the Governor
Program implementation begins	July 1, 2020
Outreach program established	January 1, 2021
Employee premium payments begin	July 1, 2021
FAMLI benefit available	January 1, 2022
First annual reporting to the General Assembly	September 1, 2022
First premium rate adjustment	January 1, 2023
First annual maximum weekly benefit adjustment	January 1, 2023
Second premium rate adjustment	January 1, 2025

Applicability and definitions. The bill requires a premium payment from each employer and employee, with the exception of federal employees. Sole proprietors may opt-in to the program. "Family member" is defined as a person who is related by blood, marriage, domestic partnership, civil union, or adoption, or any individual with whom the covered individual has a significant personal bond that is like a family relationship, regardless of a biological or legal relationship. Qualifying events include an individual's serious health condition; caring for a newborn, an adopted child, or a child placed through foster care for the first year; caring for a family member with a serious health condition; and circumstances related to a family member's active military duty. Under the bill, domestic abuse, sexual assault or abuse, and stalking are also defined as serious health conditions for which a person may receive benefits.

Outreach. The FAMLI division must develop an outreach program by January 1, 2021, that explains the eligibility requirements, claims process, benefit amounts, notice and medical certification requirements, reinstatement and nondiscrimination rights, confidentiality of records, employment protection, and any other pertinent details, paid for by the newly created FAMLI fund which is discussed later in this summary. Employers must post the program notice and inform employees upon hiring and upon learning of an employee experiencing a qualifying life event. An outside vendor may be used to develop, implement, and administer outreach services.

Premiums. Employer and employee premium payments begin on July 1, 2021. The initial premium amount is set in the bill at 0.64 percent of wages per employee in the program's first 18 months. Premiums are applied up to the maximum amount of wages subject to the Social Security Old-Age, Survivors, and Disability Insurance Tax, which is $132,900 for 2019. The maximum annual premium amount based on this salary is $850.56. Premium payments are split equally between the employer and employee. The division is required to set the premium at a rate for calendar years 2023 and 2024 necessary to obtain a total amount of premium contributions equal to 150 percent of the prior year's claims and 100 percent of the cost of administration, less net assets. For the 2025 calendar year and each calendar year thereafter, the division is required to set the premium at a rate necessary to obtain a total amount of premium contributions equal to 125 to 150 percent of the prior year's claims and 100 percent of the cost of administration, less net assets.

Benefits. The FAMLI division will pay benefits using revenue bond proceeds, premiums, and fines from the FAMLI Fund. The amount of benefits an eligible individual can receive is based on the individual's wage in relation to the average weekly wage (AWW) set annually by the CDLE for Workers' Compensation claims. The 2019 AWW is $1,085.55. An eligible individual will receive 90 percent of their weekly wage for wages that are less than 50 percent of the AWW and 50 percent of wages that equal or exceed 50 percent of the AWW, up to a maximum weekly benefit of $1,000. Table 3 below illustrates weekly benefit amounts based on different weekly wage scenarios. The $500 weekly wage is below 50 percent of the AWW, so the benefit is 90 percent of $500 or $450. All eligible individuals whose salaries exceed 50 percent of the AWW will receive $488.48 (90 percent of $542), plus 50 percent of the salary equal to or above $542, capped at $1,000. The last column shows the maximum benefit for 12 weeks of FAMLI benefits using the current AWW. Actual benefits will be calculated based on the AWW in effect at the time a claim is made.

Table 3
Weekly FAMLI Benefit Scenarios

Average Weekly Wage (AWW)	Individual's Weekly Wage	90% of wage below 50% of AWW	50% of wage equal or above 50% of AWW	Total Weekly Benefit	12-Week Benefit
$1,085.55	$500.00	$450.00	$0.00	$450.00	$5,400.00
	$1,000.00	$488.48	$228.61	$717.09	$8,605.08
	$1,500.00	$488.48	$478.61	$967.09	$11,605.08
	$2,000.00	$488.48	$728.61	$1,000.00	$12,000.00

** Total weekly benefit may not exceed $1,000.*

The division must make the first benefit payment to a claimant within 2 weeks after the claim is filed, and weekly or bi-weekly thereafter, for up to 12 weeks or longer under certain circumstances. Starting January 1, 2023, the division is required to annually adjust the maximum weekly benefit amount to 90 percent of the AWW.

If the eligible individual is able to continue working at a second job while taking FAMLI leave, the FAMLI division may not consider the eligible individual's weekly wage earned from that second job when calculating his or her weekly benefit amount. The maximum number of weeks for which FAMLI benefits are payable to an eligible individual in any consecutive 52-week period is 12 weeks, except that benefits are payable up to an additional 4 weeks to an eligible individual with a serious health condition related to pregnancy or childbirth complications. The maximum number of weeks for which FAMLI benefits are payable to an eligible individual in aggregate for separate purposes in any consecutive 52-week period is 14 weeks, except that benefits are payable up to an additional 2 weeks (16 weeks in total) to an eligible individual with a serious health condition related to pregnancy or childbirth complications. Caring for a new child is a separate qualifying event from a serious health condition related to, and including, pregnancy and recovery from childbirth.

An eligible individual may take intermittent leave in increments of one hour or shorter if consistent with the increments the employer uses to measure employee leave, but the benefit is not payable until the eligible individual accumulates one day or 8 hours of FAMLI leave.

FAMLI fund. The FAMLI fund is an enterprise fund within the State Treasury. The fund may be used only to repay revenue bonds issued to cover start-up costs; collect FAMLI premiums; pay FAMLI benefits to eligible individuals; and cover program administration and outreach costs. The fund may also receive and spend any gifts, grants, or donations received by the division to finance program set-up costs. The fund is continuously appropriated to the FAMLI division.

Employee eligibility. An employee is eligible to participate in the program after working 680 hours, or 504 hours in the case of an airline flight crew member, during the employee's qualifying year, and at least 90 days for his or her current employer. Benefits are available to all eligible individuals regardless of their citizenship or immigration status. The bill specifies procedures for self-employed individuals to elect coverage. Self-employed individuals pay only the employee portion of the premium.

Employee disqualification and erroneous payments. An employee who willfully makes a false statement or misrepresentation regarding a material fact or willfully fails to report a material fact is disqualified from receiving FAMLI benefits for one year. The FAMLI division may also develop a procedure for recovering erroneous benefit payments, and may exercise discretion to partially or wholly waive repayment amounts under certain circumstances.

Employer requirements. Employers must collect employee premiums through a payroll deduction and remit the employer and employee contributions to the FAMLI division. Employers may not require employees to take any other form of leave during an employee's FAMLI leave. If an employer has a disability or family leave policy already in place, this leave can be taken concurrently with FAMLI leave. Employers must post program notices and notify new hires of the FAMLI benefit program. Employers must also inform employees about the program upon learning of an employee's qualifying life event.

Employer penalties. While an employee is on leave, an employer must maintain the employee's benefits and may not discriminate against the employee in response to the employee's actual or requested leave. The FAMLI division will, by rule, create a fine structure for employers who violate these requirements. Fines are deposited into the FAMLI fund.

Claims. The FAMLI division is required to notify an employer of their employee's FAMLI leave claim within 5 business days after an eligible individual files a claim for benefits. Claims must be paid to the employee within 2 weeks. The FAMLI division will set rules related to claim forms and the manner in which claims are filed; however, the bill makes several requirements related to claims, including that an employee prove eligibility, meet certain hourly thresholds of employment per year, disclose relevant medical records, and attest that his or her employer was notified in writing. The division may require additional attestations from employees.

Notification requirements. In any case where the necessity for FAMLI leave is foreseeable, the covered individual is required to provide the individual's employer with at least 30 days notice before the leave is to begin. If the necessity for leave is not foreseeable, the individual shall notify the employer as soon as practicable. An individual is eligible regardless of whether he or she is currently employed or working at an additional job while taking leave. Failure to file a claim, furnish notice to an employer, or submit certification from a health care provider does not invalidate a claim, but the FAMLI division is not required to pay benefits for a period of more than two weeks prior to the date when paperwork is submitted, unless the employee demonstrates that his or her paperwork was submitted as soon as it was possible.

Claim denial and appeals process. The bill specifies that the FAMLI division utilize an appeals process in current law, under which an employee has 20 calendar days to submit an appeal.

Enterprise and type 2 transfer designation. The FAMLI division is created as an enterprise which may issue revenue bonds and is limited to 10 percent of annual revenue from state and local governments. The division is also designated a type 2 transfer, which means that it is directly under the control of the executive director of CDLE, including its statutory powers, duties, records, property, personnel, and functions of budgeting, purchasing, and planning.

Rulemaking, reporting, and other division responsibilities. The FAMLI division must adopt rules establishing the form and manner of filing a claim, setting premium amounts, and establishing a fine structure for employers. The division must follow federal tax withholding policies and may establish any other rules as necessary to establish the program. The division must report to the General Assembly by September 1, 2022, and each year thereafter, on program participation, including demographics, as well as premium rates, fund balances, and outreach efforts.

Federal and state income tax deduction. The bill requires the division to inform individuals filing claims about IRS implications on benefits, requirements, and that tax can be deducted on the front end from benefit payments. Under the bill, FAMLI benefits are not subject to state income tax.

Background and Data

Federal Family and Medical Leave Act. The federal FMLA entitles eligible employees of covered employers to take up to 12 weeks per year of unpaid, job-protected leave for specified family and medical reasons, with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Employees may use sick time, vacation time, or other accrued leave time along with FMLA leave in order to continue being paid. All public employers are subject to FMLA requirements. Private employers must have at least 50 employees within 75 miles of a worksite to be subject to FMLA requirements.

Paid family leave in other states. California, Massachusetts, New Jersey, New York, Rhode Island, and Washington currently have paid family leave programs; California's began in 2002, Massachusetts' in 2018, New Jersey's in 2008, Rhode Island's in 2013, New York's in 2016, and Washington's in 2017. Some family leave programs operate in conjunction with the state's temporary disability insurance program. Premiums are paid by employees only in some states, and by both employees and employers in other states.

State Revenue

The bill is expected to increase state revenue to the FAMLI fund from bond revenue of at least $50 million and potentially gifts, grants, or donations to cover the expenditures for FY 2019-20 and FY 2020-21. The timing of revenue will depend on final budget estimates for the division and the timing of the issuance of the revenue bonds. The bill is also expected to increase state revenue from premiums by $922.4 million in FY 2021-22 and $956.5 million in FY 2022-23. As the FAMLI division is created as a state enterprise, these revenue sources are not subject to TABOR.

Fee impact on employees and employers. Colorado law requires legislative service agency review of measures which create or increase any fee collected by a state agency. These fee amounts are set in the bill for the first 18 months that premiums are collected. The rate is 0.64 percent of wages up to the Social Security Old-Age, Survivors, and Disability Insurance Tax which is $132,900 for 2019. The FAMLI division will adjust fees according to solvency requirements specified in the bill beginning January 1, 2023. Table 4 shows the annual impact per employee for the employee and employer share of premiums. Table 5 below identifies the overall fee impact of this bill.

Table 4
FAMLI Premium Fee Impact on Individual Employees and Employers

Employee's Annual Wage	Employee Premium Range			Employer Premium Range		
up to $12,000			up to $39			up to $39
$12,001 to $20,000	$38	to	$64	$38	to	$64
$20,001 to $40,000	$64	to	$128	$64	to	$128
$40,001 to $60,000	$128	to	$192	$128	to	$192
$60,001 to $80,000	$192	to	$256	$192	to	$256
$80,001 to $100,000	$256	to	$320	$256	to	$320
$100,001 to 120,000	$320	to	$384	$320	to	$384
$120,001 to 132,900	$384	to	$425	$384	to	$425

Table 5
Total Revenue from Employees and Employers Under SB 19-188

Fiscal Year	Revenue Source	Total Premium Revenue
FY 2021-22	FAMLI Premium for Employees	$461,179,690
	FAMLI Premium for Employers	$461,179,690
	FY 2019-20 Total	**$922,359,380**
FY 2022-23	FAMLI Premium for Employees	$478,243,339
	FAMLI Premium for Employers	$478,243,339
	FY 2020-21 Total	**$956,486,678**

State Expenditures

The bill will increase state expenditures by at least $3.1 million in FY 2019-20, $42.9 million in FY 2019-20, $376.1 million in FY 2020-21, and $870.9 million in FY 2022-23. The fiscal note assumes that CDLE will use a General Fund loan from the State Treasurer's Office for the first year to fund the establishment of the enterprise, promulgate rules, begin system development, and issue revenue bonds. These expenditures are shown in Table 6, explained below, and include:

- FAMLI benefit payments;
- implementation and operation of the FAMLI division in CDLE;
- premium and benefit system;
- legal services from the Department of Law;
- technology implementation by the Office of Information Technology (OIT); and
- state income tax deduction management from the Department of Revenue (DOR).

The bill also increases workload for all state agencies, and specifically the Department of Personnel and Administration (DPA) and the Judicial Department. These impacts are discussed below.

FAMLI benefits. Beginning January 1, 2022, this bill will increase expenditures for FAMLI benefit payments. Table 3, above, estimates the maximum individual weekly benefit.

Benefit utilization assumptions. The fiscal note assumes 3.0 percent utilization in FY 2021-22 and 3.5 percent utilization in FY 2022-23. In other states that have a paid family leave benefit, utilization has varied between 1.2 percent and 10 percent. The fiscal note also assumes that utilization will grow as the program becomes more widely known, but that it will also fluctuate.

Division of Family and Medical Leave Insurance — CDLE. The newly created FAMLI division will work on bonding, general programmatic structure, and provide input to the OIT in FY 2019-20 and FY 2020-21 (year one and two); ramp up staff during year three and bring on the remaining staff in FY 2022-23, when employee collections begin that July and employee premium payments begin that January (year four); and continue this staffing level in future years. Staffing will occur in phases as the program ramps up, as follows:

- ***FY 2019-20.*** A division director, three program managers, three analysts, plus six business operational staff will develop rules, policies, procedures and overarching program design for three functional areas (benefits, premiums, and appeals). This will include stakeholder meetings, research, and development of a request for proposal for the premium and benefit system: 13 FTE.

- ***FY 2020-21.*** Core staff plus a human resource specialist: 14 FTE.

- ***FY 2021-22.*** Initial eligibility and claims clerks; appeals clerks and research analysts; employer payment clerks; outreach support staff; auditors; administrative assistants; and file clerks: 59 FTE.

- ***FY 2022-23 and ongoing.*** Full staff, including a hearings division: 203 FTE.

Other FAMLI division costs. Other costs to implement the FAMLI division are as follows:

- ***Statistical and actuarial expertise.*** The division will contract for statistical and actuarial studies to assist in estimating revenues for the bond and in promulgating rules on premium rates and solvency surcharges, at the rate of $180,000 per year.

- ***Outreach and mailings.*** In FY 2019-20 and FY 2020-21, a marketing and outreach specialist will conduct outreach including mailings to all employers at a cost of $286,761.

- ***CDLE leased space.*** Leased space is required to house FAMLI division employees, at the rate of $21.50 per square foot in FY 2019-20, to $26.00 per square foot in FY 2022-23 and 250 square feet per employee.

Bonding. In order to receive bond revenue in FY 2020-21, the CDLE will work with a financial advisor, bond counsel, underwriting counsel, and credit rating services, all of which will be paid from the bond proceeds. The revenue bonds will also include enough revenue to repay the General Fund loan with interest, and up to three bond interest payments to meet bond obligations until premium collection starts on July 1, 2021, and to administer the program including technology costs.

Legal services. In FY 2019-20, the CDLE will require 1,450 hours of legal services from the Attorney General's Office to establish an enterprise and promulgate rules at a rate of $103.63 per hour for a total of $150,264 and an allocation of 0.8 FTE. The CDLE will require 725 hours at a cost of $75,132 and an allocation of 0.4 FTE in FY 2020-21. Legal services hours in subsequent years will be included in common policy.

Information technology contractors. The FAMLI premium and benefit system will be considered a major information technology project and will follow those procurement guidelines. Based on information from a Request for Information issued by CDLE recently, the cost to have a vendor build a system range between $35 to $45 million, plus the cost of ongoing maintenance and software licensing. Table 6 shows $40 million in FY 2020-21 for informational purposes, but the actual costs will be determined through the procurement process including review by the Joint Technology Committee. Funding for the system will come from revenue bonds.

Reappropriated funding from CDLE will be used by OIT to hire contractors who will work with both departments, contract and procurement teams, and division leadership to shape the procurement that is needed to create the FAMLI premium and benefit system. Beginning in FY 2019-20, contract staff will include a project manager, business systems analyst, information security architect, and senior software architect data specialist. Costs for contractors include capital and operating expenses.

Table 6
Expenditures Under SB 19-188

Cost Components	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
FAMLI Benefit Payments			*(half year)*	*(full year)*
Estimated Leave Benefits Paid			$362,639,336	$846,158,450
FAMLI (Subtotal)			**$362,639,336**	**$846,158,450**
Department of Labor and Employment				
Personal Services	$1,088,794	$1,173,137	$3,523,424	$11,759,204
Operating Expenses and Capital Outlay	$176,821	$13,300	$267,685	$869,132
Information Technology Contractors	$891,599	$897,340	$906,610	-
Premium and Benefit System Estimate		$40,000,000		
Legal Services	$150,264	$75,132	-	-
Actuarial and Statistical Contract Services	$180,000	$180,000	$180,000	$180,000
Market Outreach	$286,761	$286,761	-	-
Vehicle and Mileage	-	-	-	$205,500
Leased Space			$540,000	$1,365,000
Centrally Appropriated Costs*	$305,879	$322,433	$844,328	$2,871,922
FTE – Personal Services	13.0 FTE	14.0 FTE	59.0 FTE	203.0 FTE
FTE – Legal Services	0.8 FTE	0.4 FTE	-	-
CDLE (Subtotal)	**$3,080,118**	**$42,948,103**	**$6,262,047**	**$17,250,758**
Department of Revenue				
Personal Services	-	-	$117,340	$146,346
Operating Expenses and Capital Outlay Costs	-	-	$16,959	$2,945
Computer Programming	-	-	$7,165	-
Centrally Appropriated Costs*	-	-	$31,743	$40,526
FTE – Personal Services	-	-	2.4 FTE	3.1 FTE
DOR (Subtotal)	**-**	**-**	**$173,207**	**$189,817**
All State Agencies	**-**	**-**		
Premium Payments	**-**	**-**	$7,030,217	$7,290,335
All Agencies (Subtotal)	**-**	**-**	**$7,030,217**	**$7,290,335**
Total	**$3,080,118**	**$42,948,103**	**$376,104,807**	**$870,889,360**
Total FTE	**13.8 FTE**	**14.4 FTE**	**61.4 FTE**	**206.1 FTE**

** Centrally appropriated costs are not included in the bill's appropriation.*

Department of Revenue. Beginning in FY 2022-23, DOR's Taxation and Compliance Division will require 2.0 FTE for tax compliance and auditing and 1.1 FTE in its Taxpayer Services Division to handle increased call center volume. Computer programming is also required at the rate of $250 per hour for 8.5 hours to update the GenTax system. Finally, imaging costs estimated at $1,200 will be reappropriated to the Department of Personnel and Administration to update one tax form change. The fiscal note assumes that CDLE will provide DOR with electronic 1099-G forms.

Department of Personnel and Administration. The Department of Personnel and Administration (DPA) will set up the new deduction for the state agencies it serves. It will also perform outreach to the state personnel system and update rules, technical guidance, and existing documentation to include information about the FAMLI benefit program. These workload increases can be accomplished within existing appropriations.

Short-term disability benefits. The bill may result in a reduction in the amount of STD benefits paid to employees, which may result in a cost savings through a reduction of the STD premium. If this occurs, this adjustment will be addressed through the total compensation analysis included in the annual budget process.

Judicial Department. Beginning in FY 2022-23, trial courts may see a minimal increase in discrimination cases against employers for violating the employment protection provisions of the bill. To the extent that these workload increases require additional appropriations, these will be requested during the annual budget process.

All state agencies. This bill is expected to increase state expenditures for premium contributions by $7.0 million in FY 2022-23, and $7.3 million in FY 2023-24 for all state agencies with the exception of the institutions of higher education. Premiums for the institutions will be identified in a revised fiscal note but are included in the total premium figures shown in Table 5. These expenditures will be paid from a variety of fund sources. All state agencies will have an increase in workload to perform employee outreach and to track and administer time, leave, and claims. Tracking of the FMLA, STD, workers' compensation, and Public Employees' Retirement Association can be administratively complex.

Increased utilization of leave. Because the bill allows employees who have worked for at least 680 hours during their qualifying year to receive benefits and expands the circumstances for which an employee can take leave, the utilization of leave by state employees is expected to increase. The 680 hour requirement is a lower threshold than the state's current eligibility requirements that require permanent state employees to perform one year of service before utilizing family and medical leave, and temporary state employees to have worked for at least 1250 hours in the qualifying year. This may have a significant fiscal and operational impact to departments that hire temporary employees, especially in round-the-clock departments such as the Departments of Corrections, Human Services, and Public Safety. To the extent additional resources are required related to these two issues, these will be requested during the annual budget process beginning in FY 2021-22.

Centrally appropriated costs. Pursuant to a Joint Budget Committee policy, certain costs associated with this bill are addressed through the annual budget process and centrally appropriated in the Long Bill or supplemental appropriations bills, rather than in this bill. These costs, which include employee insurance and supplemental employee retirement payments, are estimated to be $305,879 in FY 2019-20, $322,433 in FY 2020-21, $876,071 in FY 2021-22, and $2,912,448 in FY 2022-23. Because the majority of the costs of the bill will be funded by the FAMLI Fund, which is an enterprise, CDLE's centrally appropriated costs may be treated differently.

Local Government, School District, and Statutory Public Entity Impact

Like the state, local governments, school districts, and statutory public entities will be required to pay the employer share of premiums, implement payroll deductions for employees, and coordinate sick leave, FMLA, STD, and PERA benefits when an employee applies for FAMLI leave.

Effective Date

The bill takes effect upon signature of the Governor, or upon becoming law without his signature.

State and Local Government Contacts

Counties	Higher Education	Human Services
Information Technology	Judicial	Labor
Municipalities	Personnel	Regulatory Agencies
Revenue		