

STATEMENT OF BASIS AND PURPOSE

The State Personnel Director's Administrative Procedures ("Procedures") are found at 4 CCR 801-1.

The purpose for this rulemaking is to modify rules in 4 CCR 801-1, Chapter 5 - Time Off, specifically 5-4.(A), 5-7 [Table] and 5-17.(A). The State Personnel Director is making emergency rules covering 1) the option to carry over accrued leave by employees that did not have the ability to use, due to the declared emergency and the necessity of business continuity, and 2) modifying the leave rules to comport with contemporary practices under the state's new short-term disability employee benefit contract which is in effect as of July 1, 2020.

The general basis of the State Personnel Director in exercising her rulemaking authority as granted is under one or more of the following: 24-33.5-701 et seq, C.R.S and/or Article XII of the Colorado Constitution.

The State Personnel Director finds, as required by §24-4-103(4)(b), C.R.S. that the need for the rulemaking exists; the proper constitutional and/or statutory authority exists for the rules; to the extent practicable, the rules are clearly and simply stated so that their meaning will be understood by any required to comply with the rules; the rules do not conflict with other provisions of the law; and any duplication or overlapping of the rules, if any, has been explained.

These emergency rules, if adopted on or before 07/01/2020 will be effective on 07/01/2020.

Dated this 19th day of June, 2020

A handwritten signature in blue ink that reads "Kara Veitch".

Kara Veitch, State Personnel Director
Department of Personnel & Administration