



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 rule 4 CCR 801-1, Chapter 3 - Pay Differentials and Discretionary Pay, and Chapter 5 - Time Off and Paid Family Leave. The State Personnel Director is making permanent earlier emergency rules covering the granting of leave and the use of pay differentials to properly compensate staff during the course of the emergency declaration. Additionally, the State Personnel Director is modifying the leave rules to comport with contemporary practices under the state's new short term disability employee benefit contract. Finally, the State Personnel Director is implementing a Paid Family Leave Plan.

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 rules, if adopted on or before June 10, 2020, will be effective on August 1, 2020.

Dated this 17th day of April, 2020

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

Kara Veitch, State Personnel Director

Department of Personnel & Administration