

RESOLUTION 2021-06

FLMD PERSONNEL POLICY UPDATES

RE: RE: FLMD RES 2000-03, 2003-02, 2003-08, 2008-11, 2009-06, 2017-04, 2017-05, 2019-08, 2020-05, AND 2021-02

A RESOLUTION AMENDING THE PERSONNEL POLICY ADOPTED FEBRUARY 8, 2000, AS AMENDED OCTOBER 14, 2003 (THROUGH RESOLUTIONS 2000-03, 2003-02, 2003-08, 2008-11, 2009-06, 2017-04, 2017-05, 2019-08, 2020-05 AND 2021-02) FOR THE FOREST LAKES METROPOLITAN DISTRICT, COLORADO.

WHEREAS, The Forest Lakes Metropolitan District Board of Directors has the authority to adopt resolutions necessary for the governing and management of the District, for the execution of the powers vested in the District and for carrying into effect the provisions of Article I of Title 32, CRS, as amended to promote the health, safety, prosperity, security, and general welfare of the inhabitants of the Forest Lakes Metropolitan District and of the people of the State of Colorado, and

WHEREAS, The Forest Lakes Metropolitan District Board of Director have determined that revisions to the District's Personnel Policy are needed to meet current and future District operations, and

WHEREAS, The Forest Lakes Metropolitan District Manager has reviewed the District's Personnel Policies and identified policies that need revision, and

WHEREAS, the Forest Lakes District Board of Directors agrees that such changes to the District's Personnel Policy is needed, is fair and equitable and is in the best interest of the Forest Lakes Metropolitan District and residents.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE FOREST LAKES METROPOLITAN DISTRICT, COLORADO, THAT THE FOLLOWING REVISIONS ARE HEREBY MADE AND SHALL BECOME EFFECTIVE WITH THE ADOPTION OF THIS RESOLUTION AND SHALL SUPERSEDE AND/OR REPLACE PREVIOUS VERSIONS IN THEIR ENTIRETY:

Paragraph 3.31, Page 14 – Health and Dental Insurance

1st Paragraph:

- Currently Reads: The District offers health and dental insurance for eligible employees. Information is available from District Administration concerning available options, coverage dates and scope of coverage.
- Modified to Read: The District offers health and dental insurance for eligible employees. Information is available from District Administration concerning available options, coverage dates and scope of coverage. Health and Dental Insurance start or go into effect at the end of the employee's completion of their introductory or probationary period.

Paragraph 3.32, Page 14 – Life Insurance

1st Paragraph:

- Currently Reads: The District provides group life insurance for all eligible employees up to a maximum amount determined by the Board of Directors. Specific information as to coverage and any available options is available from the District Administration.
- Modified to Read: The District provides group life insurance for all eligible employees up to a maximum amount determined by the Board of Directors. Specific information as to coverage and any available options is available from the District Administration. Life Insurance starts or goes into effect at the end of the employee's completion of their introductory or probationary period.

Paragraph 3.33, Page 14 – Retirement Benefits

1st Paragraph:

- **Currently Reads:** Retirement benefits are provided pursuant to state law. Information concerning the retirement plan is available from the District Administration. The District provides retirement benefits through the Public Employees' Retirement Association (PERA).
- **Modified to Read:** Retirement benefits are provided pursuant to state law. Information concerning the retirement plan is available from the District Administration. The District provides retirement benefits through the Public Employees' Retirement Association (PERA). Payment into PERA starts with the employee's date of hire.

Paragraph 4.10, Page 15 – Vacation

1st Paragraph:

- **Currently Reads:** Regular, full-time employees accrue vacation starting with their employment date per the following schedule and are entitled to use accrued vacation upon completion of the 90-day introductory period. If separation of employment occurs within the first full year of employment, accrued vacation would not be paid.
- **Modified to Read:** Regular, full-time employees accrue vacation starting with their employment date per the following schedule and are entitled to use accrued vacation upon completion of the introductory or probationary period. If separation of employment occurs within the first full year of employment, accrued vacation would not be paid.

INTRODUCED AND ADOPTED THIS 13TH DAY OF APRIL 2021.

(SEAL)
ATTEST:



Jamie Echeverri, Secretary to the Board



Tony Schrier, President
FLMD Board of Directors