

# CU FAMLI – Important Considerations

**FAMLI Payment Example:** A 1.0 FTE employee has been approved for consecutive FAMLI leave for the entire month of July.

- Monthly salary = \$4,565.127; Hourly pay rate = \$26.337
- FAMLI wage replacement rate = 75% (\$788.66 per week)
- Supplemental leave rate = 25% (\$264.83 per week)
- FAMLI pay gets calculated and processed in August:
  - Working hours in July = 168 (with removal of July 4 and 5 holiday)
  - FAMLI is entered into HCM for a total of 168 hours; this reduces RGS by \$4,424.62 (168 hours x Hourly pay rate)
  - The FAMLI payment is then processed at the partial wage replacement rate; this sends \$3,318.46 to the check (\$4,424.62 in lost wages x 75% wage replacement rate)
  - This leaves \$1,106.16 of “missing” wages that the employee can choose to supplement with sick, vacation, or paid parental leave (\$4,424.62 in lost wages x 25% supplemental leave rate)
  - 42 hours of supplemental leave would be entered (\$1,106.16 missing wages/\$26.337 Hourly pay rate OR 168 FAMLI leave hours taken x 0.25 supplemental rate)



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