

CU FAMLI – Important Considerations

FAMLI Payment Example: A 1.0 FTE employee has been approved for intermittent FAMLI leave for up to 2 days per week (16 hours). The employee reports that they were on leave for a total of 5 days during the month of July for a total of 40 hours.

- 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 = 184**
 - **FAMLI is entered into HCM for a total of 40 hours; this reduces RGS by \$1,053.48 (40 hours x Hourly pay rate)**
 - **The FAMLI payment is then processed at the partial wage replacement rate; this sends \$790.11 to the check (\$1,053.48 in lost wages x 75% wage replacement rate)**
 - **This leaves \$263.37 of “missing” wages that the employee can choose to supplement with sick, vacation, or paid parental leave (\$1,053.48 in lost wages x 25% supplemental leave rate)**
 - **10 hours of supplemental leave would be entered (\$263.37 missing wages/\$26.337 Hourly pay rate OR 40 FAMLI leave hours taken x 0.25 supplemental rate)**