



RESOLUTION # 2025-14
ESTABLISH LONG TERM MEDICAL LEAVE Policy

DE BEQUE FIRE PROTECTION DISTRICT (DFPD)
GARFIELD AND MESA COUNTIES
De BEQUE, COLORADO

A RESOLUTION to establish DFPD Long Term Medical Leave (LTML) Policy

WHEREAS, on August 9, 2022 the DFPD Board of Directors voted to opt-out of the Colorado state FAMLI program, and;

WHEREAS, in lieu of participating in the Colorado state FAMLI program, the Board of Directors set aside funds in the budget for employee LTML.

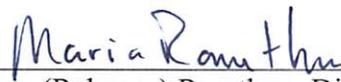
NOW, THEREFORE, be it resolved that the Board of Directors of the De Beque Fire Protection District of Garfield and Mesa Counties, Colorado resolve to set forth the attached Long Term Medical Leave (LTML) Policy for DFPD.

APPROVED AND ADOPTED this 11th day of August, 2025 by the De Beque Fire Protection District Board of Directors.

DE BEQUE FIRE PROTECTION DISTRICT

By: 
Michael Tanner, District Board President

ATTEST:

By: 
Maria (Rebecca) Ramthun, District Board Secretary





De Beque Fire Protection District

Member Handbook

Section 1

Definitions and General Statements

DFPD LTML (Long Term Medical Leave) Policy

On August 9, 2022 the Board of Directors voted to opt out of the state FAMLI medical leave program and voted to set aside like amounts to utilize for employees for medical leave beyond the normal leave policies already in place for De Beque Fire Protection District (DFPD).

DFPD's current leave policy allows for a specific number of PTO hours each year per employee according to the employee's full or part-time status, and according to the number of years the employee has in service with DFPD. In addition, the state of Colorado mandates that 48 hours of medical leave is available to employees.

DFPD employees will be eligible for DFPD LTML (Long Term Medical Leave) as follows:

Full-Time Employees:

- 1) 48 hours of state-mandated medical leave will be utilized prior to being eligible for DFPD LTML.
- 2) Current PTO will be utilized prior to being eligible for DFPD LTML.
- 3) When items 1 and 2 have been exhausted, an employee can receive up to six weeks of LTML.
- 4) LTML cannot be split into two different time frames for the same leave request. (added this)
- 5) The employee must contact Administration (Fire Chief or Finance Manager) to request DFPD LTML payroll wages.
- 6) Each request for DFPD LTML will be reviewed by administration to determine need and eligibility.

Part-Time Employees:

- 1) Current PTO will be utilized prior to being eligible for DFPD LTML.
- 2) When item 1 is exhausted, an employee can receive up to six weeks of LTML according to their regularly scheduled 24 hours per pay period (One 24 hour LTML day per week).
- 3) The employee must contact Administration (Fire Chief or Finance Manager) to request DFPD LTML payroll wages.
- 4) Each request for DFPD FAML will be reviewed by administration to determine need and eligibility.