

Example of FAMLI Pay - Illustrative Only

Employee makes \$60,000 per year at 100% time

FAMLI will pay 68% of wages from FAMLI funds

Supplement (optional) is 32% with sick leave or vacation leave (or PPL if parental leave requested)

Employee uses full 12 weeks of leave Jan - Mar

Scenario 1: Accrued leave is used to supplement FAMLI payments

Month	Leave taken	Time Worked	Regular Earnings	Salary Reduction	FAMLI Payment (68% of wages)	Accrued Leave Used (32% of wages)	Leave Without Pay Dock	Gross Pay	Paycheck Notes
January	X		\$5,000					\$5,000	Jan paycheck: full pay even though leave was taken
February	X		\$5,000	-\$5,000	\$3,400	\$1,600	\$0	\$5,000	Feb paycheck: Jan FAMLI and Jan leave usage
March	X		\$5,000	-\$5,000	\$3,400	\$1,600	\$0	\$5,000	March paycheck: Feb FAMLI and Feb leave usage
April		X	\$5,000	-\$5,000	\$3,400	\$1,600	\$0	\$5,000	April paycheck: March FAMLI and March leave usage

Scenario 2: Accrued leave is not used or not available to supplement FAMLI payments

Month	Leave taken	Time Worked	Regular Earnings	Salary Reduction	FAMLI Payment (68% of wages)	Accrued Leave Used	Leave Without Pay Dock (32% of wages)	Gross Pay	Paycheck Notes
January	X		\$5,000					\$5,000	Jan paycheck: full pay even though leave was taken
February	X		\$5,000	-\$5,000	\$3,400	\$0	-\$1,600	\$3,400	Feb paycheck: Jan FAMLI and Jan leave without pay dock
March	X		\$5,000	-\$5,000	\$3,400	\$0	-\$1,600	\$3,400	March paycheck: Feb FAMLI and Feb leave without pay dock
April		X	\$5,000	-\$5,000	\$3,400	\$0	-\$1,600	\$3,400	April paycheck: March FAMLI and March leave without pay dock

Scenario 3: Accrued leave is not used or not available to supplement FAMLI payments and employee resigns April 5

Month	Leave taken	Time Worked	Regular Earnings	Salary Reduction	FAMLI Payment (68% of wages)	Accrued Leave Used	Leave Without Pay Dock (32% of wages)	Gross Pay	Paycheck Notes
January	X		\$5,000					\$5,000	Jan paycheck: full pay even though leave was taken
February	X		\$5,000	-\$5,000	\$3,400	\$0	-\$1,600	\$3,400	Feb paycheck: Jan FAMLI and Jan leave without pay dock
March	X		\$5,000	-\$5,000	\$3,400	\$0	-\$1,600	\$3,400	March paycheck: Feb FAMLI and Feb leave without pay dock
Resignation date April 5. Final payment and leave balance corrections.			\$1,153		\$3,400	\$0	-\$1,600	\$2,953	Final paycheck: partial April wages, March FAMLI and deduction of March leave without pay dock (\$1153 + \$3400 - \$1600 = \$2953)