

**TOWN OF PALISADE, COLORADO
RESOLUTION NO. 2022-19**

A RESOLUTION OF THE BOARD OF TRUSTEES OF THE TOWN OF PALISADE,
COLORADO, OPTING OUT OF THE STATE OF COLORADO FAMILY MEDICAL LEAVE
INSURANCE PROGRAM.

WHEREAS, in November 2020, Colorado voters approved Proposition 118, which created the state-run Family Medical Leave Insurance (FAMLI) program to ensure all Colorado workers have access to paid leave in order to take care of themselves or their family during life circumstances that pull them away from their jobs; and

WHEREAS, under FAMLI, employers and their employees are both responsible for funding the program and may split the cost of premiums which are set at 0.9% of the employee's wage, 0.45% paid by the employer and 0.45% paid by the employee, starting January 1, 2023 with benefits available to enrolled employees starting January 1, 2024; and

WHEREAS, the Town of Palisade (the "Town") offers paid time off for medical and family purposes as outlined in the Town's Personnel Manual; and

WHEREAS, FAMLI is codified at Colorado Revised Statutes Sections 8-13.3-501 to 524, and is administered through the Colorado Department of Labor and Employment, Division of Family and Medical Leave Insurance; and

WHEREAS, a local government may decline all participation in the FAMLI program by a vote of its governing body under Colorado Revised Statutes Section 8-13.3-522, and interested employees may still elect to participate individually under Colorado Revised Statutes Section 8-13.3-514; and

WHEREAS, Town staff recommends that the Board of Trustees decline participation in FAMLI and decline to withhold and remit the employee share of premiums for Town employees who elect FAMLI coverage; and

WHEREAS, a public hearing was held on September 27, 2022 during which employees were given the opportunity to submit comments to the Board of Trustees regarding the FAMLI program, all employees have been notified of the options available under the FAMLI program and will be notified of this decision to opt out of the FAMLI program.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE TOWN OF PALISADE, COLORADO, THAT:

Section 1. The Board of Trustees incorporates the foregoing recitals as conclusions, facts, determinations, and findings by the Town.

Section 2. The Town hereby declines full participation in FAMLI, to include declining to collect and remit employee premiums to the State for those employees who elect coverage under FAMLI.

INTRODUCED, PASSED, AND APPROVED this 27th day of September 2022.

TOWN OF PALISADE, COLORADO



Greg Mikolai, Mayor

ATTEST:



Keli Frasier, Town Clerk

