

TOWN OF MANCOS

Resolution 13 Series 2022

A Resolution Declining Full Participation In the Colorado State Run Paid Family And Medical Leave Insurance Program

**WHEREAS**, in November of 2020, Colorado voters approved Proposition 118, which established a State run Paid Family and Medical Leave Insurance program (“FAMLI”); and

**WHEREAS**, the State’s purpose for creating the program is 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 50/50; the premiums are set at 0.9% of the employee’s wage, with 0.45% paid by the employer and 0.45% paid by the employee; and

**WHEREAS**, the premiums required for FAMLI will be collected starting January 1, 2023 and benefits will begin January 1, 2024; and

**WHEREAS**, as a local government the Town of Mancos (the “Town”) may decline to participate in FAMLI following a public hearing and vote of its governing body; and

**WHEREAS**, should the Town decline the participate in FAMLI, Town employees will still have the option to participate in the program and remit premiums to the State; and

**WHEREAS**, at tonight’s meeting the Town Board held a public hearing on the decision whether to participate in FAMLI; and

**WHEREAS**, Town staff recommends that the Town Board (i) decline participation in FAMLI and (ii) decline to withhold and remit the employee share of premiums for Town employees who elect FAMLI coverage.

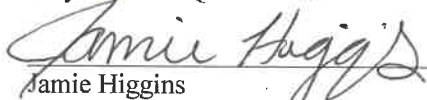
**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN BOARD OF THE TOWN OF MANCOS:**

**Section 1. Public Hearing.** Town Board finds and determines that, with regard to the public hearing on the decision of whether to decline participation in FAMLI, notice was given and the hearing was conducted in accordance with the regulations adopted by the Colorado Department of Labor and Employment codified at 7 CCR 1107-2.

**Section 2. FAMLI Participation.** Town Board, acting by and on behalf of 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. The Town Board further directs Town staff to bring the matter of revisiting the decision to decline participation in FAMLI before a future Town Board by no later than eight years from tonight’s vote.

Passed, adopted and approved this 13th day of July, 2022.

  
Mayor Ellen “Queenie” Barz

  
Jamie Higgins  
Town Clerk/Treasurer