

## **CITY OF CORTEZ**

### **RESOLUTION NO. 22 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 City of Cortez may decline to participate in FAMLI following a public hearing and vote of its governing body; and

WHEREAS, should the City of Cortez decline to participate in FAMLI, City employees will still have the option to participate in the program and remit premiums, (0.45%) to the State; and

WHEREAS, at the July 12, 2022 council meeting, the Cortez City Council held a public hearing on the decision whether to participate in FAMLI; and

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

NOW THEREFORE, BE IT RESOLVED BY THE CORTEZ CITY COUNCIL THAT the Cortez City Council 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 and codified at 7CCR 1107-2; and the Cortez City Council, acting by and on behalf of the City, 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 City Council further directs City staff to bring the matter of revisiting the decision to decline participation in FAMLI before a future City Council by no later than eight years from July 12, 2022.

MOVED, SECONDED AND ADOPTED THIS 12<sup>TH</sup> DAY OF JULY, 2022.

CITY OF CORTEZ

ATTEST:



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LINDA L. SMITH, CITY CLERK



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RACHEL B. MEDINA, MAYOR