

RESOLUTION 2022-113  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
TO DECLINE THE CITY OF FORT COLLINS'S PARTICIPATION IN THE COLORADO  
PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM

WHEREAS, in November 2020, Colorado voters approved Proposition 118, which led to the creation of a state-run Paid Family and Medical Leave Insurance ("FAMLI") program; and

WHEREAS, FAMLI is codified at Colorado Revised Statutes ("C.R.C.") Sections 8-13.3-501 through -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 C.R.S. Section 8-13.3-522, and interested employees may still elect to participate individually under C.R.S. Section 8-13.3-514; and

WHEREAS, on November 7, 2022, all City employees were provided a notice of the scheduled Council consideration of the City Manager recommendation to decline participation in the FAMLI program, inviting them to provide input on the matter for consideration by the City Council; and

WHEREAS, the City Council held a hearing regarding the City's participation in the FAMLI program on November 15, 2022, during which employees were given the opportunity to submit comments to City Council regarding the FAMLI program; and

WHEREAS, City Council has determined to make a local decision as to how to provide benefits and protections to City employees and declines participation in the FAMLI program.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council hereby makes and adopts the determinations and findings contained in the recitals set forth above.

Section 2. That the City Council as the governing body of the City of Fort Collins hereby formally resolves to decline participation by the City in the Paid Family Medical Leave Insurance ("FAMLI") program under C.R.S. Section 8-13.3-522.

Section 3. That the City Manager or her designee are hereby authorized and directed to take all actions necessary to implement the provisions of Section 2 above, including providing formal notice to the Colorado Department of Labor and Employment, Division of Family and Medical Leave Insurance, regarding the City's decision to decline all participation in the FAMLI program.

Passed and adopted at a regular meeting of the Council of the City of Fort Collins this 15th day of November, A.D. 2022.

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Mayor

ATTEST:

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City Clerk