

**RESOLUTION 2022-15**  
**A RESOLUTION OF THE FRUITA CITY COUNCIL OF THE CITY OF**  
**FRUITA, COLORADO DECLARING THE CITY OF FRUITA'S DECISION TO**  
**OPT OUT OF THE COLORADO PAID FAMILY AND MEDICAL LEAVE**  
**INSURANCE PROGRAM (FAMLI)**

**WHEREAS**, the City of Fruita provides twice the paid leave mandated by the Colorado Healthy Families and Workplaces Act, C.R.S. § 8-13.3-401 et seq., and provides other paid leave more generously than required by Colorado law; and

**WHEREAS**, the City of Fruita allows its employees to accrue sick leave and to carry unused sick leave over from one year to the next, to a maximum of 18 weeks of paid leave; and

**WHEREAS**, the City of Fruita pays sick leave to its employees at 100% of the employee's wage, versus the partial reimbursement provided under the Colorado Paid Family and Medical Leave Insurance Program (FAMLI); and

**WHEREAS**, the C.R.S. § 8-13.3-522 provides that a local government employers may decline participation in the FAMLI program by vote of the governing body; and

**WHEREAS**, it is the desire of the Fruita City Council to decline participation in the FAMLI program to include declining to collect and remit employee premiums to the State for those employees who elect coverage under FAMLI.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE , COLORADO THAT:**

1. The City of Fruita hereby declines participation in the Colorado Paid Family and Medical Leave Insurance Program to include declining to collect and remit employee premiums to the State for those employees who elect coverage under FAMLI.
2. Notice of this Declaration shall be provided to the Colorado Division of Labor and Employment.

**PASSED, APPROVED, AND ADOPTED THIS \_\_\_\_ DAY OF \_\_\_\_, 2022 BY**  
**THE FRUITA CITY COUNCIL OF THE CITY OF FRUITA ON A FIRST AND**  
**FINAL READING, BY A VOTE OF \_\_\_\_ FOR AND \_\_\_\_ AGAINST.**

City of Fruita

\_\_\_\_\_  
Joel Kincaid, Mayor

ATTEST:

\_\_\_\_\_  
Margaret Sell, City Clerk