

Consideration of a Resolution to decline participation in the State of Colorado Family and Medical Leave Insurance Program (FAMLI)

**November 15, 2022
City Council Meeting**



FAMLI Program

- **November 2020:**
 - Proposition 118 approved by electorate resulted in state-run Paid Family and Medical Leave Insurance (FAMLI) program
- **October 25, 2022:**
 - City Council Work Session provided FAMLI overview and recommendation to opt-out
- **October 26, 2022:**
 - Communication to all employees regarding FAMLI and their right to provide comment to City Council (written or during public hearing)
- **November 7, 2022:**
 - City-wide live virtual conversation about FAMLI program



Benefits of Opting Out:

- **Employees can still choose to participate individually**
 - **Cost to the employee who wants FAMLI coverage is the same whether City participates or not**
 - **Employees that choose coverage will need to register with the FAMLI Division. HR will provide employees with information on how to do so once it is available from FAMLI**
- **The City has no financial responsibility for the premium that it would have if it had opted in (estimated cost of \$417,920)**
- **Most City employees receive a greater benefit from City at no cost to employees.**



FAMLI vs Greeley Leave Benefits:

FAMLI

Employee pays FAMLI monthly premiums IN ADDITION to regular monthly City benefits premiums

ESTIMATED CITY WIDE ANNUAL COST: \$417,920 in addition to current leave programs

MAXIMUM BENEFIT = \$1,100 per week/ \$13,200 per year

Greeley

Protected leave is at no additional cost to employee.

No additional cost for current leave programs.

\$30.42 (avg hourly wage) x 12 weeks X 40 hours per week = \$14,599.75 (\$1,216.65 avg weekly benefit)

Current leave programs are a better benefit to the employee and exceed the intention of state law.



Recommendation

**Adopt a resolution that the City of Greeley opts-out of the
FAMLI program.**



- City Council Questions
- Public Hearing
 - Public Hearing to receive comments from employees and public regarding City's participation in FAMLI
- City Council Action
 - Action must be taken by December 31, 2022

