



**To: Mayor Kudron and the Board of Trustees**

**From: Heike Wilson, Town Treasurer**

**Re: Paid Family and Medical Leave Insurance Program (FAMLI)**

**Date: August 8, 2022**

### **Background**

The Board of Trustees discussed the Paid Family and Medical Leave Insurance Program (FAMLI) at a previous Board of Trustees meeting and gave the staff the direction to prepare a resolution for the Board to opt out. The town gave notice to employees of the decision to vote on July 27<sup>th</sup>.

Attachments following this memo for a better understand are a memo from the Town Attorney, Preparing for FAMLI Local Governments flyer, and a briefing from CML on the FAMLI program.

### **Staff Findings**

#### **Benefits of opting out.**

- the Town would have no financial responsibility for 50% of the premium
- Employees can individually participate.
- The Town can choose to opt in each year by affirmative vote at the beginning of the annual local budgeting cycle.
- The decision to decline is good for eight years. Then another vote is required to opt out again.
- FAMLI includes additional admin, finance and human resources and raises employer liability concerns.
- Town can discuss a supplemental insurance program which may be a better fit.
- Town can discuss the option to pay employee premiums who opt in.
- This is a new program and the program rules have not been fully established.

#### **Cons of not opting out**

- The Town would be responsible for 50% of the premium and must also remit employees' share of the premium along with wage data to the FAMLI Division once a quarter.
- A participating municipality must remit 100% of the premium for each employee.
- The Town must remain in the program and agree to pay premiums for a minimum of three years.



- Employees who do not want this coverage would still need to participate.
- Benefits rules have not been finalized.

**Other information to discuss later.**

Choice to have the Town staff handle payment by participating employees or have the employee handle it directly. (If town handles payment, we are responsible for any error in calculating, deducting, and remitting premiums). Town can choose to pay all or a portion of the employees premium.

**Recommended Motion**

I Move to Adopt Resolution 26-2022 to decline participation in the Colorado Paid Family and Medical Leave Insurance Program (FAMLI).

## MEMORANDUM

TO: Grand Lake Board of Trustees

FROM: Dan Krob, Town Attorney

DATE: 05/31/22

RE: Proposition 118 - Paid Family and Medical Leave Insurance Program (FAMLI)

The State of Colorado's Paid Family and Medical Leave Insurance Act ("FAMLI Act"), C.R.S. § 8-13.3-501 et seq., provides Colorado workers state-administered paid time off to address family and medical needs, funded through payroll premiums paid by employers and employees. The FAMLI Act permits a local government to decline participation in the program, and Regulation 2.6 of 7 C.C.R. 1107-2, adopted by the Colorado Department of Labor and Employment, Division of FAMLI, states that a local government may decline participation in the FAMLI program by an affirmative vote of the local government's governing body to decline participation following the local government's procedures for formal votes.

Regulation 2.6 of 7 C.C.R. 1107-2 states that: the declination decision is not permanent; local governments that have previously declined participation in the FAMLI program may subsequently elect FAMLI program coverage at the beginning of the annual cycle relevant to the local government's budgeting cycle; and the local government's declination decision must be renewed every eight years or the local government will become a covered employer under the FAMLI Act.

The FAMLI Act allows any employee of a local government that has declined participation in the FAMLI program to elect coverage individually under the FAMLI program. Pursuant to Regulation 2.6 of 7 C.C.R. 1107-2 the process for declining participation is as follows:

1. A resolution, following a public hearing, declining participation must be adopted by December 31, 2022.
2. Town Board of Trustees must provide opportunity to give testimony prior to the vote.
3. Town's employees must be previously notified in writing of the vote process on the Resolution and have had an opportunity to submit comments through a public process to the Town Board of Trustees.
4. Written notice of Town Board of Trustees' decision to decline participation must be provided to the CDLE's FAMLI Division.
5. A local government's decision declining FAMLI Act participation will not take effect for 180 days to allow employees to individually opt into benefits coverage pursuant to C.R.S. 8-13.3-514.
6. Within 30 days following a local government declination vote, the local government must provide its local government employees with a written individual notice of the local government's declination vote and the impact toward FAMLI ,or other paid family and leave insurance coverage. The written notice, must at a minimum, explain the differences

between benefits offered by the FAMLI program and any private plan offered by the local government. The notice must also state which employees, if any, are eligible for job protection under the federal Family and Medical Leave Act (FMLA) benefits or other local provisions were applicable.

7. Written notices must contain information regarding the right of local government employees to voluntarily opt into FAMLI benefits pursuant to 8-13.3-514 C.R.S., and the contact information for the Division.
8. Local government employers must display a notice containing the information in a conspicuous and accessible place in each establishment where employees are employed. The Division will create and make available to local government employers posters and notices.
9. It is the responsibility of the local government employers to request printed materials from the Division.
10. As noted, the declination period is not permanent and participation must be reconsidered, and the Division notified at a minimum of every 8 years. The governing body may reconsider and elect coverage annually pursuant to 7 CCR 1107-2, Regulation 2.5.

Staff should take the following steps:

1. Determine whether declining to participate in the FAMLI program is a good idea by explaining the differences between benefits offered by the FAMLI program and benefits the Town already provides.
2. Assess the costs of FAMLI Act coverage to the Town given that FAMLI offers up to 12 weeks of paid family and medical leave through a mandatory payroll tax, paid by employers and employees in a 50/50 split. Premiums are paid by the employer, and employer can choose to take up to 50% of the premium out of the employee's check or pay the entire premium on behalf of the employee. From January 1, 2021 to December 31, 2023 the total payroll tax amount is 0.9% (0.45% employer and 0.45% employee). After January 1, 2025, the premium amount will be adjusted upward based on previous years claims and administering the program as much as 1.2%.
3. Schedule the public hearing on the resolution declining participation by December 31, 2022.
4. Register with the FAMLI system (Fall 2022). The system will request the agency to upload a letter with the date and decision of the letter.
5. Notify FAMLI of the Town's decision following a vote by January 1, 2023, to avoid paying premiums. If an employer decides to fully participate, no action is needed. If the state does not receive a notice by January 1, 2023, the FAMLI division will assume the entity intends to participate and will expect premium payments due on April 1, 2023. Benefits do not start until January 2024.

Please review this and, as always, feel free to contact me with any questions at 970-231-8026.

# Preparing for FAMLI

## Local Governments

*Unlike businesses, Colorado local governments have options regarding their participation in the paid Family and Medical Leave Insurance (FAMLI) program. Here are the steps local governments should take to prepare for FAMLI:*

### 1 Determine your local government's participation in FAMLI

Local governments have three options regarding participation in the FAMLI program:

- **Participate in FAMLI.** This option means the local government agency agrees to pay the employer share of the premium (0.45% of wages if the local government has 10 or more employees, and 0% of wages if the local government has fewer than 10 employees) and remit employees' share of the premium (0.45% of wages) along with wage data to the FAMLI Division once a quarter.
- **Decline participation in FAMLI.** In order to decline participation in the FAMLI program, the local government's governing body must vote to do so. The local government must then notify the FAMLI Division of their vote to decline participation. The decision to decline is good for eight years from the date of the vote to decline participation. The local government must hold another vote if it wishes to continue opting-out beyond eight years.
- **Decline employer participation in FAMLI.** This option allows a local government agency to decline participation as described above, while allowing the agency to assist employees who want to individually participate in the FAMLI program by facilitating voluntary payroll deductions, with remittance of the employee share of the premium (0.45% of wages) and wage data once a quarter to the FAMLI Division.

### When can we vote to opt out of FAMLI?

Anytime during 2022, but local governments are not required to give FAMLI notice of their decision to opt out until January 1, 2023.

### 2 Register with the FAMLI system (Fall 2022)

Every local government employer must register with FAMLI's online system, including those which choose not to participate in FAMLI. Registering with the system and uploading your documents will enable FAMLI to keep track of local government employers' current intentions for participation, the obligation to revisit a declination vote after eight years, and enable local government employers to provide an affordable benefit if they choose to remit premiums and wage data for employees who self-elect coverage.

FAMLI's online employer service system is expected to be available for registration during the Fall of 2022, during which time we will have support staff available to help employers navigate the process.

### 3 Notify FAMLI of your local government's decision

Local governments which vote to decline participation in the FAMLI program must notify the FAMLI Division of their decision by January 1, 2023.



## What does our local government need to send to FAMLI?

After registration, a local government that votes to opt-out of the FAMLI program must notify the FAMLI Division on letterhead and must indicate the date the vote was taken and the result of the vote. If the local government has voted to opt out, but intends to assist its employees who choose to individually participate in the FAMLI program, this information must be included in the notification as well. This notification must be received **by January 1, 2023**.

## What happens if we do not take a vote, or send a letter?

Local governments which do not notify the FAMLI Division of a vote to opt-out by January 1, 2023 will be identified as participants in the FAMLI program. The FAMLI Division will expect both wage data and premium payments due on April 1, 2023. You must notify the Division ahead of January 1, 2023 to avoid paying premiums.

## What are the timelines in the rules?

The rules have several timelines to be aware of and follow depending on the option selected by the governing body. Below is a list of the timelines. Please see 7 CCR 1107-2 for more information.

- Local governments must notify employees of their decision on FAMLI participation within **30 days after** the deciding vote. This gives local governments time to communicate their decision to their employees.
- If the local government chooses to decline to fully participate in the FAMLI program, the decision must be revisited every **eight years** at a minimum.
- **180 days notice** must be given to employees before any change regarding access to FAMLI benefits is effective. This gives workers time to make arrangements and self-select coverage if they wish to do so. Benefits do not start until 2024.
- Local governments which choose to fully participate in FAMLI after previously voting to decline participation, as well as individuals who self-elect coverage, must remain in the program and agree to pay premiums for a **minimum of three years**. If a local government wishes to withdraw from the program at the end of the three-year period, the Division requires a **minimum of 90 days notice**, so we can change systems to avoid overpayments and miscommunication.



**COLORADO**

Family and Medical Leave Insurance Program (FAMLI)

Department of Labor and Employment





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## Briefing

- The FAMLI program provides employees with 12 weeks of paid leave to take care of themselves or a family member
- Participation in FAMLI is automatic for municipalities unless they formally opt out
- Opt-out votes and notice to the FAMLI Division should occur before the end of 2022 to avoid premium assessments in 2023
- Employees can take part in FAMLI even if their municipality declines to participate

### COLORADO'S PAID FAMILY MEDICAL LEAVE INSURANCE (FAMLI) PROGRAM



## FAMLI: WHAT'S RIGHT FOR YOUR CITY OR TOWN?

**U**RGENT ACTION IS NEEDED. Colorado municipalities must make immediate decisions regarding their participation in Colorado's

Paid Family Medical Leave Insurance (FAMLI) program. Participation will have a substantial impact on your municipal budget, operations, and employee relations. **Participation is automatic for any municipality unless your council or board formally votes to decline participation or opt out. The FAMLI**

**Division must be notified by the end of 2022 to avoid premium liability.** CML is not encouraging municipalities to participate or to decline participation in the program. Each municipality should assess the program for themselves. Opting out now does not prevent later participation, and employees can still participate individually and should receive the full benefit of the program.

Continued on page 2

Colorado Municipal League  
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## What is FAMLI?

In November 2020, Colorado voters approved Proposition 118, which paved the way for a state-run Paid Family Medical Leave Insurance (FAMLI) program. FAMLI is codified at C.R.S. §§ 8-13.3-501 to -524, and is administered through the Colorado Department of Labor and Employment, Division of Family and Medical Leave Insurance ([famli.colorado.gov](http://famli.colorado.gov)). Premiums will be collected (including employer and employee shares) starting **Jan. 1, 2023**, and benefits will be available starting **Jan. 1, 2024**.

FAMLI provides covered employees with 12 weeks of paid leave to take care of themselves or a family member during life events like injury, serious illness, or pregnancy. An additional 4 weeks are available to employees who experience pregnancy or childbirth complications. Payments would be at a rate below the employee's weekly rate, as described below. Leave can be taken together or intermittently. FAMLI benefits are portable between jobs.

FAMLI also provides job protection for employees who were employed for at least 180 days before the protected leave occurs. This means that an employer must return the employee to the same or an equivalent position with equivalent benefits, pay, and other terms and conditions following the leave. Employers must also maintain healthcare benefits during the leave, but the employee would have to continue to pay their share of the cost. Accrual of seniority and other benefits are not protected.

FAMLI is a separate program from the paid sick leave requirements of the Healthy Families and Healthy Workplaces Act and the Federal Family and Medical Leave Act (FMLA).

## What will participation in FAMLI cost my city or town?

Participating employers and employees will contribute to premiums for FAMLI, and municipalities will bear the administrative costs of compliance. Premiums will be 0.9% of an employee's wage (HB22-1305 is pending in the General Assembly and

would reduce this to 0.81% for the first six months of the program). Wages and exempt items are determined under administrative rules (7 CCR 1107-1:1.5.3 and 1.5.4). A municipality can expect to contribute an amount equal to at least 0.45% of its current employee "wages" on an annual basis and possibly up to 0.90% of that figure. The FAMLI Division will provide notice of expected premiums and publish due dates and guidance on premium remittance.

A participating municipality (unless it has fewer than 10 employees) must remit 100% of the premium for each employee. The employer must directly contribute at least 50% of that amount (i.e., 0.45% of the employee's wage) and may require the employee to deduct the remaining 50% from their paycheck (i.e., employees would see a deduction of about 0.45% from their pay). An employer can choose to contribute part or all of the employee portion of the premium. For a municipality with fewer than 10 employees there is no "employer share"; the municipality can require the employee to deduct up to 50% but can also choose to contribute part or all of the employee portion.

An employer is responsible for any error it makes in calculating, deducting, and remitting premiums, including the employee portion.

If a municipality does not participate in FAMLI, the employee would be solely responsible for 50% of the premium if the employee elects to participate individually. The municipality can, but need not, deduct the employee portion from payroll and remit it to the state. If the municipality is involved in deducting or remitting the employee portion, any error would be the municipality's responsibility.

## Why would my city or town not participate in FAMLI?

Declining participation in the FAMLI program is a significant decision, but it must be made quickly to meet FAMLI's initial deadlines. If a municipality does not opt out now, it must wait three years to decline participation. If a municipality opts out now, it can opt in any future year. It must renew its decision to decline participation at least every eight years.

The cost of the FAMLI program may outweigh the benefits to the municipality and its employees. FAMLI program participation will increase municipal budgets by at least 0.45% of its employees' wages annually and potentially more. FAMLI also includes additional administrative work for finance and human resources staff and raises employer liability concerns. Employees who want the paid benefits of FAMLI can participate individually at no greater personal cost and without imposing a cost on the municipality and other employees who do not want to participate.

Municipalities may want to make a local decision as to how to provide employee benefits and protections. Participation in the FAMLI program could conflict with existing employer benefits plans or collective bargaining agreements. Alternatives, like a private plan pursuant to C.R.S. § 8-13.3-521 (or adopted independently after opting out of FAMLI by a vote) or a supplemental insurance program, could be a better fit for your organization.

Because FAMLI is a new program and the program rules have not been fully established, a municipality may choose to be cautious and opt out initially so it can evaluate the program in operation to determine if it is the best choice for the municipality. By opting out, a municipality can determine budgetary and employment impacts locally. Because FAMLI assigns the costs of errors in calculating and remitting premiums to employers, a municipality may wish to wait until procedures can be developed to ensure compliance. Finally, the FAMLI Division has yet to issue all necessary administrative rules, including explaining the interplay between the program and other federal and state laws.

## What is best for our employees?

Employees can still participate individually (C.R.S. § 8-13.3-514) and should receive the same benefits, even if the municipality declines participation. Benefits rules to be issued this year will hopefully confirm that benefits will apply equally. The cost to the employee who wants FAMLI coverage is the same whether the employer





## **Employees can participate in FAMLI individually and should receive the same benefits, even if their municipality declines participation.**

participates or not; employees who do not want this coverage would not have to pay any premium.

Employees who choose to participate individually when the municipality opts out would be required to remit their premium share directly to the FAMLI Division unless the municipality chooses to handle this payment by deducting the premium from the employee's pay or paying it on the employee's behalf.

Employees may benefit from a municipality opting out because the municipality would have no financial responsibility for 50% of the premium. The municipality could choose to use that savings to benefit employees directly, such as by paying for some or all of the 50% premium for employees who participate individually.

Employment protections under the statute do not apply if a municipality declines participation in FAMLI, but the

Federal Family and Medical Leave Act (for employers with 50 or more employees in the current or prior year) and any local standards would still apply.

### **What are the costs and benefits for employees?**

Employees bear up to 50% of the premium (or 0.45% of their weekly wage) if the municipality participates or the employee chooses to participate individually. Employees who do not want to participate must still pay a premium if the municipality does not decline participation. Job protections defined in C.R.S. § 8-13.3-509, apply only if a municipality participates in the program.

By statute, an employee would receive a weekly benefit under FAMLI in the amount of 90% of their weekly wage that is equal to or less than 50% of the state average weekly wage, and 50% of their weekly wage that is more than 50% of the state

average weekly wage. Weekly benefits are capped at 90% of the state average weekly wage until 2025, when the maximum weekly benefit is limited to \$1,100 per week. The FAMLI Division suggests that an employee would receive benefits between 37% (\$1,100 based on a weekly wage of \$3,000 or more), 55% (\$1,100 based on a weekly wage of \$2,000), 68% (\$1,018 based on a weekly wage of \$1,500), 77% (\$768 based on a weekly wage of \$1,000), and 90% (\$450 based on a weekly wage of \$500) of the employee's weekly wage.

Benefits rules have not been finalized. The FAMLI Division provides a premium and benefits calculator on its website. Federal income tax may apply to benefits, but benefits are exempt from state income taxes.

### **How do we opt out?**

All municipalities are included in FAMLI by default, regardless of size. A municipality

may opt out and avoid the employer portion of premiums by a vote of a governing body. The opt-out procedure is governed by C.R.S. § 8-13.3-514 and administrative rules at 7 CCR 1107-2. Declination takes effect 180 days after the vote so employees can elect to individually participate in the FAMLI program if they choose. A municipality cannot decline part of FAMLI's provisions.

**Pre-vote notices:** The municipality must give prior notice of the vote in the same manner it notices other public business. Under the Colorado Open Meetings Law, this means at least 24 hours advance notice must be posted. Local requirements may apply.

Special notice must be provided to employees in writing before the vote indicating the voting process and providing an opportunity to submit comments to the governing body. Information about individual opt-in may also be required (see 7 CCR 1107-2: 2.6.A.4), although those standards likely apply only to post-vote notices. The rules do not indicate that email communication is not appropriate (7 CCR 1107-2: 2.6.A.2). Municipalities might consider both email and written communications to employees.

A description of the voting process could identify the local requirements for the governing body to approve an action, including the potential to make a motion, council or board deliberation, and vote requirements. Municipalities could also consider allowing both oral testimony at the meeting and a written comment option.

**Hearing and vote:** The vote must occur at least 180 days before the declination will be effective (This deadline appears to apply to an initial declination before the program even begins in 2023, but the rules are not clear). While a formal hearing is not required, the rules require the governing body to take testimony before voting. This could include both verbal and written comments from any interested person.

The rules require that the vote follow the entity's procedures for formal votes and be a "decision by an affirmative vote of the local government's governing body



to decline participation in the [FAMLI] program" (7 CCR 1107-2: 2.6.A). The rules do not indicate that any formal approval mechanism is required, unless one is required by local standards. A motion, resolution, or ordinance may suffice but could modify the "voting process" that needs to be detailed to employees in the advance notice. At a minimum, the document should probably include language indicating that notice was given to employees and the public as required, testimony was taken, and that the body voted affirmatively to decline participation in the FAMLI program.

**Post-vote actions:** After a vote to decline participation, the municipality must provide several notices. First, the municipality must provide written notice to the FAMLI Division "memorializing the decision" and identifying the date of the vote. The rules are silent on the timing of notice to the FAMLI Division; prompt action is advised. The FAMLI Division has suggested that a letter would be sufficient and expects to have an electronic portal for submissions ready in late 2022. A certified record of the meeting (e.g., minutes showing the motion, vote, and date; resolution; ordinance) with a cover letter would provide a more concrete explanation of the vote and demonstrate compliance with other requirements (7 CCR 1107-2: 2.5.A and, 2.6.A).

Second, the municipality must provide written, individual notices to employees within 30 days after the vote. This notice must indicate the vote to decline coverage and "the impact toward FAMLI, or other paid family and leave insurance coverage" (7 CCR 1107-2: 2.6.A.3). The notice must explain the difference between the FAMLI program and any private plan offered by the local government and identify FMLA eligibility and other local benefits.

The employee notice (and possibly the pre-vote notice) must also provide information on the right of the employee to voluntarily opt in to FAMLI pursuant to C.R.S. § 8-13.3-514, and FAMLI Division contact information (7 CCR 1107-2: 2.6.A.4).

Third, the municipality must post the post-vote notice in a "conspicuous and accessible place in each establishment where employees are employed" (7 CCR 1107-2: 2.6.A.4). Email notice or posting on a web- or app-based platform is recommended and is required for employers with no physical workplace and for employees who work through a web- or app-based platform or work remotely.

**Continued on page 5**

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**Special Notice Standards:** The post-vote notice, at a minimum, and potentially all notices must be provided in English and any language representing the first language spoken by at least 5% of the municipality's workforce.

The FAMLI Division will make posters and notices available, but municipalities must request the materials and should expect to pay printing and mailing costs. Notices and posters in languages other than English or Spanish must be specially ordered.

**Declination renewal:** The declination must be renewed every eight years or the municipality is automatically added back in to FAMLI (7 CCR 1107-2: 2.5.C). The rules require "a similar vote process and margin." That likely means the same number of votes needed to approve an action, not passage by the exact same number of votes as the prior declination.

### How do we opt back in to the FAMLI program?

A municipality that previously opted out of the FAMLI program may opt back in by affirmative vote "of a quorum of the governing body" at the beginning of the annual local budgeting cycle, as determined by the municipality (7 CCR 1107-2: 2.5 and 2.6). Coverage would begin no later than the quarter after the vote and submission of one quarter's premium. Municipalities who opt into FAMLI must stay in the program for at least three fiscal years.

Opting back in also involves employee notice requirements. No more than 90 days after the vote, individual employees who opted in must be personally notified in writing that the municipality has opted back into FAMLI. The notice must include the date for the municipality's first submittal of quarterly premiums and any potential lapses or changes in benefits eligibility. The local government must publicly post a notice of the date the employer will begin paying FAMLI premiums and when coverage is expected to start. Employees who did

not opt in must also be notified in writing, both publicly and personally, no later than 180 days after the vote to opt back into FAMLI. The notice must contain a detailed explanation of employee rights under the FAMLI program, including program requirements, benefits, claims processes, payroll deductions, premiums, and employee protections like the right to job protection and benefit continuation and protection against retaliatory or discriminatory information, among other things.

### Anticipate updates to FAMLI program.

Municipalities must act now to determine if they want to participate in the FAMLI program, but they should expect updates throughout 2022. Several administrative regulations have yet to be finalized, including benefits rules and the interaction between FAMLI and other federal and state leave laws. The Colorado Supreme Court is also considering a court challenge to the premium requirement that might be decided this year.



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Colorado's Paid Family Medical Leave Insurance (FAMLI) program

**TOWN OF GRAND LAKE**  
**RESOLUTION NO. 26-2022**

**A RESOLUTION DECLINING PARTICIPATION IN THE FAMLI PROGRAM**

**WHEREAS**, the Town of Grand Lake, Colorado (“Town”) is Colorado Municipal Corporation organized and existing under the Constitution of the State of Colorado; and

**WHEREAS**, pursuant to C.R.S. §§ 8-13.3-501, et. seq, beginning January 1, 2023, Colorado has a paid family and medical leave insurance program (FAMLI) funded by premiums from both employers and employees; and

**WHEREAS**, pursuant to C.R.S. § 8-13.3-522 a local government may decline to participate in Colorado’s paid family and medical leave program; and

**WHEREAS**, the Town may opt back into the program at a later date if it determines the FAMLI program provides more robust benefits to our employees at a reasonable cost to the Town and to employees; and

**WHEREAS**, employees who would like to participate in the FAMLI program can individually opt in on their own; and

**WHEREAS**, it is the desire of the Town Board of Trustees of the Town of Grand Lake to decline participation in the FAMLI program.

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN BOARD OF TRUSTEES OF THE TOWN OF GRAND LAKE, COLORADO, AS FOLLOWS:**

Section 1. The Town of Grand Lake hereby declines participation in the Colorado Paid Family and Medical Leave Insurance Program (FAMLI).

Section 2. Notice of this Declaration shall be provided to the Colorado Division of Labor and Employment.

**INTRODUCED, PASSED AND ADOPTED AT A REGULAR MEETING OF THE TOWN BOARD OF TRUSTEES OF THE TOWN OF GRAND LAKE THIS 8th DAY OF August, 2022.**

Votes Approved: \_\_\_\_\_  
Votes Opposed: \_\_\_\_\_  
Abstained: \_\_\_\_\_  
Absent: \_\_\_\_\_

TOWN BOARD OF TRUSTEES OF THE  
TOWN OF GRAND LAKE, COLORADO

BY \_\_\_\_\_  
Steve Kudron, Mayor

ATTEST:



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Alayna Carroll, Town Clerk