



**TOWN OF PALMER LAKE  
BOARD OF TRUSTEES - AGENDA MEMO**

<b>DATE:</b> June 23, 2022	<b>ITEM NO.</b>	<b>SUBJECT:</b>
<b>Presented by:</b> Town Administrator /Clerk		Update/Review of FAMLI Program

**Background**

As presented in March to the Board, pursuant to the approved Proposition 118 in the November 2020 election, a state-run paid Family Medical Leave Insurance (FAMLI) program will take effect January 2023. It is an “opt out” plan for municipalities. Originally, a deadline of July 1 was set to take action. Update: the deadline has been extended to the end of 2022 to determine participation while additional information has been distributed. This program will impact the town budget and employees if considered. The town is *not* required to provide a paid family and medical leave plan by state law.

1. Please view the webinar presentation enclosed to learn about FAMLI – a paid Family and Medical Leave Insurance program
2. A CML article distributed is enclosed with this item
3. The following link offers more information <https://famli.colorado.gov/employers>
4. The rules created to date are also enclosed for review

There are basically three options to consider –

- Participate in the paid leave plan (manage both employer and employee contribution)
- Decline all – opt out completely (employee may opt into the program individually)
- Decline the employer participation (manage any employee contribution as needed)

Administration intends to continue a conversation with staff to gauge the interest in the plan. Enclosed with this item is the updated information also distributed to departments.

This is an update item with more to come prior to the completion of a draft budget (September) for the Board’s consideration.