



CITY COUNCIL ACTION FORM

DEPARTMENT	PRESENTED BY	DATE
Finance	Kristen Hussey - Assistant Finance Director	June 6, 2022

ITEM

Overview of Colorado's Paid Family Medical Leave Insurance (FAMLI) and comparison to the City's current short-term disability benefit.

BACKGROUND

In November of 2020, Colorado voters approved Proposition 118, which initiated the start up of a state-run Paid Family Medical Leave Insurance (FAMLI) program, which provides employees with 12 weeks of paid leave to take care of themselves or a family member during events such as injury, serious illness, or pregnancy.

As a Colorado municipality, the City is automatically opted into the program unless Council formally votes to opt out of the program. The corresponding slides detail the pros and cons of the FAMLI program and compares the FAMLI program to the City's current short-term disability benefit that is currently offered to eligible employees.

Finance Committee discussed the FAMLI program in their meeting on May 16 and is leaning towards opting into the FAMLI program, as it allows more flexibility to employees to take leave, with the City paying the full premium cost.