

**RESOLUTION NO. 2022-**

**A RESOLUTION DECLINING FULL PARTICIPATION IN THE  
COLORADO STATE-RUN PAID FAMILY AND MEDICAL LEAVE  
INSURANCE PROGRAM**

**WHEREAS**, in November of 2020, Colorado voters approved Proposition 118, which established a State-run Paid Family and Medical Leave Insurance program (“FAMLI”); and

**WHEREAS**, the State’s purpose for creating the program is to ensure all Colorado workers have access to paid leave in order to take care of themselves or their family during life circumstances that pull them away from their jobs; and

**WHEREAS**, under FAMLI, employers and their employees are both responsible for funding the program and may split the cost 50/50; the premiums are set at 0.9% of the employee’s wage, with 0.45% paid by the employer and 0.45% paid by the employee; and

**WHEREAS**, the premiums required for FAMLI will be collected starting January 1, 2023, and benefits will begin January 1, 2024; and

**WHEREAS**, as a local government, the Town of Castle Rock (the “Town”) may decline to participate in FAMLI following a public hearing and vote of its governing body; and

**WHEREAS**, should the Town decline to participate in FAMLI, Town employees will still have the option to participate in the program and remit premiums to the State; and

**WHEREAS**, while 57% of Colorado voters voted in favor of FAMLI, only 47% of Castle Rock voters voted in favor of FAMLI; and

**WHEREAS**, at tonight’s meeting, the Town Council held a public hearing on the decision whether to participate in FAMLI; and

**WHEREAS**, Town staff recommends that Town Council (i) decline participation in FAMLI and (ii) decline to withhold and remit the employee share of premiums for Town employees who elect FAMLI coverage.

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF CASTLE ROCK, COLORADO AS FOLLOWS:**

**Section 1. Public Hearing.** Town Council finds and determines that, with regard to the public hearing on the decision of whether to decline participation in FAMLI, notice was given and the hearing was conducted in accordance with the regulations adopted by the Colorado Department of Labor and Employment and codified at 7 CCR 1107-2.

**Section 2. FAMLI Participation.** Town Council, acting by and on behalf of the Town, hereby declines full participation in FAMLI, to include declining to collect and remit

employee premiums to the State for those employees who elect coverage under FAMILI. The Town Council further directs Town staff to bring the matter of revisiting the decision to decline participation in FAMILI before a future Town Council by no later than eight years from tonight's vote.

**PASSED, APPROVED AND ADOPTED** this 3rd day of May, 2022 by the Town Council of the Town of Castle Rock, Colorado, on first and final reading, by a vote of \_\_\_ for and \_\_\_ against.

**ATTEST:**

**TOWN OF CASTLE ROCK**

\_\_\_\_\_  
Lisa Anderson, Town Clerk

\_\_\_\_\_  
Jason Gray, Mayor

**Approved as to form:**

**Approved as to content:**

\_\_\_\_\_  
Michael J. Hyman, Town Attorney

\_\_\_\_\_  
David L. Corliss, Town Manager