
From: Matt Osborn <president@castlerockfirefighters.com>
Sent: Tuesday, May 10, 2022 4:30 PM
To: TownCouncil Mailbox
Subject: Family and Medical Leave Insurance

Honorable Mayor, Mayor Pro-Tem, and Members of Town Council,

Your Castle Rock Professional Firefighters understand the Town of Castle Rocks' position to opt-out of the FMLI program. L4116 **fully supports** this decision since our members can opt into the program.

Kind regards,

Matt Osborn

President

Castle Rock Professional Firefighter L4116

www.Castlerockfirefighters.com

Cell - 303.903.9596

From: Kevin Buffington
Sent: Friday, May 13, 2022 9:37 AM
To: TownCouncil Mailbox
Subject: An Employee's Perspective | Participation in the FAMLI Program

Respected Councilmembers,

It has come to my attention that Town Council will vote on participation in the Family & Medical Leave Insurance (FAMLI) program. If you believe in strong family values, you should support this program too.

Participation in this program will demonstrate to the citizens and employees of the Town that we uphold strong family values and morals. The best families are created when they can pull together early, often, and during life's stressful events (military deployment, major injury, etc). New mothers and fathers should not have to choose between taking unpaid leave or getting to spend time with their newborns. The United States is the only wealthy country and the only industrialized country in the world that does not guarantee paid parental leave (see citations).

In the past two years, I have witnessed the Town lose countless great employees who are finding better benefits, work-life balance, and pay elsewhere. Staff are the life-blood of a thriving organization. With inflation and resignation at a near all-time high, it is crucial that we participate in this program in order to retain our best staff.

Please reach out to me with any questions or comments,

Sincerely,
Kevin Buffington

Kevin Buffington, E.I.
Plan Review Engineer
Castle Rock Water
720.733.2308

Your feedback is important to us, please let us know how we are doing by taking our Customer Service survey.
<https://www.surveymonkey.com/r/LR35C27>

Citations:

<https://www.washingtonpost.com/world/2021/11/11/global-paid-parental-leave-us/>
<https://www.worldpolicycenter.org/policies/is-paid-leave-available-for-mothers-of-infants>