

TOWN OF MT. CRESTED BUTTE
RESOLUTION NO. 13
SERIES 2022

RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF MT. CRESTED BUTTE, COLORADO, 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 Mt. Crested Butte (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, during the October 4, 2022 regular Town Council meeting, the Town Council held a public hearing on the decision whether or not to participate in FAMLI; and

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

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF MT. CRESTED BUTTE, COLORADO, THAT:


Section 1: Public Hearing. The 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 on October 4, 2022 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. The Town Council, acting by and on behalf of the Town, hereby declines participation in FAMLI. Town Council directs staff to collect and remit employee premiums to the State for those employees who elect individual coverage under

FAMLI. The Town Council further directs that the decision to decline participation in FAMLI be revisited by Town Council no later than eight years from the date of this Resolution.

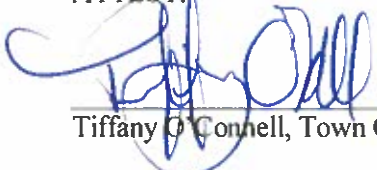
INTRODUCED, READ, PASSED, AND ADOPTED at a Regular Session meeting of the Town Council of the Town of Mt. Crested Butte, Colorado, held this 4th day of October, 2022.

TOWN OF MT. CRESTED BUTTE, COLORADO



Nicholas Kempin, Mayor

ATTEST:



Tiffany O'Connell, Town Clerk