

RESOLUTION NO. 81-22

A RESOLUTION TO DECLINE THE CITY OF GRAND JUNCTION'S PARTICIPATION IN PAID FAMILY MEDICAL LEAVE INSURANCE PROGRAM (FAMLI)

Recitals:

In November 2020, Colorado voters approved Proposition 118, which allowed for creation of a state-run paid Family Medical Leave Insurance (FAMLI) program. The FAMLI program is arranged by Colorado law (C.R.S. 8-13.3-401 to 524) and is administered through the Colorado Department of Labor and Employment, Division of Family and Medical Leave Insurance.

The City of Grand Junction provides paid leave in excess to what is mandated by Colorado law. Among other things the City pays medical and family leave to its employees at 100% of the employee's wage instead of the partial reimbursement provided under the FAMLI program.

Colorado law (C.R.S. 8-13.3-522) provides that a local government employers may decline participation in the FAMLI program by vote of the governing body and allows for interested employees to participate individually.

On October 25, 2022 notice was provided to employees and the public of the opportunity to submit comments to City Council regarding the FAMLI program at a public hearing on November 2, 2022. The hearing was held on November 2, 2022, and opportunity was given for the City Council to receive comments regarding the FAMLI program.

Following the hearing the City Council made and determined a local decision to provide benefits and protections to employees of the City without participation in the FAMLI program.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRAND JUNCTION, COLORADO, AS FOLLOWS:

1. Declination of the FAMLI Program. The City Council of the City of Grand Junction, Colorado as the governing body of the City, hereby resolves to decline participation by the City in the paid Family Medical Leave Insurance (FAMLI) program under C.R.S. 8-13.3-522.
2. This Resolution shall take effect upon its approval by the City Council.
3. The Mayor, Mayor *pro tem* (in the Mayor's absence), and/or City staff are hereby granted the authority to take all actions necessary to implement the provisions of this Resolution including providing formal notice to the Colorado Department of

Labor and Employment, Division of Family and Medical Leave Insurance
regarding the City's decision to decline all participation in the FAMLI program.

PASSED, ADOPTED AND APPROVED this 2nd day of November 2022.



Anna M. Stout, President
Grand Junction City Council

ATTEST:



Amy Phillips
City Clerk

