

## RESOLUTION 2022-3

### A RESOLUTION OPTING OUT OF THE COLORADO PAID MEDICAL LEAVE INSURANCE PROGRAM (FAMLI)

WHEREAS, participation is automatic for any municipality unless the Town of Holly Board of Trustees vote to decline participation, therefore, opting out of participation in the program.

WHEREAS, opting out now does not prevent later participation; after three (3) years the municipality may choose to opt-in to the program. Continuing to opt-out of the program must be renewed at least every eight (8) years. (7 CCR 1107-2; 2.5.C)

WHEREAS, the Town of Holly offers sick and vacation accrual for full-time employees and Federal Family and Medical Leave Act (FMLA) can be an additional option for employees needing additional time off.

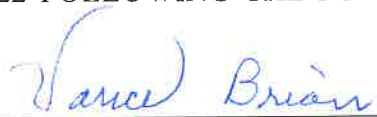
NOW, THEREFORE, BE IT RESOLVED THAT THE TOWN BOARD OF TRUSTEES OPTS OUT OF PARTICIPATION IN THE COLORADO MEDICAL LEAVE INSURANCE PROGRAM FOR THE FOLLOWING REASONS:

1. The Medical Leave insurance program has substantial impacts on the Town of Holly budget and each employee's take home pay.
2. The program adds processing payroll deductions, coordinating employee benefits, and liabilities as the program assigns the cost of errors in calculating and remitting premiums to employers.
3. Employees can still participate individually and receive the same benefits, even though the municipality declines participation. Employees who choose to participate individually are required to remit their premium directly to the FAMLI Division.


All employees were provided informational handouts regarding the program details at an employee meeting on May 18, 2022. On May 31, 2022 each employee received a written notice indicating an opportunity to comment at the Public Hearing, prior to the vote on Resolution 2022-3.

PASSED AND APPROVED THIS 1<sup>ST</sup> DAY OF JUNE, 2022 FOLLOWING THE PUBLIC HEARING.



  
Vance Brian, Mayor Pro-Tem

ATTEST:

  
Megan Jara, Clerk/Treasurer