From: Malinowski, David - PR
To: Gibson, Dylan - CM
Subject: FAMLI
Date: Tuesday, September 13, 2022 3:12:00 PM

The clear choice for the City is to **OPT- OUT**!! This leaves the premium payments, for something that will not be used by the majority of employees, in the employees' paychecks at a time of high inflation, gas prices and a looming recession.

OPTING OUT does not limit the employee that wants to use the program. They would still be allowed to Opt In at their personal expense. Don't force all employees, 89% by their own survey, to lose wages in a time of need for a program that will help extremely few.

Commerce City doesn't need the headache, employees don't need the lost wages, and with the program not even fully flushed out by the state at this time, there is no other choice but to **OPT-OUT**!