



Commerce City

7887 E. 60th Ave.
Commerce City, CO 80022
c3gov.com

Council Communication

File Number: Res 2022-91

Agenda Date: 9/19/2022

Version: 1

Status: Agenda Ready

In Control: City Council

File Type: Resolution

A RESOLUTION DECLINING THE CITY OF COMMERCE CITY'S PARTICIPATION IN THE PAID FAMILY MEDICAL LEAVE INSURANCE PROGRAM

Summary and Background Information:

Colorado voters approved Proposition 118 in November of 2020, paving the way for a state-run Paid Family and Medical Leave Insurance (FAMLI) program. The FAMLI program will 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. FAMLI will start providing benefits to employees beginning January 1, 2024. Both employers and employees will contribute premiums for the program. Employees may start to see a premium contribution on their pay stubs beginning January 1, 2023. As a local government we have options to opt-in or opt-out of this program. As a City we recommend to opt-out at this point for the following reasons

- The financial impact to the City and Employees
- Individual employees can still participate and still receive benefits
- The Division has not finalized all of the regulatory rules, including information concerning coordination with other leave laws, Therefore the rules have not been fully established
- Ability to customize benefits based on City employee needs (for example supplemental Ins programs could be a better fit)
- The opportunity to have a simplified claims process done in house
- To provide a better employee experience and
- To have the Option to enroll after we opt out, if Council later decides.

Staff Responsible (Department Head): Armando Guardiola, Director of Human Resources

Staff Member Presenting: Armando Guardiola, Director of Human Resources

Financial Impact: N/A

Funding Source: N/A

Staff Recommendation: Adopt the resolution.

Suggested Motion: I move to adopt Resolution 2022-91.