

**TOWN OF MEAD, COLORADO  
RESOLUTION NO. 83-R-2022**

**A RESOLUTION OF THE TOWN OF MEAD, COLORADO, OPTING OUT OF THE PAID  
FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM**

**WHEREAS**, in November 2020, Colorado voters approved Proposition 118 creating the Paid Family and Medical Leave Insurance Program (“FAMLI” or the “FAMLI Program”); and

**WHEREAS**, the FAMLI Program requires participating employers to remit to the FAMLI Division of the Colorado Department of Labor premiums in the form of 0.9% of all employees gross wages beginning January 1, 2023, and permits participating employers to require that employees pay for one-half of the premiums; and

**WHEREAS**, the FAMLI Program allows local governments to decline to participate in the FAMLI Program while also continuing to allow local government employees to individually opt-into the FAMLI Program; and

**WHEREAS**, the Town of Mead (the “Town”) already provides short term disability benefits; and

**WHEREAS**, the Town believes that employees are in the best position to individually determine whether they wish to opt into the FAMLI Program; and

**WHEREAS**, pursuant to 7 CCR 1107-2 §2.6(A)(2), the Town posted notice of the meeting at which this Resolution was considered in the same manner as any other business before the Board of Trustees and additionally provided advance written notice to all Town employees regarding the Board’s planned consideration of this “opt out” Resolution and the opportunity to submit comments; and

**WHEREAS**, in addition, Town employees have been notified of: (1) their right to individually opt-into the FAMLI Program under C.R.S. § 8-13.3-514, and (2) that more information for the FAMLI Program may be found at <https://famli.colorado.gov/>; and

**WHEREAS**, prior to consideration of this Resolution, the Board of Trustees read into the record any written comments regarding this Resolution received prior to the meeting and accepted oral comments at the meeting from Town employees and other interested parties, if any; and

**WHEREAS**, the Board of Trustees has determined that declining to participate in the FAMLI Program is in the best interests of the Town.

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN BOARD OF TRUSTEES OF THE TOWN OF MEAD, COLORADO, THAT:**

**Section 1. Participate in FAMLI Program Declined.** The Town Board of Trustees hereby declines to participate in the FAMLI Program.

**Section 2. Instruction to the Town Clerk to Notify FAMLI Division.** The Town Board



of Trustees directs the Town Clerk to notify the FAMLI Division of this decision. Specifically, the Town Clerk shall provide the FAMLI Division with a certified copy of this Resolution.

**Section 3. Instruction to Town Clerk to Notify Town Employees.** The Board of Trustees directs the Town Clerk to notify all Town Clerk employees of this decision within thirty (30) calendar days of the date of this Resolution.

**Section 4. Effective Date.** This Resolution shall take effect immediately upon adoption.

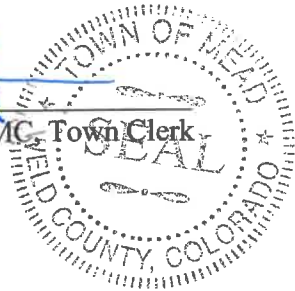
**Section 5. Certification.** The Town Clerk shall certify to the passage of this resolution and make not less than one copy of the adopted resolution available for inspection by the public during regular business hours.

**INTRODUCED, READ, PASSED, AND ADOPTED THIS 1st DAY OF NOVEMBER, 2022.**

**ATTEST:**

By: \_\_\_\_\_

Mary E. Strutt, MMC, Town Clerk



**TOWN OF MEAD:**

By: \_\_\_\_\_

Colleen G. Whitlow, Mayor

