



## **RESOLUTION 2022-02**

### **DE BEQUE FIRE PROTECTION DISTRICT**

#### **A RESOLUTION DECLINING PARTICIPATION IN THE COLORADO PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM (FAMLI)**

**WHEREAS**, in November of 2020, Colorado voters approved Proposition 118, codified in Part 5, Article 13.3 of Title 8, Colorado Revised Statutes (C.R.S.), establishing the Family and Medical Leave Insurance ("FAMLI") Program, a state insurance plan providing paid leave for Colorado workers during certain life circumstances; and

**WHEREAS**, under the FAMLI Program, employers and their employees are both responsible for funding the program and may split the cost 50/50; the premiums are set at 0.9% of the employee's wage, with 0.45% paid by the employer and 0.45% paid by the employee; and

**WHEREAS**, as a local government as defined by C.R.S. §§ 8-13.3-503(14) and 29-1-304.5(3)(b), the De Beque Fire Protection District (DFPD) may decline to participate in FAMLI following a public hearing and vote of its governing body pursuant to C.R.S. §§ 8-13.3-522; and

**WHEREAS**, should the District decline to participate in FAMLI, its employees will still have the option to participate in the program and remit premiums to the State; and

**WHEREAS**, at a public meeting held on August 9, 2022, the Board of Directors held a public hearing on the decision whether to participate in FAMLI:

**NOW, THEREFORE**, be it resolved by the Board of Directors of the De Beque Fire Protection District as follows:

1. The Board of Directors finds and determines that, with regard to the public hearing on the decision of whether to decline participation in FAMLI, notice was given and the hearing was conducted in accordance with the regulations adopted by the Colorado Department of Labor and Employment and codified at 7CCR 1107-2.
2. The Board of Directors, acting by and on behalf of the District, declines any and all participation in the FAMLI Program.
3. The Board of Directors further directs its staff to bring the matter of revisiting the decision to decline participation in FAMLI before a future Board by no later than eight years from August 9, 2022, the date of this Resolution vote.



APPROVED AND ADOPTED this 9<sup>th</sup> day of August, 2022 by the De Beque Fire Protection District Board of Directors

DE BEQUE FIRE PROTECTION DISTRICT

By Annette Tanner  
Annette Tanner, District Board President

ATTEST:

By Melanie Hansen  
Melanie Hansen, District Board Secretary

