

ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS

AGENDA COMMUNICATION FORM

ITEM DATE: June 28, 2022	ITEM TIME:

FROM:	Kathy Nelson, Human Resources Director
TODAY'S DATE:	June 21, 2022
AGENDA TITLE:	Resolution Declining Participation in the Paid Family and Medical Leave (PFML) Program and Providing Notification to the State of Colorado of Such Declination

CHECK ONE THAT APPLIES TO YOUR ITEM:	
<input checked="" type="checkbox"/> ACTION ITEM	
<input type="checkbox"/> DIRECTION	
<input type="checkbox"/> INFORMATION	

I. DESCRIBE THE REQUEST OR ISSUE:
Resolution Declining Participation in the Paid Family and Medical Leave (PFML) Program and Providing Notification to the State of Colorado of Such Declination

II. RECOMMENDED ACTION:
Recommend Resolution Declining Participation in the Paid Family and Medical Leave (PFML) Program and Providing Notification to the State of Colorado of Such Declination

III. DESCRIBE FISCAL IMPACTS (VARIATION TO BUDGET):
PROPOSED REVENUE: None Known.
PROPOSED EXPENDITURE: None Known
FUNDING SOURCE: NA

IV. IMPACTS OF A REGIONAL NATURE OR ON OTHER JURISDICTIONS (IDENTIFY ANY COMMUNICATIONS ON THIS ITEM):

V. BACKGROUND INFORMATION:
<p>On November 3, 2020, Colorado voters passed Proposition 118, the Paid Family Medical Leave Initiative (PFMLI) which creates a state-run paid leave insurance benefit for Colorado employees. Local government employers are permitted to decline to participate in the FAML I program after a written notice has been delivered to the FAML I Division memorializing the decision by an affirmative vote of the local government's governing body to decline participation in the program. Because Routt County is implementing their own PFML program and it exceeds the state's program benefits, it has been recommended Routt County opt-out of participating in FAML I and a copy of the Resolution Declining Participation in PFML be sent to the Colorado Division of Family and Medical Leave Insurance.</p>

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VI. LEGAL ISSUES:

Local governments must notify employees of their decision on FAMLII participation within 30 days after the deciding vote. This gives local governments time to communicate their decision to their employees.

If the local government chooses to decline to fully participate in the FAMLII program, the decision must be revisited every eight years at a minimum.

VII. CONFLICTS OR ENVIRONMENTAL ISSUES:

None known.

VIII. SUMMARY AND OTHER OPTIONS:

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