

**CITY OF RIFLE, COLORADO  
RESOLUTION NO. 13  
SERIES OF 2022**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIFLE,  
COLORADO, OPTING OUT OF THE STATE OF COLORADO FAMILY  
MEDICAL LEAVE INSURANCE PROGRAM.

WHEREAS, in November 2020, Colorado voters approved Proposition 118, which created the state-run Family Medical Leave Insurance (FAMLI) program to 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; and

WHEREAS, under FAMLI, employers and their employees are both responsible for funding the program and may split the cost of premiums which are set at 0.9% of the employee's wage, 0.45% paid by the employer and 0.45% paid by the employee, starting January 1, 2023 with benefits available to enrolled employees starting January 1, 2024; and

WHEREAS, the City of Rifle (the "City") offers paid time off for medical and family purposes as outlined in the City's Personnel Manual; and

WHEREAS, FAMLI is codified at Colorado Revised Statutes Sections 8-13.3-501 to 524, and is administered through the Colorado Department of Labor and Employment, Division of Family and Medical Leave Insurance; and

WHEREAS, a local government may decline all participation in the FAMLI program by a vote of its governing body under Colorado Revised Statutes Section 8-13.3-522, and interested employees may still elect to participate individually under Colorado Revised Statutes Section 8-13.3-514; and

WHEREAS, City staff recommends that the City Council decline participation in FAMLI and decline to withhold and remit the employee share of premiums for City employees who elect FAMLI coverage; and

WHEREAS, a public hearing was held on September 21, 2022 during which employees were given the opportunity to submit comments to the City Council regarding the FAMLI program, all employees have been notified of the options available under the FAMLI program and will be notified of this decision to opt out of the FAMLI program.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF RIFLE, COLORADO, THAT:

1. The City Council incorporates the foregoing recitals as conclusions, facts, determinations, and findings by the City Council.

2. The City hereby declines full participation in FAMLI, to include declining to collect and remit employee premiums to the State for those employees who elect coverage under FAMLI.

THIS RESOLUTION was read, passed, and adopted by the Rifle City Council at a regular meeting held this 21 day of September 2022.

CITY OF RIFLE, COLORADO

By

  
Mayor

ATTEST:

  
City Clerk



The seal is circular with a double-line border. The outer ring contains the text "CITY OF RIFLE" at the top and "GARFIELD COUNTY COLORADO" at the bottom. In the center of the seal, the word "SEAL" is written in a bold, sans-serif font.