

**TOWN OF SILT  
RESOLUTION NO. 14  
SERIES 2022**

**A RESOLUTION OF THE BOARD OF TRUSTEES OF THE  
TOWN OF SILT, COLORADO, TO OPT OUT OF THE  
COLORADO PAID FAMILY AND MEDICAL LEAVE  
INSURANCE PROGRAM (FAMLI).**

**WHEREAS**, in November of 2020, Colorado voters approved Proposition 118, which established a State-run Paid Family and Medical Leave Insurance program (“FAMLI”); and

**WHEREAS**, the purpose of the program is 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 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**, C.R.S. § 8-13.3-522 provides that a local government employers may decline participation in the FAMLI program by vote of the governing body; and

**WHEREAS**, should the Town of Silt (“Town”) decline to participate in FAMLI, Town employees will still have the option to participate in the program; and

**WHEREAS**, should the Town of Silt (“Town”) decline participation in the Colorado Paid Family and Medical Leave Insurance Program, staff shall be directed to collect at the employees request and remit employee premiums to the State for those employees who elect coverage under FAMLI; and

**WHEREAS**, Town staff recommends that the Town Board of Trustees (i) decline participation in FAMLI and (ii) decline to withhold and remit the employee share of premiums for Town employees who elect FAMLI coverage; and

**WHEREAS**, it is the desire of the Board of Trustees of the Town of Silt to decline participation in the FAMLI program.

**NOW, THEREFORE, IT IS RESOLVED BY THE BOARD OF TRUSTEES OF THE TOWN OF SILT, COLORADO, THAT:**

**Section 1.** The above recitals are hereby incorporated as findings by the Board of Trustees of the Town of Silt.

**Section 2.** Public Hearing. The Board 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 7 CCR 1107-2.

**Section 3.** The Town of Silt hereby declines full participation in the Colorado Paid Family and Medical Leave Insurance Program, to include declining to collect and remit employee premiums to the State for those employees who elect coverage under FAMLI. The Board of Trustees further directs Town staff to bring the matter of revisiting the decision to decline participation in FAMLI before a future Town Board by no later than eight years from tonight's vote.

**Section 4.** Notice of this Declaration shall be provided to the Colorado Division of Labor and Employment.


INTRODUCED, READ, AND PASSED THIS 8<sup>th</sup> DAY OF AUGUST 2022.

TOWN OF SILT, COLORADO



Keith B. Richel, Mayor

ATTEST:

  
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Sheila m. McIntyre, Town Clerk, CMC