



Board Summary Report

File #: 22-665

Agenda Date: 12/6/2022

Agenda #: 6.b.

To: Board of County Commissioners

Through: Ron Carl, County Attorney

Prepared By:

Ron Carl, County Attorney

Presenter: Dusty Sash, Total Compensation Manager, Human Resources

Subject:

FAMLI Opt Out

Purpose and Request:

The purpose of this item is to request approval of a resolution opting out of the Colorado Family and Medical Leave Insurance Program (FAMLI) for all County funded employees.

Background and Discussion: Pursuant to a study session on April 5, 2022, and a consent agenda item on June 14, 2022, the Board of County Commissioners opted out of FAMLI. This general business item is intended to revisit whether to opt out of FAMLI, in order to ensure compliance with applicable regulations. Notice of this general business item and employees' opportunity to provide comment or testimony was sent out to all employees via e-mail and mail. Copies of the notices are attached.

Linked to this report is the April 5, 2022 study session where the justification for opting out was provided to the Board.

Fiscal Impact: Please refer to the fiscal impact listed in the BSR from the April 5, 2022 study session.

Alternatives: The Board could choose to opt-in to the FAMLI program, which would have an additional cost

that can be described during the presentation.

Alignment with Strategic Plan:

- Be fiscally sustainable
- Provide essential and mandated service
- Be community focused

Staff Recommendation: N/A

Suggested Motion: Attached.

Resolution: Attached is a copy of the draft resolution.