

RESOLUTION NO. 2022-10-06
OF
THE BOARD OF DIRECTORS OF
THE STERLING RANCH COMMUNITY AUTHORITY BOARD
DECLINING EMPLOYER PARTICIPATION
IN THE
COLORADO PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM

RECITALS

A. In November 2020, Colorado voters approved Proposition 118, which was codified in §§ 8-13.3 501, et seq., C.R.S., establishing the Family and Medical Leave Insurance Program (“**FAMLI**”) a state insurance plan to provide Colorado workers paid leave for qualifying family and medical circumstances.

B. Under FAMLI, employers and their employees are both responsible for funding the program and may split the premium cost equally between them; 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.

C. Premium collection commences January 1, 2023, and benefits will begin beginning paid January 1, 2024.

D. FAMLI provides that any “local government” “employer”, as defined by §§ 8-13.3-503(14), 29 1-304.5(3)(b), C.R.S. and § 8-13.3-502(8), C.R.S., may register with the program by January 1, 2023, and a local government employer that fails to register by January 1, 2023, will be deemed a participate in the program.

E. FAMLI provides in § 8-13.3-522, C.R.S., that a local government employer may decline participation in the program upon a majority vote of its governing body, provided the governing body first holds a public hearing on the matter with prior written notice to employees summarizing the program and vote process and giving employees opportunity to submit comments.

F. FAMLI also provides that, to avoid being subject to premium collection commencing January 1, 2023, a local government employer must register with the program and provide notice of a decision to decline participation by January 1, 2023.

G. The Board of Directors (the “**Board**”) of the Sterling Ranch Community Authority Board (“**CAB**”) held a public hearing at a public meeting held on October 19, 2022 at 1:00 pm at The Overlook, 7853 Piney River Ave., Littleton, CO 80125, and District employees were provided written notice of the public hearing and opportunity to comment on the District’s participation in the program.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CAB AS FOLLOWS:

1. 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 FAMLI and the rules and regulations adopted by the Colorado Department of Labor and Employment.

2. The Board, acting for an on behalf of the CAB, hereby declines participation in the FAMLI program.

4. The Board directs CAB Staff to implement this Resolution consistent with FAMLI and the rules and regulations adopted by the Colorado Department of Labor and Employment including posting notice of this determination to all employees no later than 30 days after the passage of this Resolution and providing employees information on how they may enroll if they so desire.


5. The Board further directs CAB 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 the date of approval of this Resolution.

APPROVED AND ADOPTED this 19th day of October, 2022.

**STERLING RANCH COMMUNITY
AUTHORITY BOARD**

Harold Smethills
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Harold Smethills, Chairman

Attest: 
Eric Barney, Secretary