

**TOWN OF KEYSTONE
Summit County, Colorado**

RESOLUTION 2024-25

**A RESOLUTION OF TOWN COUNCIL OF THE TOWN OF KEYSTONE, COLORADO
DECLARING THE TOWN'S DECISION TO DECLINE EMPLOYER PARTICIPATION
IN AND OPT-OUT OF THE COLORADO PAID FAMILY AND MEDICAL LEAVE
INSURANCE PROGRAM (FAMLI)**

WHEREAS, in November 2020, Colorado voters approved Proposition 118, which paved the way for a state-run paid family medical leave insurance program ("FAMLI"); 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 FAMLI; and

WHEREAS, a local government may decline participation in the FAMLI program by a vote of the governing body; and

WHEREAS, a discussion regarding FAMLI was held on February 27, 2024, during which discussion, employees were given the opportunity to comment on the Town of Keystone's decision to decline participation and opt out of FAMLI; and

WHEREAS, the Town Council of the Town of Keystone has determined to make a local decision as to how to provide benefits and protections to employees of the Town and declines participation and formally opts out of FAMLI.

Now, Therefore, be it Resolved by the Town Council of the Town of Keystone, Colorado, that:

Section 1. Declination of the FAMLI Program. The Town Council of the Town of Keystone as the governing body hereby formally resolves to decline employer participation by the Town of Keystone in the FAMLI program under § 8-13.3-522, C.R.S.

Section 2. Effective Date. This Resolution shall take effect upon its approval.

Section 3. Grant of Authority to Implement Resolution. The Town Manager is granted the authority to take all actions necessary to implement the provisions of paragraph 1 including providing formal notice to the Colorado Department of Labor and Employment, Division of Family and Medical Leave Insurance regarding the decision to decline participation in the FAMLI program.

Section 4. Direction to Renew Decision in Eight Years. The Town Council directs the Town Manager to place renewal of the decision to opt out of FAML I before the Town Council at least eight years from the date of this resolution as required by the Division of FAML I's regulation on local government participation, 7 CCR 1107-2-2.5(C).

ADOPTED by a vote of 6 in favor and 0 against, this 27th day of February, 2024.

By: Kenneth D. Riley
Kenneth D. Riley, Mayor

ATTEST:

Approved as to Form:

By: Madeline Sielw
Town Clerk

By: Jessica Madson
Town Attorney