

From: [TOF Human Resources](#)
To: [TOF All Staff](#)
Subject: FAMLI NOTICE OF PUBLIC HEARING, TOWN COUNCIL
Date: Wednesday, September 14, 2022 6:12:04 PM
Attachments: [image001.png](#)
[Memo to Staff - FAMLI Public Comment Notice 09142022.pdf](#)

Team Frisco:

Town Council gave staff direction to begin the process of opting out of the Colorado Paid Family and Medical Leave Insurance ([FAMLI](#)) program, a state-run paid insurance program approved by voters in 2020 that provides workers from 12-16 weeks paid leave to care for themselves or a family member in the event of a serious illness or injury. Although all municipalities are included in the program by default, participation is not required if they opt out by December 31, 2022 through a noticed vote by Council.

Council supported the staff recommendation to opt-out of the FAMLI program because the Town's participation in the **FAMLI program would not benefit the majority of Town employees like the Town's own private plan would**, the Town's current benefits are of similar value to full-time employees as the state's FAMLI program without the additional costs, and **eligible employees can still participate in FAMLI on their own if they choose**. Council also supported staff's recommendation to consider further analysis of Town leave benefits and understand where adjustments could be made to better align with the FAMLI program benefits. The Town will continue to provide full-time employees with a leave program to care for themselves or a family member in the event of a serious illness or injury. While Colorado statute does not require the Town to provide a substitute benefit when opting out of FAMLI, the Town is considering offering a more robust leave program benefiting the majority of our employees in order to remain an employer of choice.

In order to opt out, the Town of Frisco must give prior notice of the Town Council vote in the same manner it notices other public business. The Town must also provide special notice to employees, as well as an opportunity to submit comments before voting. This email and the attached memo serves as the required notice to all Town employees prior to bringing a FAMLI opt out resolution to Town Council on Tuesday, September 27, 2022. All employees are invited to attend the public hearing on Tuesday, September 27, 2022 either in-person at Town Hall, online via Zoom or provide written comment in advance. For more information, please review the attached document.

Thank you,

O'Lynda Fette | Human Resources Director



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