**RESOLUTION NO. 2024-06**

**RESOLUTION OF LARIMER EMERGENCY TELEPHONE AUTHORITY**

BEING A RESOLUTION DECLINING ANY AND ALL PARTICIPATION IN THE COLORADO PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM

WHEREAS, in November of 2020, Colorado voters approved Proposition 118, codified in Part 5, Article 13.3 of Title 8, Colorado Revised Statutes (C.R.S.), establishing the Family and Medical Leave Insurance (“FAMLI”) Program, a state insurance plan providing paid leave for Colorado workers during certain life circumstances; and

WHEREAS, under the FAMLI Program, 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, as a local government as defined by C.R.S. §§ 8-13.3-503(14) and 29-1-304.5(3)(b), Larimer Emergency Telephone Authority(“LETA”) may decline to participate in FAMLI following a public meeting and vote of its governing body pursuant to C.R.S. § 8-13.3-522 to decline; and

WHEREAS, should LETA decline to participate inFAMLI, its employees will still have the option to participate in the program and remit premiumsto the State;

NOW, THEREFORE, IT IS HEREBY RESOLVED BY THE BOARD OF DIRECTORS OF LARIMER EMERGENCY TELEPHONE AUTHORITY AS FOLLOWS:

1. The Board of Directors finds and determines that it held a public meeting on October 2, 2024, on the decision of whether to decline participation in FAMLI, and that notice was given and the meeting was conducted in accordance with the regulations adopted by the Colorado Department of Labor and Employment and codified at 7 CCR 1107-2; and

2. The Board of Directors, acting by and on behalf of LETA, declines any and all participation in the FAMLI Program.

3. The Board of Directors further directs its 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 the vote on this Resolution 2024-06.

Upon motion duly made, seconded and carried, the foregoing Resolution was adopted this 2nd day of October 2024.

LARIMER EMERGENCY TELEPHONE AUTHORITY

By:

Stephen Charles, Chair

Board of Directors

ATTEST:

By:

James Robinson, Secretary