

**CITY OF CENTENNIAL,  
COLORADO**

**RESOLUTION NO. 2022-R-46**

**A RESOLUTION DECLARING THE CITY OF CENTENNIAL’S DECISION TO  
DECLINE 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 September 19, 2022, during which discussion, employees were given the opportunity to comment on the City of Centennial’s decision to decline participation and opt out of FAMLI; and

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

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Centennial, as follows:

**Section 1.** Declination of the FAMLI Program. The City Council of the City of Centennial as the governing body hereby formally resolves to decline all participation by the City of Centennial 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 City 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. City Council directs the City Manager to place renewal of the decision to opt out of FAMLI before City Council at least eight years from the date of this resolution as required by the Division of FAMLI’s regulation on local government participation, 7 CCR 1107-2-2.5(C).

ADOPTED by a vote of \_\_\_ in favor and \_\_\_ against, this 19th day of September, 2022.

By: \_\_\_\_\_  
Stephanie Piko, Mayor

ATTEST:

APPROVED AS TO FORM:

By: \_\_\_\_\_  
City Clerk or Deputy City Clerk

By: \_\_\_\_\_  
For the City Attorney's Office

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by Christina Lovelace, Deputy City Clerk.*