

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

RESOLUTION NO. 2022-10

**A RESOLUTION DECLINING PARTICIPATION IN THE COLORADO PAID
FAMILY AND MEDICAL LEAVE INSURANCE ACT**

WHEREAS, the South Metro Fire Rescue Fire Protection District (SMFR) is a quasi-municipal corporation and political subdivision of the State of Colorado and a duly organized and existing special district pursuant to Title 32, Article 1, C.R.S.; and

WHEREAS, pursuant to the Colorado Paid Family and Medical Leave Insurance Act, Section 8-13.3-501, *et seq.*, C.R.S., and the rules adopted by the Division of Family and Medical Leave Insurance pursuant thereto (together, "FAMLI"), SMFR is authorized to decline participation in the FAMLI program; and

WHEREAS, at a properly noticed regular meeting of the Board of Directors of SFMR ("Board") on November 7, 2022, the Board conducted a public process for employees, which was duly noted on the meeting agenda, on whether SMFR should participate in the FAMLI program; and

WHEREAS, SMFR's employees were provided with advance written notice of the date and time of the regular meeting and information regarding the vote process; and

WHEREAS, SMFR's employees were given the opportunity to provide public comment to the Board prior to the Board's vote; and

WHEREAS, the Board considered the details of the FAMLI program, the advantages and disadvantages for SMFR and its employees, along with SMFR's current paid leave benefits offered to its employees; and

WHEREAS, SMFR's leave benefits are equivalent or exceed those offered by the FAMLI program.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT:

1. The Board hereby determines that it is in the best interests of SMFR to decline participation in the FAMLI program pursuant to Section 8-13.3-522, C.R.S.
2. The Board hereby directs the Fire Chief, or his/her designee, to take all actions that may be necessary or desirable to comply with FAMLI and/or implement this Resolution, including without limitation registering with FAMLI's online system and delivering notice of SMFR's declination vote to the Division of Family and Medical Leave Insurance and all SMFR employees, as required by FAMLI.

If any part, section, subsection, sentence, clause, or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

Effective Date: This Resolution shall take effect immediately upon its approval by the District Board.

ADOPTED this 7TH day of November, 2022.

SOUTH METRO FIRE RESCUE
FIRE PROTECTION DISTRICT

By 
Jim Albee, Chair

Attest:


Sue Roche, Secretary