



# General Services

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CITY COUNCIL MEETING – September 27, 2022

City Staff Representatives:

Karen Borkowski Surine, Assistant City Manager



Brighton<sup>SM</sup>

## FAMLI BACKGROUND

- Proposition 118 approved in 2020
- Social Insurance re: Paid Leave
- Collect and remit premiums in 2023
- Benefits available in 2024
- Allows 12 weeks paid if qualified
- Can opt out if employer meets requirements





## FAMLI vs. BRIGHTON BENEFITS

- Employee must be employed 180 days prior
- Employee must earn at least \$2,500 within the last 4 quarters
- Must have elected coverage
- Submit application
- Maximum weekly benefit \$1,100
- May use sick leave and PTO but total cannot exceed maximum weekly benefit
- Job protection
- Full-time employees get 80 hours sick leave at the beginning of the year
- Prorated for new employees and part-time benefitted employees
- Do not have to take City benefits to get sick leave
- Complete sick leave form
- City has STD, Zero Card, LTD and low monthly contribution for benefits
- STD pay 3/4 of salary after 80 hours used
- LTD pays 60% of salary to age 65 or one year if 65 or over
- Family Medical Leave Act already provides job protection



# ESTIMATED COST

\$268,041.06/year

\$134,020.53 employee and \$134,020.53/city





## MISCELLANEOUS

Employees can still opt into the program if the employer opts out of the program at any time but are not covered by the job protection benefit of FAMLI.

Employees must be given public notice of the vote.

If opting in, the City must stay in for at least three fiscal years.

If opting out, the City must hold another vote to continuing opting out in 8 years.

Beginning in 2025, the FAMLI premium rate may be adjusted but is capped at 1.2%

Most local governments are opting out (Denver, Windsor, Aspen, Castle Rock, Lafayette, Longmont, Northglenn, Parker, Pueblo, Telluride and Winter Park to name a few).





**QUESTIONS/COMMENTS**

**THANK YOU!**