



**City of Brighton**  
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[www.brightonco.gov](http://www.brightonco.gov)

November 23, 2022

TO: All City of Brighton Employees

From: Karen Borkowski Surine, Assistant City Manager  
Kevin Young, Human Resources Director

Re: Notice of Pending Vote by Brighton City Council regarding Colorado's Paid Family Leave Insurance Program (FAMLI)

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The City of Brighton City Council will be voting on considering either opting in or opting out of the FAMLI Program on December 6, 2022 at the Regular City Council meeting starting at 6:00 p.m. The City of Brighton is required to give you notice that this Resolution is before the City Council at the Regular City Council meeting on December 6, 2022. At this meeting you will have the opportunity to comment in writing or in person.

In November 2020, Colorado voters approved Proposition 118, which paved the way for a state-run Paid Family Medical Leave Insurance (FAMLI) program. The program is a state run insurance program that allows covered employees to take paid leave from work for certain qualifying reasons. The program requires employers in the program to start collecting and remitting premiums effective January 2023 but benefits will not be available until January 2024. Employers who wish to opt out are required to make a decision prior to this date. All municipalities are included in FAMLI by default, but we may opt out and avoid the employer portion of premiums.

If the municipality does not participate, the employee may participate and the employee is responsible for 50% of the premium. The resolution is for the City to opt out. Attached is the Colorado Municipal League summary of this program.

Attached is a copy of the Colorado Municipal Leagues publication with more information on FAMLI.

HR Director Kevin Young and I are happy to discuss this with any employee who wishes to reach out to us.