

COLORADO DEPARTMENT OF  
LABOR AND EMPLOYMENT  
EMPLOYER WEBINAR SERIES

## **FAMLI and Public School Districts**

(Local Governments)

Division of Family and Medical Leave Insurance  
famli.colorado.gov  
April 29, 2022 - Colorado Department of Education



**COLORADO**  
Department of  
Labor and Employment



**January 1, 2023**

Employers can begin remitting  
FAMLI premium payments

**January 1, 2024**

Covered workers can begin  
submitting requests for FAMLI leave

**January 1, 2022**

Initial FAMLI rules adopted

**July 1, 2022**

Public education campaign begins

**April 1, 2023**

First quarterly premium payments  
due (30-day grace period)

# FAMLI Timeline

# FAMLI and Local Governments



Unlike private employers, local governments have options regarding their participation in Colorado's paid FAMLI program.

# A local government's options to participate:

## Participate in FAMLI.

- You pay the employer share of the premium like any other employer.
- That's 0.45% of wages if you have 10 or more employees, and 0% of wages if you have fewer than 10 employees.
- You remit employees' share of the premium (0.45% of wages) and submit wage data to the FAMLI Division once a quarter.

## Decline *all* participation in FAMLI.

- Your local government must vote not to participate.
- Then you must then notify the FAMLI Division of your decision.
- The local government must revisit the decision to participate at least every eight years.

## Decline *employer* participation in FAMLI.

- If the local government votes to decline, it still has the option to assist its employees who want to individually participate in FAMLI.
- This means the local government would facilitate voluntary payroll deductions, remit the employee share of the premium, and submit wage data once a quarter to the FAMLI Division.

# How does this impact your local government employees?

## Participate in FAMLI.

- Local government employees will see a payroll deduction starting Jan. 1, 2023.
- Local government employees will be able to apply for FAMLI benefits starting Jan. 1, 2024 like most other employees across the state.

## Decline *all* participation in FAMLI.

- Local government employees still have the right to participate in the FAMLI program even if you vote not to participate.
- Employees would self-elect coverage the same way self-employed workers would.
- Employees will need to report their own wages and remit the employee's share of the premium by creating an account in the FAMLI system once it's deployed this fall.

## Decline *employer* participation in FAMLI.

- Employees who voluntarily enroll will see the deductions from their paychecks if the local government chooses to facilitate their employees' participation.
- The local government chooses to be responsible for remitting the employee share of the premium, and submitting wage data once a quarter to the FAMLI Division, streamlining the process for its employees.

# Additional Resources

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## Upcoming FAMLI Webinar Topics:

- April 29 – Local Governments (pre-recorded)
- May 27 – Preparing Your Small Business for FAMLI (pre-recorded)
- June 30 – Calculating Premiums with Live Question and Answer Open Forum
- Previous webinars on [our YouTube Channel](#)

## Employer Tools:

- [Local Government Fact Sheet](#)
- [HR Fact Sheet](#)
- [Pay Stub Example](#)
- [Breakroom Poster](#)
- [Premium and Benefits Calculator](#)

# We want to hear from you!

*We're working to build a FAMLI program that is fair and meets the needs of both employers and workers.*

*Please help us by:*

- *Participating in our webinar series*
- *Sharing your ideas and concerns*
- *Inviting us to speak to other groups and organizations*

*Your input is essential!*



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**Thank You!**