

Board update

Board meeting: Dec. 21, 2022

Action items



DRCOG's participation in the Colorado FAMLI program

Presenter: Randy Arnold, director, Human Resources

Background: Colorado voters approved Proposition 118, also known as the Family and Medical Leave Insurance program in November 2020. FAMLI provides all Colorado workers access to paid leave to take care of themselves or their families during life circumstances that pull them away from their jobs.

The statute provides three options for local governments: Fully participate in FAMLI coverage, decline all participation or decline employer participation.

DRCOG staff has conducted an analysis of DRCOG's existing benefits and has concluded that the coverage for employees compares favorably to FAMLI. Staff recommended opting out of employer participation in FAMLI.

Result: The Board voted to adopt a resolution declining employer participation in the FAMLI program.



DRCOG's caregiver leave

Background: During the discussion around the benefits offered in the Colorado FAMLI program, directors noted the differences between what would be offered by the state starting in 2024 and what DRCOG currently offers staff regarding caregiver leave.

Result: In a separate action, the Board requested staff to bring forward a proposal for possible caregiver leave offerings at DRCOG before the fourth quarter of 2023.