

**NOTICE TO LONGMONT DOWNTOWN DEVELOPMENT AUTHORITY  
EMPLOYEES OF A LONGMONT DOWNTOWN DEVELOPMENT AUTHORITY  
BOARD VOTE DECIDING PARTICIPATION IN THE PAID FAMILY AND  
MEDICAL LEAVE INSURANCE ACT**

Notice is hereby given to Longmont Downtown Development Authority Employees that a Longmont Downtown Development Authority Board vote will be held on October 26, 2022, at 320 Main Street in the LDDA office, City of Longmont, Colorado, at 4:15 p.m., or as soon thereafter as the matter may be heard, to decide whether the Longmont Downtown Development Authority will decline or accept participation in the Paid Family and Medical Leave Insurance Act (“FAMLI Act”). At that time, public comment will be heard on the matter. Employees who wish to comment but will not be attending the meeting can submit comments to [hrrsupport@longmontcolorado.gov](mailto:hrrsupport@longmontcolorado.gov).

**FAMLI ACT:**

The Longmont Downtown Development Authority Board will vote on whether the Longmont Downtown Development Authority will participate in the state’s FAMLI Act or opt out. A majority of a quorum of LDDA Board members must vote to decide whether LDDA will opt in or opt out of the Act.

Under the FAMLI Act, covered individuals can take up to 12 weeks of paid aggregate family or medical leave for the following qualifying reasons: to care for a new child, care for their own health or for a family member, take exigency leave or safe leave, and for pregnancy and childbirth complications.

Employers who opt into the Act must submit premiums to the state on behalf of their employees through a payroll tax split evenly between employers and employees with the tax initially set at 0.9%, and eventually capped at 1.2%, of the employee’s annual wages.

**What the FAMLI Act Requires:**

- 12 weeks of paid aggregate family or medical leave
- During their leave, employees will receive between 37% and 90% of their wages.
- Benefits are capped at \$1,100 per week.
- Employee/Employer pay 0.45% each of the employee’s annual wages to the FAMLI Division as an insurance premium, deducted from the employee’s paychecks.
- FMLA Leave will run concurrently with the Act.

## Employees May Opt-In

Even if the Longmont Downtown Development Authority Board votes to opt out of the FAMLI Act, an employee may individually opt in to the Act by contacting the FAMLI Division at [CDLE FAMLI info@state.co.us](mailto:CDLE_FAMLI_info@state.co.us). Note that any employee who opts into the Act is not eligible for the City's shared leave donation program.

The Longmont Downtown Development Authority will collect and submit premiums to the state on behalf of the employee if the employee chooses to opt in.

### **Recommendation of the Administration:**

Because the Longmont Downtown Development Authority's participation in the FAMLI program would not benefit all employees we are recommending the Longmont Downtown Development Authority opt out of participating in this program. With the cost of living continuing to rise we don't want to subject all employees to an additional tax for a benefit they won't utilize. Employees who wish to participate can do so at their choosing.