



# LOCAL GOVERNMENT EMPLOYEES

## What you need to know about FAMLI

Colorado voters approved the Family Medical Leave Insurance Program (FAMLI) in 2020. FAMLI benefits will become available starting January 1, 2024. As an employee of a local government, here are some things that you need to know:

Most Colorado workers will be able to apply for FAMLI leave benefits to help them get through the following circumstances:

- » Caring for a new child during the first year after the birth, adoption, or foster care placement of that child.
- » Caring for a family member with a serious health condition.
- » Caring for your own serious health condition.
- » Making arrangements for a family member's military deployment.
- » Obtaining safe housing, care, and/or legal assistance in response to intimate partner violence, stalking, sexual assault or sexual abuse.

Local Governments have three different options to participate. Here is what you need to do, depending on the decision your local government employer has made.

### **My employer is participating in FAMLI**

Payroll deductions are set to begin in January 2023. That means 0.45% of your wages will contribute to the FAMLI program, so when life happens, everyone is covered. Benefits become available to workers in 2024. You can learn all about how that will work on our Individuals and Families page.

### **My employer opted out of FAMLI**

#### **I don't want the FAMLI benefit**

- » As an employee you do not have to do anything if you do not want to participate in the FAMLI program.

#### **I do want the FAMLI benefit: What do I need to do?**

- » Even if your local government employer has voted to opt out of FAMLI, you still have the right to self-elect coverage. Because FAMLI benefits don't become available until 2024, you do not need to take any action until you can self-elect coverage in 2024.
- » At that time, you will need to register with the FAMLI Division as an employee of an opted-out Local Government Employer in order to submit your wage reports and pay your FAMLI premiums.



- » Your premiums will be 0.45% of your wages. Your first payment will be due April 30, 2024.
- » When you self-elect FAMLI coverage, you must commit to participating in the program by filing wage data and submitting premium payments for three years.
- » You will be eligible to file for a claim for FAMLI leave as of January 2024. More

guidance on how to self-elect coverage and how to file a claim will be available on [famli.colorado.gov](https://famli.colorado.gov) in late 2023.

Employees of local governments who have opted out do not need to take any action to self-elect FAMLI coverage until benefits become available in 2024.

### **My employer opted out, but they are facilitating the deductions for me. What do I need to do?**

- » You don't need to take any action until benefits become available in 2024.
- » At that time, you can register in My FAMLI+ Employer as an employee of an opted-out Local Government Employer using your employer's FEIN.
- » Notify your employer that you have voluntarily opted into the program.
- » Your employer will begin payroll deductions after you voluntarily opt in starting in January 2024.
- » Your employer will submit your wage reports and your premium payments on your behalf once a quarter.
- » You will be eligible to file a claim in January 2024.
- » When you self-elect FAMLI coverage, you must commit to participating in the program by filing wage data and submitting premium payments for three years.
- » More guidance on how to self-elect coverage and how to file a claim will be available on [famli.colorado.gov](https://famli.colorado.gov) in late 2023.

