



# LOCAL GOVERNMENT EMPLOYEES

## What you need to know about FAMLII

Colorado voters approved the Family Medical Leave Insurance Program (FAMLII) in 2020. FAMLII 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 FAMLII 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.
- » 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 FAMLII**

Payroll deductions began in January 2023. If your employer chose to cover your portion of the premium, you will not have seen any deductions from your paychecks. If not, 0.45% of your wages may have been deducted from your checks to contribute to the FAMLII 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 FAMLII**

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

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

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

- » Even if your local government employer has voted to opt out of FAMLII, you still have the right to self-elect coverage. Because FAMLII 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 in My FAMLII+ Employer as an employee of an opted-out Local Government Employer in order to submit your wage reports and pay your FAMLII 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.
- » While there is no open enrollment period, you will need one quarter of coverage before you can file a claim. You may elect a retroactive coverage period, so you can file a claim for

FAMLI leave as early as January 2024. More guidance on how to self-elect coverage and how to file a claim will be available on [famli.colorado.gov](http://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 once you have one calendar quarter of coverage. You can elect retroactive coverage, and you may be responsible for paying premiums on any retroactive coverage period you elect.
- » When you self-elect FAMLI coverage, you must commit to participating in the program for three years.
- » More guidance on how to self-elect coverage and how to file a claim will be available on [famli.colorado.gov](http://famli.colorado.gov) in late 2023.

