

**HUMAN RESOURCES COMMITTEE**  
**MINUTES**  
**November 17, 2022**

A meeting of the Human Resources (HR) Committee was held on Thursday, November 17, 2022 at 9:20 a.m. at the Southeastern Colorado Water Conservancy District office.

Chairman Alan Hamel announced a quorum was present.

**COMMITTEE MEMBERS PRESENT:**

Alan Hamel- Chairman, Ann Nichols-Vice Chairwoman, Bill Long, Tom Goodwin, and James Broderick.

**COMMITTEE MEMBER(S) ABSENT AND EXCUSED:**

Dallas May and Patrick Garcia

**OTHERS PRESENT:**

Stephanie Shipley, Southeastern Colorado Water Conservancy District staff.

**APPROVAL OF MINUTES:**

Chairman Hamel confirmed that members of the Committee received their copy of the October 20, 2022 minutes and asked if there were any corrections or additions. Hearing none, Ms. Nichols moved, seconded by Mr. Goodwin, to approve the October 20, 2022 minutes. Motion unanimously carried.

**PRESENTATIONS:**

**ACTION ITEMS:**

*Family Medical Leave Insurance Program (FAMLI)*

Mr. Broderick reminded the committee that there was an information item included in the October 20, 2022, committee meeting packet regarding the States new Family Medical Leave Insurance Program (FAMLI). The State-run paid FAMLI Program relates to Proposition 118 that was approved by Colorado voters in November 2020, to ensure that Colorado employees have access to paid leave to care for themselves or their family members during a health event or to grow their family. FAMLI is a social insurance program that is funded through a premium that is paid into a fund. The premium rate through 2024 is 0.9% of employee wages and is split 50/50 between the employer and employee. Unlike private employers, FAMLI statute is written to give Colorado Local Governments the ability to opt out of the program. Local Governments have three options regarding their participation in the state-run program.

- Participate in FAMLI just like any other private sector employer
- Decline ALL Participation
- Decline Employer Participation

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Local governments that decide to opt out of the program must do so by a vote of the governing body. In addition, they have to register in the FAMLI system to notify FAMLI division of their vote to decline by January 1, 2023.

Based on the District's generous and current benefit structure that includes vacation, sick leave, long-term illness account, long-term disability insurance, secondary insurance offering by Aflac, and up to 8 weeks of unpaid leave for health care related issues or a family emergency. Mr. Broderick recommended that the committee recommend to the Board of Directors to decline ALL participation by voting to Opt-out of the FAMLI Program at the November board meeting.

After review and discussion, a motion was made for the Committee to Recommend to the Board of Directors to decline all participation in the Family and Medical Leave Insurance Program by the adoption of resolution. Mr. Goodwin moved, second by Ms. Nichols to approve taking the recommendation to the Board to decline all participation in the State's Family and Medical Leave Insurance Program. Motion unanimously carried.

**INFORMATION ITEMS:**

**OTHER BUSINESS:**

None

**NEXT MEETING:**

To be determined.

**ADJOURN**

Chairman Hamel adjourned the meeting at 9:23 a.m.

Respectfully submitted,

Stephanie Shipley  
Finance Manager