

**SPECIAL BOARD OF DIRECTORS MEETING REGARDING FAMLI (STATE BENEFIT PLAN)**  
**Wednesday, March 22, 2023**  
**Via ZOOM**

***Board Members Present:***

Steve Warnke, President  
Larry Williams, Vice President  
Jim Standish, Sec/Treasurer  
Todd Zvorak, Board Member

***Board Members Excused:***

Paul Slivon, Board Member

***Also Present:***

Lisa Lancaster, District Administrator

The meeting was called to order by President Warnke at 6:05pm

FAMLI – CO is basically a supplemental wage insurance plan providing a wage benefit during periods of “family leaves of absence”. Differs from Federal FMLA as FED plan only provides time off and no wage.

Premium: .9% of salary/wages up to \$160,000 in salary/wages

.45% employee premium

.45% employer premium (Note 1)

Note 1 – local governments (NRFPD) with less than 10 employees are exempt from paying employer premiums.

<u>Salary/wage</u>		<u>Premiums (total)</u>	<u>Benefits</u>
\$80,000		\$13.86/wk \$720.72/year	\$1,039.34/wk up to 12 weeks
	Employee	\$ 6.93/wk \$360.36/year	
\$47,800		\$4.14/wk \$215.28/year	\$729.73/wk up to 12weeks
	Employee	\$2.07/wk \$107.64/year	

NRFPD does have a paid leave plan in place. Refer to the FAMLI DECLINATION NOTICE for comparison of FAMLI to what we already have.

**ITEMS TO DISCUSS:**

**NRFPD BOARD OPTIONS:**

1. DECLINE ALL PARTICIPATION – employees can still participate but have to report their own wages and remit their own premiums.
2. DECLINE EMPLOYER PARTICIPATION – employer agrees to report participating employees’ wages and deduct, collect and remit employee premiums

President Warnke noted that the meeting had been published and posted in newspaper and on website as well as bulletin board at Station 2.

President Warnke discussed FAMLI, and noted that he met with the district's 3 paid employees on Wed 3/15/23

1. NRFPD is a local government and as such, can decline participation in FAMLI
2. NRFPD has less than 10 employees and therefore is exempt from contributing employer portion of FAMLI premiums.
3. Explained employee premiums and benefits.
4. Distributed the Notice to Employees Notice of Declination
5. Explained Board had not considered participating but will discuss on 3/22/23; also will discuss options of collecting premiums from employees who are participating.
6. Distributed copies of "Options for Employees of Opted-Out Local Governments" from FAMLI website.
7. Encouraged employees to visit FAMLI website.

There was discussion regarding FAMLI and option to collect premiums.

Secretary/Treasurer Standish made a motion to decline participation in FAMLI and adopt RESOLUTION 3-22-2023. Vice President Williams seconded, motion carried.

Director Zvorak made a motion that the district will not be collecting premiums for FAMLI participants and will adopt RESOLUTION 3-22-23 . Vice President Williams seconded, motion carried.

President Warnke adjourned the meeting at 6:45pm.