

NOTICE TO EMPLOYEES OF ADCOM911

FAMLI DECLINATION

Notice posting date: November 10, 2022

Beginning in 2024, Colorado’s paid family and medical leave insurance (FAMLI) program will provide paid time off when you face life circumstances that pull employees away from their jobs, like growing your family or caring for a loved one with a serious health condition.

ADCOM 911 has decided NOT to participate in the Colorado FAMLI program, per a vote of our governing body on **October 20, 2022**.

While we have voted to opt out of the state-run FAMLI program, ADCOM911 currently offers a paid leave program for our employees. To learn more about our paid leave program, please speak to your HR representative.

Below are the differences between our program and FAMLI:

| FAMLI | ADCOM911 Paid Leave Program(s) |
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| Under FAMLI, employees do not earn paid leave on an accrual basis. Employees pay premiums to the FAMLI division, which are put in the FAMLI insurance pool. Employees using FAMLI leave may take up to 12 weeks of paid leave per year, if they are eligible. | ADCOM911 offers paid sick leave sufficient to meet the requirements under the Healthy Families and Workplaces Act (“HFWA”). Regular full-time employees accrue paid sick leave at a rate of 3.7 hours per pay period, or 96 hours per year. Part-time and temporary employees accrue 1 hour paid sick leave for every 30 hours worked, up to 48 hours per year. |
| Employees may use FAMLI leave regardless of when premiums were paid, so long as the employee has made all requisite payments thus far. | Full-time employees may accrue and carry over up to 640 hours paid sick leave. Part-time and temporary employees may carry forward up to 48 hours paid sick leave per year. |
| FAMLI leave compensates the employee at a rate of 90% their regular rate of pay for the portion of the employee’s wages that are equal to or less than 50% the state average weekly wage and 50% of their regular rate of pay for the portion of the employee’s wages that are more than 50% the state average weekly wage. | HFWA paid sick leave compensates the employee at their regular rate of pay. |

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| FAMLI does not provide any additional compensation or duration of leave during a PHE | ADCOM911 offers supplemental paid leave as required under the HFWA during a Public Health Emergency (“PHE”) as defined by any local, state, or federal public health agency or by official order. Each employee must be given up to 80 hours or two weeks’ supplemental paid leave which may be used once during a PHE and up to four weeks following expiration of the PHE. |
| | ADCOM911 participates in group health insurance for eligible full-time employees. Information on this benefit is available in the administration office. |

Employee’s options for paid and unpaid leave:

Employees still have the choice to voluntarily opt into FAMLI as an individual, pursuant to C.R.S. § 8-13.3-514. Employees can self-elect coverage and submit their employee premium along with their wage data every quarter directly to the FAMLI Division by creating an account at famli.colorado.gov once the online FAMLI portal is live. If you create your own online account, you will need ADCOM911’s FEIN number.

Please reach out to ADCOM911’s HR representative for assistance and to review your options. You can learn more about the FAMLI program by contacting the Division at CDLE_FAMLI_info@state.co.us or by visiting famli.colorado.gov.

The Family and Medical Leave Act (FMLA) is a federal program that provides certain employees with up to 12 weeks of unpaid, job-protected leave per year. It also requires that their group health benefits be maintained during the leave. FMLA applies to all public agencies, all public and private elementary and secondary schools, and companies with 50 or more employees. ADCOM911 is currently covered by the FMLA. Employees may be eligible for FMLA leave where they or a family member are experiencing a serious health condition. Please contact ADCOM911’s HR representative to determine whether you could be eligible.

Please contact Human Resources for additional information regarding ADCOM911’s paid and unpaid leave benefits.