

STATE OF COLORADO)
) ss.
 COUNTY OF ELBERT)

At a regular meeting of the Board of County Commissioners of Elbert County, State of Colorado, held at the Elbert County Administration Building in Kiowa, Colorado 80117 on Wednesday, the 14th day of October, there were present:

- Chris Richardson County Commissioner, Chairman
- Rick Pettitt County Commissioner
- Grant Thayer County Commissioner
- Amanda Moore Deputy Clerk to the Board

When the following proceedings, among others, were had and done, to wit:

RESOLUTION 20-26
URGING OPPOSITION TO STATE BALLOT PROPOSITION #118 CONCERNING A PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM

WHEREAS, Research from the National Federation of Independent Businesses (NFIB) - Colorado shows that 73% of small businesses already offer paid time off - and for any reason the employee chooses: sickness, care for a family member, parental duties, domestic violence, etc.; and

WHEREAS, the federal Family and Medical Leave Act (FMLA) provides covered employees with up to 12 weeks of unpaid, job-protected leave per year while also requiring that health benefits be maintained during the leave; and

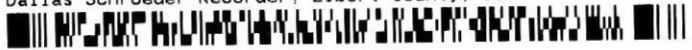
WHEREAS, Congress passed the Emergency Paid Sick Leave Act, offering two weeks of an employee's regular pay for COVID-19-related illnesses; and

WHEREAS, Proposition #118 is a \$1.2 billion tax increase on employers and employees of all sizes that is used to create a large, new, state-run family and medical leave insurance program; and

WHEREAS, Proposition #118 creates a new, state-run insurance program to be managed by an unelected bureaucrat that will provide 12-16 weeks of paid medical leave benefits to eligible employees in Colorado; and

WHEREAS, to fund the \$1.2 billion program, the measure requires employers and employees to pay a 0.9% payroll tax (initially) that is deducted directly from employee wages – like a FICA tax; and

WHEREAS, employers and employees split the cost of the tax 50/50 and that initial deduction will grow to 1.2% at the discretion of the political appointee that will head of the new Family




and Medical Leave Department without a vote of the people as TABOR requires of other taxes;
and

WHEREAS, the Board firmly believes that, if passed, Proposition #118 creates costs for businesses and employees to establish a \$1.2 billion government apparatus that might otherwise be funneled into benefits for workers; and


WHEREAS, the impacts to small businesses of the response to the COVID-19 already threatens the survival of many small businesses and the additional, largely unnecessary expense, is likely to further cripple these engines of our local economy;

NOW THEREFORE, BE IT RESOLVED THAT THE ELBERT COUNTY BOARD OF COUNTY COMMISSIONERS OF ELBERT COUNTY, COLORADO officially declares its opposition to State Propositions #118, as passage creates a program that will unnecessarily burden businesses at a critical economic time and levies unbounded tax liabilities on both employers and employees alike.


ADOPTED AND APPROVED this 14th day of October, 2020.



County Commissioner, Chairman AYE



County Commissioner AYE



County Commissioner AYE

ATTEST: DALLAS SCHROEDER
COUNTY CLERK

BY: 

DEPUTY CLERK TO THE BOARD - Amanda Moore

