CO Family and Medical Leave Insurance Program (FAMLI)

Benefits · https://missionsupport.archden.org/knowledgebase/co-family-and-medical-leave-insurance-program-famli/

As we have communicated earlier this fall, **starting January 1,** all employers and employees will be required to pay into the new CO Family and Medical Leave Insurance Program. The contribution is 0.9% of employees' wages and split evenly between employees and employers, 0.45% each. Here are a few updates around this new program.

1. Paycom Step Up, Deductions, SUTA, and Employer Memo:

- Paycom is set up to automatically add a deduction for each employee when you run payroll. We will be setting up the Employer Memo portion before the January 13 pay date, so that will be taken care of. We will let you know of any updates as needed.
- Additionally, Paycom has set all parishes up to be registered for SUTA, even though we don't pay into unemployment (we're registered exempt). Therefore, you DO NOT need to register with the state for this leave program under SUTA.
- A communication will be sent out soon regarding how this will appear in your payroll reports and be coded when posting to ParishSoft.
- *One important note is: Right now, we are exploring our options for a possible private plan and how it might interact with our Short-Term and Long-Term Disability. If we choose to use a private plan, the state of CO would refund all the money we have contributed on behalf of employees. When you are refunded, you will have to reimburse your employees for money taken from their paychecks, even those who have left your parish. If/when that time comes, however, we will give instructions for how to execute it.

2. You will need to register your parish/ministry for the portal here: https://famli.colorado.gov/

3. Finally, please review the posters linked in the Mission Link newsletter. One **MUST** be displayed in your break room, the other is for reference. Click here.