

**TOWN OF PARKER COUNCIL
MINUTES
MAY 16, 2022**

Mayor Jeff Toborg called the meeting to order a 6 p.m. All Councilmembers were present.

Town Attorney Kristin Hoffmann announced the topics for discussion in Executive Session were two (2) items under C.R.S. § 24-6-402(4)(e). The first item was regarding C.R.S. Section 31-12-106 concerning the annexation of enclaves adjacent to Parker Road, and the second item was concerning a Unified Metropolitan Forensic Crime Lab Memorandum of Understanding.

EXECUTIVE SESSION

Joshua Rivero moved and Todd Hendreks seconded to go into Executive Session at 6:02 p.m., to determine positions relative to matters that may be subject to negotiations, develop a strategy for negotiations, and/or instruct negotiators, pursuant to C.R.S. § 24-6-402(4)(e).

The motion was approved unanimously.

Anne Barrington moved and Todd Hendreks seconded to come out of Executive Session at 6:55 p.m.

The motion was approved unanimously.

Joshua Rivero moved and Cheryl Poage seconded to recess the regular Town Council meeting until 7 p.m.

The motion was approved unanimously.

REGULAR SESSION

Mayor Toborg reconvened the regular Town Council meeting at 7 p.m.

The Mayor led the Pledge of Allegiance.

SPECIAL PRESENTATIONS

Mayor Toborg congratulated Mr. Zimmerman on being recognized as the 2022 Douglas County Administrator of the Year.

PARKER CHAMBER OF COMMERCE UPDATE

TJ Sullivan provided an update of activities that took place since he last spoke to Council. He also announced upcoming events taking place in the Town of Parker. He provided an update on the return of Parker Days.

PUBLIC COMMENTS

George Cotton, 21144 Woodside Lane, stated that the Hidden River 2 Homeowners Association (HOA) has concerns regarding the Tallman Gulch open space corridor that extends from the Sulphur Gulch confluence at Rally Downs upstream to Tallman Meadows Park. The group also has concerns regarding wildlife in the area. He hopes that the HOA can partner with the Town to protect the area. He also provided written comments, which will be attached to the approved minutes.

REPORTS, ITEMS AND COMMENTS FROM MAYOR AND COUNCIL

Each Councilmember reported on meetings they had attended since the last Town Council meeting.

CONSENT AGENDA

- A. *ORDINANCE NO. 1.561 – First Reading*
A Bill for an Ordinance Conveying Certain Real Property by easement to Parker Water and Sanitation District for a portion of Tract B, Mountain View Senior Center Filing No. 1, Minor Development
Department: *Engineering and Public Works, Alex Mestdagh*
Second *June 6, 2022*
Reading:
- B. *ORDINANCE NO. 5.06.45 – First Reading*
A Bill for an Ordinance to Amend Section 8.07.070 of the Parker Municipal Code Concerning Harassment
Department: *Town Attorney, Kelsey Hall*
Second *June 6, 2022*
Reading:
- C. *RESOLUTION NO. 22-031*
A Resolution Accepting the Conveyance of Real Property from the Board of County Commissioners of the County of Douglas for a Portion of Chambers Road as shown in Stonegate Filing No. 16
Department: *Engineering and Public Works, Chris Hudson*
- D. *RESOLUTION NO. 22-032*
A Resolution to Accepting the Conveyance of a Public Sidewalk Easement from Valley Hope Association for a Portion of Lot 1, Block 1, Valley Hope of Parker
Department: *Engineering and Public Works, Alex Mestdagh*

- E. *RESOLUTION NO. 22-033*
A Resolution Accepting the Conveyance of a Drainage Easement from Valley Hope Association for a Portion of Lot 1, Block 1, Valley Hope of Parker
Department: Engineering and Public Works, Alex Mestdagh
- F. *RESOLUTION NO. 22-034*
A Resolution Accepting the Conveyance of a Multi-Use Easement from Northstar Custom Homes Inc. for Lot 5, Mark 6 Business Subdivision, 2nd Amendment
Department: Engineering and Public Works, Alex Mestdagh
- G. *RESOLUTION NO. 22-035*
A Resolution Accepting the Conveyance of a Drainage Easement from Northstar Custom Homes Inc. for Lot 5, Mark 6 Business Subdivision, 2nd Amendment
Department: Engineering and Public Works, Alex Mestdagh
- H. *PROCLAMATION - Public Works Week - May 15-21, 2022*
- I. *CONTRACTS OVER \$100,000*
1. *Cottonwood Drive Widening - Landscape - Jordan Road to Parker Road (CIP20-004-L)*
Amount: \$269,200
Contractor: Land Ethics of Colorado, LLC
Department: Engineering and Public Works, Tom Gill
 2. *O'Brien Park Playground Equipment Revised Contract Amount with Landscape Structures, Inc.*
Amount: \$376,232
Contractor: Landscape Structures, Inc.
Department: Parks, Recreation and Open Space, Brett Collins
 3. *Cimarron Middle School Detention Pond Improvements*
Amount: \$316,669
Contractor: 53 Corporation
Department: Engineering and Public Works, Michael Walton

Joshua Rivero moved to approve Consent Agenda items 6A through 6I.

Laura Hefta seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.

PUBLIC HEARINGS

A. AUBURN HILLS Centre MDP

Applicant: Debbie Klisis

Location: Southwest corner of Mainstreet and Jordan Road

Department: Community Development, Julia Duncan

TRAKiT No.: SUB21-049

The Public Hearing was opened at 7:35 p.m.

The subject property was annexed into the Town in June 1987 with Planned Development (PD) zoning. The property has a total area of approximately 5.05 acres and is undeveloped. It is located on the southwest corner of the intersection of Mainstreet and Jordan Road with Mainstreet to the north, Jordan Road to the east, East Auburn Hills Drive to the west and Cedar Gulch Parkway to the south.

The proposed Master Development Plan (MDP) will subdivide the existing parcel into five (5) commercial lots with internal private streets and utilities to serve each lot.

The proposed access to the property will be on the west side from Auburn Hills Drive. There will also be a second access to the property on the south side at Cedar Gulch Parkway with a full movement driveway. The proposal also includes the vacation of approximately 40 feet of surplus right-of-way along Jordan Road that has no use because the Town has built the road to its full extent. The developer has requested that the Town sell and vacate this excess right-of-way. This will enable the applicant to expand the size of the commercial development parcel and return the surplus land to beneficial use.

This segment of the Jordan Road right-of-way was dedicated to the Town in 2001 by the original developer of Bradbury Ranch. At the time of the original development, both the developer and the Town assumed that the alignment of Jordan Road would be located further west than was ultimately constructed. As a result, the original dedication of the Jordan Road right-of-way to the Town included excess width on the west side of Jordan Road. The roadway is now constructed to the ultimate arterial roadway width, including all necessary auxiliary lanes, and the Town's long-term roadway system projections do not forecast a need for additional widening along this stretch. As a part of this proposed sale and vacation, the Town

will retain the right-of-way necessary to accommodate a new eight-foot sidewalk on Jordan Road, in accordance with the Town's standard roadway template. The remaining right-of-way totals approximately 0.48 acres.

With no roadway or pedestrian use forecasted to require this right-of-way, staff is supportive of selling this land and allowing it to be incorporated into the adjacent commercial development. In order to determine the value of the land, the developer performed an appraisal that was then reviewed by a third-party professional on behalf of the Town. Based on the market value of the land and the added value that the additional land would bring to the overall development, a purchase price of \$165,000 was negotiated with the developer.

The proposed MDP will establish the framework for future commercial use. However, all proposals for development will require a site plan application and approval. These will be processed administratively under the Land Development Ordinance.

The Bradbury Ranch PD zoning designates the property as Neighborhood Commercial with the intention of providing a broad range of retail goods and services and business and professional services that support residential use and surrounding residential neighborhoods. The Parker 2035 Master Plan designates the property as Neighborhood Commercial. The proposed MDP is consistent with the adopted PD zoning and the Master Plan.

The applicant is required to enter into a Subdivision Improvement Agreement to secure the public improvements associated with the proposed MDP.

The Planning Commission held a public hearing for the proposed MDP on April 28, 2022, and voted unanimously to recommend that Town Council approve the application.

Applicant:

Corie Fraker, 4201 East Yale Ave., Suite 140, Denver, further described the development to Town Council and stated that there would be one tenant per lot. There will be a gas station and several smaller restaurants in the development.

Public Comment:

Kenneth Ramsey, 3862 Elm Avenue, Parker, spoke about the disruption to the wildlife and the impact on the prairie dogs.

The Public Hearing was closed at 7:50 p.m.

1. ORDINANCE NO. 1.558 - Second Reading
A Bill for an Ordinance Vacating a Portion of Right-of-Way Adjacent to Jordan Road Between Mainstreet and East Auburn Hills Place

Anne Barrington moved to approve Ordinance No. 1.558 on second reading.

Todd Hendreks seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.

2. Minor Development Plat

Joshua Rivero moved to approve Auburn Hills Centre Filing No. 1 Minor Development Plat, based on staff findings.

Anne Barrington seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.

3. Subdivision Agreement

Todd Hendreks moved to approve the Auburn Hills Centre Filing No. 1 Subdivision Improvement Agreement, based on staff findings.

Anne Barrington seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.

B. RESOLUTION NO. 22-029**A Resolution to Decline Participation in the Paid Family and Medical Leave Insurance Program****Department: Town Attorney, Kelsey Hall**

The Public Hearing was opened at 8 p.m.

In 2020, voters passed Proposition 118, which created a paid family and medical leave insurance program. Beginning on January 1, 2023, employers and employees will pay a payroll premium to finance benefits under the program. Beginning January 1, 2024, covered employees will be eligible for up to 12 weeks (and in some instances 16 weeks) of paid family and medical leave insurance benefits. Benefits vary based on employee wages but are currently capped at \$1,100 per week.

Local government employers are permitted to decline to participate in the FMLI Program. If the local government declines participation, individual employees can still elect to participate in the Program and will be responsible for 50% of the premium. To decline participation, the Town must vote on a resolution to decline participation in the Program and then provide notice of that vote to its employees and the state. Town employees were provided notice of this hearing, including information about the FMLI Program and the effects of the Town opting out of the Program, by an email from the Town Administrator on April 20, 2022. Employees were provided two options to send written comments about the proposed opt-out resolution prior to this hearing, and were informed of the date, time, and location of the hearing should they desire to provide in-person testimony.

Declining to participate in the FMLI Program, the Town must renew its declination at least every eight years. The Town may also choose to opt back into the Program at the beginning of its annual budget cycle. However, if the Town opts in, it is required to participate for at least three years.

The Town currently offers paid leave to its employees including sick leave, vacation leave, short-term disability coverage, long-term disability coverage, and employees may be eligible for federal Family and Medical and Leave Act ("FMLA") coverage based on their individual circumstances. Therefore, employees do have leave options available to them when they need to take time off for family or medical reasons.

Public Comment:

There were nine written public comments that will be attached to the approved minutes.

The Public Hearing was closed at 8:16 p.m.

Cheryl Poage moved to approve Resolution No. 22-029 to decline participation in the Paid Family and Medical Leave Insurance Program.

Anne Barrington seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.

ORDINANCES

A. YOUTH COMMISSION

Department: Town Administrator, Michelle Kivela

At the January 10, 2022 Study Session, staff presented draft bylaws for the creation of a Parker Youth Commission. Following the Study Session presentation and discussion, staff was directed to proceed with developing an ordinance to establish a Youth Commission for the Town of Parker.

Section 6.1 of the Town of Parker Home Rule Charter provides that the Town Council may establish commissions to have such powers and perform such duties as provided by ordinance. Ordinance No. 1.560 establishes the Town of Parker Youth Commission ("Youth Commission"). The purpose of the Youth Commission is to provide an opportunity for youth in the Town of Parker to learn about government, participate in the process and to represent and articulate the needs of Parker's youth.

The overall objective of the Youth Commission is to provide an opportunity for the youth of Parker to:

1. Acquire a greater knowledge and appreciation for the political system through active participation in local government.
2. Learn how municipal government works and how municipal services are provided.
3. Provide a means by which the Town's youth can be heard and share their perspective on issues affecting the lives of young people in areas of social, educational, recreational, cultural and public safety.
4. Assist the Mayor, Town Council and Town Administrator in policy and decision-making, problem solving, and accomplishing community goals as related to youth by working directly with the representatives of the youth.
5. Provide leadership development and experience that will enable young people to become productive citizens and leaders in the community.

Public Comment: None.

1. ORDINANCE NO. 1.560 - Second Reading**A Bill for an Ordinance to Amend Title 2 of the Parker Municipal Code by the Addition Thereto of a New Chapter 2.07 Concerning the Creation of the Parker Youth Commission**

Joshua Rivero moved to approve Ordinance No. 1.560 on second reading.

Cheryl Poage seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.

2. RESOLUTION NO. 22-030**A Resolution Adopting the Bylaws for the Parker Youth Commission Dated May 16, 2022**

Todd Hendreks moved to approve Resolution No. 22-030.

John Diak seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.

B. ORDINANCE NO. 1.559 - Second Reading**A Bill for an Ordinance to Release a Portion of the Slope Easement for Hess Road Associated with Pine Bluffs Filing 4, Amendment 1, Lot 3, Pursuant to Section 13.07.120(c)(5) of the Parker Municipal Code**

Department: Engineering and Public Works, Alex Mestdagh

In 2004, the Town acquired a slope easement over portions of the Pine Bluffs development in order to accommodate the construction of Hess Road east of Parker Road. This easement was necessary to allow the backslope of the roadway grading to be tied-in on the adjacent properties.

This slope easement included a portion of Lot 3, Pine Bluffs Filing No. 4, Amendment 1, which is now proposed to be developed as a commercial property within the Pine Bluffs development. With the roadway slope now constructed and established, the portion of the slope easement located on this property is no longer necessary, provided the property is developed in accordance with the proposed site plan. The property owner requested that the portion of the easement on this lot be vacated to remove the encumbrance.

Public Comment: None.

Joshua Riveo moved to approve Ordinance No. 1.559 on second reading.

Laura Hefta seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - no

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion passed 5-1. (Poage voted no)

CONTRACTS OVER \$500,000

O'Brien Park Playground Improvements - Construction

Amount: \$1,823,800

Contractor: Richdell Construction, Inc.

Department: Parks, Recreation and Open Space, Brett Collins

In 2019, a community process was initiated to gain input from Parker residents on what improvements were needed at the O'Brien Park Playground. A plan was designed, and the project includes a complete renovation of the existing playground that will expand play opportunities, provide universally accessible play equipment, add musical instruments, add shade structures and increase the amount of picnic table seating.

On February 22, 2022, the Town Council approved ordering the playground equipment in advance of the construction contract to ensure that the equipment was available due to ongoing supply chain issues and rising material costs. There was a 5% price increase for landscape structures, but the increase was not charged for the project since the Town had already ordered the equipment.

The O'Brien Park Playground Improvements Project was put out to bid with a base bid and one "add alternate" bid for the addition of the hillside play equipment. The Town opened competitive sealed bids on April 20, 2022. One bid was received from Richdell Construction, Inc., in the amount of \$1,338,000 for the base bid and \$320,000 for the "add alternate" bid for a

total bid of \$1,658,000. Richdell Construction, Inc., has not completed projects for the Town recently but does have recent experience with similar projects completed for Lakewood, Foothills Park and Recreation District and the Town of Erie.

Staff recommended moving forward with the base bid and the "add alternate" bid to complete the intent of the site plan for the playground improvements and to avoid a phase 2 project and future disturbance to the park.

Staff recommended a 10% construction contingency in the amount of \$165,800 to cover any unforeseen costs.

The project construction is anticipated to start in June and be completed by November.

Public Comment: None.

Joshua Rivero moved to approve the staff recommendation, as part of the regular agenda.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

Todd Hendreks - yes

John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.

ADJOURNMENT

Joshua Rivero moved to adjourn the meeting at 8:44 p.m.

Todd Hendreks seconded the motion.

A roll call vote was taken:

Joshua Rivero - yes

Cheryl Poage - yes

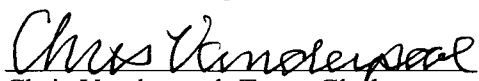
Todd Hendreks - yes

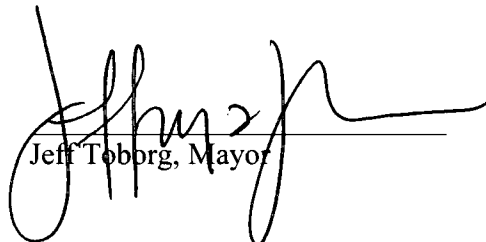
John Diak - yes

Anne Barrington - yes

Laura Hefta - yes

The motion was approved unanimously.


Chris Vanderpool, Town Clerk


Jeff Toborg, Mayor

From: noreply@civicplus.com
Sent: Monday, May 16, 2022 6:07 PM
To: Clerk; Sullivan, Cheri; Anderson, Andy
Subject: Online Form Submittal: Town Council Meetings - General Public Comment

Town Council Meetings - General Public Comment

Regular Town Council meetings are held on the first and third Monday of each month, unless announced otherwise. The general public comment period held during these meetings is an opportunity for the public to provide comments on items that are not on that meeting's agenda. Public comments can be made in writing via the online form below, live during the meeting via the Zoom application, or in person at the public meeting.

Written general public comments via the form below can be submitted from noon on the Friday prior to the next meeting until 5 p.m. Monday (the day of the meeting). To learn how to submit a live public comment during a meeting via the Zoom application, visit www.ParkerOnline.org/Calendar and go to the specific meeting date for details.

This online form will also be used for other virtual meetings held by the Town of Parker's Special Licensing Authority. Public comments that are provided by 5 p.m. on the day of the Special Licensing Authority meeting will be provided to the Authority and will be included with the approved meeting minutes.

General Public Comment is an opportunity for Town residents and other interested individuals to speak about items that are NOT on the agenda. No action will be taken on these items. Public comments will be provided to the Town Council and will be included with the approved minutes of the Town Council meeting. For those unable to provide comments electronically through this form, please contact the Clerk's Office to make arrangements. The Town Clerk can be reached by phone at 303.805.3198.

First Name	George
Last Name	Cotton
Address	21144 Woodside Lane
City	Parker
State	Colorado
Zip Code	80138

General Public Comment

The Hidden River 2 HOA has created a committee to keep track of undeveloped lands that adjacent to the community. We would like take a few minutes to introduce several of the committee members and inform council members of activities the committee will be undertaking. The HOA has particular concerns regarding the Tallman Gulch open space corridor that extends from the Sulphur Gulch confluence at Rally Downs upstream to Tallman Meadows Park. This riparian corridor has abundant wildlife and as well as being an important part of the Town of Parker's history. Much of this corridor is dedicated open space with the exception of one private undeveloped parcel.

Email not displaying correctly? [View it in your browser.](#)

Written testimony:

As a Town employee with more than fifteen (15) years with the Town of Parker, I am requesting that the Town Council Opt-Out of the FAMLI program. If Town Council does not Opt-Out, this will be another tax on employees who will not see any relevant use from the program but will be penalized by being forced to partake in the program. I currently have thirteen (13) plus weeks of sick time already on the books, and I know of several other employees who have as much or more sick time on the books. For the past four (4) years, my salary has been capped with no chance of advancing since I have maxed out my pay scale through hard work and dedication to the Town. If Town Council does not Opt-Out of this program, this will be another hit against the static budget that I currently have. This along with the other Tax initiatives that the State of Colorado passed along with the FAMLI act and the current economic climate and rising inflation, it will all add up and dramatically hit the bottom line of my families budget. By Opting-Out of the Colorado State FAMLI program, the Town Council is not banning employees who could possibly benefit from utilizing this program, but by Opting-In to this program, you are forcing long term employees to reevaluate their budgets and employment options as the employees are facing more and more taxes and fees forcefully taken from their paychecks against their will. Also in light of the current recruitment issues many employers are facing, including the Town of Parker, by Opting-Out of the FAMLI program you will be able to retain the long term, highly qualified, dedicated hard working employees who provide a wealth of institutional knowledge that is always very hard to fill once an employee is forced to find other employment. Thank you for making the Town of Parker a great place to work. Please continue to work towards retaining your great staff and allowing us the professional courtesy to be able to make our own medical decisions that are best for our families. I will also be sending this statement through the email provided by the Town since this is such an important issue, and I want to make sure that my voice is heard. If this message is duplicated by my efforts here, please understand how strongly I feel about this issue, and disregard the duplicated statement. Sincerely, Steve Zajac, Town of Parker - Network Administrator

Written testimony:

Please do NOT vote in the affirmative on this resolution. We do not need more money taken out of our paychecks for something we will probably never use. As is so typical with these types of programs, everyone has to pay but few see the benefit. It is just another tax on those of us who work hard and save for these types of needs. We end up paying, once again, for other people to not work. This is especially so when there is already the federal program. It would be one thing if we had the option to opt out but with the way this reads, we will not be allowed to opt out even if we have absolutely no interest in this program. The cost may not seem much to some people but it is to many of us a significant decrease in our paychecks. I would hope we would never be forced to pay for this against our will. I urge you to NOT participate in this program

I'm hoping the town looks at the overall workforce and considers the employee's that will not benefit from this program. Those that will benefit can sign up for it on their own. I am older, don't need this for small children, and I don't abuse my sick leave. Most of us cannot afford basic necessities with our current pay. We just received a 2% increase (which is not keeping up with inflation) and this program would take that away. Maybe if we received the 4% increase that Sergeants and above received, I might be more open to the program.

I think that the entire work force needs to be looked at before deciding on this. This benefit will not be helpful to employees who no longer have kids at home, are older or have a lot of sick time earned etc. This should not be mandatory for all of the Employees and should only be applied if an Employee would like this extra coverage and they then pay extra for the coverage themselves. As we all appreciate our 2% extra increase in pay this would just take it away.

Written testimony:

My vote/opinion on this is for the Town not to opt in for the FMLI program. For a few reasons: 1. Those of us who do not "abuse" sick time would be paying for those that do; 2. The Town was nice enough to give each employee an extra 2% in our paychecks, and now would be taking away 1% of that raise; 3. If the Town does not opt in to this program, it appears to still be available for those employees who do want to participate. That being the case, why make employees who may never need it, pay for those who can still participate on their own?

Thank you for your consideration.

I do not support the Town opting out of the FMLI program. While the Town does offer some paid leave and disability benefits, it does not offer any sort of parental leave option. Individuals who choose to have families should not be penalized by losing their sick and vacation leave in order to recover from childcare, especially since that leave is barely enough to cover 6 weeks postpartum. STD only covers 60% of an individual's salary and FMLA has no paid leave requirement. Parker is already struggling to attract and maintain talented individuals and reinforcing its position that paid parental leave is not a priority by opting out of FMLI will only send a signal to potential hires that this is not a family-friendly employer. Although individuals can still opt in to the program, they will still have an administrative burden to report their earnings and remit their premium payments to the State rather than have these tasks assumed by the Town, as is the case with other benefits. Finally, the Town should strive to set an example of supporting family-friendly policies within the community. If it is truly supportive of "family values" then it should support enabling its employees to take the time off that they need when starting a family or to care for family members in a time of need. Therefore, I respectfully request that you vote no on the resolution to decline participation in the FMLI program.

Thank you for taking public comment on this matter. I am in opposition of the proposed FMLI. I do not believe the Town should force all employees to participate when those employees who wish to participate can still do so if they choose.

Vanderpool, Chris

From: Allspach, Cynthia
Sent: Thursday, May 12, 2022 1:52 PM
To: FAMLI
Subject: Resolution to Opt Out of FAMLI

I support opting out this year. After reading as much as I could about FAMLI and the option of opting out or staying in, I understand the Town can opt in any year, but can only opt out every third year. I also understand that the administrative rules and the program rules have not yet been written. At this point, because the rules are not written, it makes sense to opt out, in my opinion. Then when the rules are established, review the rules, and possibly opt in, in a future year.

Cynthia Allspach

Vanderpool, Chris

From: Zajac, Steve
Sent: Monday, May 02, 2022 1:58 PM
To: FAMLI
Subject: FW: Town Council, please OPT-OUT of the Colorado State FAMLI program.

Resending previously sent email.

From: Zajac, Steve
Sent: Wednesday, April 20, 2022 5:01 PM
To: FAMLI <famli@parkeronline.org>
Subject: Town Council, please OPT-OUT of the Colorado State FAMLI program.

Town Council,

As a Town employee with more than fifteen (15) years with the Town of Parker, I am requesting that the Town Council Opt-Out of the FAMLI program. If Town Council does not Opt-Out, this will be another tax on employees who will not see any relevant use from the program but will be penalized by being forced to partake in the program.

I currently have thirteen (13) plus weeks of sick time already on the books, and I know of several other employees who have as much or more sick time on the books. For the past four (4) years, my salary has been capped with no chance of advancing since I have maxed out my pay scale through hard work and dedication to the Town. If Town Council does not Opt-Out of this program, this will be another hit against the static budget that I currently have. This along with the other Tax initiatives that the State of Colorado passed along with the FAMLI act and the current economic climate and rising inflation, it will all add up and dramatically hit the bottom line of my families budget. By Opting-Out of the Colorado State FAMLI program, the Town Council is not banning employees who could possibly benefit from utilizing this program, but by Opting-In to this program, you are forcing long term employees to reevaluate their budgets and employment options as the employees are facing more and more taxes and fees forcefully taken from their paychecks against their will. Also in light of the current recruitment issues many employers are facing, including the Town of Parker, by Opting-Out of the FAMLI program you will be able to retain the long term, highly qualified, dedicated hard working employees who provide a wealth of institutional knowledge that is always very hard to fill once an employee is forced to find other employment.

Thank you for making the Town of Parker a great place to work. Please continue to work towards retaining your great staff and allowing us the professional courtesy to be able to make our own medical decisions that are best for our families. I will also be sending this statement through the email provided by the Town since this is such an important issue, and I want to make sure that my voice is heard. If this message is duplicated by my efforts here, please understand how strongly I feel about this issue, and disregard the duplicated statement.

Sincerely,

Steve Zajac, Network Administrator
20120 E. Mainstreet Parker, CO 80138-7335
303.805.3291 www.parkeronline.org