



PALCO

Paid Family and Medical Leave for Colorado Consumer-Directed Attendant Support Services

Background

The Paid Family and Medical Leave Insurance (FAMLI) program in Colorado helps workers when they need time off for health issues or to take care of family. The program works by having employers pay into it. Then, when workers need to take time off, they can get paid through this program.

How Does FAMLI Impact Employers?

Starting January 1, 2026 through December 31, 2026, the premium on employee wages was set between 0.44% and 0.88%. For 2025 and the following years, the premium will be set by the Colorado Department of Labor and Employment. The premium will not exceed 1.2% in any year. Colorado employers began paying into the program on January 1, 2023.

How Do Attendants Qualify for FAMLI?

Starting January 1, 2024, Colorado workers can apply for FAMLI and get paid leave. Most workers can get up to 12 weeks of paid leave. If someone has problems due to pregnancy or childbirth, they can get 4 extra weeks, and 12 additional weeks for Neonatal Care Leave. **To qualify for paid leave through FAMLI, workers need to be a “covered individual” by working at least 180 days and earning \$2,500. They also need to meet one of the other requirements:**

1. Caring for a new child within the first year after birth, adoption, or foster care placement.
2. Taking care of a family member with a serious health problem.
3. Dealing with their own serious health issue.
4. Handling a qualifying emergency.
5. Getting safe leave due to domestic violence, stalking, or sexual abuse.

Consumer-Directed Attendant Support Services (CDASS) Approach

This new FAMLI benefit is now available for eligible CDASS attendants. CDASS employers with nine or fewer employees who work 20 or more weeks in a year will have their employees pay a 0.44% premium on their wages. If the employer has 10 or more employees working 20 or more weeks in a year, the employer is responsible for paying an additional 0.44% premium for a total of 0.88%. The Division of Family and Medical Leave Insurance will set the rate for beyond 2026. Palco will provide advance notice to all employers with an updated Cost to You worksheet. The most current Cost To You guide is located on [Palco's website](#).

For help planning your budget, contact Consumer Direct at 1-844-381-4433 or email InfoCDCO@ConsumerDirectCare.com.

Learn More

To learn more about FAMLI, you can visit the [Division of Family and Medical Leave Insurance](#) website or [email them](#) with your questions.

Contact Us

If you have questions about how Palco will handle this premium, our Support Team is always here to help. Contact us at 1-866-710-0456 or customersupport@palcofirst.com