

RESOLUTION NO. 21-007

A Resolution to Continue Paid Sick Leave and Expanded Family and Medical Leave Under the Families First Coronavirus Response Act

WHEREAS, the Families First Coronavirus Response Act (FFCRA) became effective April 1, 2020, required employers (under 500 employees) to provide Emergency FMLA leave and sick leave to qualifying employees who are unable to work from home because of exposure to COVID-19 or other related reasons; and

WHEREAS, as of now the FFCRA has not been extended into year 2021; and

WHEREAS, as the COVID-19 pandemic continues employers are faced with the decision to continue or not continue with the FFCRA benefit; and

WHEREAS, it is recommended to continue the FFCRA benefit to all City employees thru March 31, 2021, or until further expanded federal legislation is passed; and

WHEREAS, if approved the benefits will continue as follows

- **Paid Leave Entitlements:**

Employee who has been employed for 30 days, up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at

- a. 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,100 total;
- b. 2/3 for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total,
- c. Up to 10 weeks more of paid sick leave and expanded family and medical leave paid at 2/3 for qualifying reason #5 below for up to \$200 daily; and

- **Qualifying Reasons for Leave Related to COVID-19:**

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

1. Is subject to a Federal, State or local quarantine or isolation order related to COVID-19;
2. Has been advised by a health care provider to self-quarantine related to COVID-19;
3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. Is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. Is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or
6. Is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services; and

- **This is NOT a new award of 80 hours**, meaning the balance that an employee has as of the date of this policy revision is the balance that an employee will receive thru March 31, 2021 or at the time the program is deemed expired.

- All hours missed outside of the emergency sick paid leave parameters listed within this policy are to be utilized by personal time of the employee and do not qualify for emergency sick paid leave.


- **City Protocol of Employee Direct Exposure:**

- ❖ If employee experiences symptoms or has been exposed to someone who tested positive for COVID-19, employee must get tested the SAME DAY or as soon as possible
- ❖ If employee tests positive or has a household member who has tested positive, employee must self-quarantine for 10 days per the CDC guidelines, or until a negative test result
- ❖ Copy of the test is to be provided to the Supervisor or City Clerk


- ❖ If employee has to self-quarantine, the full-time or part-time paid hours ARE NOT to be used to be out in public. ANY PERSON CAUGHT USING COVID-19 AS AN EXCUSE TO BE OFF WORK (IF SEEN IN PUBLIC) WILL BE DISCIPLINED AND SUBJECT TO TERMINATION.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Dadeville, Alabama, be and hereby agrees to provide the above stated FFCRA benefits for City employees thru March 31, 2021.

ADOPTED AND APPROVED this 12th day of January 2021.


Jimmy F. Goodman, Mayor

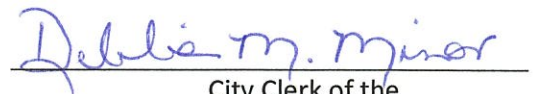
ATTEST:


Debbie M. Minor, City Clerk

CERTIFICATION OF CITY CLERK

The undersigned, as City Clerk of the City of Dadeville, Alabama, hereby certifies that the foregoing is a true, correct and complete copy of **Resolution No. 21-007** which was adopted by the City Council on this 12th day of January 2021.

WITNESS MY SIGNATURE, as City Clerk of the City of Dadeville, Alabama, under the seal thereof, this 12th day of January 2021.


City Clerk of the
City of Dadeville, Alabama

