



Legislation Details (With Text)

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Title: Temporary Updates to the Civilian and Sworn Policies and Procedures Manuals Regarding FFCRA

Presenter:
Danielle Delgado, Human Resources Manager, Human Resources

Sponsors:

Indexes:

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Attachments: 1. 4-6 Civilian Temporary Policy FFCRA, 2. 4-6 Sworn Temporary Policy FFCRA, 3. FFCRA Council Presentation

Date	Ver.	Action By	Action	Result
4/14/2020	1	City Council	adopted	Pass
4/14/2020	1	City Council Work Session	referred	

Temporary Updates to the Civilian and Sworn Policies and Procedures Manuals Regarding FFCRA

Presenter:

Danielle Delgado, Human Resources Manager, Human Resources

Summary:

Human Resources is requesting temporary updates to the Civilian and Sworn Policies and Procedures Manuals to be in compliance with the Families First Coronavirus Response Act that went into effect on April 1, 2020

Background:

The Families First Coronavirus Response Act (FFCRA) went into effect on April 1, 2020 granting Emergency Paid Leave and Expanded Family Medical Leave (FMLA) to some employees. The FFCRA allows for exclusions from the Act for certain positions such as emergency responders (defined broadly) and healthcare workers. The City is requesting two temporary policies, one for Civilian Employees, and one for Sworn Employees who will be excluded from the Act, but granted Sworn Emergency Paid leave in certain circumstances. These policies will be backdated to go into effect on April 1, 2020 and will end on December 31, 2020 unless the law is extended.

Previous Council Action:

N/A

Financial Implications:

The new law requires the City to provide up to 80 hours of emergency paid leave for full time employees and a lesser amount for part time employees based on hours worked. It also requires 10

weeks of 2/3 pay for employees on the expanded FMLA.

City Council Appointed Board/Commission/Committee Recommendation:

N/A

Stakeholder Process:

These temporary policies have been reviewed by the City Attorney's Office, Payroll, Benefits, and Human Resources.

Alternatives:

N/A

Proposed Motion:

Approve resolution to add temporary policies through December 31, 2020 or longer if law is extended.

N/A