

RESOLUTION R-2066-20

FAMILIES FIRST CORONAVIRUS RESPONSE ACT
CITY OF JACKSONVILLE, ALABAMA

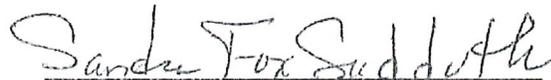
WHEREAS, on March 18, 2020, President Trump signed into law the "Familles First Coronavirus Response Act"; and

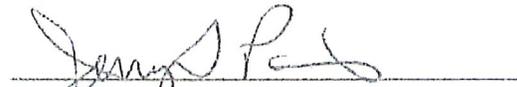
WHEREAS, this Act included Division C -- Emergency Family and Medical Leave Expansion Act and Division E -- Emergency Paid Sick Leave Act, each of which pertains to the operations of municipal governments; and

WHEREAS, the City Council of the City of Jacksonville desires to resolve to follow Division C and Division E of the Act for the operations of the City of Jacksonville and the Jacksonville Water Works, Gas and Sewer Board.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Jacksonville, upon adoption of this Resolution, will follow the "Familles First Coronavirus Response Act" according to Exhibit A, which is attached to this Resolution.

PASSED AND ADOPTED this 30th day of March 2020.


Council President Sandra Fox Sudduth


Council Member Jerry Parris


Council Member Terry Wilson


Council Member Tony Taylor


Council Member Coty Galloway


Approved by Mayor Johnny L. Smith

ATTEST:

Brenda Sandoval, City Clerk



EXHIBIT A FAMILIES FIRST CORONAVIRUS RESPONSE ACT

DESCRIPTION	NOW	NEW	STATUS
EMERGENCY PAID SICK LEAVE ACT: Division E			
Full Time employees - 80 hours of Paid Leave (full pay) for: (1) is subject to a federal, State, or local quarantine isolation order related to COVID-19, (2) has been advised by health care provider to self quarantine related to COVID-19; (3) is experiencing COVID-19 symptoms and is seeking a medical diagnosis.	NO	YES	Can be used regardless of employee's time of employment with the City. Up to \$511 daily and \$5,110 total.
Full Time employees - 80 hours of Paid Leave (2/3 pay) for: (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.	NO	YES	Can be used regardless of employee's time of employment with the City. Up to \$200 daily and \$2,000 total.
Part Time employees - # of hours worked on average over a two week period (full pay) for local quarantine, advised by health care to self quarantine due to COVID-19 concerns, experiencing COVID-19	NO	YES	Is eligible for the number of hours that the employee is normally scheduled to work over that period.
Part Time employees - # of hours worked on average over a two week period (2/3 pay) caring for individual w/COVID-19; caring for employee child (school/childcare closed); experiencing any other substantially similar condition	NO	YES	Is eligible for the number of hours that the employee is normally scheduled to work over that period.
Not required to use paid leave (sick/vacation/CTE) if full pay	NO	YES	
Can use paid leave (sick/vacation/CTE) to make up the 1/3 pay	NO	YES	
Does not carryover from one year to the next (calendar - December 31, 2020)	NO	YES	

EXHIBIT A FAMILIES FIRST CORONAVIRUS RESPONSE ACT

DESCRIPTION	NOW	NEW	STATUS
EMERGENCY FMLA Expansion ACT: Division C (relates only to childcare)			
12 weeks of job-protected leave. Note: First Responders are not included.	YES	YES	Employees currently authorized 12 weeks of regular FMLA; however, child-care is not one of the reasons you can use regular FMLA. The first 10 days of emergency FMLA are unpaid; the remaining 10 weeks is paid. Employees can use accrued paid leave (sick/vacation/comp-time earned) to cover the 1st 10 days.
Length of time with Employer	YES	YES	Changed from at least 12 months and 1250 hours during the 12-month period before the request to only 30 days (before the first day of leave)
Reason for Emergency FMLA	NO	YES	Changed to include childcare if employee 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.
First 10 days unpaid (employee can use accrued paid leave (sick/vacation/CTE) to cover .	NO	YES	Regular FMLA requires an employee to use/exhaust all paid leave before unpaid leave can be used.