

## RESOLUTION

[To Authorize Additional Emergency Sick Leave and Benefits to City Employees in Compliance with the **Emergency Paid Sick Leave Act** and the **Emergency Family and Medical Leave Expansion Act.**]

**WHEREAS**, on January 30, 2020, the World Health Organization declared COVID-19 (Coronavirus) a pandemic and declared the outbreak a “public health emergency of international concern”; and

**WHEREAS**, a State of Emergency has been declared at the National, State, County and Local level due to COVID-19; and

**WHEREAS**, the Center for Disease Control Employer Infection Control Guidelines recommended that employers ensure that sick leave policies are flexible and consistent with public health guidelines; and

**WHEREAS**, the Emergency Paid Sick Leave Act authorizes employers to provide additional emergency sick leave to full-time and part-time employees to be utilized for certain events relating to COVID-19; and

**WHEREAS**, the City of Prattville desires to be proactive in providing said emergency sick leave to City employees in compliance with said Act for the dual purpose of assuring the City Workforce that they are our most important asset, as well as assisting in efforts to stabilize the local economy; and

**WHEREAS**, immediate action shall be taken and revisited as necessary to provide continuation of benefits and pay to City employees during this unprecedented time; and

**WHEREAS**, the City shall follow all Federal Laws and Guidelines in the Emergency Family and Medical Leave Expansion Act.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Prattville that an additional 10-shifts of emergency sick leave based on the shift assignment of the employee (8,12, or 24) shall be added to the sick leave balance of all Full-Time City employees, and said emergency sick leave shall remain in the employee's sick leave balance with or without a COVID-19 event or until utilized by the employee.

**BE IT FURTHER RESOLVED** that all Part-Time Employees shall be eligible for emergency sick leave under said Act for the average number of hours that they work over a two-week period for COVID-19 qualifying events. Said emergency sick leave shall expire on December 31, 2020.

**BE IT FURTHER RESOLVED** that due to program shutdowns, temporary seasonal

employees shall be awarded emergency sick leave based the number of hours that they work on average over a two-week period in compliance with the Act, for the duration of their current temporary position.

**ADOPTED THIS 20<sup>TH</sup> DAY OF MARCH, 2020.**



By: Albert Striplin, President  
Prattville City Council

**AUTHENTICATED THIS 20<sup>TH</sup> DAY OF MARCH, 2020.**



By: Cathy Dickerson  
City Clerk

**APPROVED:**



By: Bill Gillespie, Jr.  
Mayor