

RESOLUTION 21-17

**A RESOLUTION TO CONTINUE THE PRACTICE OF PROVIDING EMPLOYEES
PAID LEAVE AS PROVIDED IN THE
FAMILIES FIRST CORONAVIRUS RESPONSE ACT**

WHEREAS, the Families First Coronavirus Response Act (“FFCRA”) required certain employers, including the City of Spring Hill, to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. These provisions applied from the effective date through December 31, 2020; and

WHEREAS, the FFCRA provided that employees of covered employees (the City of Spring Hill) were eligible for:

- a. *Two weeks (up to 80 hours) of paid sick leave at the employee’s regular rate of pay where the employee was unable to work because the employee was quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experienced COVID-19 symptoms and sought a medical diagnosis; or*
- b. *Two weeks (up to 80 hours) of paid sick leave at two-thirds the employee’s regular rate of pay because the employee was unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or to care for a child (under 18 years of age) whose school or child care provider was closed or unavailable for reasons related to COVID-19, and/or the employee was experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor; and*
- c. *Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee’s regular rate of pay where an employee, who has been employed for at least 30 calendar days, was unable to work due to a bona fide need for leave to care for a child whose school or child care provider was closed or unavailable for reasons related to COVID-19; and*

WHEREAS, under the FFCRA, an employee qualified for paid sick time if the employee was unable to work (or unable to telework) due to a need for leave because the employee:

- a. was subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- b. had been advised by a health care provider to self-quarantine related to COVID-19;
- c. was experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- d. was caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
- e. was caring for a child whose school or place of care is closed (or child-care provider is unavailable) for reasons related to COVID-19; or
- f. was experiencing any other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury; and

WHEREAS, under the FFCRA, an employee qualified for expanded family leave if the employee was caring for a child whose school or place of care was closed (or child-care provider is unavailable) for reasons related to COVID-19; and

WHEREAS, under the FFCRA, emergency responders (i.e. Fire Suppression Personnel and Police Officers) were excluded from this enhanced coverage and the City of Spring Hill elected to permit fair and proportionate coverage to our fire suppression and police personnel based on shift work for two weeks; and

WHEREAS, while employers are no longer required to provide FFCRA leave to employees, employers may still do so to encourage employees to stay home when experiencing COVID-like symptoms, when employees should remain in quarantine or isolation, or to care for a child whose school or place of care is closed; and

WHEREAS, the Board of Mayor and Aldermen believes it is in the best interest of the City of Spring Hill to continue using the COVID pay code and to provide employees paid leave for COVID-related issues.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF SPRING HILL, TENNESSEE, AS FOLLOWS:

The City shall continue the practice of providing employees paid sick time if the employee is unable to work (or unable to telework) due to a need for leave because the employee:

- a. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- b. has been advised by a health care provider to self-quarantine related to COVID-19;
- c. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- d. is caring for an individual subject to an order described in (a) or self-quarantine as described in (b);
- e. is caring for a child whose school or place of care is closed (or child-care provider is unavailable) for reasons related to COVID-19; or
- f. is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

This extension of this temporary COVID-19 sick leave shall be extended through June 30, 2021.

Passed and adopted on this 19th day of January, 2021.

ATTEST:

By: April Goad
April Goad
City Recorder

CITY OF SPRING HILL, TENNESSEE:

By: Rick Graham
Rick Graham
Mayor

LEGAL FORM APPROVED:

By: Patrick Carter
Patrick Carter
City Attorney