

RESOLUTION NO. 2020- 0401 E

A RESOLUTION AMENDING THE CITY OF ATTICA'S EMPLOYMENT POLICY

On April 1, 2020, the City of Attica adopted a policy that initially provided for employees to use their accrued comp time, then sick time in the event they get sick.

Since that time, Governor Holcomb has issued a number of executive orders and the federal government has passed the Families First Coronavirus Response Act which will take effect on April 2nd. The Employment Policy for the City of Attica is hereby amended to comply with applicable federal and state law, as follows:

- A. Beginning April 2nd, if an employee is taking care of someone in quarantine or isolation; taking care of a child whose school or place of care has been closed; or, is subject to similar circumstances, the employee is entitled to receive up to 80 hours of Emergency Paid Sick Leave paid at two-thirds the employee's regular rate. Until April 2nd, all employees must follow the policy adopted by the City of Attica Common Council.
- B. Beginning April 2nd, if an employee is ordered to self-quarantine; is diagnosed with COVID-19; or, is experiencing symptoms of COVID-19 (i.e. a temperature above 100.4 degrees Fahrenheit), the employee is entitled to receive up to 80 hours of Emergency Paid Sick Leave paid at the employee's regular rate. Until April 2nd, all employees must follow the policy adopted by the City of Attica Common Council.
- C. The federal government has also authorized an expansion of Emergency Family Medical Leave, to take effect on April 2nd.
 1. Emergency FMLA is available to employees who have been employed by the City for at least 30 days.
 2. The first 10 days of Emergency FMLA are unpaid. Employees may supplement this first 10 day period with Emergency Paid Sick Leave, or with accrued paid leave earned through their employment.
 3. Emergency FMLA can last up to 12 weeks.
 4. Emergency FMLA will run concurrently with emergency paid sick leave.
 5. After the expiration of Emergency Paid Sick Leave, employees will be paid at two-thirds their normal rate. Emergency FMLA is capped at \$200 per day, and \$10,000 total.

SO RESOLVED, this 1 day of April, 2020.

Patricia Hagan By Joanne Broadwater
Sponsoring Council Member

Duane Roderick
Duane Roderick, Mayor

ATTEST:

Joanne Broadwater
Joanne Broadwater, Clerk-Treasurer

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