

The Families First Coronavirus Response Act (FFCRA)

Provisions of the Act go into effect April 1, 2020 and provide Emergency Paid Sick Leave and Expanded FMLA leave as detailed below. While Emergency Paid Sick Leave under the act expires on December 31, 2020, the City has agreed to extend use of the leave through March 31, 2021.

Emergency Paid Sick Leave	
Eligibility	<p>All Full-time and Part-time Civilian and Uniformed Employees Temporary Employees on the City's Payroll</p> <p>The City reserves the right, based on operational needs for the provision of public safety services to exclude the following employees from the Emergency Paid Sick Leave coverage:</p> <ul style="list-style-type: none"> • All employees in Police, Fire, Solid Waste Management, and Metro Health Departments • Parks Police • Airport Police and Telecommunicators • Detention staff • Emergency Operations Center staff • All employees responsible for the management and supervision of the overall maintenance and operations of all Police, Fire, PSAP and Emergency Operations Center Facilities, including those who provide direct emergency/critical cleaning and sanitizing, repairing, and general maintenance support of those facilities. This also includes those employees responsible for the management, supervision and direct maintenance and repair of the Police, Fire and Emergency Response Fleet.
Amount	<p><u>Full-time</u> employees receive up to 80 hours. <u>Part-time</u> /Temporary employees receive the average number of hours they worked over a 2-week period.</p>
Applicability	<p>Applies to leave taken for qualifying reasons below. The leave must be taken in one block of time in most instances.</p>
Qualifying Reasons	<p>Employee is <u>unable to work, or remote work</u>; and</p> <ul style="list-style-type: none"> • Is Quarantined due to travel, or positive or pending COVID test for themselves or a member of their household • Employee has been advised by a healthcare provider to self-quarantine due to concerns related to Covid-19 or is considered high risk in accordance with CDC guidelines • Employee is experiencing symptoms of COVID-19 and has been sent home or is seeking a medical diagnosis • Employee is caring for someone who has tested positive or is pending a medical diagnosis related to COVID-19 • Employee is unable to remote work and is caring for a dependent child due to school or daycare closures related to COVID-19 • Employee is experiencing any other substantially similar condition. This includes employees who have been sent home due to lack of work arising from COVID-19 related closures or reductions in services. <p>Cannot be used by employees who choose to stay home rather than perform their assigned duties.</p>
Submitting for Leave	<p>Employee must complete an Emergency Paid Sick Leave NOL (forms can be received from Department HR representative or on Forms Net)</p>