

RESOLUTION NO. 7437

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WOODLAND RATIFYING THE FMLA EXPANSION AND EMERGENCY PAID SICK LEAVE POLICY ADOPTED BY THE INTERIM CITY MANAGER ON APRIL 8, 2020

WHEREAS, the City has been and is taking all appropriate actions to protect public health and limit the spread of COVID-19, which has been determined by the World Health Organization to be a pandemic; and

WHEREAS, the Governor of the State of California declared a state of emergency on March 4, 2020, the Yolo County Board of Supervisors ratified a local and public health emergency on March 10, 2020, and the President of the United States declared a national emergency on March 13, 2020; and

WHEREAS, the City Council on March 17, 2020 declared a state of local emergency; and

WHEREAS, in compliance with the Yolo County Health Officer's shelter in place order of March 18, 2020, the City of Woodland began taking steps to reduce its operations and to only have essential City personnel remain at work and in the field; and

WHEREAS, the federal government approved the Families First Coronavirus Response Act ("FFCRA") on March 18, 2020, which requires the City to provide both Emergency Paid Sick Leave and expanded Family and Medical Leave to eligible employees from April 1, 2020 through December 31, 2020; and

WHEREAS, the FFCRA contains both the Emergency Family and Medical Leave Expansion Act (EFMLA), which expands and provides an additional reason for leave under the FMLA, and the Emergency Paid Sick Leave Act (EPSL), which creates a new paid leave entitlement; and

WHEREAS, the FFCRA provides leave for eligible City employees who are ill with COVID-19, have symptoms and are waiting for a COVID-19 diagnosis, are quarantined due to a health care provider's advisement due to concerns related to COVID-19, are caring for someone with COVID-19, cannot work due to needing to take care of children as a result of not having child care or a school closure due to COVID-19; and

WHEREAS, the City is committed to working with its entire workforce, including emergency responders and Disaster Service Workers, through creative scheduling and assignments to assist its employees in addressing the needs of their families.

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Woodland as follows:

Section 1. The City Council hereby ratifies the FMLA Leave Expansion and Emergency Paid Sick Leave Policy that was issued by the Interim City Manager on April 8, 2020.

Section 2. As specified in the Policy, the policy went into effect on April 8, 2020, and shall remain in effect until December 31, 2020, but the leave provided in the policy is effective as of April 1, 2020.

Section 3. The Policy may be updated based on additional guidance from the Department of Labor.

Section 4. EPSL provided through FFCRA will not be provided beyond December 31, 2020, shall not be carried forward to the next year, shall have no cash value, shall not be credited towards service credit within the Public Employees Retirement System, and may not be donated or used for any other purpose other than those stated in the Policy.

Section 5. The City Manager is hereby directed to implement the Policy.

Section 6. This Resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED by the City Council of the City of Woodland at a special meeting of the City Council held on the 14th day of April, 2020, by the following vote

AYES: Barajas, Fernandez, Lansburgh, Rodriguez and Stallard
NOES: None
ABSENT: None
ABSTAIN: None

Rich Lansburgh, Mayor

ATTEST:

APPROVED AS TO FORM:

Ana B. Gonzalez, City Clerk

Kara K. Ueda, City Attorney