



MEMO

TO: Mayor and City Council

FROM: Wendy Bednarek, Director of Human Resources

DATE: January 26, 2021

RE: Resolution 21-005-R Authorizing the Extension of the Families First Coronavirus Response Act Benefits Provide Under the Emergency Paid Sick Leave Act Related to COVID-19.

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The Families First Coronavirus Response Act (FFCRA) was passed by Congress and signed by the President effective April 1, 2020 through December 31, 2020. This Act provided two provisions: 1. the Emergency Pay Sick Leave Act (EPSLA) and 2. the Family and Medical Leave Expansion Act (FMLEA). The EPSLA allows for up to 80 hours of emergency paid sick leave due to various reasons related to COVID-19. The FMLEA expanded FMLA to provide to paid time off should an employee be unable to work due to childcare issues.

While the vaccine is now slowly being released to the public, COVID-19 related illnesses and exposures are still ongoing and affecting many of our employees into the new year. The federal government did not extend the FFCRA leave but is allowing for organizations to implement a voluntary extension of the leave. Upon study and review, staff is recommending extending the emergency paid sick leave provision of the Act until June 30, 2021. This extension will allow for the City's employees to continue to self-report any exposures and illness without apprehension due to concerns of how they will get paid. This in turn will keep safety at the highest priority for our workforce and residents and allow for continued service to the City.

This extension will allow for the eighty hours of paid sick time to be available to employees in specific situations related to COVID-19. It is only extending the leave time, not adding new time so if an employee has used any time in 2020, the use will carry-over into 2021. Prior to June 30, 2021 staff will evaluate the current situation and recommend any changes should they be warranted. In the event the federal government extends FFCRA or there is further federal or state legislation that provides similar benefits, the newly mandated benefits will replace the City's extended FFCRA benefits.

Staff requests the City Council approve the proposed resolution 20-005-R authorizing the extension of the FFCRA benefits under the Emergency Paid Sick Leave Act.

cc: Laura Newman, City Administrator  
Peggy Colby, Finance Director

**CITY OF BATAVIA, ILLINOIS  
RESOLUTION 21-005-R**

**A RESOLUTION AUTHORIZING THE EXTENSION THE FAMILIES FIRST CORONAVIRUS  
RESPONSE ACT BENEFITS PROVIDED UNDER THE EMERGENCY PAID SICK LEAVE ACT  
RELATED TO COVID-19**

**WHEREAS**, the City of Batavia is committed to supporting its employees during this pandemic emergency; and

**WHEREAS**, President Trump signed the Families First Coronavirus Response Act into law March 18, 2020; and

**WHEREAS**, this Act contained a provision entitled Emergency Paid Sick Leave Act which required that employers provide up to eighty hours of paid sick leave to employees affected by the COVID-19 pandemic; and

**WHEREAS**, the Act expired on December 31, 2020 but allows for agencies to voluntarily extend the benefits provided through the Act; and

**WHEREAS**, this pandemic has not ended, and the City of Batavia must take actions to provide for the continuation of essential services to its residents and provide for the health and safety of all employees; and

**WHEREAS**, the City of Batavia is temporarily extending the Emergency Paid Sick Leave Act provisions until June 30, 2021.

**NOW THEREFORE**, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BATAVIA, KANE COUNTY, ILLINOIS, as follows:

**SECTION 1:** that the City Council approve the temporary extension of the Emergency Paid Sick Leave until June 30, 2021.

**PRESENTED** to and **PASSED** by the City Council of the City of Batavia, this 1<sup>st</sup> day of February 2021.

**APPROVED** by me as Mayor of said City of Batavia, Illinois, this 1<sup>st</sup> day of February 2021.

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Jeffery D. Schielke, Mayor

Ward	Aldermen	Ayes	Nays	Absent	Abstain	Aldermen	Ayes	Nays	Absent	Abstain
1	O'Brien					Baerren				
2	Callahan					Wolff				
3	Meitzler					Chanzit				
4	Malay					Knopp				
5	Uher					Beck				
6	Cerone					Russotto				
7	McFadden					Miller				
Mayor Schielke										
<b>VOTE:</b> Ayes    Nays    Absent    Abstentions <b>Total holding office: Mayor and 14 aldermen</b>										

ATTEST:

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Ellen Posledni, City Clerk