

RESOLUTION NO. 3012

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANACORTES
PROVIDING FOR EMPLOYEE LEAVE BENEFITS IN RESPONSE TO THE COVID-19
EPIDEMIC**

WHEREAS, on March 16, 2020 Families First Coronavirus Response Act (FFCRA) required employers with less than 500 employees to provide 2 weeks of Emergency Paid Sick Leave (EPSL), and

WHEREAS, the FFCRA also expanded the use of the Family Medical Leave Act to require 10 paid weeks for leave for the Covid-19 related criteria identified in the FFRCA, and

WHEREAS, the leave provisions of the FFRCA expired on December 31, 2020, and

WHEREAS, the Anacortes City Personnel Policy for sick leave use does not specifically address Covid-19 criteria, and

WHEREAS, the Anacortes City Council finds that is reasonable and useful to provide City employees the ability to take paid leave for Covid-19 related absences as described in the FFCRA, and

WHEREAS, if additional Covid-19 leave benefits are provided in the future at the State or Federal level this resolution would thereby be repealed.

NOW THEREFORE, BE IT RESOLVED, by the City Council of the City of Anacortes, Washington, that:

Section 1 – City Sick Leave will be eligible for use for Covid-19 related absences

The FFCRA identified 6 criteria for which EPSL would be eligible, and that criteria will be an allowable use of City Sick Leave, where the employee:

1. Is subject to a federal, state, or local quarantine or isolation order related to COVID-19.
2. Has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
3. Is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
4. Is caring for an individual who is subject to a quarantine order or has been advised to self-quarantine.
5. Is caring for a son or daughter and the child’s school or place of care has been closed, or the child care provider is unavailable due to COVID-19 precautions.
6. Is experiencing any other substantially similar condition.

Section 2 – Effective Date

This resolution is effective beginning January 1, 2021 and expires December 31, 2021, unless amended by separate City Council action prior to its expiration.

APPROVED BY THE CITY COUNCIL OF THE CITY OF ANACORTES on this 11th day of January, 2021.

Laurie Gere

LAURIE M. GERE, MAYOR

Approved as to form and legality:

Darcy Swetnam

Darcy Swetnam, WSBA #40530
City Attorney

ATTEST:

Steven D. Hoglund

Steven D. Hoglund, City Clerk Treasurer

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Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)

PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum
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