

Families First Coronavirus Response Act
(Effective April 1, 2020 and expires December 31, 2020)

| Type of Leave | # of hours/weeks | Qualification Criteria | Per day Pay/ Aggregate Total | |
|--|--|--|--|--|
| Emergency Paid Sick Leave (Beyond what employer offers) (EPSL) | Full-time – up to 80 hours paid leave (10-days/two weeks) Part-time/Temporary – prorated amount of hours based on average hours worked over two weeks | City has work for employee to perform, but employee is unable to work or telework due to one of the following reasons: | Regular rate - \$511/day or \$5,110 total | |
| | | 1. Employee received a local agency order of quarantine or isolation | | |
| | | 2. Healthcare provider advised self-quarantine | | |
| | 3. Employee experiencing COVID-19 symptoms & seeking medical diagnosis | | | |
| | Full-time – up to 80 hours paid leave (10-days/two weeks) Part-time/Temporary – prorated amount of hours based on average hours worked over two weeks | 4. Caring for an individual subject to an order described in 1 and 2 above | | 2/3 Regular rate of pay up to \$200/day or \$2,000 total |
| | | 5. Caring for child due to school or child care provider unavailable due to COVID-19 | | |
| 6. Not applicable yet - EE experiencing any other substantially similar condition specified by the Secretary of HHS - <i>Pending additional guidance from Federal Government</i> | | | | |
| Emergency Family and Medical Leave Act (EFMLA) | Up to 12 weeks, first 10 days/2 weeks is unpaid, but EE may use personal leave, including Emergency Paid Sick Leave described above | Employed for at least 30 calendar days | 2/3 Regular rate of pay up to \$200/day or \$10,000 total – EEs with variable hours - 6 month average. | |
| | | 5. EE unable to work due to child's school closure or child care provider unavailable due to COVID-19 | | |

NOTE: Chart, above, provided for convenience/general summary purposes

Exclusions:

Emergency Paid Sick Leave: None (applies to all City employees)

Emergency FMLA (EFMLA):

Emergency responders are generally excluded from EFMLA. Emergency responders are generally not subject to Shelter in Place Orders as they are critical and essential employees.

For the purposes of employees who may be excluded from paid sick leave or expanded family and medical leave by their employer under the FFCRA, an emergency responder is an employee who is necessary for the provision of transport, care, health care, comfort, and nutrition of such patients, or whose services are otherwise needed to limit the spread of COVID-19. This includes but is not limited to military or national guard, law enforcement officers, correctional institution personnel, fire fighters, emergency medical services personnel, physicians, nurses, public health personnel, emergency medical technicians, paramedics, emergency management personnel, 911 operators, public works personnel, and persons with skills or training in operating specialized equipment or other skills needed to provide aid in a declared emergency as well as individuals who work for such facilities employing these individuals and whose work is necessary to maintain the operation of the facility. This also includes any individual that the highest official of a state or territory, including the District of Columbia, determines is an emergency responder necessary for that state's or territory's or the District of Columbia's response to COVID-19.

"Emergency responders" are defined as the following, which is subject to revision based on emerging needs:

- PD – All staff
- Fire – All staff
- MUD- All staff
- PW – All staff