

# Record of Resolution

Resolution No.: 2021-03

Passed: January 25, 2021

## A RESOLUTION TO EXTEND PAID SICK AND FAMILY LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT FOR AN INDEFINITE PERIOD OF TIME AND DECLARING AN EMERGENCY

**WHEREAS**, Council for the Village of West Lafayette, Ohio desires to extend the benefits to its employees that were mandated on April 1, 2020 by the Families First Coronavirus Response Act (FFCRA) for an indefinite period of time; and

**WHEREAS**, Council acknowledges that on December 27, 2020 the President signed into law the Consolidated Appropriations Act 2021 which in part contains provisions that no longer mandate certain public and private entities to offer paid leave as outlined in the FFCRA, but does permit certain public and private entities to voluntarily extend the benefits if they wish; and

**WHEREAS**, Council has reviewed the request by the Village Administrator and Fiscal officer to extend benefits granted by the FFCRA for an indefinite period of time in open meeting and intends to make a decision.

**NOW THEREFORE, BE IT RESOLVED**, that the Council for the Village of West Lafayette Ohio, authorizes the extension of paid sick and family leave provided under the FFCRA as described below:

**Section 1:** Each employee of the Village is entitled to two weeks of paid leave defined as up to eighty (80) hours for full time employees, and up to sixty-four (64) hours for part time employees, to be paid their regular hourly wage paid at:

- 100% for qualifying reasons 1-3 in Section 2 up to \$511.00 daily and \$5,110.00 total
- 2/3<sup>rd</sup> for qualifying reasons 4 and 6 in Section 2 up to \$200.00 daily and \$2000.00 total
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at 2/3<sup>rd</sup> for qualifying reason 5 in Section 2 up to \$200.00 daily and \$12,000 total

**Section 2:** An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because 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 related to COVID-19
3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis
4. Is caring for an individual subject to an order described in (1) or self-quarantine as described in (2)
5. Is caring for his or her child whose school or place of care is closed (or childcare provider is unavailable) due to COVID-19 related reasons
6. Is experiencing and other substantially similar condition specified by the U.S. Department of Health and Human Services



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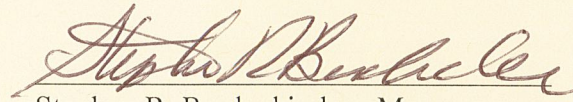
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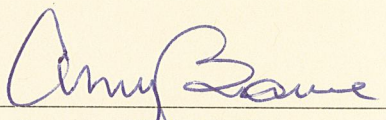
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**Section 3:** This Resolution shall be applicable to all employees of the Village of West Lafayette, Ohio on and after January 1, 2021

**Section 4:** That this Resolution shall be declared an emergency for necessity of health, safety and welfare of the citizens of West Lafayette, Ohio for the reasons that the Village recognizes the value of its employees and understands the potential financial burden that could be placed on their employees if they were to miss work and not receive compensation for one of the reasons in Section 2 and shall be effective upon passage and signing by the Mayor.

Passed on this 23 day of January, 2021

  
Stephen R. Bordenkircher, Mayor

  
Amy Bourne, Fiscal Officer