

RESOLUTION NO. _____

WHEREAS, in 2020, the World Health Organization has declared the Corona Virus Disease 2019 (COVID-19) a world health emergency and a pandemic;

WHEREAS, as a result of the COVID-19 pandemic, declarations of public health emergencies were made across the United States in 2020 and 2021;

WHEREAS, the recent Omicron variant of COVID-19 has resulted in a surge in new cases in Georgia and Clayton County;

WHEREAS, O.C.G.A. 38-3-28, grants to local governments, including the City of Forest Park, the power, during a state of emergency to *"to make, amend, and rescind such orders, rules, and regulations as may be necessary for emergency management purposes..."*;

WHEREAS, Section 1.13(9) of the City Charter authorizes the City to establish procedures for determining and proclaiming that an emergency situation exists inside or outside the city, and to make and carry out all reasonable provisions deemed necessary to deal with or meet such an emergency for the protection, safety, health or well-being of the citizens of the city which procedures are codified in Title 4, Chapter 5 of the Code of Ordinances, City of Forest Park, Georgia;

WHEREAS, in judgment of the Mayor and Council, with advice from the Forest Park Emergency Management Agency and the City Manager, there exist emergency circumstances located in the City of Forest Park requiring extraordinary and immediate corrective actions for the protection of the health, safety and welfare of the citizens of Forest Park; and

WHEREAS, after due consideration, the City of Forest Park does hereby find and declare that, in order to protect the health, safety and welfare of the City and its citizens, and in order to manage the pending emergency created by the COVID-19 the measures described below must be implemented:

THEREFORE, THE CITY COUNCIL OF THE CITY OF FOREST PARK HEREBY RESOLVES:

- 1. Employee Protection Policy.** The provisions set forth in Exhibit A are hereby adopted for all City Employees.

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SO RESOLVED this 18th day of January, 2022.

Mayor Angelyne Butler

Council Member Kimberly James, Ward 1

Council Member Dabouze Antoine, Ward 2

Council Member Hector Gutierrez, Ward 3

Council Member Latresa Wells, Ward 4

Council Member Allan Mears, Ward 5

ATTEST:

City Clerk (SEAL)

APPROVED AS TO FORM:

City Attorney

City of Forest Park

Public Health Leave

Due to the increase rate of COVID-19 infections the City Manager is requesting the city council approve the establishment a Public Health Leave Bank for employees affected by COVID related illness effective until June 30, 2022. The City Manager requests hours be allocated in a separate bank to each full-time employee equivalent to one week's pay based on hours and schedules worked in each area. The city manager further requests the authority to extend this leave in six month increments from date of approval for up to one additional year, if necessary.

- **General City Employees – 40 hours**
- **Police – 60 hours**
- **Fire – 48 Hours**

Criteria to use of Leave

- This leave will not be retroactive and will take affect only if approved by Council.
- Can only be used for PCR documented COVID related illnesses for the employee and/or children and spouse.
- A positive test result must be documented with Human Resources by a PCR Test Only, no self-test, or at home test results will be accepted. All PCR test my state date of collection and date of results on the results document to be valid.
- If you, your child, or spouse test positive for COVID documented by a PCR Test leave will start from the date the sample was collected.
- If you, your child, or spouse test negative, **no PHL will be used**, then you will be charged from your regular sick or vacation time bank.
- Once this leave is exhausted employees regular sick and vacation time bank will be charged.
- For City of Forest Park Public Health Leave to be documented a valid PCR Test must be provided to the Human Resources Department. Human Resources will confirm with the department director and payroll if the employee can be paid via Public Health Leave (PHL) or not.
- If an employee resigns or is terminated this leave is not paid out as part of final payment to the employee.