



REQUEST FOR COUNCIL ACTION

AGENDA DATE: December 18, 2023
AGENDA ITEM: Consider adopting the Earned Sick and Safe Time Policy
PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

Effective Jan. 1, 2024, Minnesota's earned sick and safe time law requires employers to provide paid leave to employees who work at least 80 hours annually in the state. Sick and safe time can be used when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse, sexual assault or stalking. Earned Sick and Safe Leave (ESST) is paid time off available to all employees, including paid on-call firefighters, temporary, seasonal, and part-time employees.

The attached policy meets the provisions of law and has been reviewed by Human Resources, the Finance Department, and our labor attorney.

To review Minnesota's ESST requirements, see [Minnesota Statutes 181.032](#) and [181.9445-181.9448](#).

REQUESTED COUNCIL ACTION:

Make a motion to adopt the Earned Sick and Safe Time Policy effective January 1, 2024.