



## CITY OF MARSHALL AGENDA ITEM REPORT

<b>Meeting Date:</b>	Tuesday, March 23, 2021
<b>Category:</b>	NEW BUSINESS
<b>Type:</b>	ACTION
<b>Subject:</b>	Consider expiration of the COVID-19 Temporary Employee Leave Policies
<b>Background Information:</b>	<p>On January 12, 2021, the Council approved an extension of the two Temporary COVID-19 Employee Leave Policies. At that January meeting, the Council requested that these policies be brought back in March to determine whether to continue or expire them. As written, these policies expire today, March 23, 2021, unless an extension is approved by the Council. Attached are a copy of the policies.</p> <p>Staff are recommending the Council consider expiration of the policies.</p> <p>Employee utilization of these leave benefits has declined since 01/01/2021. Five (5) employees have required either sick leave time or a telework arrangement due to COVID-19. Of these, three (3) employees utilized the Emergency Paid Sick Leave (EPSL) benefit. No employees have requested to use the Public Health Emergency Leave (E-FMLA) since January 1st.</p> <p>Employees working in our most customer-facing positions---police officers, firefighters, and liquor store employees, either have already had or are currently eligible to receive the vaccine. These employees make up 45% of our workforce. Some employees in other departments have also already had an opportunity to become vaccinated due to age or other health factors. Additionally, all governors in the U.S. have been ordered to make all adults eligible for the vaccination by May 1; therefore, it is anticipated that by May 30, all employees, as well as the general public over age 18, will have had an opportunity to be vaccinated.</p> <p>In order to protect the health of our employees and customers, the City has been proactive in working with employees who are ill or are otherwise impacted by COVID-19. When the pandemic began, full-time employees were permitted to utilize their available sick leave accruals in the event of a school or daycare closing due to COVID-19. Staff intend to continue this practice, unless otherwise directed by the Council.</p> <p>If, however, the Council desires to extend the policies, it is recommended no other language changes occur. If an extension is approved, the policies must be administered in accordance with the Families First Coronavirus Relief Act and American Rescue Plan Act.</p>
<b>Fiscal Impact:</b>	
<b>Alternative/ Variations:</b>	that the Council approves an extension of the Temporary COVID-19 Employee Leave Policies through June 30, 2021.
<b>Recommendations:</b>	The Policies expire on 03/23/2021 (today) as written. No action is required to expire the two Temporary COVID-19 Employee Leave Policies.