



AGENDA ITEM SUMMARY

MEETING DATE: August 3, 2021

ITEM TITLE: Amendment to the Emergency Paid Sick Leave and Emergency FMLA Policy

ITEM SUMMARY:

Council first adopted the attached policy on April 7, 2020. At the 1/5/21 Town Council Meeting, the Council approved the voluntary continuation of the EPSL (Emergency Paid Sick Leave) and EFMLA (Emergency Family Medical Leave Act) through the end of the COVID-19 pandemic. On March 11, 2021, The American Rescue Plan Act of 2021 (ARPA) was signed into law. The adoption of the ARPA added 3 additional qualifying reasons to use the EPSL by an employee which Council added to the Town's policy on April 13, 2021, which must be adhered to in order to receive a tax credit by an employee which Council added to the Town's policy on April 13, 2021.

1. Obtaining a COVID-19 vaccination;
2. Recovering from an injury, disability, illness or condition related to a COVID-19 vaccination; or
3. Seeking or awaiting results of COVID-19 testing or diagnosis because either the employee has been exposed to COVID-19 or the employer requested the test or diagnosis.

STAFF RECOMMENDATION:

Staff recommends adding a requirement that in order for an employee to be considered "eligible" under this policy that they must be fully vaccinated or provide proof of a medical reason for not receiving a vaccination. In order to give staff time to receive a vaccine, a policy effective date of September 17, 2021 is recommended.

REQUESTED ACTION: Staff recommends that the Town Council approve a motion to amend the Emergency Paid Sick Leave and Emergency FMLA Policy as presented.