

RESOLUTION NO. 1489

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EDMONDS, WASHINGTON, TO CONTINUE THE EMERGENCY SICK LEAVE BENEFITS OF THE CITY'S FAMILIES FIRST CORONAVIRUS RESPONSE ACT POLICY THROUGH FEBRUARY 28, 2023 AND TO ADD 80 HOURS OF SICK LEAVE TO EMPLOYEE LEAVE BANKS.

WHEREAS, the City enacted its Families First Coronavirus Response Act Policy (hereinafter "Policy") on April 2, 2020; and

WHEREAS, the federal Families First Coronavirus Response Act, upon which the Policy is based, expired by its terms on December 31, 2020; and

WHEREAS, on January 5, 2021, the City Council approved Resolution 1466, which extended the Emergency Sick Leave benefits provided under the Policy through June 30, 2021; and

WHEREAS, on August 3, 2021, the City Council approved Resolution 1478, which extended the Emergency Sick Leave benefits provided under the Policy through March 31, 2022; and

WHEREAS, due to the continuing COVID-19 pandemic, and the need to continue to have employees quarantine as a public health measure, the City Council has determined that it is in the public interest to continue to provide City employees with the Emergency Sick Leave benefits provided by the Policy, retroactive to April 1, 2022 and continuing through February 28, 2023, unless the federal government enacts new legislation providing for such benefits before that date; and

WHEREAS, because of the continuing effects of the COVID-19 pandemic on City employees, and to provide fair and equitable support to all employees, including those who cannot work from home, the City Council has determined that it is in the public interest to provide an additional eighty (80) hours of sick leave to the leave bank of each City employee to be used for COVID-19 related health reasons; NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF EDMONDS, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. The Emergency Sick Leave provisions of the City's Families First Coronavirus Response Act Policy, enacted on April 2, 2020, will continue in effect through February 28, 2023, unless the federal government enacts new legislation providing for such benefits before that date. The remainder of the Policy expired by its terms on December 31, 2020.

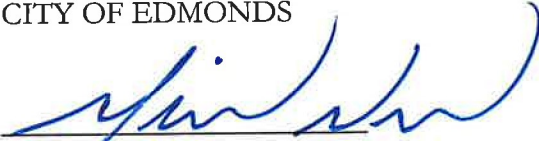
Section 2. The references to "December 31, 2020" in the "Carryover; Termination of Benefit" section of the Emergency Sick Leave provisions of the Policy, which were previously extended to June 30, 2021 and again to March 31, 2022, are hereby revised to read "February 28, 2023." In the event the federal government enacts new legislation providing for emergency sick leave benefits such as those provided for in the Policy, the remainder of the Policy will terminate as of the

effective date of the federal legislation. If no such new legislation is enacted on or before February 28, 2023, the Emergency Sick Leave provisions of the Policy shall expire on that date.

Section 3. An additional eighty (80) hours of sick leave will be added to the leave bank of each eligible City employee. Hours will be pro-rated for part-time employees within two (2) pay periods of the date of this Resolution. This additional sick leave will be available to employees to use for COVID-19 related health reasons only. It may be used to address an employee's own and/or their family members' health needs. Any portion of this additional sick leave that is not used prior to March 1, 2024 will be forfeited and removed from the employee's leave bank.

RESOLVED this 19<sup>th</sup> day of April, 2022.

CITY OF EDMONDS



MAYOR, MIKE NELSON

ATTEST:

  
CITY CLERK, SCOTT PASSEY

FILED WITH THE CITY CLERK: April 15, 2022  
PASSED BY THE CITY COUNCIL: April 19, 2022  
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