

RESOLUTION NO. 6322(20)

**A Resolution of the City Council of the City of Lompoc,
County of Santa Barbara, State of California,
Implementing a Federal Families First
Coronavirus Response Act Policy**

WHEREAS, on April 1, 2020, the Families First Coronavirus Response Act (FFCRA) became effective through December 31, 2020; and

WHEREAS, the FFCRA contains a provision entitled Emergency Paid Sick Leave Act (EPSLA), which requires that employers provide up to 80 hours of paid sick leave to employees affected by the COVID-19 pandemic; and

WHEREAS, the FFCRA contains a provision entitled Emergency Family and Medical Leave Expansion Act (EFMLEA), which requires employers provide an additional 10 weeks of additional paid leave to employees for their need to care for a child(ren) due to school closure or unavailable childcare related to the COVID-19 pandemic; and

WHEREAS, the City of Lompoc (City) is an employer subject to the FFCRA; and

WHEREAS, The FFCRA allows employers to opt to exclude emergency responders, as that term has been defined in Department of Labor regulations (29 C.F.R. § 826.30 subd. (c)(2)(i)); and

WHEREAS, appropriations of the Biennial Budget Fiscal Years 2019-21 (Budget) related to covered employees' compensation will be affected by this unfunded Federal mandate; and

WHEREAS, the estimated appropriation adjustments to implement this unfunded Federal mandate is unknown for the remainder of the Budget.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOMPOC, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1: The City shall implement the provisions mandated by FFCRA in the City of Lompoc Families First Coronavirus Response Act Policy attached hereto and incorporated herein as Exhibit A.

SECTION 2: The City elects to exclude from eligibility for emergency paid sick leave and emergency family and medical leave the following "emergency responder" positions: law enforcement officers, fire fighters, emergency medical technicians, paramedics, emergency management personnel, 911 operators and public works personnel, including utilities employees.

SECTION 3: Supplemental appropriations to fund the Biennial Budget Fiscal Years 2019-21 due to the fiscal impacts imposed by FFCRA as implemented.

SECTION 4: The implementation date of the FFCRA is April 1 through December 31, 2020.

SECTION 5: Any sick leave or benefits already taken pursuant to the FFCRA by eligible City employees from April 1, 2020, to the effective date of this resolution is hereby ratified and approved.

SECTION 6: Effective Date. This Resolution is effective on the day of its adoption.

The foregoing Resolution was proposed by Council Member _____, seconded by Council Member _____, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on April 21, 2020, by the following vote:

AYES: Council Member(s):

NOES: Council Member(s):

ABSENT: Council Member(s):

Jenelle Osborne, Mayor
City of Lompoc

ATTEST:

Stacey Haddon, City Clerk
City of Lompoc

Attachments: Exhibit A: The City of Lompoc Families First Coronavirus Response Act Policy