

TIM DEGEETER
MAYOR

www.cityofparma-oh.gov
mayorsoffice@cityofparma-oh.gov



6611 Ridge Road
Parma, Ohio 44129

440-885-8001
Fax: 440-885-8012

MEMORANDUM

TO: Renee Guy, Human Resource Director

FROM: Timothy DeGeeter, Mayor

DATE: April 7, 2020

SUBJECT: City of Parma Emergency Responders Exclusion from "The Families First Coronavirus Response Act"

CC: Tom Weinreich, Safety Director

Joseph Bobak, Chief of Police

Mike Lasky, Chief of Fire

Tracy Hooley and Dawn Connor, Reps. Dispatch

Anthony Hyatt, President IAFF Local 639

Barbara Sonnier, Rep. FOP Corrections

Oliver Simic, Rep. OPBA Sgts. And Lts.

James Blair, Rep OPBA Captains

John Galinas, Richard Morgan and Renato Romanello, Reps. OPBA PtIm.

Please be advised that "The Families First Coronavirus Response Act" (FFCRA) recently enacted by Congress empowers an employer to exclude "Emergency Responders" from paid leave under the Emergency Family and Medical Leave Expansion Act ("EFMLEA") and Emergency Paid Sick Leave Act ("EPSLA").

EXHIBIT "A"
RES. NO. 51-2020

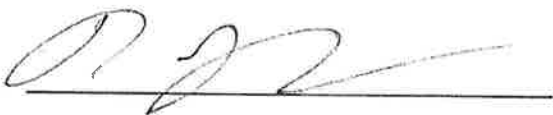
The EFMLEA creates two weeks of unpaid and 10 weeks of paid leave (2/3 pay in an amount limited by the FFCRA) if an employee is unable to work or telework due to a need for leave to care for the employee's son or daughter under 18 years of age if the son or daughter's school or place of care has been closed, or if the child care provider of the son or daughter is unavailable, due to a public health emergency.

The EPSLA creates up to 80 hours of paid leave for use during six, specified circumstances some at full pay and some at 2/3 pay in amounts limited by the FFCRA.

Due to the nature of the vital work of our police, fire, dispatch and corrections personnel as "emergency responders," as part of the City's response to COVID-19 and the possibility that emergency responder staffing may be reduced by infection, it is necessary that such personnel be excluded from both FFCRA leave provisions so as to continue to perform the crucial task of ensuring public safety during this crisis.

This exemption applies to all uniformed members of the Police Department (Patrolmen, Sergeants, Lieutenants, and Captains, Deputy Chief and Chief), the Fire Department (Firefighters, Lieutenants, and Captains, Assistant Chief and Chief), all Corrections Officers, and all Dispatchers, including the Communications Center Manager.

Should any of our safety force members have an individual need for leave other than the FFCRA, they should go through the chain of command pursuant to applicable departmental policy.

A handwritten signature in black ink, appearing to read 'Tim DeGeeter', is written over a horizontal line.

Mayor Tim DeGeeter