

RESOLUTION NO. 51-2020

BY: **DEBORAH LIME**
(By Request – Safety Director)

A RESOLUTION RATIFYING THE MAYOR'S DECLARATION EXEMPTING SAFETY FORCES FROM THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) AS IT RELATES TO PROVISIONS OF THE EMERGENCY PAID SICK LEAVE ACT (EPSLA) AND THE EMERGENCY FAMILY AND MEDICAL LEAVE EXPANSION ACT (EFMLEA), AND DECLARING AN EMERGENCY

WHEREAS, on March 28, 2020, the Department of Labor (DOL) issued critical new guidance defining which employees can be considered an "emergency responder" or "health care provider" and thus exempted by employers from FFCRA coverage; and,

WHEREAS, the FFCRA permits local governments to exempt safety forces from the additional emergency paid sick leave and the additional emergency family and medical leave; and,

WHEREAS, Mayor DeGeeter, by Executive Order, exempted the safety forces from these provisions of the FFCRA on the 2nd day of April, 2020.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF PARMA, STATE OF OHIO:

Section 1. In the City of Parma and across Cuyahoga County and the state of Ohio there is a current threat of an acutely hazardous disease, illness, or health condition; specifically, COVID-19, that is caused by this novel infectious agent.

Section 2. In the City of Parma, this threat has already impacted the daily lives of the citizens of the City of Parma, and the need for citizens and City of Parma employees to stay home from work and other public places should they be exposed to the virus substantially impairs the functioning of city government and its ability to protect the lives and property of the citizens of the City of Parma.

Section 3. That for all the foregoing reasons the Council of the City of Parma ratifies Mayor DeGeeter's Order exempting the City of Parma's Safety Forces from the FFCRA provisions, specifically the additional emergency paid sick leave and the additional emergency family and medical leave. The Memorandum of Exclusion is attached as exhibit "A".

Section 4. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements.

Section 5. That this Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety, and welfare of the City of Parma, and shall become immediately effective upon receiving the affirmative vote of two-thirds of all members elected to Council and approval of the Mayor, otherwise from and after the earliest period allowed by law.

PASSED: _____
PRESIDENT OF COUNCIL

ATTEST: _____ APPROVED: _____

FILED WITH
THE MAYOR: _____
MAYOR, CITY OF PARMA, OHIO