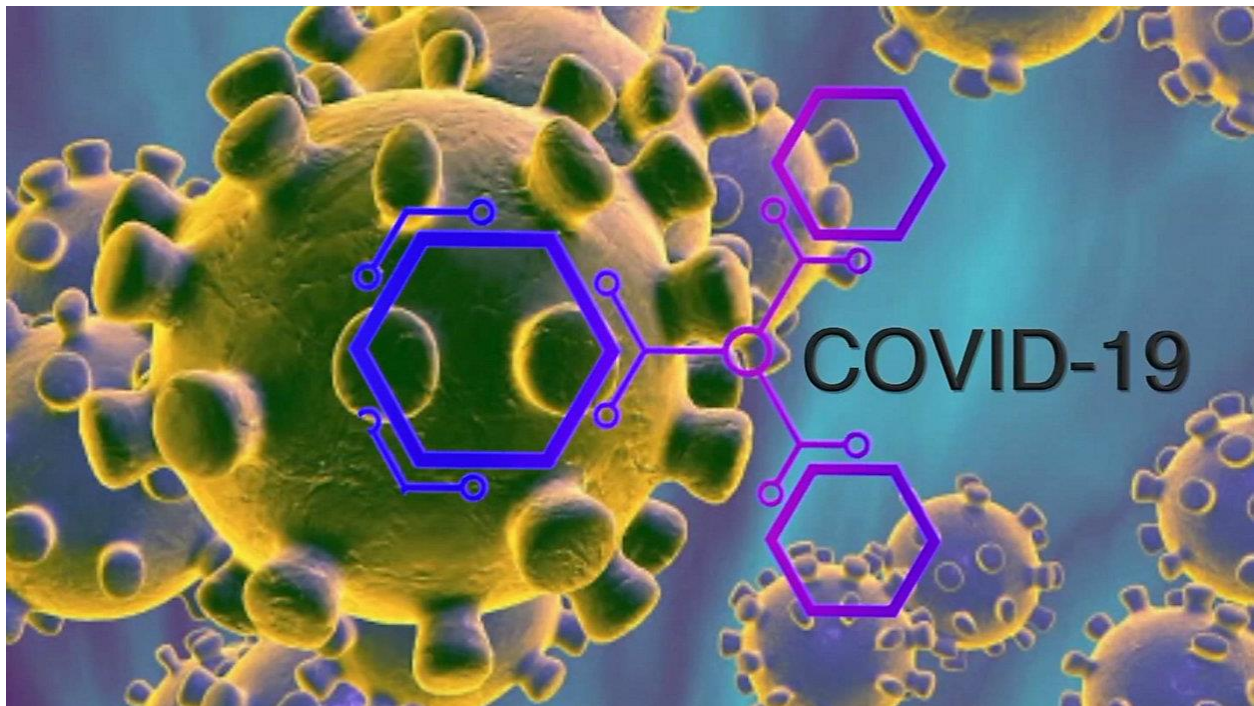




**CITY MANAGER
EXECUTIVE ORDER 2021-03
TEMPORARY EXTENSION OF BENEFITS**



February 24, 2021

A handwritten signature in black ink, appearing to read "Tim Gleason".

Tim Gleason, City Manager

This City Manager Executive Order is issued in accordance with the Bloomington City Code, Chapter 2, Section 41, the City of Bloomington Emergency Action Plan, and City Ordinance 2020-18. The situation involving COVID-19 continues to evolve and this Executive Order may be amended or supplemented as necessary.

§ 3.1 INTRODUCTION

In late December 2020, federal legislation known as the Consolidated Appropriations Act, 2021, was passed and went into effect. This legislation provided the ability of employers, at their option, to extend coverage associated with the Families First Coronavirus Response Act, including the Public Health Emergency Leave and Emergency Paid Sick Leave through March 31, 2021. However, the employer mandates to extend these benefits beyond December 31, 2020, were not required. Accordingly, employers are left with discretion on whether said benefits should be extended. Due to the impacts of the COVID-19 pandemic on the City and its employees, and to encourage sick employees to seek treatment and not report to work, City Manager Executive Order 2021-02 temporarily extended the paid sick and family leave benefits through February 28, 2021. The City Manager desires to do another extension through the end of March. Nothing herein shall be precedent setting.

§ 3.2 EXTENSION OF PAID SICK AND FAMILY LEAVE

- A. The following benefits contained within Families First Coronavirus Response Act, including the Public Health Emergency Leave and Emergency Paid Sick Leave shall continue to be available to City employees through March 31, 2021:
- (i) Two weeks (up to 80 hours) of paid sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
 - (ii) Two weeks (up to 80 hours) of paid sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor; and



HEALTH OFFICIAL RECOMMENDATIONS

1. Practice social distancing;
2. Washing your hands often;
3. Avoid touching your eyes, nose and/or mouth with unwashed hands;
4. Avoid contact with sick people;
5. Stay home if you are sick;
6. Cover your mouth/nose with a tissue or sleeve when coughing or sneezing; and
7. Clean and disinfect frequently touched objects and surfaces.

For more information on COVID-19 and related health information, please visit the following websites:

www.cdc.gov

dph.illinois.gov

health.mcleancountyil.gov

- (iii) Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.
- B. The benefits outlined in Section 3.2(A) shall not add to the previous benefits provided under the Families First Coronavirus Response Act, including the Public Health Emergency Leave and Emergency Paid Sick Leave. Accordingly, any benefits previously used under these provisions shall count against the extension of the benefits.
- C. Employees of the Fire Department are eligible for up to 96 hours of the leave set forth in Sections 3.2(A)(i) and (ii).
- D. As Emergency Responders, Police Department and Fire Department personnel may be excluded from the additional benefits set forth in Section 3.2(A) if said personnel are needed from a staffing perspective. Such exclusion determinations shall be made on a case-by-case basis by the respective chiefs of the Department and subject to the review of the City Manager.
- E. Employees that may need to utilize the benefits set forth in Section 3.2(A) should contact the Human Resources Department which shall be applied in accordance with the law.

§ 3.3 EFFECTIVENESS

This City Manager Executive Order 2021-02 shall be effective March 1, 2021, through March 31, 2021, unless repealed or amended further by the City Manager.