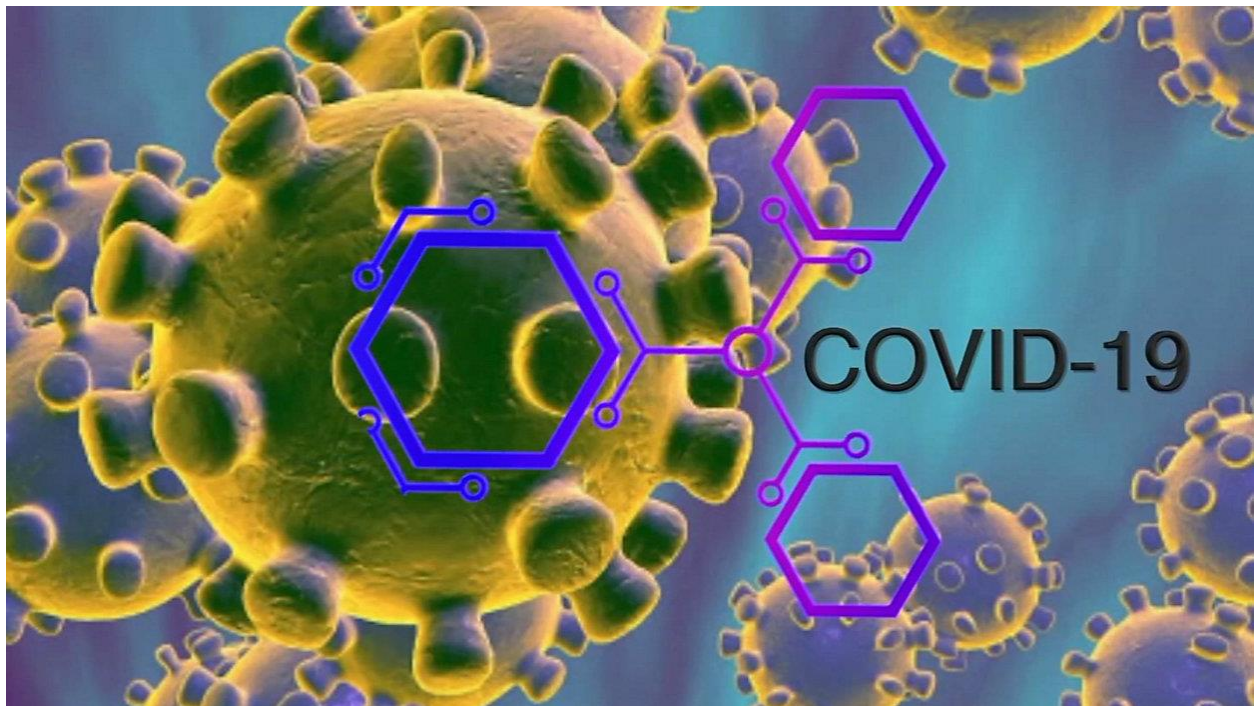




**CITY MANAGER
EXECUTIVE ORDER 2021-06
TEMPORARY EXTENSION OF BENEFITS**



March 25, 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.

§ 6.1 INTRODUCTION

In March 2021, federal legislation known as the American Rescue Act Plan of 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 September 30, 2021. Employers are not required to provide these benefits and instead 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 2021-03 temporarily extended the paid sick and family leave benefits through March 31, 2021. The City Manager desires to extend paid sick leave through the end of April. Nothing herein shall be precedent setting.

§ 6.2 EXTENSION OF PAID SICK LEAVE

A. The following Emergency Paid Sick Leave benefits contained within Families First Coronavirus Response Act shall continue to be available to City employees through April 30, 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), experiencing COVID-19 symptoms and seeking a medical diagnosis, seeking or awaiting results of a COVID-19 test or diagnosis if the employee has either been exposed or employer has requested a test, when an employee obtains a COVID-19 vaccine, and/or when an employee is suffering or recovering from side effects of vaccine; 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

- (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.
- B. Employees who have previously exhausted Emergency Paid Sick Leave entitlements, may qualify for up to 2 weeks of leave beginning April 1, 2021. Unused Emergency Paid Sick Leave prior to April 1, 2021 shall not roll over.
- C. Employees of the Fire Department are eligible for up to 96 hours of the leave set forth in Sections 6.2(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 6.2(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 6.2(A) should contact the Human Resources Department which shall be applied in accordance with the law.

§ 6.3 EFFECTIVENESS

This City Manager Executive Order 2021-06 shall be effective April 1, 2021, through April 30, 2021, unless repealed or amended further by the City Manager.