



RESOLUTION 2021-012

A RESOLUTION APPROVING TEMPORARY COVID-19 RELIEF BENEFITS FOR CITY EMPLOYEES

WHEREAS, the City's voluntary participation in the Families First Coronavirus Response Act (FFCRA) employer leave obligations expires on March 31, 2021;

WHEREAS, the Covid-19 pandemic continues to affect the City and its employees;

WHEREAS, the American Rescue Plan Act of 2021, which was signed into law on March 11, 2021, has expanded the qualifying reasons for paid leave under the FFCRA;

WHEREAS, the voluntary provision of paid-leave benefits under the expanded FFCRA could result in prohibitively high operating costs for the City;

NOW THEREFORE, THE BOARD OF TRUSTEES OF THE CITY OF ANTHONY, NEW MEXICO HEREBY RESOLVES:

1. The City Administration shall not renew or extend the City's voluntary participation in the FFCRA employer leave obligations.
2. Instead, the City will offer its own temporary Covid-19 relief benefits to City employees.
3. The City's temporary Covid-19 relief benefits shall consist of the leave benefits available under the original FFCRA (as adopted on March 18, 2020) subject to the following changes:
 - a. Employees will not be eligible for the two weeks (80 hours for full time employees or a part-time employee's equivalent) of emergency paid sick leave until they have exhausted all their accrued sick leave;
 - b. The paid period of the extended family and medical leave shall be limited to 80 hours.
 - c. Consistent with the current City Employee Handbook, an employee seeking paid expanded family and medical leave ("EFM leave") due to qualifying reasons under the original FFCRA (i.e. inability to work due to closure of a child's school or place of care due to Covid-19, or unavailability of a child care provider due to Covid-19) will be obligated to use accrued sick and/or vacation time congruently



during EFM leave. Only after such paid leave has been exhausted will an employee be eligible for the paid EFM leave available under the original FFCRA.

- 4. In interpreting this Resolution the City Administration shall use guidance issued by the United States Department of Labor, Wage and Hour Division for interpreting the original FFCRA.
- 5. The City's temporary Covid-19 relief benefits shall extend through June 30, 2021.
- 6. The City Manager or his designee shall remove FFCRA posters from City facilities and provide City Employees with a copy of this Resolution.

PASSED, APPROVED AND ADOPTED THIS 29th DAY OF MARCH 2021


Diana M. Trujillo, Mayor



{SEAL}

ATTEST:



Esther Motongo- City Clerk

ROLL CALL VOTE:

Mayor Pro Tem, Fernie Herrera

YES NO



Trustee Gloria Gameros

YES NO



Trustee Elva Flores

YES NO



Trustee Javier Silva

YES NO

