



PERSONNEL COMMITTEE MEETING

City Hall Council Chambers, 298 West Washington Street
Tuesday, January 05, 2021 at 4:30 PM

AGENDA

PERSONNEL COMMITTEE

Ricky Thurman, Chair; Gerald Cook, Brady Pendleton, Nick Robinson

1. Call to Order
2. COVID-19 Related Sick Leave
3. Adjourn

Notice is hereby given that members of the Personnel Committee may participate in this meeting via teleconference or videoconference as allowed by Governor's Order due to the COVID-19 pandemic. As allowed by this Order, a quorum may not be present in a physical location.

Pursuant to Section 418.108(g) of the Texas Government Code, a Declaration of Local Disaster issued on April 22, 2020, and in the interest of public health, the city has exercised its right to limit ingress and egress in public buildings. As such, the public will be allowed into city facilities to attend the meeting on a limited basis.

Those wishing to address the Personnel Committee may do so in person. Written correspondence may also be mailed to City Hall or emailed to Staci King, City Secretary, at slking@stephenvilletx.gov. Written correspondence must be received by 1:30 p.m. on January 5, 2020. For alternate arrangements, please contact Ms. King at least 48 hours prior to the meeting.

The meeting is available for viewing via livestream on the City's Facebook Page (City of Stephenville – City Hall).

In accordance with the Americans with Disabilities Act, persons who need accommodation to attend or participate in this meeting should contact City Hall at 254-918-1287 within 48 hours prior to the meeting to request such assistance.



STAFF REPORT

SUBJECT: Extension of COVID Sick Leave

DEPARTMENT: Administration

STAFF CONTACT: Allen Barnes, City Manager

RECOMMENDATION:

Staff respectfully recommends approval of the proposed action as delineated below.

BACKGROUND:

On March 18, 2020, the federal government enacted the Families First Corona Virus Relief Act (FFCRA). That Act required almost all employers of under 500 people to provide an additional 80 of sick-time for employees who are unable to work due to COVID-19. In addition to the 80 hours of COVID sick time, the Act provided that if an employee went beyond the 80 hours, the employer would pay 2/3 of any remaining time the employee is off due to COVID and the employee would be charged 1/3 of the time off to their sick time or vacation bank. The sick leave portion of Act was effective from April 1, 2020 to December 31, 2020. On December 27, 2020 President Trump signed the 5,593 page \$900 billion COVID relief legislation. This legislation did not renew the COVID-19 sick leave.

Even though the vaccines have been approved, there are significant supply chain issues. The State of Texas is tightly controlling the supply of vaccines to cities and counties. The state is determining who is eligible based on its own criteria. There is currently no way to know when the employees of the city will all be eligible to take the vaccine.

FISCAL IMPACT SUMMARY:

Even though we accounted for the Corona Relief Funds through allowable salary costs, we have kept the funds available for Corona Virus related expenses. Any financial impact can be accounted for by these funds. It might be noted that we have spent approximately \$300,000 of the \$1.2MM we received on COVID related programs.

PROPOSED ACTION

1. The City of Stephenville will not require its employees to receive the COVID-19 vaccine. However, the City strongly encourages all employees to take the vaccine when eligible and the vaccine is available.
2. The City of Stephenville will extend all of the provisions of the FFCRA pertaining to sick leave.
3. This extension will not be a reset of the program, but merely an extension.
4. This extension will expire on March 31, 2021.

ALTERNATIVES

Not take action thus requiring employees to take time from their sick or vacation time balance for COVID related absences.