

**VILLAGE OF GILBERTS**

**RESOLUTION 11-2020**

**A RESOLUTION ADOPTING THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT POLICY AND EXCLUDING EMERGENCY RESPONDERS FROM CERTAIN PROVISIONS**

**WHEREAS**, on March 18, 2020, the President of the United States signed into law the Families First Coronavirus Response Act ("FFCRA") effective April 1, 2020; and

**WHEREAS**, the FFCRA includes requirements for paid sick and emergency leave due to the COVID-19 pandemic; and

**WHEREAS**, the FFCRA includes the "Emergency Family and Medical Leave Expansion Act" which temporarily expands the Family Medical Leave Act of 1993, and requires employers to provide employees with partially paid leave needed in relation to COVID-19 (i.e. "Public Health Emergency Leave"); and

**WHEREAS**, the FFCRA creates the Emergency Paid Sick Leave Act which requires employers to provide employees additional paid sick leave due to the need for leave related to COVID-19 (hereinafter "Emergency Paid Sick Leave"); and

**WHEREAS**, the FFCRA authorizes the employers of health care providers and emergency responders to elect to exclude such employees from the Public Health Emergency Leave and Emergency Paid Sick Leave provisions of the FFCRA; and

**WHEREAS**, the Village finds that it may be helpful to employees to issue a policy adopting the FFCRA; and

**WHEREAS**, the President of the United States has declared a national emergency in response to the COVID-19 outbreak; and

**WHEREAS**, the Village of Gilberts (the "Village") must take actions to provide for the continuation of essential services and provide for the health and safety of all Village residents; and

**WHEREAS**, the corporate authorities of the Village are expressly empowered to legislate to protect the health, safety and welfare of the residents of the Village; and

**WHEREAS**, the corporate authorities of the Village have determined that it is necessary to except and exclude its emergency responders from application of the Public Health Emergency Leave (Emergency Family and Medical Leave Expansion Act) and Emergency Paid Sick Leave (Emergency Paid Sick Leave Act) provisions of the FFCRA, in order to enable the Village to continually respond to emergencies created by the COVID-19 pandemic.

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF GILBERTS, ILLINOIS, as follows:

**Section 1: Incorporation of Preambles.** The facts and statements contained in the preambles to this resolution are found to be true and correct and are hereby adopted as part of this resolution.

**Section 2: Adoption of Policy.** The corporate authorities hereby adopt the Families First Coronavirus Act ("FFCRA") Policy, a copy of which is attached as Exhibit 1 hereto.

**Section 3. Expiration of Policy.** Said FFCRA Policy shall expire on December 31, 2020, unless extended by further vote of the Village of Gilberts Village Board.

**Section 4. Exclusion of Emergency Responders.** The corporate authorities hereby exclude the Village's emergency responders (i.e. all members of the Village's Police Department and Public Works Department) from application of the Public Health Emergency Leave (Emergency Family and Medical Leave Expansion Act) and Emergency Paid Sick Leave (Emergency Paid Sick Leave Act) provisions of the FFCRA.

**Section 5. Effective Date.** This Resolution shall be in full force and effect upon its passage and approval in accordance with law.

PASSED BY THE BOARD OF TRUSTEES this 21 day of April, 2020 by roll call vote as follows:

	<u>Ayes</u>	<u>Nays</u>	<u>Absent</u>	<u>Abstain</u>
Trustee Dan Corbett	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Elissa Kojzarek	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Nancy Farrell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Jeanne Allen	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trustee Lou Hacker	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Guy Zambetti	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
President Rick Zirk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

APPROVED THIS 21 DAY OF April, 2020

  
Rick Zirk, Village President



ATTEST:

  
Courtney Baker, Village Clerk