

1<sup>st</sup> Reading: 3/23/2020

2<sup>nd</sup> Reading: 3/23/2020

**RESOLUTION NO. 04-2020**

**RESOLUTION REGARDING A POLICY/PLAN FOR  
CORONAVIRUS (COVID-19) WORKFORCE RELIEF**

**SUMMARY**

This Resolution adopts an Action Plan/Policy regarding the Coronavirus (COVID-19) workforce relief.

\_\_\_\_\_ Recorder's Office

\_\_\_\_\_ Publish Public Hearing

\_\_\_\_\_ Auditor's Office

\_\_\_\_\_

\_\_\_\_\_ Clerk's Office

\_\_\_\_\_ Publish O/R after adoption

\_\_\_\_\_ Other

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

1<sup>st</sup> Reading: 3/23/2020

2<sup>nd</sup> Reading: 3/23/2020

**RESOLUTION NO. 04-2020**

**RESOLUTION REGARDING A POLICY/PLAN FOR  
CORONAVIRUS COVID-19 WORKFORCE RELIEF**

**WHEREAS**, this Resolution seeks to develop a policy/plan for coronavirus COVID-19 to address workforce relief for the City of Auburn; Indiana; and

**WHEREAS**, Indiana Governor Eric Holcomb has entered an executive order addressing the COVID-19 crisis; and

**WHEREAS**, Indiana Code §10-14-3-29(a)(1) permits the Mayor, as the principal executive officer, to declare a local emergency; and,

**WHEREAS**, the City of Auburn has a duty to ensure efficient government of the City; and,

**WHEREAS**, the COVID-19 Coronavirus has spread to Indiana, and based on information provided by Federal, State, and County health officials, the potential rapid spread of the Coronavirus may impact a large population of the City of Auburn, Indiana; and,

**WHEREAS**, the City has taken steps to develop policy and action plans to reduce exposure and to provide for the most practical safe environment for the workforce; and,

**WHEREAS**, in the event that employees become exposed to the Coronavirus, a plan to provide relief to the workforce is appropriate under Indiana home law rule and/or emergency measures allowed under federal, state and local law, and as a result of the need to take emergency action for the benefit of the citizens of our community, as evident by the health officials, recommendations of the Center For Disease Control, and the President of the United States of America; and,

**THE FOLLOWING TEMPORARY PLAN IS ENACTED AND IS CONSIDERED AN AMENDMENT TO THE CITY OF AUBURN, INDIANA, CITY SALARY ORDINANCE AND PERSONNEL POLICY.**

**THE PLAN IS NECESSARY TO FLATTEN THE CURVE IN THE EVENT THAT EMPLOYEES OF THE MUNICIPAL CITY OF AUBURN, WHO HAVE A GREATER CHANCE OF CONTACT WITH THE PUBLIC, BECOME COMPROMISED BY THE VIRUS.**

1<sup>st</sup> Reading: 3/23/2020

2<sup>nd</sup> Reading: 3/23/2020

**NOW THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF AUBURN, INDIANA, AS FOLLOWS:**

**CORONAVIRUS & INFLUENZA WORKFORCE RELIEF ACTION PLAN**

That in the event that an employee of the City of Auburn, Indiana, is placed in quarantine or placed in recovery for contraction of COVID-19, the Coronavirus, the City of Auburn shall extend up to an additional ten (10) working days of paid leave for said time removed from the regular working day that said employee would normally exercise. Said paid leave shall be available and be in addition to any sick leave, personal days, or vacation time.

Further, said exercise of additional paid relief of up to ten (10) regular working days must be accompanied by a medical authorization from a licensed medical doctor and approval of the Department Head for said employee. No accrual of other regular benefits would occur as a result of said relief.

Further, said additional paid relief shall apply to situations of caring for a child or member of the immediate family, defined as a person residing in the household of the individual.

Further, said policy applies only to hourly /overtime eligible employees and not to salaried and exempt employees or elected officials.

Further, said policy does not apply to the Police Officers and Firefighters, as they are covered by a separate leave policy.

Further, in the case of vacation time that may be expiring, consideration may be exercised to carry over such time upon approval by the executive official.

The Executive of the City of Auburn, Indiana, is hereby granted emergency power to review employee relief issues on a case by case basis and to consider other relief that is just and proper in the premises and is consistent with the values and ultimate guide of continuing to provide uninterrupted services to the Citizens and stakeholders of the City of Auburn, Indiana.

Should the federal government provide any direct relief that is inconsistent with this policy, the City shall not be obligated to provide both this emergency benefit and a similar benefit that is available from the Federal Government. The City of Auburn, in said circumstance, will follow the federal relief act, known as the Families First Coronavirus Relief Act, for any benefits that are contrary to this Resolution and in excess or greater than the benefits described herein.

1<sup>st</sup> Reading: \_\_\_\_\_

2<sup>nd</sup> Reading: \_\_\_\_\_

Said policy shall serve as an emergency amendment to Ordinance 2019-14 The Salary Ordinance.

Said Emergency policy shall expire in 60 days from the date of the passing of this Resolution, unless action is taken by the Common Council to either extend the policy or terminate the policy at a different date.

Said Resolution is considered an emergency action and is taken after the appropriate waivers have been moved by the Common Council to pass said emergency measure.

**PASSED AND ADOPTED** by the Common Council of the City of Auburn, Indiana this  
23 day of March, 2020.

  
\_\_\_\_\_  
**JAMES FINCHUM**, Councilmember

**ATTEST:**

  
\_\_\_\_\_  
Patricia Miller, Clerk-Treasurer

Presented by me to the Mayor of the City of Auburn, Indiana, this 23 day of  
March, 2020.

  
\_\_\_\_\_  
**PATRICIA MILLER**, Clerk-Treasurer

**APPROVED AND SIGNED** by me this 23 day of March, 2020.

  
\_\_\_\_\_  
**MICHAEL D. LEY**, Mayor

1<sup>st</sup> Reading: \_\_\_\_\_

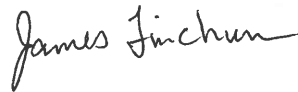
2<sup>nd</sup> Reading: \_\_\_\_\_

**VOTING:**

**AYE**

**NAY**

James Finchum



Mike Watson



Dennis K Kruse II

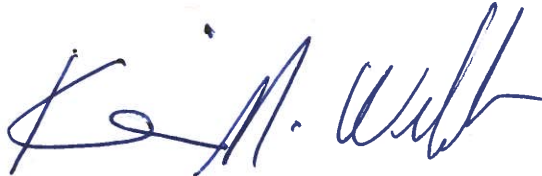


Wayne Madden

Dennis Ketzenberger



Kevin Webb



Michael Walter

