

IMPACT STATEMENT

Legislation title: * Authorize the Chief Human Resources Officer to extend the duration of benefits covered under the Families First Coronavirus Act and to enter into Letters of Agreement with all City Unions (Ordinance)

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Purpose of proposed legislation and background information:

On March 18, 2020, the Families First Coronavirus Response Act (FFCRA) was signed into law, which provided in part for paid sick leave and emergency leave under the Family and Medical Leave Act (FMLA) for employees to care for their children due to school closures. Under the FFCRA, the sick leave and E-FMLA benefits expired on December 31, 2020.

Pursuant to Ordinances 189904 and 190239, the City entered into letters of agreements with its unions that address the provision of FFCRA sick leave and E-FMLA benefits.

The City has an interest in continuing to offer sick leave and E-FMLA as provided for in the FFCRA to all City employees, which require either extensions or new letters of agreements with City Unions.

Financial and budgetary impacts:

The primary cost is not financial but realized in terms of lost productivity based on the work reductions provided within the Ordinance. There may be short-term increased cost should overtime be required for critical services.

Community impacts and community involvement:

There was no community involvement. This action is largely internal to City government processes.

100% Renewable Goal:

This action has no impact on the City's renewable energy goal.

Budgetary Impact Worksheet**Does this action change appropriations?**

- ☐ **YES:** Please complete the information below.
☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount