

RESOLUTION NO. 2020-09

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELLENSBURG, WASHINGTON, regarding compensation for employees of the City of Ellensburg during certain emergency health crises, and other matters relating thereto.

WHEREAS, the City Council adopted a Personnel Policies Manual in 2001 which outlines the basic personnel policies for City employees, which was subsequently revised in 2009, 2016 and 2018; and

WHEREAS, the hours of work, wages and benefits are established by City Council's annual adoption of the City's Pay Plan Resolution, or through the approval of collective bargaining agreements with unions for represented employees; and

WHEREAS, the City has reviewed an Attorney General opinion dated August 2, 2006, in which the Attorney General's Office stated that it is up to individual cities to adopt specific policies regarding payment of employees during times of a health crisis, such as a pandemic flu; and

WHEREAS, Governor Inslee issued Proclamation 20-05 on February 29, 2020, which declared a State of Emergency for all counties throughout Washington state as a result of the coronavirus disease 2019 (COVID-19); and

WHEREAS, Proclamation 20-05 was amended on March 23, 2020 to prohibit all people in Washington State from leaving their homes or participating in social, spiritual and recreational gatherings of any kind regardless of the number of participants, and all non-essential businesses in Washington State from conducting business, within the limitations therein, through April 6, 2020; and

WHEREAS, following the issuance of Proclamation 20-05, the City has been functioning at reduced staffing levels to perform essential functions based on the initial two-week period for the "Stay Home – Stay Healthy" proclamation; and

WHEREAS, Governor Inslee has since issued Proclamation 20-25.1, which extends the duration of Proclamation 20-05's Stay Home – Stay Healthy prohibitions through May 4, 2020; and

WHEREAS, based on the one-month extension of the Stay Home – Stay Healthy restrictions, additional City functions and operational requirements will need to be met; and

WHEREAS, the City Council desires to establish a policy whereby in addition to those employees who are working during the period of the Stay Home – Stay Safe order, those other regular employees who are ready, willing and able to work, but for

health and safety reasons are precluded from doing so due to social distancing requirements imposed by the State of Washington or the Kittitas County Public Health Department due to risk of contagion, will receive their normal compensation, and such policy will help to ensure the City maintains a skilled workforce in place for when City operations return to a normal level.

NOW THEREFORE, BE IT RESOLVED, by the City Council of the City of Ellensburg, Washington, as follows:

Section 1. The “Whereas” provisions set forth above are hereby incorporated in this Resolution as findings in support of the actions authorized in this Resolution.

Section 2. Adoption of Policy to Pay Employees During the Current Period of Declaration 20-25.1 and Authorizing Implementation of Same. The City of Ellensburg hereby adopts a policy where, due to the current emergency health crisis in which the State of Washington and/or the Kittitas County Public Health Department have issued orders requiring social distancing to reduce the likelihood of contagion, City regular employees shall receive their normal compensation. This policy applies to: 1) those employees who will be working through the duration of the current Proclamation 20-25.1 to perform essential duties required to keep City operations functioning; and 2) those employees who are ready, willing and able to work, but for health and safety reasons based on the guidelines of the Families First Coronavirus Act would be precluded from doing so by the requirement for social distancing.

Section 3. City Manager Authority. The City Manager is further authorized to implement this Resolution and execute any administrative policies and procedures deemed necessary and appropriate.

Section 4. Effective Date. This Resolution shall be effective upon adoption.

Adopted the City Council of the City of Ellensburg this 6th day of April, 2020.

ATTEST:


MAYOR


CITY CLERK