

The Families First Coronavirus Response Act

The City will apply the following benefits beginning March 30, 2020 and ending December 31, 2020, unless otherwise modified by Congress. *Note that these provisions do not apply to first responders.* Please see the City of Brentwood COVID-19 First Responder Leave Policy for applicable provisions.

	Emergency Paid Sick Leave Act (EPSLA) Paid leave for weeks 1 & 2	Emergency Family Medical Leave Expansion Act (EFMLEA) Public Health Emergency Leave Unpaid leave for weeks 1 and 2; paid leave for weeks 3 through 12
Eligibility	Full and part-time employees. Employees do not have to be employed for a specific amount of time.	Full and part-time employees. Employees must have been employed for at least 30 calendar days.
Hours/Weeks	Full time employees receive 80 hours. Part time employees receive the number of hours equal to average number of hours they work over a two-week period.	Employees receive 12 weeks total (weeks 1 and 2 overlap EPSLA, but are unpaid under EFMLEA). Part time employees receive the number of hours equal to average number of hours they work over a two-week period.
Applicability	<p>(1) Employee subject to a Federal, State, or local quarantine order related to the Coronavirus.</p> <p>(2) Employee has been advised by a health care provider to self-quarantine due to concerns related to the Coronavirus.</p> <p>(3) Employee is experiencing symptoms of Coronavirus and is seeking a medical diagnosis.</p> <p>(4) Employee is caring for an individual who is subject to (1) or (2).</p> <p>(5) Employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable due to Coronavirus precautions.</p> <p>(6) Employee is experiencing any other substantially similar condition specified by the Secretary of the U.S. Department of Health & Human Services.</p>	<p>(1) Employee is unable to work, or telework, because of a public health emergency.</p> <p>(2) Employee is unable to work or telework, because they must care for a son or daughter under the age of 18 because their school or place of care has been closed, or the son or daughter’s childcare provider is unavailable, because of a public health emergency.</p>
Pay	<ul style="list-style-type: none"> • If employees take EPSL for the purposes listed under (1), (2), and (3) above, they receive their regular rate of pay. However, an employee’s pay cannot exceed \$511 per day and \$5,110 in total. • For leave taken for the purposes listed under (4), (5), and (6) above, an employee receives 2/3 of this regular rate of pay. However, it cannot exceed \$200 daily and \$2,000 in total. • Hour calculation for irregular schedules will use a 6-month average. 	<ul style="list-style-type: none"> • Initial 10 days (2 weeks) may be unpaid. From the 11th day (3rd week) onward, employer must provide paid leave of a least 2/3 the employee’s “regular rate of pay” for the number of hours the employee would have been regularly scheduled to work. • Hour calculation for irregular schedules will use a 6-month average • Caps - \$200 per day and \$10,000 in total.
Combining with Other Paid Leaves	Employees can use other paid leaves with EPSL so they receive their full pay.	<ul style="list-style-type: none"> • Employees have the right to determine whether they want to use any paid leaves, including EPSL, during the first 10 days. • For the 3rd week onward, employees may choose to use 1/3 of their other paid leaves along with this leave so they receive their full pay.
Relationship with Other Leaves	The City will not require you to use other paid leaves before this leave.	Employees are still entitled up to a maximum of 12 weeks of FMLA leave. If an employee already used their FMLA leave, the Act itself does not provide them another period of it.

City of Brentwood COVID-19 Emergency Responder Leave Policy

The City of Brentwood will apply the following benefits beginning March 30, 2020 and ending December 31, 2020, unless subsequently modified. This policy applies solely to sworn/uniformed emergency responders in the Police Department (including Emergency Communications) and Fire and Rescue Department. The below is designed to be comparable to the Families First Coronavirus Act, with the exception of guaranteed leave for the purpose of caring for children whose school/childcare facility is closed. See highlighting.

	Emergency Paid Sick Leave (comparable to EPSLA) Paid leave for weeks 1 & 2	Family Leave Provisions (comparable to EFMLEA) Public Health Emergency Leave Unpaid leave for weeks 1 and 2; paid leave for weeks 3 through 12
Eligibility	Employees do not have to be employed for a specific amount of time.	Employees who have been employed for at least 30 calendar days.
Hours/Weeks	Full time employees receive 80 hours. Part time employees receive the number of hours equal to the average number of hours they work over a two-week period.	Employees receive 12 weeks total (weeks 1 and 2 overlap EPSLA, but are unpaid under EFMLA). Part time employees receive the number of hours equal to the average number of hours they work over a two-week period.
Applicability	<p>(1) Employee subject to a Federal, State, or local quarantine order related to the Coronavirus.</p> <p>(2) Employee has been advised by a health care provider to self-quarantine due to concerns related to the Coronavirus.</p> <p>(3) Employee is experiencing symptoms of Coronavirus and is seeking a medical diagnosis.</p> <p>(4) Employee is caring for an individual who is subject to (1) or (2).</p> <p>(5) Employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable due to Coronavirus precautions. *</p> <p>(6) Employee is experiencing any other substantially similar condition specified by the Secretary of the U.S. Department of Health & Human Services.</p>	<p>(1) Employee is unable to work, or telework, because of a public health emergency.</p> <p>(2) Employee is unable to work or telework, because they must care for a son or daughter under the age of 18 because their school or place of care has been closed, or the son or daughter’s childcare provider is unavailable, because of a public health emergency.*</p>
Pay	<ul style="list-style-type: none"> • If employees take EPSL for the purposes listed under (1), (2), and (3) above, they receive their regular rate of pay. However, an employee’s pay cannot exceed \$511 per day and \$5,110 in total. • For leave taken for the purposes listed under (4), (5), and (6) above, an employee receives 2/3 of this regular rate of pay. However, it cannot exceed \$200 daily and \$2,000 in total. • Hour calculation for irregular schedules will use a 6-month average. 	<ul style="list-style-type: none"> • Initial 10 days (2 weeks) may be unpaid. From the 11th day (3rd week) onward, employer must provide paid leave of a least 2/3 the employee’s “regular rate of pay” for the number of hours the employee would have been regularly scheduled to work. • Hour calculation for irregular schedules will use a 6-month average. • Caps - \$200 per day and \$10,000 in total.
Combining with Other Paid Leaves	Employees can use other paid leaves with EPSL so they receive their full pay.	<ul style="list-style-type: none"> • Employees have the right to determine whether they want to use any paid leaves, including EPSL, during the first 10 days. • For the 3rd week onward, employees may choose to use 1/3 of their other paid leaves along with this leave so they receive their full pay.
Relationship with Other Leaves	The City will not require you to use other paid leaves before this leave.	Employees are still entitled up to a maximum of 12 weeks of FMLA leave. If an employee already used their FMLA leave, the Act itself does not provide them another period of it.

* Approval for leave under this provision is subject to departmental staffing requirements and determination of necessity by Police/Fire Chief.