Minneapolis
Park & Recreation Board

Resolution 2020-199

Resolution Approving Policy Governing Leave for Emergency Responders Employed by the Minneapolis Park and Recreation Board During the COVID-19 Public Health Emergency

Whereas, The Minneapolis Park & Recreation Board is the steward of Minneapolis Park and Recreation system;

Whereas, The United States, the State of Minnesota, and the City of Minneapolis have declared states of emergency related to urgent conditions created by the presence and spread of COVID-19;

Whereas, The spread of COVID-19 has necessitated unprecedented actions including social distancing requirements and stay-at-home orders and has impacted the MPRB's ability to deliver services;

Whereas, H.R. 6201, signed into law on March 18, 2020, contains the Emergency Paid Sick Leave Act that provides up to 80 hours of emergency paid leave for absences due to illness, quarantine, and school or place of care closure as result of COVID-19;

Whereas, H.R. 6201 contains the Emergency Family and Medical Leave Expansion Act that amends the Family and Medical Leave Act and provides for up to 12 weeks of job-protected leave for absences due to illness, quarantine, and school and place of care closure as a result of COVID-19;

Whereas, MPRB employees are eligible for the benefits provided by the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act;

Whereas, H.R. 6201 provides that employers may elect to exclude Emergency Responders from certain benefits provided under the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act;

Whereas, The leaves the MPRB has provided employees to comply with the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act have excluded Emergency Responders or their access to the leave has been restricted;

Whereas, Emergency Responder in the MPRB's Emergency Family and Medical Leave is defined as employees of the MPRB whose job title requires they are licensed Peace Officers in the State of Minnesota;

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Whereas, On March 20, 2020, Mayor Frey authorized Emergency Responder Leave to qualifying City of Minneapolis employees, including police officers;

Whereas, The proposed leave policy for Emergency Responders mirrors benefits provided by the City of Minneapolis; and

Whereas, This resolution is supported by the MPRB 2007-2020 Comprehensive Plan, which envisions “a safe place to play, celebrate, contemplate and recreate;”

RESOLVED, That the Board approve the policy governing leave for Emergency Responders employed by the Minneapolis Park and Recreation Board during the COVID-19 public health emergency; and

RESOLVED, That the President of the Board and Secretary to the Board are authorized to take all necessary administrative actions to implement this resolution.

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TO: Minneapolis Park and Recreation Board

FROM: Jennifer Ringold, Deputy Superintendent

DATE: May 6, 2020

SUBJECT: Resolution Approving Policy Governing Leave for Emergency Responders Employed by the Minneapolis Park and Recreation Board During the COVID-19 Public Health Emergency

BACKGROUND

This action considers approving a policy that will govern the leave for Emergency Responders employed by the Minneapolis Park and Recreation Board Park Board during the COVID-19 public health emergency (*Attachment A*).

On March 20, 2020, Mayor Frey authorized Emergency Responder Leave to qualifying City of Minneapolis employees, including police officers. Pending MPRB adoption, this proposed policy would provide a similar leave option to MPRB Emergency Responders. This additional leave benefit recognizes the increased risk faced by Emergency Responders and the restrictions they have to accessing the current leaves provided to other MPRB staff.

The Emergency Responder Leave provides for 80 hours of leave that can be used by emergency responders to recover from a COVID-19 infection. Or, if the leave isn't necessary for COVID-19 recovery, the emergency responder can use the leave after the pandemic emergency has passed in a manner similar to vacation. The leave time is not eligible for cash exchange and must be taken as time off.

RECOMMENDATION

Staff recommends approval of the policy governing leave for Emergency Responders employed by the Minneapolis Park and Recreation Board during the COVID-19 public health emergency.

This action is supported by the following vision statement in the MPRB 2007-2020 Comprehensive Plan.

Vision Theme 4: A safe place to play, celebrate, contemplate and recreate.

ATTACHMENTS:

- Attachment A - Pandemic Policy for Emergency Responders (PDF)

Prepared By: Jennifer Ringold, Deputy Superintendent, Support Services Group

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Review:

Jennifer Ringold	Completed	04/28/2020 6:00 PM
Jennifer Ringold	Completed	04/28/2020 6:00 PM
Al Bangoura	Completed	04/28/2020 7:55 PM
Minneapolis Park and Recreation Board	Pending	05/06/2020 5:00 PM