



*City Council Memorandum*

**To: Mayor Fasbender & City Councilmembers**  
**From: Julie Flaten, Administrative Services Director**  
**Date: April 6, 2020**  
**Item: COVID-19 Leave Benefit**

**Council Action Requested:**  
Approve COVID-19 Leave Benefit

**Background Information:**  
Workers' compensation only applies to injuries and diseases that arise out of work. There is no coverage for *exposure* to a disease under Minnesota's workers' compensation law. If an individual is quarantined due to an *exposure*, workers' compensation coverage won't apply. If an employee *contracts* COVID-19 as the result of an exposure at work, the City would submit a workers' compensation claim through the League of Minnesota Cities Insurance Trust (LMCIT). LMCIT would then evaluate the claim and determine whether it is compensable under state law.

Under this policy, the City would provide up to an additional four weeks of pay if an employee is quarantined under a healthcare provider's direction due to a workplace exposure. Fulltime employees would be eligible for pay based on the average number of hours they are scheduled to work a week. Part time employees would be eligible for pay based on the number of hours equal to the average number of hours that the employee normally works in a two-week period. Paid-on-call Firefighters would be eligible for pay based on a six-month average to calculate the average daily hours. This benefit would sunset on December 31, 2020, and any unused benefit will not carry forward.

**Financial Impact:**  
To be determined

**Advisory Commission Discussion:**  
N/A

**Council Committee Discussion:**  
N/A